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ALABAMA
   Birmingham (205) 693-1229
   Montgomery (334) 272-3330
   Tuscaloosa (205) 756-2711
   Dothan (334) 793-3700

ALASKA
   Anchorage (907) 224-6021

ARIZONA
   Phoenix (602) 273-8228
   Prescott (602) 778-2280
   Tucson (520) 742-2251

ARKANSAS
   Fayetteville (501) 621-0000

CALIFORNIA
   Rancho Cucamonga (909) 975-1900
   Stockton (209) 469-2311
   Los Angeles (213) 473-0300
   San Diego (619) 298-1000
   San Francisco (415) 750-0800

COLORADO
   Denver (303) 349-0000
   Grand Junction (970) 245-3000

CONNECTICUT
   Newington (860) 548-8000
   Hartford (860) 548-8000

DELAWARE
   Wilmington (302) 428-2000

DISTRICT OF COLUMBIA
   Washington (202) 266-2200

FLORIDA
   Key West (305) 340-0000
   Fort Lauderdale (954) 356-8131
   Orlando (407) 644-1234
   Jacksonville (904) 358-5000

GEORGIA
   Augusta (706) 227-2200
   Atlanta (404) 321-2200

HAWAII
   Honolulu (808) 270-2200

IDAHO
   Boise (208) 342-2200

ILLINOIS
   Chicago (773) 567-1234

INDIANA
   Fort Wayne (219) 879-0000
   Evansville (812) 432-2200

IOWA
   Des Moines (515) 644-2200
   Davenport (563) 243-2200

KANSAS
   Lawrence (785) 864-2000
   Topeka (785) 358-2200

KENTUCKY
   Lexington (859) 223-2200
   Louisville (502) 581-2200

LOUISIANA
   New Orleans (504) 741-2200

MAINE
   Portland (207) 784-2200

MARYLAND
   Baltimore (410) 732-1200
   Fort Meade (301) 614-2200

MASSACHUSETTS
   Boston (617) 726-2200
   Northampton (413) 584-2200
   Waltham (781) 444-1200

MICHIGAN
   Ann Arbor (734) 764-1200
   Detroit (810) 347-2200
   Flint (810) 762-2200
   Kalamazoo (269) 381-2200
   Grand Rapids (616) 722-2200
   Saginaw (989) 752-2200

MINNESOTA
   Minneapolis (612) 221-2200
   St. Cloud (320) 252-2200

MISSISSIPPI
   Jackson (601) 352-2200

MISSOURI
   Kansas City (816) 947-2200

MONTANA
   Great Falls (406) 459-2200
   Fort Harrison (406) 257-2200

NEBRASKA
   Lincoln (402) 471-2200

NEVADA
   Las Vegas (702) 383-2200

NEW HAMPSHIRE
   Manchester (603) 625-2200

NEW JERSEY
   East Orange (973) 970-2200

NEW MEXICO
   Albuquerque (505) 781-2200

NEW YORK
   Albany (518) 474-2200
   Binghamton (607) 724-2200
   Buffalo (716) 845-2200
   Catskill (845) 432-2200
   Corning (607) 962-2200
   Plattsburgh (518) 562-2200
   West Park (914) 334-2200

RHODE ISLAND
   Providence (401) 455-2200

SOUTH CAROLINA
   Charleston (803) 798-2200
   Columbia (803) 798-2200

SOUTH DAKOTA
   Sioux Falls (605) 394-2200

TENNESSEE
   Nashville (615) 741-2200
   Knoxville (865) 681-2200

UTAH
   Salt Lake City (801) 753-2200

VERMONT
   Montpelier (802) 828-2200

VIRGINIA
   Alexandria (703) 836-2200
   Roanoke (540) 343-2200

WASHINGTON
   Seattle (206) 474-2200

WEST VIRGINIA
   Huntington (304) 522-2200

WISCONSIN
   Madison (608) 261-2200
   Milwaukee (414) 271-2200

WYOMING
   Cheyenne (307) 637-2200

VA HEALTH CARE FACILITIES

The Heartland Choice
Some-second measurements or corner, one-foot-wide prince in size – the Midwest is a nature lover’s dream. Working for VA, you have a broad range of locations in the nation’s heartland.

“I strongly recommend VA. Where else can you receive great annual leave, sick leave, and military leave, plus expand your knowledge and continue your education? Most employers offer 70% or 80% tuition reimbursement. As VA, you can get full help with your education with a commitment so you part. VA really supports in LPN’s.”

HOW TO APPLY
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LICENSED PRACTICAL/VOCATIONAL NURSING

CHALLENGING
SATISFYING
REWARDING

VA CAREER OPPORTUNITIES
To Care for Him Who Shall Have Borne the Battle and for His Widow, and His Orphan.”

- Abraham Lincoln, March 1865

WHY VA?

THE BEST CARE

VA – Keeping the Promise to Those Who Served

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 1830, the nurses of the Department of Veterans Affairs (VA) have been to keep that promise. Today, VA offers veterans one of the largest, most comprehensive health care systems in the United States with more than 163 medical centers, 2,000 ambulatory and community-based outpatient clinics, 135 nursing homes, and many other facilities such as domiciliaries and readjustment counseling centers.

THE BEST EMPLOYMENT

VA and Licensed Practical/Vocational Nurses

VA values the commitment its LPN/LVNs make to providing quality health care for our Nation’s veterans. In return, VA offers LPN/LVNs competitive employment benefits, as well as employment opportunities that truly open career doors. Nurses choose the VA system for its extensive education support and tuition reimbursement programs, its technology-driven patient care, nationwide job transfer opportunities, and ample paid leave. Nurses also choose VA for the opportunity to care for America’s veterans. As a VA LPN/LVN, you play an essential role in keeping the promise to those who served.
Offering a Wide Range of Opportunities for LPN/LVNs

A career as an LPN/LVN with VA offers a future that is challenging, satisfying, and rewarding. Excellent opportunities are available for you to utilize your skills, increase your knowledge, apply the latest advances in health care delivery, and contribute directly to the interdisciplinary process of planning for patient care.

Nursing opportunities are available for LPN/LVNs across the continuum of care in primary, ambulatory, acute, geriatrics, mental health, and extended care settings, including but not limited to:

- Alcohol/drug treatment
- Ambulatory care/primary care
- Emergency room
- Hemodialysis
- Home health
- Intensive care
- Long term care
- Medical/surgical
- Mental health/behavioral sciences
- Oncology
- Operating room
- Rehabilitative medicine
- Research
- Spinal cord injury

Many VA LPN/LVNs also experience the satisfaction of serving as role models for LPN/LVN students. VA plays a major role in training health care professionals through its strong affiliations with registered and licensed practical/vocational nursing schools.

“I chose VA for its benefits, which were better than any other hospital that I researched. I enjoy the camaraderie with the former soldiers - I’m a retired soldier myself.”

Did you know that VA:

- Employs more than 36,000 registered nurses and more than 10,000 LPN/LVNs
- Provides clinical rotations for many LPN/LVNs in the nation through affiliations with licensed practical/vocational nursing schools
- Offers other training, including cooperative education, for a variety of health care disciplines through affiliations with undergraduate and graduate programs at numerous colleges and universities
- Provides inpatient care to about 750,000 veterans and manages more than 40 million outpatient visits each year through medical centers and supporting facilities
- Has facilities in all 50 states, U.S. Territories, and the District of Columbia
- Is committed to improving patient care through the use of technology, including a computerized patient record system, wireless technology, barcode medication administration system, and more
- Operates command centers to coordinate services during major disasters through the National Disaster Medical Service
VA’s mission is to provide the best possible care for America’s veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

LEAVE AND INSURANCE

- 13 to 26 days paid annual (vacation/personal) leave each year, depending on years of service
- 13 days paid sick leave each year
- 10 paid Federal holidays each year
- 15 days paid military leave each year
- 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 premiums partially paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- Term life insurance, family, and additional coverage options are available with the cost shared by the Federal Government

“I love working here. The veterans need good nurses, and they are so grateful for even the smallest need that’s met. It’s also a good experience to work here. There are many new advances in technology that we utilize that are not in place at other health facilities.”

— Sharla McDaniel, LVN, Dallas

Coastal Living
Hot sun, sandy beaches, and great times with friends—all are yours when you live near the coast. Choose a VA facility near the West Coast or East Coast and all your downtime is beach time.
RETIEMENT
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 AND LICENSURE
VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. An employee may transfer to any location where there is an available vacancy without loss of benefits. Multiple licenses are not required. LPN/LVNs may practice in any VA medical facility, regardless of location, with a current, unrestricted license from any State, Commonwealth, Territory (e.g., Puerto Rico), or the District of Columbia.

LIABILITY PROTECTION
The United States Government accepts full responsibility and liability for the actions of its employees during the exercise of their official duties. VA LPN/LVNs, therefore, are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Veterans Health Administration.

WORKPLACE BENEFITS
- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy at most facilities
- Uniform allowance
- Credit unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs

EDUCATION

EDUCATIONAL OPPORTUNITIES
The Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both veteran patients and employees. VA encourages career development for LPN/LVNs through the following programs:

Upward Mobility Training Programs – These programs offer, on a competitive basis, opportunities to advance to higher level positions.

In-service Education Programs – These programs are offered locally and through VA Employee Education System (EES).

Employee Incentive Scholarship Program (EISP) – 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 (such as LPN to RN).

Tuition Support Program – Employees in health care disciplines identified as VA shortage categories may be eligible for funding to enroll in job-related courses, continuing education courses, and conferences.

Tuition Reimbursement Program – Tuition reimbursement may be available to full-time VA employees who are enrolled in any accredited nursing degree program, from associate to doctoral degrees. Prerequisite courses required for acceptance into a degree program are also funded.
QUALIFICATIONS
Minimum qualifications for employment as a VA LPN/LVN are:

- U.S. citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)
- Graduation from a school of practical or vocational nursing approved by the appropriate state accrediting agency and/or the National League for Nursing Accrediting Commission (NLNAC) at the time the program was completed by the applicant
- Or
  Equivalent health care education in the military service or training in the military service, which is accepted by the licensing body in the jurisdiction in which the individual is licensed
- Licensure in a jurisdiction that does not require graduation from an approved school, providing the individual has demonstrated successful practice as an LPN/LVN
- Licensure: Successful completion of a state-approved written examination for practical/vocational nursing and possession of a full, active, current, and unrestricted license in the United States in any State, Commonwealth, Territory (e.g., Puerto Rico), or the District of Columbia
- English language proficiency
- Personal interview
- Satisfactory physical examination; may include drug screening

SALARY INFORMATION
- VA’s LPN/LVNs are compensated according to civil service grades that are found on the Federal General Schedule (GS) salary scale.
- LPN/LVNs with no experience are hired at the GS-3 level. Those who have graduated from a nursing program and have obtained at least one year’s nursing assistant experience, or those who have graduated from a 24-month program at an approved school, may qualify to enter at the GS-4 level.
- Experienced applicants may start at a higher grade depending on prior experience.
- Special salary rates may be in effect at certain locations based on pay-related staffing needs and based on locality cost of living.
- The GS scale is revised periodically based on the rate of increase in private sector salaries.
- LPN/LVNs are awarded regular increases within each grade based on satisfactory performance.
- Accelerated increases within each grade may be awarded for outstanding performance and achievement.
- LPN/LVNs also receive periodic consideration for promotion to higher grades as experience requirements and performance standards are met.
- VA offers premium pay for overtime, Saturday, Sunday, and holiday duty; LPN/LVNs receive a shift differential for evening and night tours.
The Heartland Choice

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Learn more online about our VA Health Care facilities at www.VAcareers.va.gov

VA HEALTH CARE FACILITIES

VA CAREER OPPORTUNITIES

An Equal Opportunity Employer

“strongly recommend VA. Where else can you receive great annual leave, sick leave, and military leave, plus expand your knowledge and continue your education? Most employers offer 70% or 80% tuition reimbursement. As VA, you can get full help with your education with a commitment so you part. VA really supports its LPNs.” — Ralph Pittman

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Portland (20753)

MARYLAND
Baltimore (21229)

MICHIGAN
Detroit (48201)

MONTANA
Missoula (59801)

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East Orange (07018)

NEW MEXICO
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Albany (12208)

NORTH CAROLINA
Greensboro (27405)

NORTH DAKOTA
Grand Forks (58201)

OHIO
Cincinnati (45220)

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Fargo (58102)

TENNESSEE
Nashville (37203)

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Dallas (75216)

UTAH
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VERMONT
Burlington (05401)

VIRGINIA
Hampton (23661)

WASHINGTON
Seattle (98104)

WEST VIRGINIA
Charleston (25304)

WISCONSIN
Milwaukee (53201)

WYOMING
Cheyenne (82001)

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