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, VA’s mission has been to keep that promise and provide our veterans with the best care possible.

Today, our employees work at 154 medical centers, 875 ambulatory and community-based outpatient clinics, 136 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers.

The Department of Veterans Affairs (VA) is one of the largest, most technologically advanced health care systems in the United States. The Best Care

By working for one of the largest health care systems in the Nation, you’ll have a wide range of practice settings, specialization opportunities, and leadership positions at your fingertips. Geography won’t even get in your way. Only one active, unrestricted state license is required to practice across our entire health care system.

VA strives to offer employees a better quality of life, both on the job and off. You will be challenged as a member of our interdisciplinary care teams to achieve the most positive patient outcomes possible. Our care teams practice groundbreaking medicine, often treating patients with injuries rarely seen in the private sector. Additionally, VA invests in some of the most advanced medical technologies, including our leading electronic patient record system and the CODE Medication Administration system.

In return for our employees’ dedication to exceptional patient care, we offer a robust benefits package that is unmatched in the private sector. More details about VA benefits can be found inside.

VA hiring decisions are made locally. You can search for open positions by visiting www.VAcareers.va.gov. Job announcements include application instructions specific to each position. To learn more about local hiring procedures, job openings, or how to apply for a position, contact the local recruiter or Human Resources Management Office at the VA facility where you desire employment. You can find a listing of VA facilities in the ‘VA Network’ section of the VA Careers Web-site.

Employment information can also be obtained by calling 1-800-949-0002 or writing to: Department of Veterans Affairs, Recruitment Service, 1555 Poydras Street, Suite 1971 New Orleans, LA 70112

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At VA, your benefits include:

- More than 300 career fields available
- 12 to 26 vacation days per year and 13 to 26 days per year
- Nationwide job-transfer opportunities
- Education support and student debt reduction
- Flexible scheduling
- A variety of health and life insurance options

The Best Benefits

Exceptional Education Support

Continued learning is essential to medical professionals’ ability to provide top-notch patient care. That’s why VA encourages our employees to pursue higher education by offering one of the most robust comprehensive education support programs in the federal sector.

General Programs

• Employee Incentive Scholarship Program (EISP): A scholarship awarded to full- and part-time employees who are currently enrolled or admitted to an accredited education program. The scholarship covers tuition costs and related expenses.

• Education Debt Reduction Program (EDRP): A program where new hires can apply to have a portion of their student loan debt forgiven. An award of up to $36,000 over five years (EISR) may be used to repay loans incurred while pursuing the degree that led to employment at VA.

• VA National Education for Employees Program (VA.NEES): This program offers student loan repayment to employees who are enrolled full-time in an accredited education program. VA.NEES participants must agree to work at their assigned facility for a minimum of three years.

Nursing Programs

• National Nursing Education Initiative (NNEI): This scholarship is awarded to permanent full- and part-time nurses seeking bachelor’s degrees in nursing from an accredited accelerated program. NNEI money may also be used to pursue other advanced degrees in nursing or related fields.

Medical Professionals on the Move

Sometimes the call for a change of venue. With VA facilities in all 50 states, the District of Columbia, Puerto Rico, and the Philippines, our medical professionals have the opportunity to make that change easy.

Only one active, unrestricted state license is required to work at any VA facility. When our employees decide to relocate, they may seek a job at another facility. They only need to apply to locate at any VA facility, and if hired, transfer with no loss of benefits, pay or rank.

For Your Health

VA sees it as our duty to care for the caregivers. That’s why we offer several programs to help our employees in their own job search. We offer our employees wellness programs and fitness classes, and our medical professionals can receive education support and wellness programs.

Veterans

Veterans can pursue higher education by working at VA facilities. VA offers education support programs such as the Education Debt Reduction Program (EDRP), the Employee Incentive Scholarship Program (EISP), and the Education Assistance Program (EAP).

EDRP allows VA employees to use EDRP money to repay loans incurred while pursuing a degree in nursing or related fields. EDRP money may be used to repay loans incurred while pursuing the degree that led to employment at VA.

EISP is a scholarship awarded to full-time VA employees who are enrolled in or accepted to an accredited education program. EISP is a scholarship awarded to full-time VA employees who are enrolled in or accepted to an accredited education program. EISP offers financial assistance to VA employees who are enrolled full-time in an accredited education program.

NNEI is a scholarship awarded to permanent full-time VA employees who are enrolled in or accepted to an accredited education program. NNEI offers financial assistance to VA employees who are enrolled full-time in an accredited education program.

Our insurance offers exceptional vision and dental plans, as well as FEGLI. Our health insurance plans are partially paid by the Federal Government, and employees have the opportunity to choose plans that are right for them.

Veterans can also choose to participate in the Thrift Savings Plan (TSP), which is similar to the 401(k) savings plans offered in the private sector. The TSP allows VA employees to tax defer up to a fixed dollar amount of their incomes each year. VA employees also have the opportunity to participate in the Federal Employees Retirement System (FERS), which is a retirement plan that provides coverage for job-related illness and injury. VA provides paid sick leave to employees for specific medical conditions.

VA also offers premium pay to select employees for weekends, holidays, and for the care of a child, spouse, or parent with serious health issues.

Retirement

VA medical professionals are 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). Similar to the 401(k) savings plans offered in the private sector, the TSP allows VA employees to tax defer up to a fixed dollar amount of their incomes each year. VA employees also have the opportunity to participate in the Thrift Savings Plan (TSP), which is similar to the 401(k) savings plans offered in the private sector.

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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 or in the Veterans Health Administration. This applies when the professional’s action or omission results in personal injury to a third party while performing VA duties.
Offering temporary employment
This is a formal work-study
The Best Benefits
• A variety of health and life insurance options
• Flexible scheduling
• Education support and student debt reduction

At VA, your benefits include:
• National Nursing Education Initiative (NNEI):
  Nursing Programs
• Employee Incentive Scholarship Program
• Tuition Support Program:
  accreditation education program. NNEI money
  degrees in nursing from an authorized,
• Exceptional Education Support
• VA National Education for Employees
• Student Educational Employment Program (SEEP):
  This program offers Federal
• Valuing Diversity in Employment:
• Student Career Experience Program (VALOR):
• Student Temporary Employment Program (STEP):
• Student Loan Repayment Programs
• Student Educational Employment Program (SEEP):
• Tuition Support Program:
• Marine Corps
• Student Career Experience Program (VALOR):
• Student Temporary Employment Program (STEP):
• Tuition Support Program:
• Valuing Diversity in Employment:
• Student Educational Employment Program (SEEP):

Exceptional Education Support
Continued learning is essential to medical professional's ability to provide top-notch patient care. That's why VA encourages our employees to pursue higher education by offering our the most robust, comprehensive education support programs in the Nation.

General Programs
• Employee Incentive Scholarship Program (EISP) is a scholarship awarded to full- and part-time VA employees (who are currently enrolled at an accredited or recognized educational institution) with a full- or part-time VA employment.

Medical Professionals on the Move
Sometimes the call for a change of venue. With VA facilities in all States, the District of Columbia, Puerto Rico, and the Philippines, our medical professionals have the opportunity to make that change early.

Caring for Your Health
VA sees it as our duty to care for the caregivers. That's why we offer several programs to help employees in staying healthy. All of our facilities offer employee wellness programs and fitness classes. Our medical professionals take an annual physical exam. Should an employee fall ill or be injured on the job, VA offers compensation for job-related injury and VA healthcare.

Coping with Stress
Our mental health programs are designed to help employees manage stress.

Medical Leave
If employees are unable to work because of a serious health problem, VA offers a variety of leave options.

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Retirement
VA medical professionals are covered by the Federal Employees Retirement System (FERS) or the Civilian Uniformed Service Retirement System (USERS).

Liability Protection
The United States Government accepts liability for the actions of its employees during the exercise of their official duties, and is protected by the Federal Government for instances of alleged malpractice or negligence resulting from the performance of their duties. In the event of any suit, claim, or action, the United States Government is responsible for all damages.
Exceptional Education Support

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General Programs

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• Education Debt Reduction Program (EDRP): Benefits recently appointed health care professionals in loan forgiveness by offering an award of up to $50,000 over five years. EDRP money may be used to repay loans acquired while pursuing the degree that led to the employee’s current position.
• National Nursing Education Initiative (NNEI): NNEI is a scholarship awarded to permanent full-time and part-time VA nurses seeking bachelor’s degrees in nursing from an accredited education program. NNEI money may also be used to pursue other advanced degrees in nursing or related fields.

VA National Education for Employees Program (VA-NEEP): This program offers students loan repayment opportunities to employees who are enrolled full- or part-time in an approved education program. VA-NEEP participants are eligible for the following education programs to support their career development.

• Student Educational Employment Program (SEEP): This program offers Federal employees opportunities to students who are enrolled full-time in an approved education program. SEEP consists of two distinct components:
  • Student Temporary Employment Program (STEP): Offering temporary employment to students, STEP offers an opportunity for summer positions to jobs that last throughout the school year.
  • Student Career Experience Program (SCERP): This is a formal work-study program for students in associate, baccalaureate, college, and graduate schools, and can be utilized.

Retirement

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Medical Professionals on the Move

Sometimes the call for a change of venue. VA offers several programs to help employees in spraying any stress. All of our facilities are tobacco-free, and many facilities offer employee wellness programs and fitness centers. Our medical professionals are encouraged to pursue their dreams in health care by offering them the opportunity to practice their craft in an environment that fosters personal growth and development. VA understands that and encourages our professionals’ ability to provide top-notch patient care. Continuous learning is essential to medical professionals’ ability to provide top-notch patient care. That’s why VA seeks to enhance our employees to pursue higher education by offering one of the most robust comprehensive education programs in the field.

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The Best Benefits

- A variety of health and life insurance options
- Flexible scheduling
- National job transfer opportunities
- Education support and student debt reduction
- More than 300 career fields available
- Nationwide job transfer opportunities

VA National Education for Employees (VA NEEP)

- VA Learning Opportunities Residency Program (VALOR): This program offers Federal Government shares of these costs for VA employees who are enrolled full-time in an accredited clinical program to gain experience in or for the Veterans Health Administration. VALOR is a scholarship awarded to full-time VA employees to tax-exempt individuals in the Federal Employees Retirement System (FERS).

- Student Career Experience Program (STEP): This program allows students to be paid for their work experience. Students receive 100 percent of their pay for weekends, 50 percent for overtime, and double pay for holidays. They receive 10 percent of their base hourly pay for night shifts, 25 percent for weekends, 50 percent for overtimes, and double pay for holidays.

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