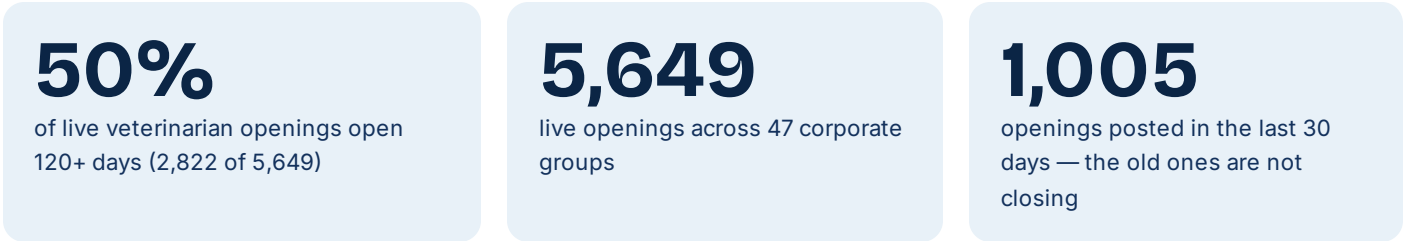


Half of US veterinarian openings have been open for more than four months

Unfilled veterinarian openings in the United States, state by state, as of 5 October 2026. Source: PayRecruiter platform data.



The ten largest markets

#	State	Live openings	Open 120+ days	Share aged	Largest group
1	California	656	303	46%	VCA (138)
2	Texas	586	341	58%	Thrive (93)
3	Florida	440	226	51%	Banfield (89)
4	New York	264	127	48%	—
5	Pennsylvania	254	150	59%	—
6	North Carolina	247	143	58%	—
7	Illinois	230	129	56%	—
8	Virginia	202	107	53%	—
9	Georgia	163	79	48%	—
10	Arizona	147	76	52%	—

Three things the October data says

- The problem is oldest in Pennsylvania (59%), Texas (58%) and North Carolina (58%)** — the highest shares of openings older than four months among the large states. California has the most openings (656) and still has 303 roles more than four months old.
- Four groups carry a third of it.** Banfield (612), VCA (561), Mission Pet Health (543) and NVA (419) hold 2,135 of 5,649 openings; the other 43 groups hold the rest. In Texas, Thrive alone has 93 openings and 87 of them are past four months.
- The supply exists.** California has about 14,850 actively licensed veterinarians and issued 877 new licences in the last twelve months; Florida about 11,700 and 774. Fewer than one in twelve licensed veterinarians in the states we measure is in any recruiting database. Hospitals are advertising to people who are not reading advertisements.

Method. Live = openings shown as live on the PayRecruiter platform on the cut date (5 October 2026). Aged = posted more than 120 days before the cut date. Canada excluded. Licence counts from state veterinary board rosters. Counts are as published on the cut date and are not restated. Platform data, not a census.