



I serve our Nation's heroes
while celebrating a shared
history of excellence.

**VA AND HISTORICALLY BLACK
COLLEGES AND UNIVERSITIES**

VA



U.S. Department of Veterans Affairs

Veterans Health Administration



[VAcareers.va.gov](https://www.va.gov/vacareers)



United by passion. Fueled by purpose.

The Department of Veterans Affairs (VA) is the largest, most technologically advanced health care system in the United States. We've grown from 54 domestic hospitals in 1930, to over 1,200 VA health care facilities across the U.S., its territories and possessions, and the Philippines. We strive to provide a professional, supportive environment where our patients—and you—can thrive.

When you join us, you'll receive a robust compensation package—competitive salaries, first-rate employment benefits, extensive education support, tuition reimbursement programs, nationwide job transfer opportunities, generous paid leave, and a variety of programs to help guide your professional growth and advancement.

But VA also has something that no other health care system can offer: the opportunity to serve our Nation's Veterans.

Did you know? VHA...

Was selected by DiversityBusiness.com as one of America's Top 25 Government Agencies for Multicultural Business Opportunities



Discover your path to success.

VA has a long and distinguished record of providing career opportunities to diverse groups of talented people. It is a record and commitment that we are especially proud of and strive to continuously improve. This brochure describes career opportunities and educational programs for students enrolled in Historically Black Colleges and Universities (HBCUs). Every year, these institutions graduate thousands of men and women who are eager and able to make significant contributions in the workplace. Graduates—as well as current students—from these important institutions have enjoyed continued success functioning in a variety of roles.

As the Nation's largest health care network, VA offers an impressive range of practice settings and career opportunities. Whether you choose a position in a VA hospital, clinic, nursing home, or other facility, you will be a vital member of our interdisciplinary patient care team framework. A few examples of the careers available here at VA include:

- **Audiologist/Speech Pathologist**
- **Computer Specialist**
- **Dentist**
- **Dietitian**
- **Engineer**
- **Physical Therapist**
- **Physician Assistant**
- **Social Worker**



Lifetime of learning.

To help you advance your career as you address the needs of America's Veterans, VA provides robust continuing-education opportunities and exceptional programs for training and leadership development, including:

- **Education Debt Reduction Program (EDRP):** Reduce your qualifying school loan debt with a VHA loan reimbursement program. To qualify, EDRP must be offered within the recruiting VHA Medical Center's vacancy announcement for a qualifying position that provides patient care services.
- **Tuition Reimbursement Program:** Tuition reimbursement may be available to full-time VA employees who are enrolled in accredited degree programs, from associate to doctoral degrees. Prerequisite courses needed for acceptance into a degree program are also funded.
- **Employee Incentive Scholarship Program:** This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

Come meet our extraordinary patients ... they'll show you why a VA career is so rewarding.

If you've ever mingled with a group of Veterans, you've witnessed the special camaraderie they share with one other. That bond extends to all of our employees. From injured active-duty personnel to Veterans of all ages, our patients rely on dedicated VA employees to deliver unique and resourceful solutions, such as ensuring that medical records are easily accessible electronically.

As a result, the entire VA care team receives the deepest appreciation from the many brave, grateful individuals who have served our Nation.

Did you know? VHA...

Provides advanced fellowships and mentorship to help employees build the skills that will launch their careers

When you provide the best care, you deserve the best benefits.

In return for helping VHA provide the best possible care for America's Veterans, you'll get an extensive bundle of employee benefits.

- Paid vacation/personal time, paid sick leave (no limit on accumulation), and 10 paid Federal holidays. Vacation time begins to accrue immediately on your start date.
- Voluntary Leave Transfer Program allows you to receive donated days off from other employees in times of medical emergencies.
- Group health insurance plans, including dental, vision, and long-term care, 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 family and additional coverage options available.
- Health care and dependent care Flexible Spending Accounts.

- Liability protection: Employees are protected by the Federal Tort Claims Act, which provides immunity from personal liability for damages arising from medical malpractice or negligence.
- The Federal Employees' Retirement System (FERS): a three-tier retirement plan composed of Social Security, FERS basic benefits, and the Thrift Savings Plan (TSP).
- Tuition reimbursement for full-time VHA employees if funding allows.

Perks at VHA facilities.

- A smoke/drug-free workplace
- Child care at some locations
- A child care subsidy program
- Free parking at most locations
- Transit subsidy programs at most locations
- Workforce and leadership development programs
- Credit unions
- Dining options and a tax-free retail store

To learn more about VHA career opportunities, visit VAcareers.va.gov or call (844) 456-5208.

Did you know? VHA...

Received patient satisfaction scores higher than those in the private-sector health care industry for six consecutive years



Work anywhere—and take your benefits with you.

Mobility is one of the great advantages of being part of VHA. You can work in any of our advanced facilities in all 50 states, the District of Columbia, Puerto Rico, Guam, American Samoa, and the Philippines. Best of all: when you transfer to a location where there is an available position, you won't lose any benefits, vacation accrual, or—in most cases—your current salary rate. Some VHA facilities are even authorized to pay relocation if there is a high need to fill a position.

Whether you want to enjoy living by the beach, near the countryside, or in a bustling metropolis, chances are you'll find a VHA facility nearby.



Join us in helping those who have helped our country.

Apply today and discover the kind of immense personal fulfillment that can only come from working with our Nation's Veterans.

VAcareers.va.gov | (844) 456-5208 | VAcareers@va.gov

Veterans looking for career assistance outside VA can visit www.vets.gov or www.fedshirevets.gov.

VA



U.S. Department of Veterans Affairs

Veterans Health Administration

“To care for him who shall have borne the battle and for his widow, and his orphan.”

— Abraham Lincoln

These words became the motto of the Department of Veterans Affairs, and they are inscribed on the front of our headquarters.



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