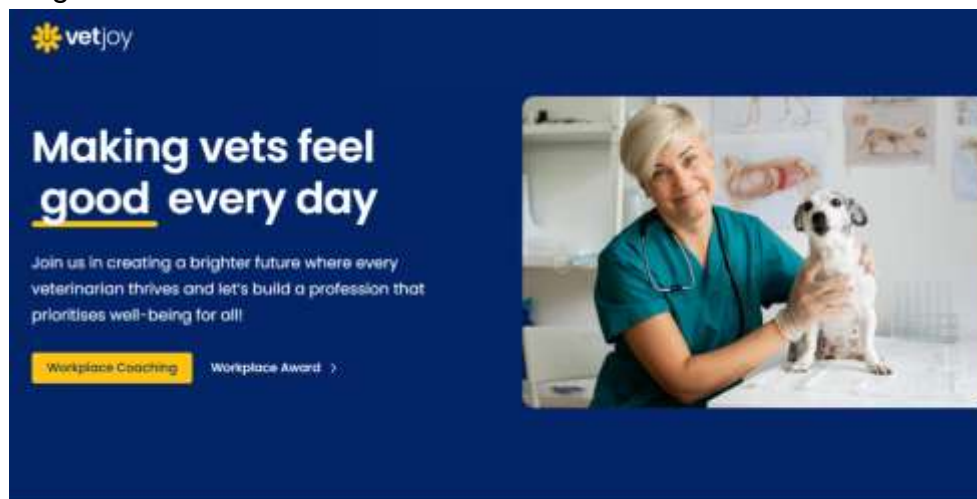


## **VetJoy.org: Empowering Veterinarians for a Thriving Future**

Veterinarians across Europe face increasing challenges, from workplace stress to evolving societal demands. VetJoy.org, a groundbreaking initiative supported by Zoetis and its Foundation, is stepping up to provide holistic career support, mental well-being resources, and professional development opportunities. Spearheaded by FVE, FECAVA, and IVSA, with backing from EAEVE and EBVS, this platform aims anticipate challenges to foster a sustainable and fulfilling veterinary career path for professionals at every stage.



## **A Multifaceted Approach to Veterinary Well-being**

Recognising the strains veterinarians face, especially early-career and female professionals, VetJoy.org builds upon existing support programmes to offer an extensive toolkit. From mentoring to workplace coaching, the platform addresses both professional growth and mental resilience, ensuring vets receive the guidance they need to thrive.

## **Celebrating Veterinary Diversity Through Art**

In 2024, the photo competition “A Day in Your Life: The Diversity of Veterinary Work,” showcased the dedication of veterinarians across Europe. The 2024 year’s winner, Swedish vet Lena Nilsson, captured a heartwarming moment feeding an orphaned kitten. Portugal’s Francisca Ferreira secured second place with a striking image reflecting the bond between a veterinarian and a bull, symbolizing respect and care. These images celebrate the profession’s diverse and vital roles. This year, three research grants of each €500 will be provided to students investigating diversity, equity and inclusivity in the veterinary profession. All information to meet the application deadline for 30 June 2025 is [HERE](#).

### **Mentorship for a Stronger Future**

VetJoy's free Mentoring Programme connects last-year students and early-career vets with experienced professionals, offering tailored guidance across various sectors in the vital transition phase from vet school into their career. The mentors also benefit from this programme through leadership coaching, knowledge-sharing, and mental well-being resources, ensuring that their mentees receive the support needed for success.



### **Investing in Veterinary Workplaces**

In 2024, VetJoy's coaching voucher scheme has empowered 19 veterinary workplaces across seven European countries, equipping teams successfully with communication and conflict resolution skills, and team cohesion tools ([poster](#) and read the [full report](#)). With expansion in 2025, the initiative continues to drive well-being and inclusivity in veterinary setting.





Supported by a grant from

**zoetis** foundation

## Workplace Coaching Voucher programme

In the past decade, research indicated that veterinarians from all sectors of the profession face high levels of stress, which contribute to burnout and adversely affect the quality of care they deliver. FVE, with the generous support of the Zoetis Foundation, offered veterinary workplace coaching vouchers across Europe to alleviate the burden and evaluated its impact.

### Overview of coaching sessions in 2024

In 2024, with a grant from the Zoetis Foundation, FVE supported 19 veterinary workplaces with coaching vouchers across Europe. This poster provides overview of participants' replies to the pre- and post evaluation survey. Both surveys consisted of 10 questions.



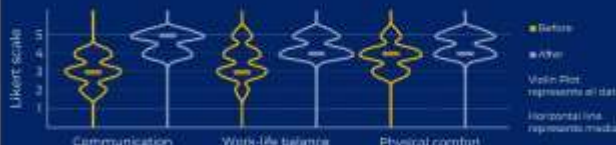
### Overall satisfaction



Overall, almost 90% of the participants were very satisfied with the coaching session, and 26% declared spontaneously that more activities like the coaching would be beneficial for their organisation.

### Feedback and progress

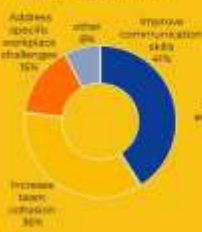
The feedback from the coaching sessions showed that goals and objectives were further defined and allowed major improvements in communication. The work-life balance and physical comfort improved, too. Participants stated that they made significant progress in the areas they wanted to develop and successfully addressed their challenges thanks to the coaching sessions.



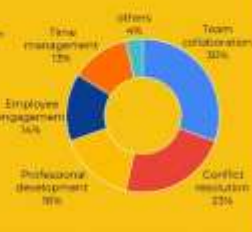
### Before the coaching

Before the coaching, 58% of the participants had already participated in at least one similar coaching, and 90% of them demonstrated no concerns about the coaching process. Participants expected improvements mainly in communication (41%) and team cohesion (36%) and hoped to enhance team collaboration (30%) and conflict resolution (23%).

#### EXPECTATIONS FOR THE COACHING

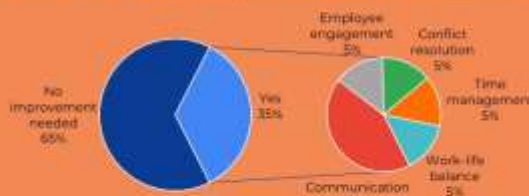


#### AREAS TO IMPROVE



### After the coaching

After the coaching, no more improvement was needed, according to 65% of the participants. However, 35% of participants acknowledge that some areas still needed improvement, such as communication.



### Outlook: Workplace coaching voucher programme in 2025

The workplace coaching programme will continue in 2025 with two application periods (Jan-June, July-Dec). Twenty-five percent of the voucher will be allocated to non-clinical workplaces, except if the quota is not reached. The vouchers are capped at 2000 Euro.

Contact: [hello@vetjoy.org](mailto:hello@vetjoy.org)



## Recognising Excellence in Veterinary Workplaces

The 2024 Great Veterinary Workplace Excellence Awards honoured outstanding clinical and non-clinical workplaces. Winners include:

- **Pennard Vets (Maidstone, UK)** – for fostering a positive environment with a four-day workweek and a new grad scheme through an employee-ownership model.
- **Food Standards Agency (Yorkshire, UK)** – for promoting inclusivity and supportive work culture principles, which allows their vet teams to bring their whole selves to work.
- **Evidensia Djurkliniken Staffanstorp (Sweden)** – for prioritizing employee development and flexible working conditions.

These recognitions highlight and spotlight veterinary workplaces that live and breathe the importance of well-being and encourage continuous improvement. Applications are most welcome until 30 June. See all conditions [HERE](#).

### A Collective Effort Backed by Zoetis

Zoetis and its Foundation have been instrumental in VetJoy.org's success. Christina Mayer from Zoetis emphasised their commitment to supporting veterinarians, stating, "By investing in veterinary well-being, we are shaping the future of animal health."

### Join the Movement

VetJoy.org is more than a resource hub - it's a movement to reshape the veterinary profession for the better. Visit [www.vetjoy.org](http://www.vetjoy.org) to explore resources, participate in initiatives, and be part of a thriving veterinary future.