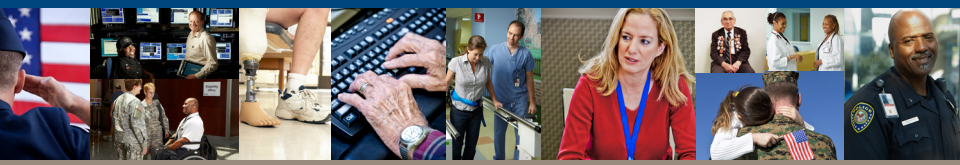
I'm not just advancing my career.

I'm ensuring my fellow Veterans receive the best care.

Joe, VA IT Veteran



Discover Post-Military Careers at VA.

VA

U.S. Department of Veterans Affairs

Veterans Health Administration

Why **VA**?

The **best care** starts with the **best opportunities.**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has been to keep that promise.

Today, Department of Veterans Affairs has grown into one of the largest, most technologically advanced health care systems in the Nation. Our employees, both Veterans and civilians, are proud to work in the largest health care network in the country. VA operates more than 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, 206 Veterans centers, 24 military discharge centers and a number of other facilities across the country.

At VA we strive to provide a professional, supportive environment where our patients, *and you,* can thrive.

The **best care.**

After proudly serving our Nation, you are now ready to make the transition to civilian life. The military has taught you to demonstrate many honorable characteristics. You believe in teamwork. You are focused, goal-oriented, and take pride in your accomplishments. You readily accept and are completely dedicated to every mission, and that makes you a perfect fit for many of VA's career opportunities.

In fact, almost one-third of VA employees are Veterans who bring their military experience as doctors, nurses, lawyers, accountants, mechanics, technologists, and other support professionals to VA. Why? Because they want to engage in our mission of providing quality care to our Nation's finest.

The **best careers.**

When you join VA, you'll have the opportunity to continue to share your camaraderie of service.

Your experience working with and caring for your comrades both at home and overseas — often under challenging conditions — has prepared you for a fulfilling professional career at VA. By making a commitment to excellence, you are promising your fellow Veterans, as well as those who will serve after you, that they can expect exceptional care and services.

We strive to provide transitioning military personnel with unique career opportunities in a familiar culture. As a former military member, you have a deep understanding of Veterans that is unmatched by civilian professionals. Such shared experience — with both your fellow Veteran colleagues and our patient population — will allow you to excel both personally and professionally at VA.

The **best opportunities.**

VA currently employs more than 300,000 individuals across 300 career fields. As one of the largest health care systems in the country, we offer a wider range of opportunities and leadership positions not only in health care, but also administration, technology, engineering, and many trade occupations.

We also have facilities in all 50 states, the District of Columbia, Puerto Rico, and the Philippines, so you can make a difference in the life of a fellow Veteran wherever you choose.

Best of all, for health care positions requiring licensing, only one active, unrestricted state license is required to practice across our entire health care system. And, you'll build a career surrounded by those who share your past — and who understand the commitment necessary to serve our specific patient population.

For a complete listing of VA health care careers, visit www.VAcareers.va.gov and click on Careers. And, be sure to visit VA for Vets and register at VAforVETS.va.gov for special services and career opportunities.

Did you know **that:**

- VA patient satisfaction scores have been higher than the private sector health care industry for six consecutive years
- Our quality scores exceed the national average, according to three different quality assessment organizations
- Our Computerized Patient Record System (CPRS) is one of the best in the Nation, earning Harvard's prestigious "Innovations in American Government Award"
- We assist Veterans in understanding and utilizing "Veterans Preference" and other hiring flexibilities to gain employment at VA
- Retired members of the military who work at VA continue to receive their full military retirement benefits with no off-set for civil service employment
- If you served but did not retire from the military, you have the option of converting your active military time towards your Federal retirement
- Military leave is authorized for up to 15 days a year for active Reserve and National Guard members
- Our patients have a special camaraderie with each other, and they extend that bond to their comrades at VA who share their military background

Mobility is just one of the advantages of working for VA. We offer employment opportunities from coast to coast and beyond. So, whether you enjoy living beachside, in a bustling metropolis or in the serene countryside, there's likely a VA facility nearby.

Better benefits. **The best care.**

VA is committed to hiring Veterans, and our mission is to provide the best possible care for our Nation s heroes. If you are transitioning from the military, a Veteran already, or an active Reserve or National Guard Member, we invite you to explore the benefits of starting a civilian career as a Military Service Member at VA.

We provide our employees with a superior work/life balance, flexible schedules, competitive salaries, a robust Federal benefits package and retirement plan, and one of the most comprehensive education support programs in the Nation. In return for helping VA achieve our goals, we offer the following benefits to our employees:

LEAVE AND HOLIDAYS

- 13 to 26 days of paid annually accrued (vacation/personal) leave each year
- 13 days of sick leave each year with no limit on accumulation
- 10 paid Federal holidays
- Up to 15 days of military leave each year for active Reserve and National Guard members
- The Family and Medical Leave Act and Family Friendly Leave Act, which allow employees to take reasonable amounts of leave for medical reasons, such as the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent with a serious health problem
- The Voluntary Leave Transfer Program, which allows Federal employees to donate annual leave to fellow employees for specific medical circumstances

HEALTH AND LIFE INSURANCE

In addition to paid time off, VA employees have an outstanding number of health insurance plans from which to choose. Our insurance benefits include exceptional vision and dental plans, and employees may elect expanded coverage or long-term care insurance. VA also extends health insurance coverage to our retired personnel.

RETIREMENT PLAN

VA professionals are also covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement plan consisting of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). TSP allows VA employees to tax defer a fixed dollar amount of their income each year. The Federal Government also provides a basic contribution and employer match, depending on the amount the employee contributes.

Transitioning military personnel have the option to convert active military time towards Federal retirement. For retired military, VA retirement benefits are in addition to your full monthly military retirement pay or pension.

LIABILITY PROTECTION

The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. VA health care professionals, therefore, are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Department of Veterans Affairs. This applies when the professional's action is in accord with the policies of the institution in which he or she is practicing.

More education equals **more opportunities**.

Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both Veteran patients and employees. VA encourages career development for military employees through the following programs:

TUITION SUPPORT PROGRAM

Designed to fund job-related courses, continuing education courses, and conferences for employees in shortage category professions.

EMPLOYEE EDUCATION SYSTEM (EES)

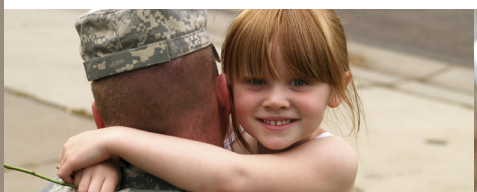
Recognized as VA's internal education and training organization. Through EES, employees can improve their work performance, as well as continue their education through numerous educational courses. Employees manage their EES coursework and maintain an official training record through the VA Learning Management System. This Web-based portal offers direct access to thousands of VA's learning activities, including instructor-led, satellite, and online training; books; and other instructional products.

EDUCATION INCENTIVE SCHOLARSHIP PROGRAM (EISP)

Awarded to full and part-time VA employees who are currently enrolled in or accepted to an accredited education program. The program must lead to licensure or certification as a health care provider in clinical and allied health occupations. The scholarship covers tuition costs and related expenses.

Additional education support programs are offered at VA (subject to the availability of funding), including the following health care education loan repayment and scholarship opportunities:

- Education Debt Reduction Program (EDRP)
- National Nursing Education Initiative (NNEI)



VA is revolutionizing Veteran care every day, and we want you to be a part of our groundbreaking efforts. Join VA to explore a number of employment opportunities that match your training. Call the Human Resources Management Office at your local VA health care facility or visit www.VAcareers.va.gov to learn more. For more information, call **1-800-949-0002**.

How to Apply:

VAcareers.va.gov

To learn more about opportunities for transitioning military, or how to apply for a position, contact the local recruiter or Human Resources Management Office at the VA facility where you desire employment, as hiring decisions are made locally.

Additional employment information and job applications can also be obtained by contacting a VA for Vets coach at

1-855-VA4VETS (824-8387)

or by visiting

VAforVETS.va.gov

Veteran employment information can also be obtained by contacting

VAplacementservice@va.gov

VA

U.S. Department of Veterans Affairs

Veterans Health Administration

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www.blogs.va.gov/vacareers

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