

I'm not just part  
of a dynamic team.

I'm learning to elevate  
Veterans care.



*Jessica, VA Occupational Therapist*



Successfully transitioning to VA careers.



**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 the 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 Nation. Our employees are proud to work in the largest health care network in the country. VA operates more than 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, 206 Veterans centers, 24 military discharge centers 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.**



# The **best** care.

**Every year, VA has more than 100,000 health care professional trainees, including aspiring physicians, nurses, pharmacists, psychologists, allied health professionals, and other health care practitioners complete their clinical rotations, internships, and residencies at our health care facilities.**

We are pleased to be an integral component in the education and training of so many of the Nation's bright young professionals. And now, we would like to invite you to extend your stay at VA beyond your training to experience exactly what we have to offer you — and your career.



# The best careers.



**Having spent some time training at VA, we're sure that you're aware of the special rewards that come from treating our Nation's heroes. But what you may not know is, after your rotation, internship or residency, VA offers students transitioning to full-time positions ample benefits.**

In fact, as one of the Nation's largest health care systems, we're poised to offer a number of benefits not usually found in the private sector. And, due to our size, there's usually an opportunity for you to find a position that matches your background and training.

And, transitioning to a career at VA is made easier by our policy that one state license or certification qualifies you for work in every state, District of Columbia, and Puerto Rico. That type of flexibility means that you can begin your career, and make a difference in the lives of Veterans wherever you choose.

# The **best opportunities.**

The journey from being a student concerned with education and training to being a full-time professional can be challenging.

However, if you work with your employer to prepare yourself, the transition can be handled with confidence and professionalism. Finding an employer who supports new employees in all these ways will simplify this exciting, yet anxious, time in your life — and get your career off on the right foot. As you finish your rotations, internship, or residency, keep the following in mind when considering employment offers.

## **1. LOOK TO THE FUTURE**

You're beginning a dynamic career, not a static job. People grow professionally, personally, and intellectually, which leads to a desire for new challenges and responsibilities. Your first couple of years should prepare you for additional career opportunities. Look for a position that allows expansion into other areas of professional interest, such as clinical work, teaching, research, policy development, or administration.

## **2. BEAT STRESS**

If not managed properly, stress can erode your health and job performance. One of the best antidotes for stress is striking a balance between your work and personal life. Find an employer who encourages an appropriate amount of time away from work through fair and flexible scheduling and generous leave. You will be happier and more successful, and your patients will be more secure in your hands.



### 3. RELY ON A SUPPORT SYSTEM

New health care professionals who try to handle everything independently often burn out. Don't fall into this trap. Select an employer with well-defined support programs, such as formalized orientation and mentor programs. Good programs allow you to learn the ropes from experienced professionals during your first few months.

### 4. EMBRACE LIFELONG LEARNING

Your education doesn't end when you earn your degree, certification, or license. Technology advances, pharmaceuticals are introduced, new procedures and techniques are adopted, and certifications and licenses need to be maintained. Ask prospective employers about affiliations with teaching institutions and resources available to help you stay up to date in your field.

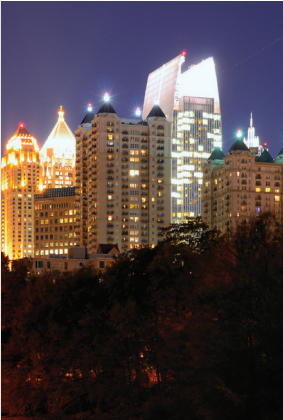
### 5. TEND TO YOUR FINANCES

Health care education and training is expensive, and many young professionals are burdened by debt. But before you accept the highest salary offer, consider the hidden costs of your profession. Expenditures for liability coverage, health and life insurance, continuing education, and even parking can quickly chip away at a large paycheck. Finding a health care system that pays for or shares these costs will allow you to take home more of your salary.



# Did you know that?

- VA has outscored the private sector in patient satisfaction for six consecutive years
- VA quality scores exceed the national average according to three independent quality assessment organizations
- VA's Computerized Patient Record System (CPRS) earned Harvard University's prestigious "Innovations in American Government Award"
- VA is the largest, most technologically advanced integrated health care system in the United States



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



# Better benefits. The best care.

We strive to provide our employees with a superior work/life balance, flexible schedules, competitive salaries, a robust Federal benefits package and retirement plan, and one of the most comprehensive education support programs in the Nation. Why? Because when you provide the best care, you deserve the best benefits. In return for helping VA achieve our goals, we offer the following benefits to our employees:

- **Highly competitive salaries**
- **Generous vacation, sick time, and 10 Federal holidays**
- **Opportunities for advancement in a wide range of practice options: clinical, leadership, research, education, and national policy development**
- **Interdisciplinary care team approach in many clinical positions**
- **Mentoring and orientation programs**
- **National mail groups and Web boards that aid in peer networking and support**
- **Debt reduction and scholarship programs**
- **Medical, nursing, and allied health school affiliations**
- **Valuable on-the-job training, experience, and continuing education**
- **Fair and flexible scheduling**
- **Hi-tech, cutting-edge facilities**
- **Liability coverage**
- **Practice based on care needs, not ability to pay**
- **Health, life, and retirement packages**
- **Free parking at most facilities**





## HEALTH AND LIFE INSURANCE

In addition to paid time off, VA employees have an outstanding number of health insurance plans from which to choose. Our insurance benefits include exceptional vision and dental plans, and employees may elect expanded coverage or long-term care insurance. VA also extends health insurance coverage to our retired personnel.

## RETIREMENT PLAN

VA professionals are also covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement plan consisting of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). TSP allows VA employees to tax defer a fixed dollar amount of their income each year. The Federal Government also provides a basic contribution and employer match, depending on the amount the employee contributes.

Transitioning military personnel have the option to convert active military time towards Federal retirement. For retired military, VA retirement benefits are in addition to your full monthly military retirement pay or pension.

## LIABILITY PROTECTION

The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. VA health care professionals, 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 Department of Veterans Affairs. This applies when the professional's action is in accord with the policies of the institution in which he or she is practicing.



# More education offers **more opportunities.**

Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to our employees. And, we encourage career development for each of our employees through the following programs:

## **TUITION SUPPORT PROGRAM**

Designed to fund job-related courses, continuing education courses, and conferences for employees in shortage category professions.

## **EMPLOYEE EDUCATION SYSTEM (EES)**

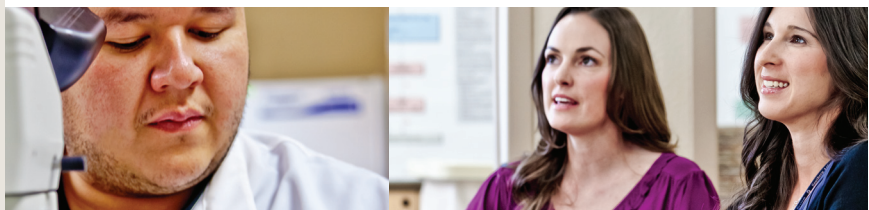
Recognized as VA's internal education and training organization. Through EES, employees can improve their work performance, as well as continue their education through numerous educational courses. Employees manage their EES coursework and maintain an official training record through the VA Learning Management System. This Web-based portal offers direct access to thousands of VA's learning activities, including instructor-led, satellite, and online training; books; and other instructional products.

## **EDUCATION INCENTIVE SCHOLARSHIP PROGRAM (EISP)**

Awarded to full and part-time VA employees who are currently enrolled in or accepted to an accredited education program. The program must lead to licensure or certification as a health care provider in clinical and allied health occupations. The scholarship covers tuition costs and related expenses.

Also, be sure to ask your recruiter about additional education support programs offered at VA (subject to the availability of funding), including the following health care education loan repayment and scholarship opportunities:

- **Education Debt Reduction Program (EDRP)**
- **National Nursing Education Initiative (NNEI)**



VA is revolutionizing Veterans care every day, and we want you to be a part of our groundbreaking efforts. Join VA to explore a number of employment opportunities that match your training. Call the Human Resources Management Office at your local VA health care facility or visit [www.VAcareers.va.gov](http://www.VAcareers.va.gov) to learn more. For more information, call **1-800-949-0002**.

How to Apply:

**VAcareers.va.gov**

To learn more about VA career opportunities or how to apply for a position, contact the local recruiter or Human Resources Management Office at the VA facility where you desire employment, as hiring decisions are made locally.

Employment information can also be obtained by contacting

**VApacementservice@va.gov**

The toll-free number is **1-800-949-0002**

Employment information and job applications can also be found on the Internet

**VAcareers.va.gov**



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