



International Postgraduate Veterinary Education (PGVE) Symposium 2025

Ironmongers' Hall, London, UK
Tuesday 18 November and
Wednesday 19 November 2025

Programme

Welcome from Dr Linda Prescott-Clements, Director of Education at the Royal College of Veterinary Surgeons (RCVS)



A very warm welcome to our inaugural International Postgraduate Veterinary Education (PGVE) Symposium, hosted this year by the Royal College of Veterinary Surgeons (RCVS), in the historical surroundings of Ironmongers' Hall, London.

We're delighted to welcome such a wide range of distinguished veterinary and medical professionals, educators and researchers, all united by a joint goal of advancing postgraduate veterinary education and sharing best practice on a global scale.

The need for an increased focus on this important area of veterinary education – and the development of a collaborative approach to understand 'best practice' through an international community of practice – stems from the relatively little published evidence relating to education and training 'beyond graduation' in veterinary, unlike in other professions such as medicine or dentistry.

This position has been set out in a recent paper published in the Journal of Veterinary Medical Education entitled **'The Veterinary Education and Training Landscape Beyond Graduation: Where Is the Evidence?'**

authored by me, and international collaborators Professor Kent G. Hecker (Canada), Professor Harold G. J. Bok (Netherlands), and Professor Martin Cake (Australia). Following on from this publication, the idea to create an event to explore this area led us to launch this initiative, with a view to it becoming a regular fixture on the international stage. The fact that tickets sold out within days, to individuals across the world, is testament to the importance

of the topic and the need to a forum in this space.

Over the course of the next two days our symposium will centre around discussions on the four key topics set out in the paper:

- Graduate transition into the profession
- Advanced education and training (postgraduate qualifications, internships and residencies)
- Continuing education and professional development
- Licensure and revalidation

Investing in postgraduate education brings immense benefits to the entire veterinary and veterinary nurse professions. It supports retention, builds knowledge, skills and confidence, enhances access to high-quality training, and ensures that veterinary and veterinary nursing professionals can continue to grow professionally and deliver the best care possible.

I encourage you all to engage fully both with the sessions themselves, as well as with each other. It is only through exchanging ideas, challenging assumptions, and building lasting relationships that we can hope to develop an effective international community of practice.

I hope this symposium will help spark new ideas as well as develop existing ones, and support in forging valuable professional relationships.

Thank you for being part of this landmark event, and for your shared commitment to shaping the future of veterinary education.

I wish you all an inspiring, thought-provoking, and thoroughly enjoyable symposium.

Day 1: Tuesday 18 November

Time		
08.30–09.00	Registration and coffee	
09.00–09.20	The Banqueting Hall	
	Welcome to the symposium Professor Tim Parkin FRCVS, President of the Royal College of Veterinary Surgeons (RCVS)	
	Introduction and aims Dr Linda Prescott-Clements, Director of Education, RCVS	
09.20–10.40	Plenary sessions (Chaired by Dr Linda Prescott-Clements)	
09.20–10.00	The history and evolution of workplace-based assessment Professor John Norcini, PhD Upstate Medical University, New York, USA	
10.00–10.40	Summiting Mount Miller – recalibrating outcomes beyond graduation Professor Martin Cake, PhD, Murdoch University, Perth, Australia	
10.40–11.00	BREAK (Coffee in the Drawing Room)	
11.00–12.30	Presentations in parallel sessions: Graduate transitions	
	The Banqueting Hall	The Court Room
11.00–11.05	Chair's welcome Professor Martin Cake, Murdoch University, Perth, Australia	Chair's welcome Julie Dugmore RVN, Director of Veterinary Nursing, RCVS
11.05–11.20	Professional identity: So, what's new? Rachel Davis, Senior Lecturer in Veterinary Education, Royal Veterinary College, UK	Preparedness of veterinary students for the transition into clinical practice Paul Wood, Veterinary Reader, Scotland's Rural College (SRUC) School of Veterinary Medicine and Biosciences, UK
11.20–11.35	Evaluating the impact of introducing a mandatory, national graduate support programme in the UK: VetGDP Dr Linda Prescott-Clements, Director of Education, RCVS	Developing cultural humility – a first small step Neerja Muncaster, Senior Lecturer in Veterinary Clinical Practice, University of Surrey Veterinary School, UK
11.35–11.50	How well are UK graduates being prepared for their first role in the veterinary profession? Kirsty Williams, Education Quality Improvement Manager, RCVS	Evolution of a veterinary graduate development programme, utilising the 70:20:10 workplace education model, and its potential impact on graduate attrition Dr Rob Kelly, Clinical Lecturer and RCVS Advanced Practitioner, Royal Dick School of Veterinary Studies, University of Edinburgh, UK

11.50–12.05	A comparison of VetGDP advisor and recent graduate reported preparedness for their first role by field of practice Alexander Corbishley, Professor of Infectious Diseases and Education, University of Edinburgh, UK	Use of generative AI in postgraduate taught programmes at a UK vet school: A moment in time Dr Victoria Lindsay-McGee, Programme Coordinator and Teaching Fellow, Royal (Dick) School of Veterinary Studies, University of Edinburgh, UK
12.05–12.20	Qualified but not yet competent? Towards a new continuum of veterinary education and training Professor Harold Bok, Vice Dean for Education at the Faculty of Veterinary Medicine, Utrecht University, Netherlands	You think graduates just leave? How support turns the tide Alison Price, Graduate Development Programme Manager, Linnaeus, UK
12.20–12.30	Chair's final remarks (Professor Martin Cake)	Chair's final remarks (Julie Dugmore RVN)
12.30–13.30	BREAK (Lunch in the Drawing Room)	
	The Banqueting Hall	
	Plenary sessions (Chaired by Dr Linda Prescott-Clements and Julie Dugmore RVN)	
13.30–14.05	Trends and challenges in veterinary specialty education: A North American Perspective Professor Jane Sykes, Director for the Center of Continuing Professional Education, University of California–Davis, USA	
14.05–14.40	Advancing human nursing practice within the UK and wider Wendy Preston, Head of Nursing Workforce, Royal College of Nursing, UK	
14.40–15.15	BREAK (Coffee in the Drawing Room)	
15.15–16.15	The Banqueting Hall	
	New ideas and innovations – pitch then discuss... (Chaired by Professor Harold Bok)	
15.15–15.30	Parallel postgraduate training for vets and nurses: Building mutual understanding to improve team performance Dr Peter Kronen, VASTA Founder and Director, Veterinary Anaesthesia School for Veterinarians and Nurses (VASTA)	
15.30–15.45	To work collaboratively to create an international, shared resource for assessment items for specialty training Dr Linda Prescott-Clements, Director of Education, RCVS	
15.45–16.00	Can we map post graduate opportunities? Using European Board of Veterinary Specialisation (EBVS) data to optimise resident training and workforce balance Julie Rosser, Chief Executive Officer, EBVS	

16.00–16.15	Veterinary postgraduate education: Time to move past the “stick and carrot approach” to a coaching approach? Aurora Zoff, Veterinary Anaesthetist, North Downs Specialist Referrals, UK	
16.15–17.30	Presentations in parallel sessions: Postgraduate education (I)	
16.20–16.25	The Banqueting Hall	The Court Room
	Chair’s welcome (Dr Linda Prescott-Clements)	Chair’s welcome (Jenny Soreskog-Turp)
16.25–16.40	A vision or a necessity? Strengthening the role of veterinary nurses in team-based veterinary healthcare Jill Macdonald RVN, Veterinary Nursing Progression and Development Lead, RCVS Julie Dugmore RVN, Director of Veterinary Nursing, RCVS	Enhancing wellbeing in veterinary postgraduate training via structured support and programme quality standards Natasha Hetzel, Head of Education and Career Development, Linnaeus, UK
16.40–16.55	From guidelines to growth: Using care frameworks to support continuing professional development in first opinion practice Stuart Garde, Head of Clinical Development, IVC Evidensia	Mapping veterinary skills needs to training solutions: a systematic framework approach in European agri-food systems Mark Bowen, Director of Education, European Board of Veterinary Specialisation (EBVS)
16.55–17.10	Active learning activities in postgraduate veterinary education: strengthening clinical reasoning, transfer, and engagement Gemma Coleman, Content Co-ordinator and Editor, Improve Veterinary Education, UK	Perceptions of the impact of the RCVS Certificate in Advanced Veterinary Practice on the careers of its graduates Evan Holdsworth, Postgraduate Coordinator, University of Liverpool, UK
17.10–17.25	The missing middle: Understanding veterinary surgeons’ appetite for an intermediate postgraduate award Dr Aidan B. McAlinden, Academic Director, Improve Veterinary Education, UK	Lessons from a case study: The impact of the COVID-19 pandemic on part-time postgraduate veterinary professionals Emily Chapman-Waterhouse, Associate Head of Department, Principal Lecturer, Harper Adams University, UK
17.25–17.45	The Banqueting Hall	
	Closing remarks day 1: Panel – Dr Linda Prescott-Clements, Professor Harold Bok, Professor Martin Cake, Julie Dugmore RVN	
17:45–19:15	Drinks reception	

Day 2: Wednesday 19 November

Time		
08.30–09.00	Registration and coffee	
08.50–09.00	The Banqueting Hall	
	Opening remarks Dr Linda Prescott-Clements	
09.00–10.10	Plenary sessions (Chaired by Dr Linda Prescott-Clements)	
09.00–09.35	Latest developments in the use of Artificial Intelligence in learning Professor Lambert Schuwirth, Professor of Medical Education, NewMed School, and Director of Healthcare Innovative Learning Solutions (HILS), Australia	
09.35–10.10	Rethinking the nature of veterinary competence to serve the education–practice continuum Professor Olle ten Cate, Emeritus Professor of Medical Education, Utrecht University, Netherlands	
10.10–10.40	BREAK (Coffee in the Drawing Room)	
10.45–11.30	The Banqueting Hall	
	New ideas and innovations – pitch then discuss... (Chaired by Julie Dugmore RVN)	
10.45–11.00	Integrate non-clinical, humanistic training into all types of post-graduate training and re-accreditation requirements Petra Agthe, Diagnostic Imager, Southern Counties Veterinary Specialists, UK	
11.00–11.15	Beyond the clinic: Embedding expeditionary veterinary medicine into postgraduate education Tom Roffe-Silvester, Managing Director, Veterinary Task Force Ltd, UK	
11.15–11.30	A dual-purpose tool: Using a Modified Competency Framework to support the continued professional development of primary care emergency vets Aoife Reid, Head of Edge Programmes and Clinical Career Progression, Vets Now Ltd, UK	
11.30–12.45	Presentations in parallel sessions: Postgraduate education (II)	
	The Banqueting Hall	The Court Room
	Chaired by Dr Linda Prescott-Clements	Chaired by Kirsty Williams
11.30–11.45	Error management training and reverse engineering of a clinical case: Normalising error and minimising harm in postgraduate veterinary education Gemma Coleman, Content Co-ordinator and Editor, Improve Veterinary Education, UK	Unifying standards, empowering progress: Veterinary Continuing Education in Europe (VETCEE) and the future of European CPD accreditation Lidewij Wiersma, Chief Executive Officer, VETCEE, Belgium

11.45–12.00	A programme for newly qualified nurses to transition into referral practice Natasha Hetzel, Head of Education and Career Development, Linnaeus, UK	Empowering veterinary professionals as educators Louise Dingley, Lecturer in Veterinary Primary Care Education and Leadership, University of Lancashire, UK
12.00–12.15	Simulation-enhanced echocardiography training to address skills gaps in primary care practice Stuart Garde, Head of Clinical Development, IVC Evidensia	A breath of fresh AIR: Harnessing AI review to enhance question quality in specialist examinations Mark Bowen, Director of Education, European Board of Veterinary Specialisation (EBVS)
12.15–12.30	Teaching non-technical skills in postgraduate veterinary education Bethan Ellwood, Masters Programme Coordinator, University of Edinburgh, UK	Training veterinary leaders to advocate for sustainability Sharon Boyd, Senior Lecturer, University of Edinburgh, UK (presenting on behalf of Vet Sustain)
12.30–12.45	Mapping the structure, support, and outcomes of rotating veterinary internships across Europe: Findings from a multi-national survey Julie Rosser, CEO, European Board of Veterinary Specialists (EBVS), Austria	From systems to skills: Modular, active, and personalised postgraduate training in small-animal internal medicine (SAM) and soft tissue surgery (SASTS) Gemma Coleman, Content Co-ordinator and Editor, Improve Veterinary Education, UK
12.45–13.45	BREAK (lunch in the Drawing Room)	
13.45–15.15	Licensing and revalidation – plenary (Chaired by Dr Linda Prescott-Clements)	
	The Banqueting Hall	
13.45–14.15	Assessing doctors for UK practice: from medical school to specialty training and revalidation Professor Suzanne Chamberlain, General Medical Council, UK	
14.15–14.45	Limited Licensure Assessment in Canada Lindsay Sproule, College of Veterinarians of Ontario, Canada	
14.45–15.15	PAVE and Evaluated Clinical Experience Amy Farmer, American Association of Veterinary State Boards, USA	
15.15–15.40	BREAK (coffee in the Drawing Room)	
15.40–16.45	Presentations in parallel sessions: Postgraduate education (III) – licensure and revalidation	
	The Banqueting Hall	The Court Room
15.40–15.45	Chair's welcome (Dr Linda Prescott-Clements)	Chair's welcome (Julie Dugmore RVN)

15.45–16.00	From knowledge to creation: Using Webb's Depth of Knowledge to define the veterinary specialist Mark Bowen, Director of Education, European Board of Veterinary Specialisation (EBVS)	Multifaceted education development to support commercial oral healthcare strategy Natasha Hetzel, Head of Education and Career Development, Linnaeus, UK
16.00–16.15	Distributed clinical teaching: how do residencies fit into this undergraduate community-based model? Jessica Reynolds, Clinical Assistant Professor in Farm Animal Practice, School of Veterinary Medicine and Science, University of Nottingham, UK	Leveraging the Pygmalion Effect with personalised video-feedback in online postgraduate veterinary education Gemma Coleman, Content Co-ordinator and Editor, Improve Veterinary Education, UK
16.15–16.30	International School of Veterinary Postgraduate Studies (ISVPS): Innovating global veterinary postgraduate assessment Dr Charlotte French, ISVPS Academic Manager, ISVPS	The Evidence-Based Veterinary Medicine (EBVM) Academy: Developing a course to meet practitioners' needs in evidence-based veterinary medicine Jenny Stavisky, Clinical Research Manager, VetPartners, UK
16.30–16.45	Task clarification and wellbeing in emergency veterinary care practice. Reframing work through Entrustable Professional Activities with desired supervision levels: an observational survey study Robert Favier, Director of Education for Professionals, Faculty of Veterinary Medicine, Utrecht University, Netherlands	Evaluating the utility of a quantitative skills audit, as the basis for self-reflection and future professional development in veterinary surgeons Stephanie Richardson, Clinical Assistant Professor in Veterinary Education, University of Nottingham, UK
16.45–17.00	The Banqueting Hall Moving forwards towards an International Community of Practice: Next steps (Discussion led by panel) Closing remarks day 2: Panel – Dr Linda Prescott-Clements, Professor Harold Bok, Professor Martin Cake, Julie Dugmore RVN	

Our exhibitors

We're proud to welcome a diverse group of exhibitors who have sponsored this year's symposium. We thank them all for their time, contributions and support of our work. Visit our exhibition area to learn more about them.



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