

# California: 303 veterinarian openings have been open for more than four months

Unfilled veterinarian openings in California, as of 5 October 2026. Largest market in the US by live openings.  
Source: PayRecruiter live-openings data.



## How old the openings are



## Who is hiring

| Group                 | Openings | Share |
|-----------------------|----------|-------|
| VCA                   | 138      | 21%   |
| Banfield Pet Hospital | 75       | 11%   |
| Pet Vet Care Centers  | 64       | 10%   |
| Thrive Pet Healthcare | 50       | 8%    |
| 20 other groups       | 329      | 50%   |

## By metro

| Metro       | Openings |
|-------------|----------|
| Los Angeles | 139      |
| Bay Area    | 102      |
| San Diego   | 89       |
| Sacramento  | 47       |

## Supply

|                        |                                            |
|------------------------|--------------------------------------------|
| Licensed veterinarians | 14,852 active (California board, Sep 2026) |
| New licences           | 877 in the last 12 months                  |

**Why it stays open.** The veterinarians who could fill a four-month-old opening are employed, three or four years into a role, and not reading job advertisements. California requires two years of active practice in the last three plus a jurisprudence exam for out-of-state veterinarians; openings are filled by California-licensed veterinarians.

**Method.** Live = openings shown as live on the PayRecruiter platform on the cut date. Metro counts group the cities in that metro; city names on a few records are mis-parsed and excluded. Aged = posted more than 120 days before the cut. Licence counts from the state board roster where scraped in full, otherwise the AAVSB December 2025 count. Platform data, not a census; counts are not restated.