

The Department of Veterans Affairs: Inclusive Environment, Exceptional Careers.



Amanda, VA Administrator



Become a VA employee.



**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 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 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.



VA and inclusion.

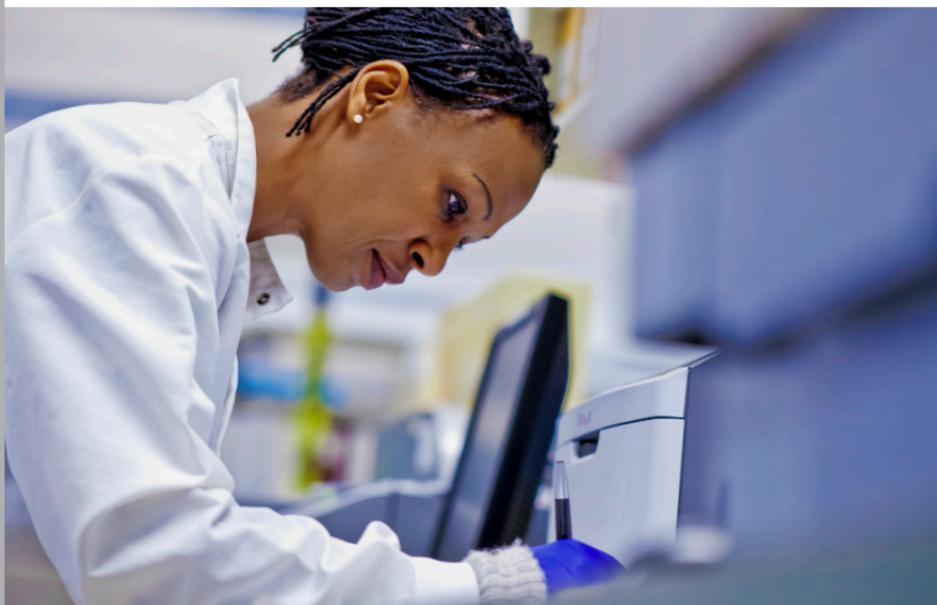
At VA, we utilize a team approach that maximizes the unique and diverse talents of all of our staff members, from health care professionals to employees in IT, HR, finance and more.

We have an impressive track record of providing diverse career opportunities to individuals regardless of their gender, race, creed, sexual orientation or disability status. And we're committed to ensuring that everyone on our team feels respected and valued at all times.

In fact, our Office of Diversity and Inclusion leads several initiatives designed to ensure that we provide

our employees with an inclusive environment, including the Diversity@Work newsletter which features diversity news stories from within VA, culturally significant calendar events, and highlights of special activities. We also provide information and practical tools that can help managers and staff promote workplace diversity and enhance the employment opportunities of minorities, women, Veterans, and people with disabilities.

We find these efforts help to create an inclusive and productive work environment that drives our organizational growth and fuels our employees' potential.



Did you know **that VA:**

- Is one of the largest employers of women
- Employs over 200 people with severe disabilities who work as nurses
- Has worked in association with a number of Historically Black Colleges and Universities throughout the Nation since 1948
- Has a longstanding history of collaborating with many African-American, Hispanic, and Native American groups to provide both internship and permanent employment opportunities to members of these groups (e.g., Historically Black Colleges and Universities, Hispanic Association of Colleges and Universities, American Indian Science and Engineering Society, National Black Nurses Association)
- Has a history of working closely with the Association for Education and Rehabilitation of the Blind and Visually Impaired to provide both internship and permanent employment opportunities to members of this group
- Implements several cultural events to celebrate numerous nationally observed holidays, including Black History Month, National Diversity Day, Human Rights Day, and Hispanic Heritage Month



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 beach side, in a bustling metropolis or in the serene countryside, there's likely a VA facility nearby.

The education to **fit in**. The opportunity to **stand out**.

Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both Veteran patients and employees. We encourage career development for our CRNAs through the following programs (all of which are subject to the availability of funding at each facility):

VA recognizes that self-improvement and professional advancement begin with education. To that end, we offer a variety of educational programs designed to benefit our employees and patients. We encourage career development for our employees through the following programs (all of which are subject to the availability of funding at each facility):



EDUCATION DEBT REDUCTION PLAN (EDRP)

Reduce your qualifying school loan debt with a VHA loan reimbursement program. To be eligible for the EDRP, you must be in a qualifying position that provides patient care services.

EMPLOYEE INCENTIVE SCHOLARSHIP PROGRAM (EISP)

The EISP allows VHA employees to further their education and obtain degrees that qualify them for health care positions for which recruitment and retention is difficult.

NATIONAL NURSING EDUCATION INITIATIVE (NNEI)

This initiative is similar to the EISP, but it is primarily focused on helping associate degree and diploma registered nurses obtain BSN degrees. NNEI can also be used to obtain advanced degrees.

VA LEARNING OPPORTUNITIES RESIDENCY (VALOR)

The VALOR program helps students develop competencies in clinical nursing, pharmacy and medical technology while working at an approved VA health care facility. Students must have completed the final semester or quarter of their junior year in college to be eligible to participate.

GRADUATE HEALTH CARE ADMINISTRATION TRAINING PROGRAM (GHATP)

The mission of the GHATP is to produce VHA health care administrators and administrative support professionals by providing career development opportunities to highly qualified individuals through a one-year intensive program.

TECHNICAL CAREER FIELD PROGRAM (TCF)

This is one of the largest training programs at VA, and participating in it is the only way to access certain positions within our health care system that require a two-year internship. These full-time internships include a salary, benefits, training and travel. Upon successful completion of the training program, participants are non-competitively placed in select positions. From there, participants have the opportunity for rapid advancement throughout VA.



WORKFORCE RECRUITMENT PROGRAM FOR COLLEGE STUDENTS WITH DISABILITIES (WRP)

The WRP is a recruitment and referral program that connects Federal employees with post-secondary students and recent graduates with disabilities who are eager to prove their competency in the workplace through summer or permanent positions.

WASHINGTON INTERNSHIPS FOR NATIVE STUDENTS (WINS)

This program offers students of sovereign American Indian, Alaska Native, and Native Hawaiian Nations the opportunity to build leadership skills while living, studying and interning in Washington, D.C. Students working full time also earn academic credit through American University.

TUITION SUPPORT PROGRAM

Through this program, employees who are in health care disciplines that are in high demand are eligible for funding to enroll in job-related courses.

TUITION REIMBURSEMENT PROGRAM

VA offers tuition reimbursement to full-time employees who are enrolled in any accredited nursing degree program. This includes funding for prerequisite courses that are required for acceptance into a degree program.



Better benefits. The best care.

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

LEAVE AND INSURANCE

- 26 days paid annual (vacation/personal) leave; may accumulate up to 685 hours of paid leave
- 13 days paid annual sick leave; no limit on accumulation of hours
- 10 paid annual Federal holidays
- 15 days paid annual military leave
- Family and Medical Leave Act, which allows employees to take up to 12 weeks of 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
- 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
- Term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options available





RETIREMENT

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 Saving 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

Did you know at VA you could work just about anywhere? 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. Some VA facilities are also authorized to pay relocation costs in selective cases where a high need is demonstrated to fill a particular position. Multiple licensures are not required.

LIABILITY PROTECTION

VA health care professionals 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 associations
- Dining facilities and tax-free retail store
- Employee wellness programs



VA hiring policies.

QUALIFICATIONS

Minimum qualifications for appointment as a VA nurse are:

- U.S. citizenship (non-citizens may be appointed on a temporary basis when qualified citizens are not available)
- Personal interview
- English language proficiency (spoken and written)
- Satisfactory physical examination; may include drug screening



SALARY INFORMATION

- VA professionals are compensated according to a Locality Pay System (LPS). The LPS is designed to ensure that VA employees are paid competitive rates within the local labor markets. As such, salary ranges vary according to facility location
- Starting salaries and grades are based on the nature and extent of professional education, training, and experience
- VA professionals are awarded regular increases within each grade based on satisfactory performance
- VA professionals may be paid overtime and other forms of premium pay



Call the Human Resources Management Office at your local VA health care facility or visit VAcareers.va.gov to learn more. For more information, call **1-800-949-0002**.

How to Apply:

VAcareers.va.gov

VA can take you anywhere you want to live and work. We have facilities in all 50 states, the District of Columbia, and U.S. Territories. So, whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you can explore VA opportunities.

Because hiring decisions are made locally, you should apply directly to the Human Resources Management Office at the VA health care facility where you desire employment consideration. Information about VA application procedures may be obtained at any VA facility.

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



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