



MEMORANDUM

DATE	January 7, 2021
TO	Multidisciplinary Advisory Committee (MDC)
FROM	Jessica Sieferman, Executive Officer
SUBJECT	Agenda Item 5. Presentation and Discussion Regarding RVT Foreign Graduate Review Program

Background

During the July 2020 MDC meeting, the MDC received a request to look into a pathway for foreign candidates to become California registered veterinary technicians (RVTs). This request also was brought up during the July 2020 Veterinary Medical Board (Board) meeting, and the Board agreed to have the MDC look into this issue and provide recommendations to the Board.

MDC Chair, Kristi Pawlowski, RVT, created a Subcommittee to research this topic further and lead the discussions during MDC meetings. Leah Shufelt, RVT, and Jamie Peyton, DVM, were appointed to this Subcommittee.

As described in more detail [here](#), during the October MDC meeting, the Subcommittee presented an overview of applicable statutes and regulations and described items to research before creating and recommending a new pathway for foreign RVT graduates.

Jennifer Loreda, RVT, shared that she serves on the American Association of Veterinary State Boards (AAVSB), Program for the Assessment of Veterinary Education Equivalence (PAVE) for Veterinary Technicians Committee. That committee has been working on creating a PAVE program similar to the existing program for foreign veterinary graduates. Under the AAVSB PAVE, AAVSB would provide the PAVE for Veterinary Technicians certificate as a means of documenting the equivalency of a candidate’s veterinary technology/nursing education.

Update

Since the last MDC meeting, the AAVSB PAVE for Veterinary Technicians Committee has finalized the PAVE for Veterinary Technicians pathway and their Standards and Policies for the program.

During the January MDC meeting, Nancy Grittman, MBA, AAVSB Senior Director of Program Services, will provide an overview of what has been accomplished so far and

the next steps to launch the program. The AAVSB PAVE for Veterinary Technicians Committee anticipates launching the applications for veterinary technicians in the Fall of 2021.

Action Requested:

If the MDC believes the AAVSB PAVE for Veterinary Technicians pathway is acceptable, please consider approving a motion to recommend the Board approve the attached legislative proposal to accept, as proof of equivalent education, certificates issued by AAVSB PAVE for Veterinary Technicians.

If the Board includes the proposal in the Board's Sunset bill, the Board would be able to accept the certificate as early as January 2022.

Attachments:

1. AAVSB PAVE for Veterinary Technicians Presentation by Nancy Grittmann, MBA, AAVSB Senior Director of Program Services
2. AAVSB PAVE for Veterinary Technicians Standards and Policies
3. Legislative Proposal for Registered Veterinary Technicians

AAVSB

PAVE for Veterinary Technicians Presentation

California Veterinary Medical Board Multidisciplinary Committee
January 27, 2021

Nancy Grittman, MBA
AAVSB Senior Director of Program Services





PAVE

Program for the

Assessment of

Veterinary

Education equivalence for

Veterinary Technicians

Goals for Today

- Understand the AAVSB PAVE for Veterinary Technicians pathway
- Review the Standards and Policies



American Association of Veterinary State Boards
PAVE for Veterinary Technicians Standards & Policies

GENERAL PAVE FOR VETERINARY TECHNICIANS INFORMATION

The Program for the Assessment of Veterinary Education Equivalence (PAVE) for Veterinary Technicians is operated by the American Association of Veterinary State Boards (AAVSB), a not-for-profit organization whose mission furthers public protection by providing services to its Member Boards, veterinary licensing authorities in the United States and Canada. The purpose of PAVE for Veterinary Technicians is to assess the education equivalence of international veterinary technician/nurse graduates on behalf of participating AAVSB Member Boards.

PAVE for Veterinary Technicians defines an "international veterinary technician/nurse graduate" as a veterinary technician/nurse whose degree was conferred outside of the United States and Canada by a recognized post-secondary, professional school of veterinary technology/nursing or equivalent program. A "recognized" school is one that is officially approved, and meets the educational requirements, for credentialing by the government of its country.

Graduates from recognized post-secondary, professional school of veterinary technology/nursing or equivalent program outside the United States or Canada in non-American Veterinary Medical Association-Committee on Veterinary Technician Education and Activities (AVMA-CVTEA) or non-Canadian Veterinary Medical Association (CVMA) accredited programs are considered to be "international veterinary technician/nurse graduates." Graduates from AVMA-CVTEA or CVMA accredited programs within the United States or Canada will not be considered to be "international veterinary technician/nurse graduates" as defined by the AAVSB PAVE for Veterinary Technicians program.

The AAVSB provides the PAVE for Veterinary Technicians certificate as a means of documenting the equivalency of a candidate's veterinary technology/nursing education. In jurisdictions that accept the PAVE for Veterinary Technicians certificate, the PAVE for Veterinary Technicians Certificate is recognized as substantiating the educational requirements as one criterion toward credentialing eligibility. **The PAVE for Veterinary Technicians Certificate is not a credential to practice as a veterinary technician.** In order to be credentialled to practice, candidates who receive the PAVE for Veterinary Technicians Certificate must also meet additional statutory criteria, including successful completion of the Veterinary Technician National Examination (VTNE). Because the requirements vary from jurisdiction to jurisdiction, candidates should directly contact the specific veterinary board(s) in which they desire credentialing.

PAVE the way for international graduates



- Evaluates the education equivalence of international veterinary technician/nurse graduates
- Designed to ensure that PAVE for Veterinary Technicians-certified credential candidates have the qualifications and experience that are equivalent to an AVMA-CVTEA and CVMA accredited veterinary technology/nursing education

Documents Provided by the PAVE for Veterinary Technicians Applicant



Applicants will submit required documents with the AAVSB PAVE for Veterinary Technicians online application

AFFIDAVIT AND RELEASE OF INFORMATION FROM APPLICANT

(Applicant print your complete name)

I hereby certify under oath that I am the person named in this application; that all information given in this application is true and accurate to the best of my knowledge, and that the photograph(s) enclosed are recent photographs of me.

I understand that (1) falsification of this application, or (2) the submission of any falsified education documents to AAVSB, or (3) the submission of any falsified AAVSB VIVAE documents to other agencies, may be sufficient cause for AAVSB to terminate my participation in the VIVAE Credential Verification Program; to notify the regulatory boards of veterinary medicine, or to take other appropriate action.

I designate the American Association of Veterinary State Boards' Veterinary Information Verifying Agency to contact, verify and maintain information, and copies of documents and records that can subsequently be provided to professional licensing boards and other entities when I apply for licensure, employment or other privileges.

I request and authorize every person, educational institution, hospital, clinic, government agency (local, state, federal or international), court association, institution, or law enforcement agency having control of any documents, records, and other information pertaining to me to furnish to AAVSB any such information.

I authorize the AAVSB to release information, materials, documents, orders or the like relating to me or this application to any federal, state or local government department or agency, to any animal health care entity, educational institution, or to any other organization or individual who, in the judgment of AAVSB, has a legitimate interest in such information, including but not limited to AAVSB's Disciplinary Database.

I understand and agree that it is incumbent upon me to contact the veterinary board in the state or jurisdiction where I seek to be licensed to determine whether such state or jurisdiction accepts AAVSB VIVAE Credentials and whether I meet the requirements for licensure in that state or jurisdiction. I further understand that AAVSB makes no representations as to my eligibility for licensure as a veterinarian in any state or jurisdiction.

I hereby certify that I have read the AAVSB VIVAE Application and instructions and have followed all procedures for the VIVAE application to the best of my abilities, and that the information provided is applicable to me.

I hereby extend absolute immunity to, and release, discharge, and hold harmless the American Association of Veterinary State Boards and the Veterinary Information Verifying Agency, its agents or representatives and any person furnishing information, from any and all liability.

A photocopy or facsimile of this authorization shall be as valid as the original and shall be filed with the state board.

Applicant must sign his/her full name as it appears in English on the first line below, but only in the presence of one of the following officials who must sign the last line of the application: a Consular Official, First-Class Magistrate, or Notary Public. The seal, stamp or signature of the official must overlap a portion of both the attached photograph and

Applicant's Signature (as it appears in English) _____
 Applicant's printed name: _____
 Applicant's Social Security Number: _____ Applicant's Date of Birth: _____
 Subscribed and sworn to before me this _____ day of _____, 20____
 X _____
 Official Title: _____
 Signature of a Consular Official, a First-Class Magistrate, or a Notary Public (see box above). If official title and/or seal is not in English, AAVSB requires a translation. Alterations or erasures of any kind on this form will void this application.



Course by Course Evaluation

The AAVSB or its designee will review the official transcripts and content of the course syllabi/outlines of courses from the teaching institution to identify gaps in course curriculum.

The AAVSB has partnered with the Academic Credentials Evaluation Institute, Inc. (ACEI)



Gap Content Completion

PAVE for Veterinary Technicians candidates apply to an AVMA-CVTEA or CVMA accredited veterinary technology/nursing distance learning or on-campus program to complete and successfully pass the course(s) that contain the identified gap content.



Committee Review

UNITED STATES
CREDENTIAL EVALUATIONS

6510 Polaris Dr., Suite 2
Lubbock, Texas, 79424
819-910-9476
www.uscec.org

COURSE BY COURSE EVALUATION REPORT

Name: [REDACTED] Date: [REDACTED]
Date of Birth: [REDACTED] Application ID: XXXX-434-XXXX011
U.S. Equivalency: [REDACTED] GPA: [REDACTED]

Purpose of Evaluation: Further Education/Employment

Name of Awarding Institution: Islamic Republic of Afghanistan
Institution Status: Presentation of Academic Qualifications

Country of Study: (Even if the program was incomplete)
Admission Requirements: (all Florida schools)
Field of Study: (if applicable, Can use the Title)

Language of Documents: [REDACTED]
Duration or Thesis: [REDACTED]
Graduation Year: [REDACTED]

Professional Qualification: Undergraduate/Graduate Program
Access to Continuing Education: (Any additional explanation can go here
Additional Notes: italics)

COUNTRY OVERVIEW

Primary education in Afghanistan currently has a duration of six primary grades.
Secondary education in Afghanistan currently has a duration of three lower secondary grades
and three upper secondary grades. At the end of Grade 12, student receive the Upper
Secondary School Diploma. The first undergraduate degree in Afghanistan is four to six years in
length.

This evaluation is based on electronically submitted documents:

- Archival Certificate - xxxxxxxx, issued by the xxxxxx. Date of issue: xxxxx.

Evaluation Summary

It is the judgment of USCE, U.S.C. that: xxxxxx
holds the U.S.A. equivalent of xxxxxxxx awarded by regionally accredited institutions in the United
States.

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SEE REVERSE FOR EVALUATION KEY

SEE REVERSE FOR SECURITY AND AUTHENTICITY FEATURES



Applicants will request to have documents sent directly to the AAVSB from primary source institutions



The AAVSB will send the PAVE for Veterinary Technicians Certificate upon completion. VAULT stamped certificate copies will be made

AAVSB Next Steps

- Finalize the internal processes and documents
- Develop the online application
- Assist Member Boards with information for statute and rule changes
- Expect to launch PAVE for Veterinary Technicians application in 2021



Questions?





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CREDENTIALS REGISTRATION

Application information to PAVE for Veterinary Technicians is also used to populate the AAVSB's Veterinary Information Verifying Agency (VIVA) database which provides a centralized, uniform process for jurisdictional licensing authorities to obtain a primary source record of a veterinary technician/nurse's credentials. The service maintains information about veterinary technicians/nurses in the areas listed below:

- Identifying Documents
- Education & Training Background
- English Language Proficiency
- Professional Examination History
- Employment History
- Credential History

ENROLLMENT

Photocopies and faxed applications will not be processed. Program applications are accepted only online via the AAVSB website. All applications must be complete and include full payment of the initial fee before they are processed. Visa, Mastercard, Discover and American Express or any other approved payment are accepted. Additional fees will be incurred at specific steps of the program including, but not limited to, transcript and credential evaluation requirements.

ENGLISH PROFICIENCY

PAVE for Veterinary Technicians candidates must substantiate English language proficiency when submitting a PAVE for Veterinary Technicians application. English language proficiency may be established through one of the two options listed below.

Option #1: Accepted English proficiency examinations:

- Completion of the **Test of English as a Foreign Language Internet (TOEFL iBT)** with minimum section scores as follows: listening 26; speaking 26; writing 20; and reading 18; or
- Completion of the **International English Language Testing System (IELTS)** with a minimum score of 6.5 overall and minimum section scores of Speaking: 7; Listening: 6.5; Reading and Writing: 6. PAVE Candidates must take the Academic Module.

NOTE: *TOEFL and IELTS scores are considered valid for two years after the test date. English proficiency scores must be valid at the time a PAVE for Veterinary Technicians submits the application. Candidates must meet all section requirements on a single English proficiency examination.*

Option #2. Substantiation that the PAVE for Veterinary Technicians candidate has attended at least three (3) years at a secondary high school or graduated from a post-secondary, professional

veterinary technology/nursing school or equivalent program within that country under which the complete language of instruction was English. Accepted documentation includes:

- A letter received by PAVE for Veterinary Technicians directly from school officials stating the dates of attendance and verifying that the complete language of instruction was English.
- A certified or notarized copy of the final high school or post-secondary diploma or transcript received directly from the institution.

PAVE for Veterinary Technicians candidates who were homeschooled for all or part of their high school education (grades 9–12) may submit a letter from a school district official who had oversight of their home school curriculum to substantiate that the primary language of instruction was English.

Documentation that the candidate has met the English Proficiency criteria is due at the time of application.

COURSE BY COURSE EVALUATION

To meet the PAVE for Veterinary Technicians education equivalence requirement, candidates must submit to the AAVSB a completed application and relevant fees.

All supporting documentation, including official syllabi/outlines of courses completed at their recognized post-secondary, professional school of veterinary technology/nursing or equivalent program and official transcripts, must be received directly from the institution to the AAVSB or designee.

The AAVSB or its designee will review the official transcripts and content of the course syllabi/outlines of courses from the teaching institution. These documents must be submitted directly to the AAVSB by the teaching institution which provided the program and will be used to substantiate education equivalence and identify gaps in the international non-accredited curriculum completed by the candidate. Gaps will be determined by comparing completed coursework to that of the AVMA-CVTEA and CVMA accredited veterinary technology/nursing curriculum, essential skills requirements.

Any identified gaps in course curriculum and a recommendation of gap content completion will be reviewed by the PAVE for Veterinary Technicians Committee. The PAVE for Veterinary Technicians Committee will communicate directly with the candidate on next steps in the program.

GAP CONTENT COMPLETION

Upon receiving the official evaluation and to meet the PAVE for Veterinary Technicians gap content completion requirement, candidates must apply to an AVMA-CVTEA or CVMA accredited veterinary technology/nursing distance learning or on-campus program to complete and successfully pass the course(s) that contain the identified gap content.

PAVE for Veterinary Technicians candidates must provide to the AAVSB the following information before beginning the gap content completion step:

1. Copy of the acceptance letter from the AVMA-CVTEA or CVMA accredited veterinary technology/nursing college or university program.
2. Acknowledgement form provided by the AAVSB, signed by the academic dean (or designated representative) of the AVMA-CVTEA or CVMA accredited veterinary technology/nursing college or university program.

After successful completion of the gap content requirement, documentation of completion (including starting and ending dates) and official transcripts must be sent directly from the academic dean (or designated representative) of the host AVMA- CVTEA or CVMA accredited veterinary college or university program to the AAVSB.

Course(s) completed at an AVMA-CVTEA or CVMA accredited veterinary technology/nursing college or university program prior to applying to the PAVE for Veterinary Technicians program will be reviewed and considered to determine if the gap course content requirement has been met.

COMMITTEE REVIEW PROCESS

Upon receiving all documentation, the PAVE for Veterinary Technicians Committee will complete its review. If approved, PAVE for Veterinary Technicians certificates are issued. Issued certificates are subject to ratification by the AAVSB Board of Directors. Upon request from the candidate, official copies of the certificate may be sent directly to the designated jurisdiction credentialing board(s).

VTNE EXAM ELIGIBILITY REVIEW

PAVE for Veterinary Technicians Certificate holders are eligible to submit an AAVSB VTNE online application per exam eligibility requirements. Exam eligibility requirements are determined by the jurisdiction credentialing board.

TRANSLATION OF FOREIGN DOCUMENTS

Any required document (including all seals and/or stamps) not in English must include an English translation prepared and certified by an approved professional translation service. Candidates are required to request and submit original documents in addition to the certified translations. All costs associated with the translation of submitted documents are the responsibility of the candidate.

APPLICATION STATUS

A PAVE for Veterinary Technicians application fee is valid for four years while completing the program. If not completed in four years and to remain active in the PAVE for Veterinary Technicians program, candidates must notify the AAVSB in writing, pay all relevant fees, and meet current PAVE for Veterinary Technicians requirements.

PAVE for Veterinary Technicians Program established on 12.16.20. The AAVSB PAVE for Veterinary Technicians Standards and Policies as approved by the Board of Directors on 12.16.20.

VETERINARY MEDICAL BOARD
LEGISLATIVE PROPOSAL
REGISTERED VETERINARY TECHNICIANS

Amend Section 4841.5 of Article 2.5 of Chapter 11 of Division 2 of the Business and Professions Code as follows:

4841.5. To ~~be eligible to take the written and practical examination for~~ obtain registration as a registered veterinary technician, the applicant shall furnish satisfactory evidence of one of the following:

~~(a) Be at least 18 years of age.~~

~~(b) (1) Furnish satisfactory evidence of~~ gGraduation from, at minimum, a two-year curriculum in veterinary technology, in a college or other postsecondary institution approved by the board, or the equivalent thereof as determined by the board. In the case of a private postsecondary institution, the institution shall also be approved by the Bureau for Private Postsecondary Education. Proof of graduation must be submitted directly to the board by the college or other postsecondary institution.

~~(2) (b) For purposes of this subdivision, e~~ Education or a combination of education and clinical practice experience ~~may constitute the equivalent of the graduation requirement imposed under this subdivision~~, as determined by the board.

(c) Education equivalency certified by the American Association of Veterinary State Boards, Program for the Assessment of Veterinary Education Equivalence (PAVE). The certificate of education equivalence must be submitted directly to the board by PAVE.