As a Veterans Affairs HIM Professional,
I deliver details that support best-in-class Veteran care.

Discover Health Information Management (HIM) Careers at VA.
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 Department of Veterans Affairs (VA) has been to keep that promise.

Today, VA is one of the largest, most technologically advanced health care systems in the United States. We have employees who work at more than 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, 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.
At VA, HIM professionals serve our Nation’s Veterans by ensuring the integrity and availability of health information that supports their care. Our HIM employees are responsible for the full range of health information functions, such as electronic records management, document imaging, medical legal issues, technical consultation and support, data quality and improvement, coding and privacy. VA HIM professionals are also essential to initiatives related to information security, research, reimbursement, compliance, the Joint Commission, and the education of health care providers.

As part of our team, you’ll put your skills to the test as you work with cutting-edge medical and health information technologies that experts say are the best in the Nation. What’s more, you’ll be given the advancement opportunities you need to reach your full professional potential.
A career with VA can take you anywhere you want to live and work. With more than 1,400 sites of care throughout all 50 states, the District of Columbia, and U.S. territories, we put a wide range of local, regional, and national level job opportunities at the fingertips of HIM professionals. These opportunities include positions in leadership, management and supervision, compliance, informatics, revenue, data quality analysis, decision support, and a host of other areas.

UPWARD MOBILITY
The Baby Boom generation is reaching the age of retirement. That reality, coupled with the sheer size of our health system, offers major opportunities for rapid advancement—and not just within the health information management field. In fact, some of our current leaders are former HIM professionals who utilized our upward mobility training programs to launch their executive careers.

PROFESSIONAL GROWTH
VA has invested in an infrastructure that fosters professional development. Our networking opportunities help you stay on top of HIM’s latest developments and in touch with thousands of HIM colleagues across the Nation. VA HIM professionals support one another by sharing information, research, and best practices through mail groups, regular teleconferences, online training, and more.
EDUCATIONAL ADVANCEMENT
VA recognizes the importance of ongoing education for employees and the benefit it provides to our patients. Our HIM professionals have abundant, no-cost continuing education opportunities available to them, including:

• Tuition support and paid time off for approved job-related courses
• On-site, VA-sponsored educational programs, including satellite presentations, online courses, and webcasts
• National, regional, and local HIM-affiliated conferences
• Upward mobility training programs

HIM INTERNSHIP OPPORTUNITIES
Some VA HIM positions require specialized knowledge exclusive to our systems, policies, laws, technology, and Federal rules and regulations. Therefore, your HIM career at VA may begin with a two-year, paid internship in the Technical Career Field (TCF) Program.

Under the guidance of an assigned preceptor, HIM interns gain substantive experience that prepares them for the responsibilities and expectations of a VA career. Training is conducted via on-the-job training, formal training at conferences, satellites, online courses, rotations to other facilities or offices within VA, and shadowing.

Upon successful completion of the training program, you’ll have an opportunity to be non-competitively placed in a position within the VA system where there is a need for your particular skills and talents.

For more information about our TCF internship opportunities, visit VAcareers.va.gov/TCF.
Did you know that VA:

- Outscored the private sector in patient satisfaction for six consecutive years
- Has a Computerized Patient Record System that earned Harvard University’s prestigious Innovations in American Government Award
- Scores for quality exceed the national average, according to three independent quality assessment organizations
- Serves a population of more than 8 million Veterans
- Provides inpatient care to over 750,000 Veterans each year
- Manages more than 75 million outpatient visits each year
- Has facilities in all 50 states, the District of Columbia, and U.S. territories
- Provides medical care backup to military hospitals, active service members, and their families during national emergencies
- Operates command centers to coordinate services through the National Disaster Medical Service during major disasters such as hurricanes
- Has achieved industry-leading accreditations from the Commission on Accreditation of Rehabilitation Facilities (CARF) and the Joint Commission on Accreditation of Health Care Organizations (JCAHCO)
- Is committed to improving patient care through the use of technology, including a computerized patient record system, wireless handheld connectivity, and more
- Works with the Department of Defense to provide special care programs to active duty military personnel with spinal cord injuries, traumatic head injuries, and amputations
Better benefits. The best care.

VA’s mission is to provide the best possible care for America’s Veterans. In return for helping us achieve this goal, we offer extensive employment benefits.

**LEAVE AND HOLIDAYS**
- 26 days paid annual (vacation/personal) leave; may accumulate up to 86 days of paid leave (annual leave begins to accrue immediately and can be used as it is earned with supervisory approval)
- 13 days paid annual sick leave; no limit on accumulation of days
- 10 paid annual Federal holidays
- 15 days paid annual military leave for active reservists and National Guard members
- Family and Medical Leave Act and Family Friendly Leave Act, which allow employees to take up to 12 weeks of annual leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Voluntary Leave Transfer Program, which allows other Federal employees to donate annual leave for a medical emergency of an employee or family member

**HEALTH AND LIFE INSURANCE**
- We offer employees a choice of group health insurance plans with the majority of premiums paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- We also offer term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options are available
- Long-term care insurance is available as well
RETIREMENT
Our employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.

MOBILITY
VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. Our employees may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Multiple licenses are not required.

LIABILITY PROTECTION
Our employees are protected by the Federal Tort Claims Act when functioning within their Federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

AWARDS AND HONORS
VA offers both monetary and honorary recognition for overall superior performance, as well as special or unique achievements. In addition, employees who offer creative solutions to problems or ideas for improving procedures and services can earn substantial monetary awards.

ADDITIONAL BENEFITS
• Smoke-free and drug-free workplace
• Childcare at some facilities
• Childcare subsidy program
• Free parking at most facilities
• Transit subsidy programs at most facilities
• Uniform allowance (if applicable)
• Credit Unions
• Employee association
• Dining facilities and tax-free retail store
• Employee wellness programs
Veteran employment information can also be obtained by contacting VAplacementservice@va.gov. The toll-free number is 1-800-949-0002.

Employment information and job applications can also be found on the Internet at VAcareers.va.gov.