



I'm proud of where I work.
Inclusive environment.
Exceptional careers.

INCLUSION AT VHA

VA



U.S. Department of Veterans Affairs

Veterans Health Administration



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



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





We believe everyone deserves to feel valued.

Whether your specialty is health care, IT, human resources, finance, or something else entirely, you'll find that VA cultivates a flexible, collaborative, and inclusive work environment that helps maximize your unique talents. We know that when you embrace and leverage diversity, the result is a high-performing team, where employees are empowered and strive to achieve superior results.

We provide a vast array of exciting career opportunities that requires the talents of an equally broad workforce, regardless of gender, race, creed, sexual orientation, or disability status. In fact, our Office of Diversity and Inclusion has received a number of awards and recognitions, including the National IMAGE Equity and Excellence Agency Award.

Join our VA team and fuel your own potential while helping to drive the growth of an organization that literally saves lives every day.

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 a diverse team of dedicated employees to deliver unique and resourceful solutions.

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...

Has a longstanding history of collaborating with Historically Black Colleges and Universities, Hispanic Serving Institutions, Tribal Colleges and Universities, the American Indian Science and Engineering Society, and the National Black Nurses Association

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:

- **Workforce Recruitment Program for College Students With Disabilities:** A recruitment and referral program that connects Federal employees with postsecondary 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:** 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.
- **Administrative Programs** such as the Technical Career Field Program and Graduate Healthcare Administration Training Program.

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.

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.

- 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](https://www.va.gov/vacareers) or call (844) 456-5208.

Did you know? VHA...

Provides internship and permanent employment opportunities to members of the Association for Education and Rehabilitation of the Blind and Visually Impaired





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](https://www.va.gov/vacareers) | (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.



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