



# WHY YOU SHOULD **CHOOSE A VA CAREER**

Work that *makes a difference*, a career that counts

**VA**



**U.S. Department of Veterans Affairs**  
Veterans Health Administration

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

# CHOOSE VA FOR THE MISSION

There are over **9 million Veterans** counting on VA for quality health care, and our work is infused with a deep understanding of their complex needs and challenges.



**We make life better** for the men and women who protect our freedom and our country, and ensure Veterans can enjoy the health and happiness they deserve.



**We strive** to be the benchmark of excellence and value in health care by providing exemplary services to those who have served our country.



**We push ourselves** to develop more advanced treatments, enhance support services, and expand access to state-of-the-art facilities where we can help our patients feel better faster.



**We stand ready** to respond to any natural disaster or emergency by providing hospital care and medical services outside of the VA system to affected active-duty military personnel and civilians.



**We recruit the best** and brightest talent — physicians, nurses, support staff, and administration — to help us deliver exceptional care to our nation's Veterans.

VA is dedicated to hiring staff that reflects the diversity of our patients and ensuring that employees feel supported. We are committed to hiring a culturally competent workforce, with an eye towards inclusion, equity, and access.

# CHOOSE VA FOR THE LOCATION

With over **1,300 facilities** across the United States and its territories, you can find a VA career wherever you live — or want to live. From major cities to rural communities, there are opportunities all across the country.



## Metropolitan appeal

In a recent poll of the best cities for Veterans to live in, rankings factored in the number and quality of VA facilities, showcasing that urban locations provide broad access to services.

City living offers a variety of advantages, too. Cities boast more parks, diverse schools, expanded retail options, and broader public transit systems. VA facilities are often denser in urban areas, which can mean more opportunities for you.



## Country charm

Outside the big cities, rural VA operations are just as valuable, sometimes even more so. Our providers in rural locations can have a huge impact on the health of the entire community and can see the result of their care more holistically.

Rural providers enjoy some advantages that are not as common in urban locations: greater privacy, less traffic, more personal space, a greater sense of community, a lower cost of living, and access to the outdoors.

## A NATIONWIDE NETWORK

Work anywhere — and take your benefits with you. Mobility is one of the great advantages of being part of VA. You can apply to 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: if you apply to a location where there is an available position and are selected, you won't lose any benefits, vacation, or — in most cases — your current salary rate. Whether you want to enjoy living by the beach, near the countryside, or in a bustling metropolis, chances are you'll find a VA facility nearby.



# CHOOSE VA FOR THE BENEFITS

VA offers **strong starting salaries** based on education, training, and experience, and premium pay for employees working overtime, weekends, holidays, on-call shifts, and night work.



We also offer incentives for qualifying applicants, including **recruitment bonuses**, **relocation bonuses**, and **retention allowances**, each providing up to 25% of the rate of basic pay. In addition, special circumstances can provide for performance-based increases and potential accelerated increases for outstanding performance.

At VA, you'll experience steady growth, with periodic pay raises that address inflation and local market changes, as well as other benefits for all your hard work and dedication.

## The time you need

VA knows that your time is valuable, and we give you more of it.

We offer 13 – 26 days paid leave, as well as 13 sick days annually, and 11 paid federal holidays each year.

VA provides Family and Medical Leave Act (FMLA) leave options for medical reasons, the birth or adoption/foster care of a child, or the care of a family member who has a serious health problem.

And for those Veterans who choose to continue their service while part of our ranks, VA offers up to 15 days of military leave a year for active reservists and National Guard members.

## Plan for the future

When the time comes to retire, your finances will be secure.

VA employees have access to the Federal Employees Retirement System (FERS), a three-tier plan made up of Social Security benefits, FERS benefits, and the Thrift Savings Plan, which allows employees to tax-defer a portion of their income each year, similar to a 401(k).

The government automatically contributes 1% of your salary, with additional matching contributions up to a total of 5%.

For retired military personnel, these benefits are in addition to full monthly retirement pay or pension.

## Prepare for the unexpected

With Federal Employees Health Benefits, you can choose from a variety of health maintenance organizations or fee-for-service plans that all cover preexisting conditions for you, your spouse, domestic partner, and children under age 26.

VA pays up to 75% of health premiums, and your portion of the premium is taken on a pre-tax basis. In addition, you can establish flexible, tax-free spending accounts.

VA also helps you prepare for what comes next with Federal Employees Group Life Insurance, which covers you and eligible family members.

# CHOOSE VA FOR THE LEARNING OPPORTUNITIES

Whether you're just starting out or looking to broaden your horizons, VA has **education support options** that can help you pay for school or explore new development opportunities.



## Student loan repayment

If you already have a degree, you may be eligible for VA programs that assist with repaying your student loans.

- The Education Debt Reduction Program can help qualifying medical professionals repay up to \$200,000.
- The Public Service Loan Forgiveness Program rewards you for serving others by offering the possibility of reduced debt.
- Through the Student Loan Repayment Program, employees in certain occupations may be eligible to receive up to \$10,000 per year (with a lifetime maximum of \$60,000) to help repay student loans.



## Internal opportunities

If your goal is to make the most of your career, VA has plenty of doors to open for you. Through our **Leadership Development Framework**, we offer learning and development resources to support you in your career. These programs can get you promotion-ready by helping you demonstrate successful understanding in the core competencies we promote in our leaders.



## Scholarships

VA offers health care scholarship opportunities.

- The Employee Incentive Scholarship Program could provide eligible employees up to \$41,000, tax-free, to help pay for tuition, registration fees, or even books.
- The Health Professional Scholarship Program may offer financial assistance to qualifying applicants, including those attending medical school in a field applicable to our work here at VA.



## External exploration

VA offers a broad array of educational partnerships that can get you where you want to go, including the **Employee Education System**, which offers accredited courses and programs in association with 17 national and 2 state accrediting bodies. Sign up for general or specialized coursework from a wide variety of colleges and universities that partner with VA, and often, we can help you pay to take the courses.