

Education Debt Reduction Program (EDRP)

EDRP authorizes VA to provide student loan reimbursement to employees with qualifying loans who are in difficult to recruit and retain direct patient care positions. Loans must be for the health professional's education that qualified the applicant for a specific position. Each Veterans Health Administration (VHA) facility determines which positions are hard to recruit and retain and when the facility will offer EDRP for these positions. EDRP is a recruitment and retention incentive only offered or approved for certain positions.

Purpose

- Provide Veteran population with specialized care by increasing the supply of qualified health care professionals.
- Help VHA meet its need for qualified health care professionals in occupations where recruitment or retention is difficult.

Award Determination and Eligibility

- Each VA facility determines the specific positions based on available funding and critical staffing needs.
 - Positions must be Title 38 or Hybrid Title 38, permanent full-time or part-time, and have recruitment and retention challenges.
- **Positions offering EDRP will be notated in vacancy announcements. Candidates applying for positions non-competitively should inquire about the program with HR prior in negotiation. If offered, EDRP will be included in the final offer letter.**
- The program applicant must:
 - Have qualifying education loan debt (principal and interest) on a qualifying loan, which led to a degree that qualified the individual for the position to which appointed.
 - Maintain an acceptable level of performance in the position to which appointed and held during the EDRP service period.

Repayment and Covered Expenses

- Participants may receive up to \$200,000 towards a qualified loan over a 5 year period.
 - Not to exceed \$40,000 per year
- EDRP is a reimbursement program. At the end of each program year, or service period, participants must provide proof of payment to lenders to receive reimbursement.
- EDRP qualifying loans cover tuition and other reasonable educational and living expenses, fees, books, supplies, educational equipment/materials, and laboratory expenses.
- EDRP payments are limited to the degree, which by VA Qualification Standards qualified the individual for the position and grade level to which appointed. The degree must be from an accredited school or program.

Approval Process

- Individuals may apply for EDRP after beginning the EDRP-approved position. Award approval and final amounts are not determined until after submission and review of a complete program application and supporting documentation.
- Awards are effective the day after approval the application by the national EDRP manager.

How to Apply

- Positions offering EDRP will be notated in vacancy announcements. Candidates applying for positions non-competitively should inquire about the program with HR prior in negotiation. If offered, EDRP will be included in the final offer letter.

Informational Links

- [Facility Locator](#)
- [VA Forms](#)
- [VA Publications](#)
- [VHA Publications](#)