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Office of Healthcare Inspections

VETERANS HEALTH ADMINISTRATION

OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages Fiscal Year 2023

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Executive Summary

The VA Choice and Quality Employment Act of 2017 (VCQEA) requires the VA Office of Inspector General (OIG) to determine, annually, a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations with the largest staffing shortages within each VHA medical center (facility).¹ Pursuant to this requirement, the OIG conducted a review to identify those severe staffing shortages by occupation. The OIG also compared the number of severe occupational staffing shortages against the previous four years' reports to assess changes.

This is the tenth OIG report in a series on occupational staffing shortages and the sixth to identify severe occupational staffing shortages at the facility level. The OIG surveyed VHA-identified facility points of contact to determine severe occupational staffing shortages at each facility. It should be noted that the OIG does not verify or otherwise confirm the survey responses. Among the most significant findings in this year's staffing report were the following:

- Facilities reported 3,118 severe occupational staffing shortages across 282 occupations in fiscal year (FY) 2023. This was an increase from 2,622 severe occupational staffing shortages across 285 occupations in FY 2022, following annual decreases during FY 2018–FY 2021.²
- Eighty-eight percent of facilities reported severe occupational staffing shortages for Medical Officer, and 92 percent of facilities reported severe shortages for Nurse.³
- Practical Nurse was the most frequently reported clinical occupation with severe staffing shortages, and Medical Support Assistance was the most frequently reported nonclinical occupation with severe staffing shortages. Medical Support Assistance was also the most frequently reported Hybrid Title 38 severe shortage occupation.⁴

¹ VA Choice and Quality Employment Act, Pub. L. No. 115-46, 131 Stat. 958 (2017). The Act amended the Veterans Access, Choice, and Accountability Act of 2014 (Public Law 113-146).

² A severe shortage refers to particular occupations that are difficult to fill, and a shortage exists when criteria set forth in 5 Code of Federal Regulations (C.F.R.) § 337.204, Severe Shortage of Candidates, are applied, and not necessarily an indication of vacancies. Vacancy refers to a specific unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

³ Medical Officer and Nurse were analyzed separately from the other occupations because VHA utilizes assignment codes to designate specialties within the corresponding Office of Personnel Management occupational series. Assessing severe shortages at the level of these specialty assignment codes instead of the broader occupational series codes allowed the OIG to assess severe shortages for the Medical Officer and Nurse series at a more detailed level.

⁴ VHA is able to non-competitively appoint individuals using direct-hire authority to Hybrid Title 38 occupations in accordance with VA Handbook 5005/129, *Staffing*, April 6, 2020, Part II, Chapter 3, Section F, Appointments under 38 United States Code (U.S.C.) §7401.

- One hundred and thirty-nine facilities (every facility the OIG surveyed) reported at least one severe occupational staffing shortage.

The Veterans Access, Choice, and Accountability Act and VCQEA provide a mechanism for the VA Secretary to grant VHA direct-hire authority, expanding the candidate pool for Hybrid Title 38 occupations based on severe shortages.

VCQEA paved the way for the OIG to assess changes in severe occupational staffing shortages at the facility and occupational levels across years. In FY 2023, more severe occupational staffing shortages were reported by more facilities than in recent FYs. The total number of severe occupational staffing shortages increased by 19 percent relative to FY 2022.

VA Comments and OIG Response

The Under Secretary for Health concurred with the report (see appendix G). No further action is required.



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Abbreviations

| | |
|--------|---|
| C.F.R. | Code of Federal Regulations |
| DHA | direct-hire authority |
| FY | fiscal year |
| OCHCO | VA Office of the Chief Human Capital Officer |
| OIG | Office of Inspector General |
| OPM | Office of Personnel Management |
| U.S.C. | United States Code |
| VACAA | Veterans Access, Choice, and Accountability Act |
| VCQEA | VA Choice and Quality Employment Act |
| VHA | Veterans Health Administration |
| VISN | Veterans Integrated Service Network |



Introduction

The purpose of this review is for the VA Office of Inspector General (OIG) to report a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations that have the largest staffing shortages at each VHA medical center (facility) as required by the VA Choice and Quality Employment Act of 2017 (VCQEA).¹ The OIG also compared the number of severe occupational staffing shortages against those the OIG identified in the fiscal year (FY) 2018 through 2022 reports. This is the tenth iteration in a series of annual OIG reports determining occupational staffing shortages in VHA.²

Background

Veterans Access, Choice, and Accountability Act and VA Choice and Quality Employment Act

In May 2014, the OIG reported ongoing concerns regarding access to VHA care, scheduling practices, and excessive wait times at the VA Phoenix Health Care System.³ Congress passed the Veterans Access, Choice, and Accountability Act (VACAA) of 2014 in response to these concerns.⁴ VACAA required the OIG to determine, annually, the five VHA occupations with the largest staffing shortages over the previous five-year period. With the passage of the VCQEA, the scope of the OIG's work expanded to include an annual determination of a minimum of five clinical and five nonclinical VHA occupations with the largest reported staffing shortages within each facility.

¹ VA Choice and Quality Employment Act, Pub. L. No. 115-46, 131 (2017).

² VA OIG: [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages](#), Report No. 15-00430-103, January 30, 2015; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages](#), Report No. 15-03063-511, September 1, 2015; [OIG Determination of VHA Occupational Staffing Shortages](#), Report No. 16-00351-453, September 28, 2016; [OIG Determination of VHA Occupational Staffing Shortages, FY 2017](#), Report No. 17-00936-385, September 27, 2017; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018](#), Report No. 18-01693-196, June 14, 2018; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019](#), Report No. 19-00346-241, September 30, 2019; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2020](#), Report No. 20-01249-259, September 23, 2020; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2021](#), Report No. 21-01357-271, September 28, 2021; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2022](#), Report No. 22-00722-187, July 7, 2022.

³ VA OIG, [Interim Report: Review of Patient Wait Times, Scheduling Practices, and Alleged Patients Deaths at the Phoenix Health Care System](#), Report No. 14-02603-178, May 28, 2014.

⁴ Veterans Access, Choice, and Accountability Act of 2014, Pub. L. No. 113-146, 128 Stat. 1754 (2014).

Occupational Series and Assignment Codes

The Classification Act of 1949 established the principle of providing equal pay for substantially equal work.⁵ The Office of Personnel Management (OPM), after consulting with federal agencies, created occupational series to classify positions in the General Schedule.⁶

VHA facilities hire for a given occupational category or assignment code depending on VHA requirements and other factors such as local demands or facility complexity level.⁷ To provide further detail to the OPM occupational series, VHA developed assignment codes for Medical Officer and Nurse series. For example, an Infection Control Nurse would have an OPM occupational series of 0610 – Nurse, and a VHA assignment code of 74. VHA classifies occupations as clinical or nonclinical beyond the hiring authority (Title 38, Hybrid Title 38, and Title 5).⁸ VHA has labeled Infection Control Nurse a clinical occupation, and nurses are appointed under Title 38.

Hybrid Title 38 Hiring in VHA

VACAA and VCQEA established authority for the VA Secretary to directly recruit and appoint qualified personnel to occupations determined to have staffing shortages by the OIG. For FY 2023, VHA sought and received direct-hire authority (DHA) from the VA Secretary for 12 of these occupations, as informed by *OIG Determination of Veterans Health Administration's*

⁵ The Classification Act of 1949, Pub. L. No. 81-429, 63 Stat. 954 (1949).

⁶ The General Schedule classification and pay system covers most civilian white-collar professional, technical, administrative, and clerical positions.

⁷ VHA Office of Productivity, Efficiency, and Staffing, *Facility Complexity Model Fact Sheet*, January 28, 2021. Facilities are categorized into one of five groups; “1a, 1b, 1c, 2 or 3, with facilities rating 1a being the most complex and those rated 3 the least complex.” For instance, VHA describes Level 1a, highest complexity as “[f]acilities with high volume, high risk patients, most complex clinical programs, and large research and teaching programs” and Level 3, low complexity as “[f]acilities with low volume, low risk patients, few or no complex clinical programs, and small or no research and teaching programs.”

⁸ VHA Workforce Management and Consulting Office, *VHA Workforce and Succession Strategic Plan, FY 2022–23*. VHA defines clinical occupations to “include personnel who provide direct patient care or services incident to patient care, and whose efforts have a therapeutic intent (e.g., physical, mental, social, spiritual).” VHA defines nonclinical occupations as “administrative and maintenance personnel who do not provide direct patient care or services incident to patient care.”

*Occupational Staffing Shortages, Fiscal Year 2022, and VHA Workforce Management and Consulting's Shortage Occupation Report, FY 2022 Workforce Planning Cycle reports.*⁹

Scope and Methodology

Staffing Survey Development and Distribution

The OIG conducted a survey to identify severe occupational staffing shortages at each facility across VHA. VHA-identified facility points of contact used the definition provided by 5 Code of Federal Regulations (C.F.R.) Section (§) 337.204 to report severe occupational staffing shortages.¹⁰

The OIG requested, and VHA provided, the points of contact who would be completing the survey on behalf of each facility. Facility points of contact used a drop-down list within the

⁹ See 38 U.S.C. § 7412 (authorizing the Secretary of VA to recruit and directly appoint for shortage occupations identified by the OIG). These statutory provisions permit VA to recruit and appoint qualified candidates to occupations identified by the OIG despite other competitive service and preference eligibility requirements. See 5 U.S.C. §§ 3304, 3309-3318. See VA Office of the Chief Human Capital Officer Bulletin, "Annual Determination of Staffing Shortages," September 30, 2022. VA noted that the Department is able to non-competitively appoint individuals to Title 38 and Hybrid Title 38 positions "in accordance with VA Handbook 5005, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. § 7401." The aforementioned Office of the Chief Human Capital Officer Bulletin identified 12 shortage occupations for which veterans' preference eligibility requirements were waived. The waiver of veterans' preference for these 12 occupations is in effect through September 30, 2023. A complete list of occupations with direct-hire authority can be found in appendix A.

¹⁰ 5 C.F.R. § 337.204, Severe Shortage of Candidates, states:

(a) OPM will determine when a severe shortage of candidates exists for particular occupations, grades (or equivalent), and/or geographic locations. OPM may decide independently that such a shortage exists, or may make this decision in response to a written request from an agency.

(b) An agency when requesting direct-hire authority under this section, or OPM when deciding independently, must identify the position or positions that are difficult to fill and must provide supporting evidence that demonstrates the existence of a severe shortage of candidates with respect to the position(s). The evidence should include, as applicable, information about:

- (1) The results of workforce planning and analysis;
- (2) Employment trends including the local or national labor market;
- (3) The existence of nationwide or geographic skills shortages;
- (4) Agency efforts, including recruitment initiatives, use of other appointing authorities (e.g., schedule A, schedule B) and flexibilities, training and development programs tailored to the position(s), and an explanation of why these recruitment and training efforts have not been sufficient;
- (5) The availability and quality of candidates;
- (6) The desirability of the geographic location of the position(s);
- (7) The desirability of the duties and/or work environment associated with the position(s); and
- (8) Other pertinent information such as selective placement factors or other special requirements of the position, as well as agency use of hiring flexibilities such as recruitment or retention allowances or special salary rates.

survey to identify all occupations they considered severe occupational staffing shortages.¹¹ The OIG's survey listed OPM occupational series codes used by VHA and VHA assignment codes for Medical Officer and Nurse specialties.¹² See appendix B for a complete list of OPM occupational series and VHA assignment codes included in the survey. Facility points of contact also had the option to report that they did not consider any of the occupations as severe occupational staffing shortages.

The OIG distributed the survey to VHA-identified facility points of contact at 139 facilities on February 17, 2023, with a completion requirement of March 3, 2023.¹³ As several facility points of contact did not respond to the survey by the completion requirement date, the OIG was unable to confirm receipt of completed surveys from all 139 facilities until March 14, 2023.

The VCQEA requires the OIG identify the top five clinical and top five nonclinical occupations at each facility. Some VHA occupations that at one time were hired at the facility level, were realigned to the Veterans Integrated Service Network (VISN) level, such as Human Resource Management. This realignment may have caused certain occupations that once appeared within the top facility-identified occupational shortages to no longer appear. The OIG did not independently verify VHA data for accuracy or completeness.

Changes in Severe Occupational Shortages Survey

The OIG compared FYs 2018–2023 survey responses to evaluate changes in severe occupational staffing shortages across VHA. Some limitations that may affect comparisons include changes in position categorization, veteran demand for healthcare services, or alterations to the survey. Through refinement of position categorization, the total number of occupations provided to the OIG has changed to reflect the most current occupational codes. An increase or decrease in the number of occupations alters the total possible number of severe occupational staffing shortages a facility can identify. Changes in veteran demand affect facility staffing needs which, in turn, may change how facilities identify severe occupational staffing shortages. Changes to the survey may affect how facilities identify severe occupational staffing shortages. When compared to the surveys from FYs 2018–2020, the FYs 2021–2023 surveys were distributed via email using Microsoft InfoPath instead of Microsoft Excel resulting in differences in how the survey looked,

¹¹ Hiring authority for the respective occupations populated in the survey as severe occupational staffing shortages were identified.

¹² The list of 493 occupations included those provided by VHA Workforce Management and Consulting for this report as well as those historically used in prior *OIG Determination of VHA's Occupational Staffing Shortages* reports. This list did not factor the number of staff onboard at a facility because facilities have previously identified severe staffing shortages in occupations without any staff. Separately, VHA reported that some occupations included in the survey were consolidated at the VISN level, national level, or may have been employed at both the facility and VISN levels.

¹³ The Manila station (358) was excluded, beginning with the *OIG Determination of Veterans Health Administration Occupational Staffing Shortages, FY 2018* report, as its staff were foreign nationals employed by the State Department.

respondents were VHA-identified facility points of contact instead of facility directors, and the OIG did not ask for information such as reasons for shortages or for shortages to be ranked. Although the OIG requested facilities to identify severe occupational staffing shortages across FYs 2018–2023, and there were no changes in how shortages were defined, the potential for selection and survey bias may exist stemming from the aforementioned survey changes.

Survey Analysis

The OIG identified an occupation as a severe occupational staffing shortage when it was designated as such by the VHA-identified facility point of contact. The OIG counted the total number of times the occupation was identified as a severe occupational staffing shortage across all facilities to determine shortages across VHA.

Facility points of contact could identify severe shortages for Medical Officer and Nurse occupations at the OPM occupational series level, the VHA assignment code level, or both. The OIG only included individual Medical Officer and Nurse assignment code occupations in the reported list of severe occupational staffing shortages. Separately, the OIG derived the frequency of severe shortages for Medical Officer and Nurse if the facility points of contact indicated either the OPM occupational series or any of the related VHA assignment codes as shortages.

Authorities

In the absence of current VA or VHA policy, the OIG considered previous guidance to be in effect until superseded by an updated or recertified directive, handbook, or other policy document on the same or similar issue(s).

Oversight authority to review the programs and operations of VA medical facilities is authorized by the Inspector General Act of 1978, as amended, 5 U.S.C. §§ 401–424. The OIG reviews available evidence within a specified scope and methodology and makes recommendations to VA leaders, if warranted. Findings and recommendations do not define a standard of care or establish legal liability.

The OIG conducted the review in accordance with *Quality Standards for Inspection and Evaluation* published by the Council of the Inspectors General on Integrity and Efficiency.

Results

Issue 1. VHA Severe Occupational Staffing Shortages

The OIG surveyed all 139 VHA facilities to determine the occupations designated as severe shortages.¹⁴ To determine the magnitude of severe occupational staffing shortages at VHA, the OIG counted the total number of times an occupation was identified as a shortage, observing specifically those occupations identified by at least 20 percent of VHA facilities.¹⁵

Severe Occupational Staffing Shortages Were Widespread

Facilities identified 3,118 severe occupational staffing shortages across 282 VHA occupations. Of these occupations, 25 were identified as severe staffing shortages by at least 20 percent of VHA facilities, excluding the Medical Officer and Nurse OPM Occupational Series.¹⁶ The OIG found that 70 percent of facilities designated Medical Support Assistance as a severe occupational staffing shortage, making it the most frequently reported nonclinical shortage occupation. Practical Nurse was the most frequently reported clinical shortage occupation, which 67 percent of facilities designated as a severe occupational staffing shortage.

Table 1 shows the frequency of VHA facilities designating occupations in the survey as a severe shortage. Severe occupational shortages are not necessarily an indication of vacancies. A severe shortage refers to particular occupations that are difficult to fill, and a shortage exists when criteria set forth in 5 C.F.R. § 337.204, *Severe Shortage of Candidates*, are applied and not necessarily an indication of vacancies. Vacancy refers to an unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

Occupations designated by at least one in five facilities were included in this table. As a result, not all occupations designated as a severe shortage by each facility were included. For example, Optometrist does not appear in the table but was identified by 22 facilities as a severe occupational staffing shortage. This table provides insight as to how often an occupation was reported as a severe occupational staffing shortage throughout VHA and can be used to bring

¹⁴ For purposes of this report, the OIG used the term *occupation* when referencing either OPM occupational series or VHA assignment codes.

¹⁵ The criterion of at least 20 percent of VHA facilities designating an occupation as a severe occupational staffing shortage is consistent with prior OIG reports on VHA occupational staffing shortages as well as the criterion for a national shortage occupation utilized by Workforce Management and Consulting in their annual Shortage Occupation reports. However, there is no requirement to use this criterion as a threshold for determining severe occupational staffing shortages at VHA.

¹⁶ The OIG excludes the Medical Officer and Nurse OPM Occupational series level occupations because VHA utilizes assignment codes to designate specialties within the corresponding OPM occupational series.

awareness of systemic shortages. Responses from individual facilities can be found in appendix C.

Table 1 should not be considered the sole measure of VHA-wide severe occupational staffing shortages. It does not address all shortages throughout VHA and does not account for other dimensions that could be used to determine shortages such as the priority of a severe occupational staffing shortage at a given facility, or the number of staff on board at the facility. For example, one facility may consider an occupation as its number one shortage, despite having five staff onboard, while another facility may consider that same occupation as its number 30 shortage with only two staff on board. Facility priority and number of staff onboard were not considered when determining the frequency of occupations being reported as severe staffing shortages across VHA. Further, the impact that filling a shortage might have on a facility cannot be assessed by the survey results.

Table 1. Frequency of Most Common Facility-Designated Severe Occupational Staffing Shortages

| Occupational Series or Assignment Code | Occupation | Clinical or Nonclinical | Number of Facilities that Identified the Occupation as a Severe Shortage |
|--|---|-------------------------|--|
| 0679 | Medical Support Assistance | Nonclinical | 97 |
| 3566 | Custodial Worker | Nonclinical | 95 |
| 0620 | Practical Nurse | Clinical | 93 |
| 0180 | Psychology | Clinical | 91 |
| 0185 | Social Work | Clinical | 74 |
| 7408 | Food Service Worker | Nonclinical | 74 |
| 0083 | Police | Nonclinical | 73 |
| 31 | Psychiatry* | Clinical | 73 |
| 0621 | Nursing Assistant | Clinical | 70 |
| 0644 | Medical Technologist | Clinical | 66 |
| 88 | RN Staff Nurse—Inpatient† | Clinical | 61 |
| P1 | Primary Care* | Clinical | 60 |
| 0801 | General Engineering | Nonclinical | 57 |
| 0647 | Diagnostic Radiologic Technician | Clinical | 50 |
| 0661 | Pharmacy Technician | Clinical | 45 |
| 25 | Gastroenterology* | Clinical | 38 |
| 0645 | Medical Technician | Clinical | 36 |
| CM | RN Staff—Critical Care† | Clinical | 36 |
| Q6 | RN Staff—Inpatient Community Living Center† | Clinical | 35 |
| 0858 | Biomedical Engineering | Nonclinical | 34 |
| 0660 | Pharmacist | Clinical | 33 |
| CQ | RN Staff—Inpatient Mental Health† | Clinical | 33 |
| 0649 | Medical Instrument Technician | Clinical | 32 |
| 75 | NP—Primary Care† | Clinical | 30 |
| Q1 | RN Staff—Outpatient† | Clinical | 30 |

Source: *OIG analysis of VHA facilities' responses to the OIG's FY 2023 staffing survey.*

Note: *Occupations designated by at least one in five facilities were included in this table.*

*Occupations within the Medical Officer occupational series.

†Occupations within the Nurse occupational series.

The OIG also compared severe occupational shortages at the facility level. The number of facilities' severe occupational staffing shortage designations ranged from 2 to 114, including both clinical and nonclinical occupations.¹⁷ The greatest number of clinical occupational shortages reported for an individual facility was 71, and the greatest number of nonclinical occupational shortages was 64.¹⁸ These data points show that a wide range of severe occupational staffing shortages exist when comparing shortages at the facility level and that facilities have different severe staffing shortages. See appendix D for the frequency of facility-designated clinical, nonclinical, and total severe occupational staffing shortages, by facility.

Medical Officer and Nurse Occupations Were Identified as Severe Occupational Staffing Shortages by Facilities

Medical Officer and Nurse were analyzed separately from the other occupations because VHA utilizes assignment codes to designate specialties within the corresponding OPM occupational series. Assessing severe shortages at the assignment code level instead of the broader occupational series codes enabled the OIG to assess severe shortages for the Medical Officer and Nurse series in more detail (as seen in table 1).

The OIG derived the frequency of Medical Officer and Nurse severe occupational staffing shortages if the facility indicated either the OPM occupational series or any of its related VHA assignment codes as shortages. The derived frequency for Medical Officer was 123 of 139 facilities (88 percent). The derived frequency for Nurse was 128 of 139 (92 percent).

Medical Support Assistance Was the Most Frequently Reported Hybrid Title 38 Severe Shortage Occupation

VACAA and VCQEA provide the means for the VA Secretary to grant VHA DHA for Hybrid Title 38 occupations based on severe shortages determined, in part, by this report.¹⁹ The OIG identified the frequency of VHA facilities designating Hybrid Title 38 occupations as severe staffing shortages. Seventy percent of facilities reported Medical Support Assistance as a severe occupational staffing shortage making it the most frequently reported Hybrid Title 38 shortage.

¹⁷ Palo Alto VA Medical Center in California (VISN 21, Station 640) designated the most severe occupational staffing shortages among all facilities.

¹⁸ Bruce W. Carter VA Medical Center in Miami, Florida, (VISN 8, Station 546) designated the most clinical severe occupational staffing shortages. Palo Alto VA Medical Center in California (VISN 21, Station 640) designated the most nonclinical severe occupational staffing shortages.

¹⁹ For FY 2022, VHA sought and received direct-hire authority from the Secretary for nine of these occupations as a result of the [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2022](#), and VHA Workforce Management and Consulting's *Shortage Occupation Report, FY 2022 Workforce Planning Cycle* reports.

The full list of Hybrid Title 38 severe occupational staffing shortages can be found in appendix E.

Issue 2: Changes in Severe Occupational Shortages

The OIG compared FYs 2018–2023 survey responses to evaluate changes in severe occupational staffing shortages across VHA. The total number of severe occupational shortages increased, and some shortages persisted despite gains in onboard employees. Some changes in survey options and deployment from prior years may affect comparisons (see Changes in Severe Occupational Shortage Survey section of the methodology).

Total Number of Severe Occupational Shortages Increased

After net decreases in reported shortages in FYs 2019–2021, severe occupational shortages increased by 22 percent in FY 2022, and another 19 percent in FY 2023, as seen in table 2.

Table 2. Total Facility-Designated Severe Occupational Staffing Shortages, by Fiscal Year

| Fiscal Year | Number of Severe Occupational Staffing Shortages | Net Change | |
|-------------|--|------------|---------|
| | | Number | Percent |
| 2018 | 3,068 | —* | — |
| 2019 | 2,685 | -383 | -12.5 |
| 2020 | 2,430 | -255 | -9.5 |
| 2021 | 2,152 | -278 | -11.4 |
| 2022 | 2,622 | 470 | 21.8 |
| 2023 | 3,118 | 496 | 18.9 |

Source: OIG analysis of VHA facilities' responses to the OIG's FYs 2018, 2019, 2020, 2021, 2022, and 2023 staffing surveys.

**The hyphen indicates there is no data because this is a baseline value and comparisons are unavailable.*

Every facility reported at least two severe occupational staffing shortages in FY 2023. This was an increase from FY 2022 in which every facility reported at least one severe occupational staffing shortage, and FYs 2019–2021 in which several facilities reported no severe occupational staffing shortages.²⁰ Across FYs 2018–2023, Palo Alto VA Medical Center in California reported the greatest number of severe shortages (120 in FY 2022). In FY 2023, Palo Alto VA Medical Center in California reported the most shortages with 114.

²⁰ The number of facilities reporting no severe occupational staffing shortages increased from zero in FY 2018, to five in FY 2019, and to seven in FY 2020, but dropped to three in FY 2021.

Twenty-five occupations were identified as a severe occupational staffing shortage by at least 20 percent of facilities in FY 2023. This was an increase from 22 in FY 2022 and 19 in FY 2021, following decreases from FY 2018 through FY 2020.

As in FY 2022, nonclinical occupations were reported as the top two severe occupational staffing shortages in FY 2023. Seventy percent of facilities reported Medical Support Assistance as a severe occupational staffing shortage in FY 2023, up from 63 percent in FY 2022. In FY 2023, Custodial Worker was reported by 68 percent of facilities, and was the second most commonly reported staffing shortage. In FY 2022, Custodial Worker was the most commonly reported staffing shortage, with 69 percent of facilities reporting it.

The OIG also compared changes in how frequently facilities reported occupations in 2023, compared to 2022. More occupations increased in the number of facilities reporting them than decreased or stayed the same. See table 3.

Table 3. Change from FY 2022 to FY 2023 in the Frequency of Occupations Reported by Facilities as Severe Shortages

| Type of Change | Number of Occupations |
|---|-----------------------|
| Increase | 178 |
| Decrease | 90 |
| No Change | 51 |
| Occupation Not Reported in FY2022 or FY2023 | 170 |
| New Occupation in FY23* | 4 |
| Total Occupations in Survey | 493 |

Source: OIG analysis of VHA facilities' responses to the OIG's FYs 2022 and 2023 staffing surveys.

**None of the four new occupations included in the OIG's FY 2023 staffing survey were reported as shortages.*

The occupations with the six largest net increase in the number of facilities reporting as a shortage from FY 2022 to FY 2023 were (in ranked order):

1. Social Work (44 to 74)
2. Pharmacy Technician (26 to 45)
3. Psychology (73 to 91)
4. Nursing Assistant (53 to 70)

5. (Tied) Food Service Worker (60 to 74) and Diagnostic Radiologic Technician (36 to 50)²¹

The OIG intends this comparison to provide VHA with insight into which occupations may benefit from additional workforce planning strategies.

Severe Occupational Staffing Shortages Persisted Despite Gains in Onboard Employees

Although VHA experienced net increases in onboard staffing levels of certain occupations, facilities continued to report severe shortages for those occupations. Comparison of the most frequently reported severe occupational staffing shortages from FYs 2018 through 2023 highlighted five occupations that have remained in the top five clinical and top five nonclinical most frequently reported severe shortages. These occupations included Police, Psychiatry, Practical Nurse, Psychology, and Medical Technologist. Except for Medical Technologist, VHA experienced average annual net increases in onboard staffing levels in each of these occupations since 2018.²² Therefore, while VHA generally increased the number of staff in these occupations, these increases did not resolve the shortages. Additional occupation level staffing data can be found in appendix F.

Conclusion

For FY 2023, VHA facilities reported 3,118 severe occupational staffing shortages in 282 occupations across VHA, with one facility reporting 114 occupations as shortages. Twenty-five occupations, excluding Medical Officer and Nurse, were identified as a severe occupational staffing shortage by at least one in five facilities. Seventy percent of facilities noted severe occupational staffing shortages for Medical Support Assistance, making it the most frequently reported nonclinical occupation; and 67 percent of facilities noted severe occupational staffing shortages for Practical Nurse, the most frequently reported clinical occupation. Every VHA facility reported at least two severe occupational staffing shortages.

Every year since 2014, the Medical Officer and Nurse occupations were identified as severe shortages in OIG's annual determination of occupational staffing shortages reports. VHA is able to noncompetitively appoint individuals to both of these Title 38 occupations in accordance with VA guidance.²³ The OIG determined that 88 percent of facilities had severe shortages for Medical Officer and 92 percent of facilities had severe shortages for Nurse. Despite the ability to

²¹ Six occupations appear in this list because Food Service Worker and Diagnostic Radiologic Technician were both reported as shortages by 14 additional facilities for FY 2023.

²² The average percent net change for the Medical Technologist occupation since 2018 was -0.05%.

²³ VA Handbook 5005/129, *Staffing*, April 6, 2020, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. §7401.

make non-competitive appointments for such occupations and annual net increases in onboard staffing levels since FY 2017, VHA continues to experience severe occupational staffing shortages for these occupations that are fundamental to the delivery of health care.

Nineteen percent more severe occupational staffing shortages were reported by VHA in FY 2023 compared to FY 2022. This increase in the overall number of severe occupational staffing shortages is notable as FY 2022 was the first year with an increase in identified shortages since the implementation of VCQEA's reporting requirements. The OIG again determined the ongoing need for Medical Support Assistance, as the most frequently reported occupation, as well as Social Work, Pharmacy Technician, Psychology, Nursing Assistant, and Food Service Worker occupations, representing the top five occupations with the greatest increase in the number of facilities identifying these occupations as severe shortages. The OIG emphasizes the importance of VHA's continued assessment of severe occupational staffing shortages given the increases from FY 2022 to FY 2023.

The OIG made no recommendations but emphasizes the importance of VHA's continued assessment of severe occupational staffing shortages given the increases from FY 2022 to FY 2023. Additionally, the OIG encourages VHA's efforts to complete work on open recommendations from the August 2021 OIG Report, *OIG Review of Veterans Health Administration Staffing Models*.²⁴

²⁴ VA OIG, [OIG Review of Veterans Health Administration Staffing Models](#), Report No. 20-01508-214, August 19, 2021. As of July 11, 2023, three recommendations remain pending.

Appendix A: Occupations with Direct-Hire Authority

Table A.1. VHA Occupations with Secretary of Veterans Affairs Direct-Hire Authority

| Occupational Series | Occupation | Date of DHA | Expiration of DHA |
|---------------------|--|--------------------|--------------------|
| 0180 | Psychologist | September 30, 2022 | September 30, 2023 |
| 0185 | Social Worker | September 30, 2022 | September 30, 2023 |
| 0620 | Practical Nurse | September 30, 2022 | September 30, 2023 |
| 0621 | Nursing Assistant | September 30, 2022 | September 30, 2023 |
| 0622 | Medical Supply Technician (Sterile Processing) | September 30, 2022 | September 30, 2023 |
| 0644 | Medical Technologist | September 30, 2022 | September 30, 2023 |
| 0647 | Diagnostic Radiologic Technologist | September 30, 2022 | September 30, 2023 |
| 0649 | Medical Instrument Technician | September 30, 2022 | September 30, 2023 |
| 0661 | Pharmacy Technician | September 30, 2022 | September 30, 2023 |
| 0679 | Medical Support Assistant | September 30, 2022 | September 30, 2023 |
| 0801 | Healthcare Engineer | September 30, 2022 | September 30, 2023 |
| 0858 | Biomedical Engineer | September 30, 2022 | September 30, 2023 |

Source: OCHCO Bulletin, Annual Determination of Staffing Shortages, September 30, 2022.

Note: 38 U.S.C. § 7412. Upon a determination by the OIG of occupations with the largest staffing shortages, the Secretary has the authority to directly recruit and appoint qualified individuals to applicable occupations. Naming conventions for occupations provided in this table reflect those in the associated DHA documentation.

Table A.2. VA Occupations with OPM Direct-Hire Authority

| Occupational Series | Occupation | Date of DHA | Expiration of DHA |
|---------------------|---|------------------|-------------------|
| 0080 | Personnel Security Specialist (Grades 7 - 13) | January 24, 2018 | December 31, 2023 |
| 0083 | Police Officer (Grades 5-13) | January 24, 2018 | December 31, 2023 |

Table A.2. VA Occupations with OPM Direct-Hire Authority

| Occupational Series | Occupation | Date of DHA | Expiration of DHA |
|---------------------|---|--------------------|--------------------|
| 0201 | Human Resources Specialist (all specialties) (Grades 7-11) | January 24, 2018 | December 31, 2023 |
| 0203 | Human Resources Assistant (all specialties) (Grades 5-7) | January 24, 2018 | December 31, 2023 |
| 0510 | Accountant (all specialties) (Grades 9-15) | January 24, 2018 | December 31, 2023 |
| 0640 | Health Technician (all specialties) (Grades 4-7) | January 24, 2018 | December 31, 2023 |
| 0801 | General Engineer (Grades 5-13) | January 24, 2018 | December 31, 2023 |
| 1170 | Realty Specialist (Grades 9-14) | January 24, 2018 | December 31, 2023 |
| 2210 | Information Technology Specialist (all specialties) (Grades 7-15) | January 24, 2018 | December 31, 2023 |
| 4742 | Utility System Repair (Grades 9-11) | January 24, 2018 | December 31, 2023 |
| 5402 | Boiler Plant Operator (Grades 9-12) | January 24, 2018 | December 31, 2023 |
| 5406 | Utility Systems Operator (Grades 8-11) | January 24, 2018 | December 31, 2023 |
| 0201 | Human Resources Specialist | September 23, 2022 | September 22, 2027 |

Source: OCHCO Bulletin, VA-001, February 23, 2021, OCHCO Bulletin, October 27, 2022.

Note: 5 U.S.C. § 3304. Upon a determination that a severe shortage of highly qualified candidates exists for applicable occupations, OPM may grant DHA for those occupations. Naming conventions for occupations provided in this table reflect those in the associated DHA documentation.

Table A.3. VA Occupations with OPM COVID-19 Direct-Hire Authority

| Occupational Series | Occupation | Date of DHA | Expiration of DHA |
|---------------------|---------------------------------------|----------------|---|
| 0080 | Personnel Security Specialist | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0086 | Personnel Security Assistant | May 15, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0201 | Human Resources Specialist (Grade 12) | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0303 | Program Support Assistant | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0303 | Cemetery Representative | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0640 | Health Aide | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |

Table A.3. VA Occupations with OPM COVID-19 Direct-Hire Authority

| Occupational Series | Occupation | Date of DHA | Expiration of DHA |
|---------------------|---|----------------|---|
| 0671 | Health Systems Specialist | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0690 | Industrial Hygienist | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0800 | Specialty Engineer | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0800 | Supervisory Engineer | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0800 | Supervisory Specialty Engineer | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0800 | Specialty Engineer | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0801 | Supervisory Engineer | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0809 | Construction Control Representative | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0901 | Legal Administrative Specialist | March 27, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0996 | Veterans Service Representative | March 27, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 0996 | Rating Veterans Service Representative | March 27, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 1102 | Contract Specialist (Grades 7-9) | May 27, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 1106 | Procurement Technician (Grades 5-7) | May 27, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 2606 | Electronics Industrial Control Mechanic | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 2805 | Electrician | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 3502 | Laborer | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4102 | Painter | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4204 | Pipe Fitter | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4206 | Plumber | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |

Table A.3. VA Occupations with OPM COVID-19 Direct-Hire Authority

| Occupational Series | Occupation | Date of DHA | Expiration of DHA |
|---------------------|-------------------------------------|----------------|---|
| 4206 | Plumber | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4607 | Carpenter | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4749 | Maintenance Worker | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4749 | Maintenance Worker | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4754 | Cemetery Caretaker | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 4801 | Equipment Servicer | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 5306 | Air Conditioning Equipment Mechanic | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 5402 | Boiler Plant Operator | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 5402 | Supervisory Boiler Plant Operator | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 5415 | Air Conditioning Equipment Operator | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 5716 | Equipment Operator | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 7304 | Laundry Worker | April 13, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 7404 | Cook | April 1, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |
| 7408 | Food Service Worker | March 23, 2020 | June 30, 2023, or until such time the pandemic ends, whichever occurs first |

Source: OCHCO Bulletin, June 30, 2022.

Note: Beginning on March 23, 2020, OPM approved six separate requests by VA to obtain DHA for various VHA occupations needed in response to the COVID-19 Pandemic. OPM has since extended the DHA for occupations covered by those requests, the most recent providing an extension for the listed occupations through June 30, 2023, or until such time the pandemic ends, whichever occurs first. Naming conventions for occupations in this table reflect those in the associated DHA documentation.

Table A.4. Government-wide Occupations with Direct-Hire Authority

| Occupational Series | Occupation | Date of DHA | Expiration of DHA |
|------------------------|---|--------------|-------------------|
| 0110 | Economist (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 0401 | Biological Science (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 0482 | Fishery Biologist (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 0801 | General Engineer (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 0810 | Civil Engineer (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 0854 | Computer Engineers (Cybersecurity) (Grades 12-15) | May 18, 2011 | None |
| 0855 | Electronics Engineer (Grades 12-15) | May 18, 2011 | None |
| 1102 | Acquisitions (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 1301, 1306, 1310, 1320 | Physical Sciences (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 1510 | Actuary (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 1520 | Mathematics (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 1529, 1530 | Mathematical Statistician and Statistician (Grades 11-15) | May 18, 2011 | October 10, 2023 |
| 1550 | Computer Scientists (Cyber security) (Grades 12-15) | May 18, 2011 | None |
| 2210 | IT Cybersecurity Specialist (Grades 12-15) | May 18, 2011 | None |

Source: VA Workforce, Management and Consulting.

Appendix B: Occupational Series and VHA Assignment Codes Included in the Survey

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|---|-------------------------|------------------|
| 0602 Medical Officer | Clinical | Title 38 |
| 0 Miscellaneous Title 38* | Clinical | Title 38 |
| 1 Anesthesiology* | Clinical | Title 38 |
| 2 Surgery* | Clinical | Title 38 |
| 3 Gynecology* | Clinical | Title 38 |
| 4 Pain Management/Physical Medicine and Rehabilitation* | Clinical | Title 38 |
| 5 Medical Oncology* | Clinical | Title 38 |
| 6 Ophthalmology* | Clinical | Title 38 |
| 7 Orthopedic Surgery* | Clinical | Title 38 |
| 8 Otolaryngology* | Clinical | Title 38 |
| 9 Plastic Surgery* | Clinical | Title 38 |
| 10 Colon & Rectal Surgery* | Clinical | Title 38 |
| 11 Thoracic Surgery* | Clinical | Title 38 |
| 12 Urology* | Clinical | Title 38 |
| 13 Physiatry* | Clinical | Title 38 |
| 16 Emergency Medicine* | Clinical | Title 38 |
| 17 Retinal Surgery* | Clinical | Title 38 |
| 18 Hematology* | Clinical | Title 38 |
| 19 Infectious Diseases* | Clinical | Title 38 |
| 20 Dermatology* | Clinical | Title 38 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| 21 General Internal Medicine* | Clinical | Title 38 |
| 23 Allergy & Immunology* | Clinical | Title 38 |
| 25 Gastroenterology* | Clinical | Title 38 |
| 26 Pulmonary Diseases* | Clinical | Title 38 |
| 27 Nephrology* | Clinical | Title 38 |
| 28 Rheumatology* | Clinical | Title 38 |
| 29 Endocrine and Metabolism* | Clinical | Title 38 |
| 30 Neurology* | Clinical | Title 38 |
| 31 Psychiatry* | Clinical | Title 38 |
| 32 Anatomic Pathology* | Clinical | Title 38 |
| 33 Clinical Pathology* | Clinical | Title 38 |
| 34 Advanced Geriatric Fellow* | Clinical | Title 38 |
| 35 Clinical Scholar-Robert Wood Johnson* | Clinical | Title 38 |
| 36 Preventive Medicine* | Clinical | Title 38 |
| 38 Radiology-Diagnostic* | Clinical | Title 38 |
| 39 Radiology-Therapeutic* | Clinical | Title 38 |
| 40 Geriatrics* | Clinical | Title 38 |
| 41 Pain Management/Anesthesia* | Clinical | Title 38 |
| 42 Paraplegia* | Clinical | Title 38 |
| 43 Pathology* | Clinical | Title 38 |
| 44 Physical Medicine & Rehabilitation* | Clinical | Title 38 |
| 45 Radiology-Interventional* | Clinical | Title 38 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|---|-------------------------|------------------|
| 46 Nuclear Medicine* | Clinical | Title 38 |
| 47 Research-Career Development* | Clinical | Title 38 |
| 48 Research* | Clinical | Title 38 |
| 49 Family Practice* | Clinical | Title 38 |
| 50 Admitting Physician* | Clinical | Title 38 |
| 51 Chief of Staff* | Clinical | Title 38 |
| 52 Chief of Staff Trainee* | Clinical | Title 38 |
| 53 Associate Chief of Staff-Education* | Clinical | Title 38 |
| 54 Associate Chief of Staff Resident & Development* | Clinical | Title 38 |
| 55 Director* | Clinical | Title 38 |
| 56 Physician in CO* | Clinical | Title 38 |
| 57 Physician-Admin, Other* | Clinical | Title 38 |
| 58 Assistant Chief of Staff* | Clinical | Title 38 |
| 59 Associate COS Ambulatory Care* | Clinical | Title 38 |
| 61 ACOS/Quality Assurance* | Clinical | Title 38 |
| 63 General Practice* | Clinical | Title 38 |
| 64 Executive Director* | Clinical | Title 38 |
| 67 Oral Surgery* | Clinical | Title 38 |
| 68 Periodontics* | Clinical | Title 38 |
| CA Cardiology Non-Invasive* | Clinical | Title 38 |
| CB Anesthesiology Pain Management* | Clinical | Title 38 |
| CC Pain Management* | Clinical | Title 38 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| CE Palliative Care* | Clinical | Title 38 |
| CF Dermatology Mohs* | Clinical | Title 38 |
| E1 Associate Chief of Staff Extended Care* | Clinical | Title 38 |
| E2 Associate Chief of Staff Geriatrics/Long Term Care* | Clinical | Title 38 |
| E3 Associate Chief of Staff Men's Health/Behavioral Science* | Clinical | Title 38 |
| E4 Cardiovascular/Thoracic Surgeon* | Clinical | Title 38 |
| E5 Neurosurgery* | Clinical | Title 38 |
| E6 Cardiology Non-Interventionist* | Clinical | Title 38 |
| E7 Radiology (Nuclear)* | Clinical | Title 38 |
| E9 Compensation/Pension* | Clinical | Title 38 |
| F8 Director - VISN* | Clinical | Title 38 |
| G9 Radiation Oncology* | Clinical | Title 38 |
| H1 Psychiatry Fellow* | Clinical | Title 38 |
| H3 Ambulatory Care Fellow* | Clinical | Title 38 |
| H4 Palliative Care Medicine Fellow* | Clinical | Title 38 |
| H7 Health Services Research Fellow* | Clinical | Title 38 |
| H9 Women Veterans Health Fellow* | Clinical | Title 38 |
| K1 Chief Consultant* | Clinical | Title 38 |
| K3 National Qual Scholars* | Clinical | Title 38 |
| K6 Hospitalist* | Clinical | Title 38 |
| K8 Critical Care* | Clinical | Title 38 |
| K9 Mohs Surgery* | Clinical | Title 38 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|---------------------------------|-------------------------|------------------|
| M5 Medinfo Postdoctoral Fellow* | Clinical | Title 38 |
| M9 Cardiology-Interventional* | Clinical | Title 38 |
| N9 Cardiac Electrophysiology* | Clinical | Title 38 |
| P1 Primary Care* | Clinical | Title 38 |
| P3 Chief Med Officer VISN* | Clinical | Title 38 |
| P4 Chief Officer In CO* | Clinical | Title 38 |
| P5 Principle Deputy USH* | Clinical | Title 38 |
| P6 Director Outpatient Clinic* | Clinical | Title 38 |
| P8 Dep Chief Of Staff* | Clinical | Title 38 |
| P9 Orthopedic* | Clinical | Title 38 |
| Q8 Health Informatics* | Clinical | Title 38 |
| Q9 Sleep Medicine* | Clinical | Title 38 |
| R3 Hematology/Oncology* | Clinical | Title 38 |
| R4 Vascular Surgery* | Clinical | Title 38 |
| 0610 Nurse | Clinical | Title 38 |
| 0 Miscellaneous Title 38† | Clinical | Title 38 |
| 71 RN, Recruiter† | Clinical | Title 38 |
| 74 RN, Infection Control† | Clinical | Title 38 |
| 75 NP-Primary Care† | Clinical | Title 38 |
| 77 RN, Researcher/Doctor† | Clinical | Title 38 |
| 79 CNS-Med/Surg† | Clinical | Title 38 |
| 80 RN/Nurse Executive† | Clinical | Title 38 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| 81 Chief Nurse Trainee† | Clinical | Title 38 |
| 82 RN, Senior Leadership† | Clinical | Title 38 |
| 85 RN Educator† | Clinical | Title 38 |
| 86 RN, Shift Supervisor† | Clinical | Title 38 |
| 87 RN, Manager/Head Nurse† | Clinical | Title 38 |
| 88 RN Staff Nurse-Inpatient† | Clinical | Title 38 |
| 89 RN/VACO, Other† | Clinical | Title 38 |
| 91 Nurse Supervisor Surgical Service† | Clinical | Title 38 |
| CG Nurse Practitioner Resident† | Clinical | Title 38 |
| CJ Resource/Float Pool† | Clinical | Title 38 |
| CL RN-VA Liaison Health† | Clinical | Title 38 |
| CM RN Staff-Critical Care† | Clinical | Title 38 |
| CP RN Staff- Progressive Care† | Clinical | Title 38 |
| CQ RN Staff- Inpatient Mental Health† | Clinical | Title 38 |
| CR RN Staff- Emergency Dept/Urgent Care† | Clinical | Title 38 |
| CS RN Staff- Outpatient Mental Health† | Clinical | Title 38 |
| CT RN Staff- Women's Health Clinic† | Clinical | Title 38 |
| CU RN Staff- Domiciliary† | Clinical | Title 38 |
| CV RN Staff-Interventional† | Clinical | Title 38 |
| CW RN Staff- Peri-Op† | Clinical | Title 38 |
| CX RN First Assist† | Clinical | Title 38 |
| CY NP-Geriatrics† | Clinical | Title 38 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| CZ NP-Medical Specialty† | Clinical | Title 38 |
| DA NP-Surgical Special† | Clinical | Title 38 |
| DB NP-Joint Med/Surg† | Clinical | Title 38 |
| E8 Deputy Nurse Executive† | Clinical | Title 38 |
| F1 Associate Chief Nursing Service† | Clinical | Title 38 |
| F2 RN Administrative Trainee† | Clinical | Title 38 |
| G5 RN Facility Admin† | Clinical | Title 38 |
| G6 RN/Program Manager/Coordinator† | Clinical | Title 38 |
| G7 RN, Admin/Other† | Clinical | Title 38 |
| G8 Program Manager National Facility Register/Operation Enduring Freedom-Operation Iraqi Freedom † | Clinical | Title 38 |
| J3 RN, Clinical Analyst† | Clinical | Title 38 |
| J4 RN/Assistant Manager/Perm Change† | Clinical | Title 38 |
| J5 RN, VISN, Other† | Clinical | Title 38 |
| J6 RN, Peer Advocate† | Clinical | Title 38 |
| K4 RN Pre-Doctoral Fellow† | Clinical | Title 38 |
| M1 RN, Administrative/Discharge Coordinator† | Clinical | Title 38 |
| M2 RN/Case Manager/Care† | Clinical | Title 38 |
| M3 RN, Transition Care Management Case Manager† | Clinical | Title 38 |
| M4 RN, Federal Recovery Coordinator† | Clinical | Title 38 |
| M5 Medinfo Postdoctoral Fellow† | Clinical | Title 38 |
| N1 NP/Long Term Care† | Clinical | Title 38 |
| N4 Nurse Practitioner – Mental Health/Substance Use Disorder† | Clinical | Title 38 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| N5 NP-Other† | Clinical | Title 38 |
| N6 CNS-Outpatient† | Clinical | Title 38 |
| N7 CNS-Long Term Care/Geriatrics† | Clinical | Title 38 |
| N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder† | Clinical | Title 38 |
| Q1 RN/Staff-Outpatient† | Clinical | Title 38 |
| Q2 RN/Staff-Mixed† | Clinical | Title 38 |
| Q3 RN-Telephone Triage† | Clinical | Title 38 |
| Q4 RN Clinical Nurse Lead† | Clinical | Title 38 |
| Q5 RN, Travel Nurse Corps Staff† | Clinical | Title 38 |
| Q6 RN/Staff-Inpatient Community Living Center† | Clinical | Title 38 |
| Q7 Charge Nurse† | Clinical | Title 38 |
| R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty† | Clinical | Title 38 |
| S1 RN/Polytrauma Rehab† | Clinical | Title 38 |
| S2 RN Informatics† | Clinical | Title 38 |
| S3 RN, Preventative/Occupational Health† | Clinical | Title 38 |
| S4 RN/Wound Care Spec† | Clinical | Title 38 |
| S5 RN, IV Therapy† | Clinical | Title 38 |
| S6 RN – General Clinical Consultant† | Clinical | Title 38 |
| S7 RN/Resident† | Clinical | Title 38 |
| 0060 Chaplain | Clinical | Title 5 |
| 0101 Social Science (Title 5) | Clinical | Title 5 |
| 0102 Social Science Aid and Technician | Clinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation^a | Clinical or Nonclinical | Hiring Authority |
|---|--------------------------------|-------------------------|
| 0180 Psychology | Clinical | Title 38 Hybrid |
| 0181 Psychology Aid and Technician | Clinical | Title 5 |
| 0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist) | Clinical | Title 38 Hybrid |
| 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) | Clinical | Title 38 Hybrid |
| 0184 Sociology | Clinical | Title 5 |
| 0185 Social Work | Clinical | Title 38 Hybrid |
| 0186 Social Services Aid and Assistant | Clinical | Title 5 |
| 0187 Social Services | Clinical | Title 5 |
| 0188 Recreation Specialist | Clinical | Title 5 |
| 0189 Recreation Aid and Assistant | Clinical | Title 5 |
| 0199 Social Science Student Trainee | Clinical | Title 5 |
| 0440 Genetics | Clinical | Title 5 |
| 0601 General Health Science (Title 5) | Clinical | Title 5 |
| 0601 General Health Science/Acupuncturist | Clinical | Title 38 Hybrid |
| 0601 General Health Science/Blind Rehab | Clinical | Title 38 Hybrid |
| 0601 General Health Science/Chiropractor | Clinical | Title 38 |
| 0601 General Health Science/Expanded Dental Function | Clinical | Title 38 |
| 0601 General Health Science/Genetic Counselor | Clinical | Title 38 Hybrid |
| 0601 General Health Science/Nuclear Medicine Technologist | Clinical | Title 38 Hybrid |
| 0601 General Health Science/Registered Respiratory Therapist | Clinical | Title 38 Hybrid |
| 0601 General Health Science/Therapeutic Medical Physicist | Clinical | Title 38 Hybrid |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| 0601 General Health Science/Cytotechnologist | Clinical | Title 38 Hybrid |
| 0601 General Health Science/Histopathology Technologist | Clinical | Title 38 Hybrid |
| 0601 General Health Science/Clinical Perfusionist | Clinical | Title 38 Hybrid |
| 0603 Physician's Assistant | Clinical | Title 38 |
| 0605 Nurse Anesthetist | Clinical | Title 38 |
| 0620 Practical Nurse | Clinical | Title 38 Hybrid |
| 0621 Nursing Assistant | Clinical | Title 38 Hybrid |
| 0630 Dietitian and Nutritionist | Clinical | Title 38 Hybrid |
| 0631 Occupational Therapist | Clinical | Title 38 Hybrid |
| 0633 Physical Therapist | Clinical | Title 38 Hybrid |
| 0635 Corrective Therapist | Clinical | Title 38 Hybrid |
| 0636 Rehabilitation Therapy Assistant (Title 5) | Clinical | Title 5 |
| 0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant | Clinical | Title 38 Hybrid |
| 0638 Recreation/Creative Arts Therapist | Clinical | Title 5 |
| 0640 Health Aid and Technician (Title 5) | Clinical | Title 5 |
| 0640 Health Aid and Technician/Certified Respiratory Therapist | Clinical | Title 38 Hybrid |
| 0640 Health Aid and Technician/Telehealth | Clinical | Title 38 Hybrid |
| 0640 Health Aid and Technician/Massage Therapy | Clinical | Title 38 Hybrid |
| 0640 Health Aid and Technician/Optometry | Clinical | Title 38 Hybrid |
| 0640 Health Aid and Technician/Ophthalmology | Clinical | Title 38 Hybrid |
| 0640 Health Aid and Technician/Eye Care | Clinical | Title 38 Hybrid |
| 0642 Nuclear Medicine Technician | Clinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|---|-------------------------|------------------|
| 0644 Medical Technologist | Clinical | Title 38 Hybrid |
| 0645 Medical Technician | Clinical | Title 5 |
| 0646 Pathology Technician (Title 5) | Clinical | Title 5 |
| 0646 Pathology Technician/Histopathology | Clinical | Title 38 Hybrid |
| 0647 Diagnostic Radiologic Technologist | Clinical | Title 38 Hybrid |
| 0648 Therapeutic Radiologic Technologist | Clinical | Title 38 Hybrid |
| 0649 Medical Instrument Technician | Clinical | Title 38 Hybrid |
| 0651 Respiratory Therapist | Clinical | Title 5 |
| 0660 Pharmacist | Clinical | Title 38 Hybrid |
| 0661 Pharmacy Technician | Clinical | Title 38 Hybrid |
| 0662 Optometrist | Clinical | Title 38 |
| 0665 Speech Pathology and Audiology | Clinical | Title 38 Hybrid |
| 0667 Orthotist and Prosthetist | Clinical | Title 38 Hybrid |
| 0668 Podiatrist | Clinical | Title 38 |
| 0680 Dental Officer | Clinical | Title 38 |
| 0681 Dental Assistant | Clinical | Title 38 Hybrid |
| 0682 Dental Hygiene | Clinical | Title 38 Hybrid |
| 0683 Dental Laboratory Aid and Technician | Clinical | Title 5 |
| 0699 Medical and Health Student Trainee | Clinical | Title 5 |
| 1301 General Physical Science | Clinical | Title 5 |
| 1306 Health Physics | Clinical | Title 5 |
| 1310 Physics | Clinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation^a | Clinical or Nonclinical | Hiring Authority |
|---|--------------------------------|-------------------------|
| 1311 Physical Science Technician | Clinical | Title 5 |
| 1320 Chemistry | Clinical | Title 5 |
| 1715 Vocational Rehabilitation | Clinical | Title 5 |
| 0018 Safety and Occupational Health Management | Nonclinical | Title 5 |
| 0019 Safety Technician | Nonclinical | Title 5 |
| 0028 Environmental Protection Specialist | Nonclinical | Title 5 |
| 0080 Security Administration | Nonclinical | Title 5 |
| 0081 Fire Protection and Prevention | Nonclinical | Title 5 |
| 0083 Police | Nonclinical | Title 5 |
| 0085 Security Guard | Nonclinical | Title 5 |
| 0086 Security Clerical and Assistance | Nonclinical | Title 5 |
| 0089 Emergency Management | Nonclinical | Title 5 |
| 0110 Economist | Nonclinical | Title 5 |
| 0150 Geographer | Nonclinical | Title 5 |
| 0170 History | Nonclinical | Title 5 |
| 0190 General Anthropology | Nonclinical | Title 38 Hybrid |
| 0193 Archeology | Nonclinical | Title 5 |
| 0201 Human Resources Management | Nonclinical | Title 5 |
| 0203 Human Resources Assistance | Nonclinical | Title 5 |
| 0260 Equal Employment Opportunity | Nonclinical | Title 5 |
| 0299 Human Resources Management Student Trainee | Nonclinical | Title 5 |
| 0301 Miscellaneous Administration and Program | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation^a | Clinical or Nonclinical | Hiring Authority |
|---|--------------------------------|-------------------------|
| 0302 Messenger | Nonclinical | Title 5 |
| 0303 Miscellaneous Clerk and Assistant | Nonclinical | Title 5 |
| 0304 Information Receptionist | Nonclinical | Title 5 |
| 0305 Mail and File | Nonclinical | Title 5 |
| 0306 Government Information Specialist | Nonclinical | Title 5 |
| 0308 Records and Information Management | Nonclinical | Title 5 |
| 0309 Correspondence Clerk | Nonclinical | Title 5 |
| 0313 Work Unit Supervising | Nonclinical | Title 5 |
| 0318 Secretary | Nonclinical | Title 5 |
| 0322 Clerk-Typist | Nonclinical | Title 5 |
| 0326 Office Automation Clerical and Assistance | Nonclinical | Title 5 |
| 0332 Computer Operation | Nonclinical | Title 5 |
| 0335 Computer Clerk and Assistant | Nonclinical | Title 5 |
| 0340 Program Management | Nonclinical | Title 5 |
| 0341 Administrative Officer | Nonclinical | Title 5 |
| 0342 Support Services Administration | Nonclinical | Title 5 |
| 0343 Management and Program Analysis | Nonclinical | Title 5 |
| 0344 Management and Program Clerical and Assistance | Nonclinical | Title 5 |
| 0346 Logistics Management | Nonclinical | Title 5 |
| 0350 Equipment Operator | Nonclinical | Title 5 |
| 0356 Data Transcriber | Nonclinical | Title 5 |
| 0361 Equal Opportunity Assistance | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation^a | Clinical or Nonclinical | Hiring Authority |
|--|--------------------------------|-------------------------|
| 0382 Telephone Operating | Nonclinical | Title 5 |
| 0390 Telecommunications Processing | Nonclinical | Title 5 |
| 0391 Telecommunications | Nonclinical | Title 5 |
| 0392 General Telecommunications | Nonclinical | Title 5 |
| 0394 Communications Clerical | Nonclinical | Title 5 |
| 0399 Administration and Office Support Student Trainee | Nonclinical | Title 5 |
| 0401 General Biological Science | Nonclinical | Title 5 |
| 0403 Microbiology | Nonclinical | Title 5 |
| 0404 Biological Science Technician | Nonclinical | Title 5 |
| 0405 Pharmacology | Nonclinical | Title 5 |
| 0413 Physiology | Nonclinical | Title 5 |
| 0415 Toxicology | Nonclinical | Title 5 |
| 0437 Horticulture | Nonclinical | Title 5 |
| 0499 Biological Science Student Trainee | Nonclinical | Title 5 |
| 0501 Financial Administration and Program | Nonclinical | Title 5 |
| 0503 Financial Clerical and Assistance | Nonclinical | Title 5 |
| 0505 Financial Management | Nonclinical | Title 5 |
| 0510 Accounting | Nonclinical | Title 5 |
| 0511 Auditing | Nonclinical | Title 5 |
| 0525 Accounting Technician | Nonclinical | Title 5 |
| 0530 Cash Processing | Nonclinical | Title 5 |
| 0540 Voucher Examining | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation^a | Clinical or Nonclinical | Hiring Authority |
|--|--------------------------------|-------------------------|
| 0544 Civilian Pay | Nonclinical | Title 5 |
| 0560 Budget Analysis | Nonclinical | Title 5 |
| 0561 Budget Clerical and Assistance | Nonclinical | Title 5 |
| 0593 Insurance Accounts | Nonclinical | Title 5 |
| 0599 Financial Management Student Trainee | Nonclinical | Title 5 |
| 0622 Medical Supply Aide and Technician | Nonclinical | Title 5 |
| 0622 Medical Supply Aide and Technician/Sterile Processing | Nonclinical | Title 38 Hybrid |
| 0625 Autopsy Assistant | Nonclinical | Title 5 |
| 0637 Manual Arts Therapist | Nonclinical | Title 5 |
| 0669 Medical Records Administration | Nonclinical | Title 38 Hybrid |
| 0670 Health System Administration | Nonclinical | Title 5 |
| 0671 Health System Specialist | Nonclinical | Title 5 |
| 0672 Prosthetic Representative | Nonclinical | Title 38 Hybrid |
| 0673 Hospital Housekeeping Management | Nonclinical | Title 5 |
| 0675 Medical Records Technician | Nonclinical | Title 38 Hybrid |
| 0679 Medical Support Assistance | Nonclinical | Title 38 Hybrid |
| 0690 Industrial Hygiene | Nonclinical | Title 5 |
| 0698 Environmental Health Technician | Nonclinical | Title 5 |
| 0701 Veterinary Medical Science | Nonclinical | Title 5 |
| 0704 Animal Health Technician | Nonclinical | Title 5 |
| 0801 General Engineering | Nonclinical | Title 5 |
| 0802 Engineering Technician | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|---|-------------------------|------------------|
| 0803 Safety Engineering | Nonclinical | Title 5 |
| 0804 Fire Protection Engineering | Nonclinical | Title 5 |
| 0807 Landscape Architecture | Nonclinical | Title 5 |
| 0808 Architecture | Nonclinical | Title 5 |
| 0809 Construction Control | Nonclinical | Title 5 |
| 0810 Civil Engineering | Nonclinical | Title 5 |
| 0819 Environmental Engineering | Nonclinical | Title 5 |
| 0830 Mechanical Engineering | Nonclinical | Title 5 |
| 0850 Electrical Engineering | Nonclinical | Title 5 |
| 0854 Computer Engineering | Nonclinical | Title 5 |
| 0855 Electronics Engineering | Nonclinical | Title 5 |
| 0856 Electronics Technician | Nonclinical | Title 5 |
| 0858 Biomedical Engineering | Nonclinical | Title 38 Hybrid |
| 0895 Industrial Engineering Technical | Nonclinical | Title 5 |
| 0896 Industrial Engineering | Nonclinical | Title 5 |
| 0899 Engineering and Architecture Student Trainee | Nonclinical | Title 5 |
| 0901 General Legal and Kindred Administration | Nonclinical | Title 5 |
| 0905 General Attorney | Nonclinical | Title 5 |
| 0950 Paralegal Specialist | Nonclinical | Title 5 |
| 0962 Contact Representative | Nonclinical | Title 5 |
| 0986 Legal Assistance | Nonclinical | Title 5 |
| 0996 Veterans Claims Examining | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation^a | Clinical or Nonclinical | Hiring Authority |
|--|--------------------------------|-------------------------|
| 0998 Claims Assistance and Examining | Nonclinical | Title 5 |
| 0999 Legal Occupations Student Trainee | Nonclinical | Title 5 |
| 1001 General Arts and Information | Nonclinical | Title 5 |
| 1008 Interior Design | Nonclinical | Title 5 |
| 1020 Illustrating | Nonclinical | Title 5 |
| 1035 Public Affairs | Nonclinical | Title 5 |
| 1040 Language Specialist | Nonclinical | Title 5 |
| 1060 Photography | Nonclinical | Title 5 |
| 1071 Audiovisual Production | Nonclinical | Title 5 |
| 1082 Writing and Editing | Nonclinical | Title 5 |
| 1083 Technical Writing and Editing | Nonclinical | Title 5 |
| 1084 Visual Information | Nonclinical | Title 5 |
| 1087 Editorial Assistance | Nonclinical | Title 5 |
| 1099 Information and Arts Student Trainee | Nonclinical | Title 5 |
| 1101 General Business and Industry | Nonclinical | Title 5 |
| 1102 Contracting | Nonclinical | Title 5 |
| 1104 Property Disposal | Nonclinical | Title 5 |
| 1105 Purchasing | Nonclinical | Title 5 |
| 1106 Procurement Clerical and Technician | Nonclinical | Title 5 |
| 1107 Property Disposal Clerical and Technician | Nonclinical | Title 5 |
| 1109 Grants Management | Nonclinical | Title 5 |
| 1152 Production Control | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation^a | Clinical or Nonclinical | Hiring Authority |
|---|--------------------------------|-------------------------|
| 1160 Financial Analysis | Nonclinical | Title 5 |
| 1170 Realty | Nonclinical | Title 5 |
| 1173 Housing Management | Nonclinical | Title 5 |
| 1176 Building Management | Nonclinical | Title 5 |
| 1199 Business and Industry Student Trainee | Nonclinical | Title 5 |
| 1410 Librarian | Nonclinical | Title 5 |
| 1411 Library Technician | Nonclinical | Title 5 |
| 1412 Technical Information Services | Nonclinical | Title 5 |
| 1499 Library and Archives Student Trainee | Nonclinical | Title 5 |
| 1515 Operations Research | Nonclinical | Title 5 |
| 1520 Mathematics | Nonclinical | Title 5 |
| 1529 Mathematical Statistician | Nonclinical | Title 5 |
| 1530 Statistician | Nonclinical | Title 5 |
| 1531 Statistical Assistant | Nonclinical | Title 5 |
| 1550 Computer Science | Nonclinical | Title 5 |
| 1560 Data Scientist | Nonclinical | Title 5 |
| 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) | Nonclinical | Title 38 Hybrid |
| 1601 General Facilities and Equipment (Title 5) | Nonclinical | Title 5 |
| 1603 Equipment, Facilities, and Service Assistance | Nonclinical | Title 5 |
| 1640 Facility Management | Nonclinical | Title 5 |
| 1654 Printing Management | Nonclinical | Title 5 |
| 1658 Laundry and Dry Cleaning Plant Management | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| 1667 Steward | Nonclinical | Title 5 |
| 1670 Equipment Specialist | Nonclinical | Title 5 |
| 1699 Equipment and Facilities Management Student Trainee | Nonclinical | Title 5 |
| 1701 General Education and Training | Nonclinical | Title 5 |
| 1702 Education and Training Technician | Nonclinical | Title 5 |
| 1710 Education and Vocational Training | Nonclinical | Title 5 |
| 1712 Training Instruction | Nonclinical | Title 5 |
| 1720 Education Program | Nonclinical | Title 5 |
| 1725 Public Health Educator | Nonclinical | Title 5 |
| 1740 Education Services | Nonclinical | Title 5 |
| 1750 Instructional Systems | Nonclinical | Title 5 |
| 1810 General Investigating | Nonclinical | Title 5 |
| 1811 Criminal Investigating | Nonclinical | Title 5 |
| 1910 Quality Assurance | Nonclinical | Title 5 |
| 2001 General Supply | Nonclinical | Title 5 |
| 2003 Supply Program Management | Nonclinical | Title 5 |
| 2005 Supply Clerical and Technician | Nonclinical | Title 5 |
| 2010 Inventory Management | Nonclinical | Title 5 |
| 2030 Distribution Facilities and Storage Management | Nonclinical | Title 5 |
| 2091 Sales Store Clerical | Nonclinical | Title 5 |
| 2099 Supply Student Trainee | Nonclinical | Title 5 |
| 2101 Transportation Specialist | Nonclinical | Title 5 |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| 2102 Transportation Clerk and Assistant | Nonclinical | Title 5 |
| 2130 Traffic Management | Nonclinical | Title 5 |
| 2151 Dispatching | Nonclinical | Title 5 |
| 2210 Information Technology Management | Nonclinical | Title 5 |
| 2299 Information Technology Student Trainee | Nonclinical | Title 5 |
| 2502 Telecommunications Mechanic | Nonclinical | Wage Grade‡ |
| 2604 Electronics Mechanic | Nonclinical | Wage Grade‡ |
| 2606 Electronic Industrial Controls Mechanic | Nonclinical | Wage Grade‡ |
| 2608 Digital Computer Mechanic | Nonclinical | Wage Grade‡ |
| 2610 Electronic Integrated Systems Mechanic | Nonclinical | Wage Grade‡ |
| 2614 Electronics Mechanic (Abolished) | Nonclinical | Wage Grade‡ |
| 2805 Electrician | Nonclinical | Wage Grade‡ |
| 2810 Electrician (High Voltage) | Nonclinical | Wage Grade‡ |
| 2854 Electrical Equipment Repairer | Nonclinical | Wage Grade‡ |
| 3105 Fabric Working | Nonclinical | Title 5 |
| 3111 Sewing Machine Operating | Nonclinical | Wage Grade‡ |
| 3359 Instrument Mechanic | Nonclinical | Wage Grade‡ |
| 3414 Machining | Nonclinical | Wage Grade‡ |
| 3502 Laboring | Nonclinical | Wage Grade‡ |
| 3511 Laboratory Working | Nonclinical | Wage Grade‡ |
| 3566 Custodial Worker | Nonclinical | Wage Grade‡ |
| 3601 Miscellaneous Structural & Finishing Work | Nonclinical | Wage Grade‡ |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| 3603 Masonry | Nonclinical | Wage Grade‡ |
| 3604 Tile Setting | Nonclinical | Wage Grade‡ |
| 3605 Plastering | Nonclinical | Wage Grade‡ |
| 3610 Insulating | Nonclinical | Wage Grade‡ |
| 3703 Welding | Nonclinical | Wage Grade‡ |
| 3806 Sheet Metal Mechanic | Nonclinical | Wage Grade‡ |
| 4010 Prescription Eyeglass Making | Nonclinical | Wage Grade‡ |
| 4101 Painting & Paper Hanging | Nonclinical | Wage Grade‡ |
| 4102 Painting | Nonclinical | Wage Grade‡ |
| 4104 Sign Painting | Nonclinical | Wage Grade‡ |
| 4204 Pipefitting | Nonclinical | Wage Grade‡ |
| 4206 Plumbing | Nonclinical | Wage Grade‡ |
| 4352 Plastic Fabricating | Nonclinical | Wage Grade‡ |
| 4417 Offset Press Operating | Nonclinical | Title 5 |
| 4605 Wood Crafting | Nonclinical | Wage Grade‡ |
| 4607 Carpenter | Nonclinical | Wage Grade‡ |
| 4701 Miscellaneous General Maintenance and Operations Work | Nonclinical | Wage Grade‡ |
| 4737 General Equipment Mechanic | Nonclinical | Wage Grade‡ |
| 4742 Utility Systems Repairer-Operator | Nonclinical | Wage Grade‡ |
| 4749 Maintenance Mechanic | Nonclinical | Wage Grade‡ |
| 4801 Miscellaneous General Equipment Maintenance | Nonclinical | Wage Grade‡ |
| 4804 Locksmithing | Nonclinical | Wage Grade‡ |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|---|-------------------------|------------------|
| 4805 Medical Equipment Repairing | Nonclinical | Wage Grade‡ |
| 5003 Gardening | Nonclinical | Wage Grade‡ |
| 5026 Pest Controller | Nonclinical | Wage Grade‡ |
| 5048 Animal Caretaking | Nonclinical | Wage Grade‡ |
| 5301 Miscellaneous Industrial Equipment Maintenance | Nonclinical | Wage Grade‡ |
| 5306 Air Conditioning Equipment Mechanic | Nonclinical | Wage Grade‡ |
| 5309 Heating and Boiler Plant Equipment Mechanic | Nonclinical | Wage Grade‡ |
| 5313 Elevator Mechanic | Nonclinical | Wage Grade‡ |
| 5317 Laundry and Dry Cleaning Equipment Repairing | Nonclinical | Wage Grade‡ |
| 5352 Industrial Equipment Mechanic | Nonclinical | Wage Grade‡ |
| 5378 Powered Support Systems Mechanic | Nonclinical | Title 5 |
| 5402 Boiler Plant Operator | Nonclinical | Wage Grade‡ |
| 5406 Utility Systems Operator | Nonclinical | Wage Grade‡ |
| 5407 Electric Power Controlling | Nonclinical | Title 5 |
| 5408 Wastewater Treatment Plant Operator | Nonclinical | Wage Grade‡ |
| 5409 Water Treatment Plant Operator | Nonclinical | Wage Grade‡ |
| 5415 Air Conditioning Equipment Operator | Nonclinical | Wage Grade‡ |
| 5703 Motor Vehicle Operator | Nonclinical | Wage Grade‡ |
| 5705 Tractor Operator | Nonclinical | Wage Grade‡ |
| 5716 Engineering Equipment Operating | Nonclinical | Wage Grade‡ |
| 5803 Heavy Mobile Equipment Mechanic | Nonclinical | Wage Grade‡ |
| 5806 Mobile Equipment Servicing | Nonclinical | Wage Grade‡ |

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

| Occupation ^a | Clinical or Nonclinical | Hiring Authority |
|--|-------------------------|------------------|
| 5823 Automotive Mechanic | Nonclinical | Wage Grade‡ |
| 6904 Tools and Parts Attending | Nonclinical | Wage Grade‡ |
| 6907 Materials Handler | Nonclinical | Wage Grade‡ |
| 6913 Hazardous Waste Disposer | Nonclinical | Wage Grade‡ |
| 7301 Miscellaneous Laundry, Dry Cleaning, and Pressing | Nonclinical | Wage Grade‡ |
| 7304 Laundry Working | Nonclinical | Wage Grade‡ |
| 7305 Laundry Machine Operating | Nonclinical | Wage Grade‡ |
| 7401 Miscellaneous Food Preparation and Serving | Nonclinical | Wage Grade‡ |
| 7402 Baking | Nonclinical | Title 5 |
| 7404 Cook | Nonclinical | Wage Grade‡ |
| 7408 Food Service Worker | Nonclinical | Wage Grade‡ |
| 7601 Miscellaneous Personal Services | Nonclinical | Wage Grade‡ |

Source: OIG FY 2023 staffing survey.

^a The * denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series.

‡ Wage Grade refers to the pay plan for the given Federal Wage System occupation, regulated under Title 5.

Appendix C: Facility-Specific Severe Occupational Staffing Shortages

In reading the tables in this appendix, please note the following:

- Responses to the OIG's FY 2023 staffing survey by VHA-identified points of contact at each facility were the source of this information.
- The OIG did not assess the validity of VHA's data.
- 0602 Medical Officer and associated VHA assignment codes are identified with an *.
- 0610 Nurse and associated VHA assignment codes are identified with a †.

Table C.1. Facility-Specific Severe Occupational Staffing Shortages Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0101 Social Science (Title 5) |
| | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0633 Physical Therapist |
| | 0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0646 Pathology Technician (Title 5) |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0665 Speech Pathology and Audiology |
| | 0680 Dental Officer |
| | |

**Table C.1. Facility-Specific Severe Occupational Staffing Shortages Togus VA
Medical Center in Augusta, Maine
(VISN 1, Station 402)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 12 Urology* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 7 Orthopedic Surgery* |
| | CA Cardiology Non-Invasive* |
| | E6 Cardiology Non-Interventionist* |
| | 88 RN Staff Nurse-Inpatient† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CS RN Staff- Outpatient Mental Health† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0301 Miscellaneous Administration and Program |
| | 0318 Secretary |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 1105 Purchasing |
| | 2805 Electrician |

**Table C.1. Facility-Specific Severe Occupational Staffing Shortages Togus VA
Medical Center in Augusta, Maine
(VISN 1, Station 402)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 2810 Electrician (High Voltage) |
| | 3566 Custodial Worker |
| | 5306 Air Conditioning Equipment Mechanic |
| | 5703 Motor Vehicle Operator |
| | 7404 Cook |
| | 7408 Food Service Worker |

Table C.2. Facility-Specific Severe Occupational Staffing Shortages White River Junction VA Medical Center in Vermont (VISN 1, Station 405)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0661 Pharmacy Technician |
| | 1 Anesthesiology* |
| | 20 Dermatology* |
| | 30 Neurology* |
| | 45 Radiology-Interventional* |
| | 7 Orthopedic Surgery* |
| | 88 RN Staff Nurse-Inpatient† |
| | CW RN Staff- Peri-Op† |
| Nonclinical | 0083 Police |
| | 0318 Secretary |
| | 0679 Medical Support Assistance |
| | 2102 Transportation Clerk and Assistant |
| | 3566 Custodial Worker |
| | 5402 Boiler Plant Operator |
| | 5703 Motor Vehicle Operator |
| | 7408 Food Service Worker |

Table C.3. Facility-Specific Severe Occupational Staffing Shortages Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0185 Social Work |
| | 0601 General Health Science (Title 5) |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0636 Rehabilitation Therapy Assistant (Title 5) |
| | 0682 Dental Hygiene |
| Nonclinical | 0303 Miscellaneous Clerk and Assistant |
| | 0679 Medical Support Assistance |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 4749 Maintenance Mechanic |
| | 6907 Materials Handler |
| | 7408 Food Service Worker |

Table C.4. Facility-Specific Severe Occupational Staffing Shortages Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science (Title 5) |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0649 Medical Instrument Technician |
| | 20 Dermatology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 42 Paraplegia* |
| | R3 Hematology/Oncology* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | J4 RN/Assistant Manager/Perm Change† |
| Nonclinical | 0018 Safety and Occupational Health Management |
| | 0083 Police |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0671 Health System Specialist |

**Table C.4. Facility-Specific Severe Occupational Staffing Shortages Jamaica
Plain VA Medical Center in Boston, Massachusetts
(VISN 1, Station 523)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---------------------------------|
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0809 Construction Control |
| | 0856 Electronics Technician |
| | 4204 Pipefitting |
| | 5402 Boiler Plant Operator |
| | 7408 Food Service Worker |

**Table C.5. Facility-Specific Severe Occupational Staffing Shortages Manchester
VA Medical Center in New Hampshire
(VISN 1, Station 608)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0649 Medical Instrument Technician |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0525 Accounting Technician |
| | 0622 Medical Supply Aide and Technician |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 4204 Pipefitting |
| | 4749 Maintenance Mechanic |
| | 5306 Air Conditioning Equipment Mechanic |
| | 5703 Motor Vehicle Operator |
| | 7408 Food Service Worker |

Table C.6. Facility-Specific Severe Occupational Staffing Shortages Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0681 Dental Assistant |
| Nonclinical | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 5306 Air Conditioning Equipment Mechanic |
| | 7408 Food Service Worker |

**Table C.7. Facility-Specific Severe Occupational Staffing Shortages Providence
VA Medical Center in Rhode Island (VISN 1, Station 650)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) |
| | 0630 Dietitian and Nutritionist |
| | 0631 Occupational Therapist |
| | 0633 Physical Therapist |
| | 0640 Health Aid and Technician/Certified Respiratory Therapist |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0646 Pathology Technician/Histopathology |
| | 0647 Diagnostic Radiologic Technologist |
| | 0651 Respiratory Therapist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0680 Dental Officer |
| | 0681 Dental Assistant |
| | 0682 Dental Hygiene |
| | 1 Anesthesiology* |
| | 12 Urology* |
| | 16 Emergency Medicine* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |

**Table C.7. Facility-Specific Severe Occupational Staffing Shortages Providence
VA Medical Center in Rhode Island (VISN 1, Station 650)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 27 Nephrology* |
| | 31 Psychiatry* |
| | 32 Anatomic Pathology* |
| | 38 Radiology-Diagnostic* |
| | 40 Geriatrics* |
| | 7 Orthopedic Surgery* |
| | 9 Plastic Surgery* |
| | CB Anesthesiology Pain Management* |
| | E7 Radiology (Nuclear)* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | P9 Orthopedic* |
| | R4 Vascular Surgery* |
| | 88 RN Staff Nurse-Inpatient† |
| | CG Nurse Practitioner Resident† |
| | CJ Resource/Float Pool† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CY NP-Geriatrics† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q1 RN/Staff-Outpatient† |
| | Q2 RN/Staff-Mixed† |

**Table C.7. Facility-Specific Severe Occupational Staffing Shortages Providence
VA Medical Center in Rhode Island (VISN 1, Station 650)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Nonclinical | 0083 Police |
| | 0501 Financial Administration and Program |
| | 0510 Accounting |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0808 Architecture |
| | 0810 Civil Engineering |
| | 2805 Electrician |
| | 3502 Laboring |
| | 3566 Custodial Worker |
| | 4204 Pipefitting |
| | 4206 Plumbing |
| | 5306 Air Conditioning Equipment Mechanic |
| | 5309 Heating and Boiler Plant Equipment Mechanic |
| | 7404 Cook |
| | 7408 Food Service Worker |

**Table C.8. Facility-Specific Severe Occupational Staffing Shortages West Haven
VA Medical Center in Connecticut
(VISN 1, Station 689)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0185 Social Work |
| | 0601 General Health Science (Title 5) |
| | 0601 General Health Science/Blind Rehab |
| | 0601 General Health Science/Histopathology Technologist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0630 Dietitian and Nutritionist |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0661 Pharmacy Technician |
| | 0602 Medical Officer |
| | 32 Anatomic Pathology* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | CG Nurse Practitioner Resident† |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7404 Cook |
| | 7408 Food Service Worker |

Table C.9. Facility-Specific Severe Occupational Staffing Shortages James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0610 Nurse |
| Nonclinical | 0679 Medical Support Assistance |
| | 1105 Purchasing |
| | 2005 Supply Clerical and Technician |
| | 2010 Inventory Management |
| | 3566 Custodial Worker |

**Table C.10. Shortages for the Buffalo VA Medical Center in New York
(VISN 2, Station 528)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 1 Anesthesiology* |
| | 12 Urology* |
| | 18 Hematology* |
| | 2 Surgery* |
| | 25 Gastroenterology* |
| | 6 Ophthalmology* |
| | M9 Cardiology-Interventional* |
| | R3 Hematology/Oncology* |
| | R4 Vascular Surgery* |
| | 0 Miscellaneous Title 38† |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | Q2 RN/Staff-Mixed† |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |

**Table C.10. Shortages for the Buffalo VA Medical Center in New York
(VISN 2, Station 528)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 3566 Custodial Worker |
| | 7404 Cook |
| | 7408 Food Service Worker |

Table C.11. Facility-Specific Severe Occupational Staffing Shortages VA Finger Lakes Health Care System in Bath, New York (VISN 2, Station 528A6)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0185 Social Work |
| | 0186 Social Services Aid and Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0680 Dental Officer |
| | 0682 Dental Hygiene |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0081 Fire Protection and Prevention |
| | 0083 Police |
| | 0086 Security Clerical and Assistance |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.12. Facility-Specific Severe Occupational Staffing Shortages Syracuse
VA Medical Center in New York
(VISN 2, Station 528A7)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0605 Nurse Anesthetist |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 1 Anesthesiology* |
| | 2 Surgery* |
| | 20 Dermatology* |
| | 26 Pulmonary Diseases* |
| | 29 Endocrine and Metabolism* |
| | 7 Orthopedic Surgery* |
| | R3 Hematology/Oncology* |
| | 88 RN Staff Nurse-Inpatient† |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 2005 Supply Clerical and Technician |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 5306 Air Conditioning Equipment Mechanic |

**Table C.12. Facility-Specific Severe Occupational Staffing Shortages Syracuse
VA Medical Center in New York
(VISN 2, Station 528A7)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--------------------------|
| | 7408 Food Service Worker |

Table C.13. Facility-Specific Severe Occupational Staffing Shortages Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0621 Nursing Assistant |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0668 Podiatrist |
| | 1 Anesthesiology* |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | CJ Resource/Float Pool† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CW RN Staff- Peri-Op† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.14. Facility-Specific Severe Occupational Staffing Shortages East Orange VA Medical Center in New Jersey (VISN 2, Station 561)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician/Telehealth |
| | 0647 Diagnostic Radiologic Technologist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0668 Podiatrist |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | 5 Medical Oncology* |
| | 7 Orthopedic Surgery* |
| | 9 Plastic Surgery* |
| | P1 Primary Care* |
| | R4 Vascular Surgery* |
| | 88 RN Staff Nurse-Inpatient† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| Nonclinical | 0083 Police |
| | 0086 Security Clerical and Assistance |
| | 0622 Medical Supply Aide and Technician |

**Table C.14. Facility-Specific Severe Occupational Staffing Shortages East
Orange VA Medical Center in New Jersey (VISN 2, Station 561)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 4749 Maintenance Mechanic |
| | 5306 Air Conditioning Equipment Mechanic |
| | 5703 Motor Vehicle Operator |
| | 7404 Cook |

Table C.15. Facility-Specific Severe Occupational Staffing Shortages Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 2 Surgery* |
| | 20 Dermatology* |
| | 30 Neurology* |
| | 7 Orthopedic Surgery* |
| | 0610 Nurse |
| Nonclinical | 0510 Accounting |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 4742 Utility Systems Repairer-Operator |
| | 5402 Boiler Plant Operator |
| | 5415 Air Conditioning Equipment Operator |

Table C.16. Facility-Specific Severe Occupational Staffing Shortages Margaret Cochran Corbin VA Campus in New York, New York (VISN 2, Station 630)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0610 Nurse |
| | CM RN Staff-Critical Care† |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 2005 Supply Clerical and Technician |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 6907 Materials Handler |

**Table C.17. Facility-Specific Severe Occupational Staffing Shortages Northport
VA Medical Center in New York
(VISN 2, Station 632)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---------------------------------|
| Clinical | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 30 Neurology* |
| | 0610 Nurse |
| | CZ NP-Medical Specialty† |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 4749 Maintenance Mechanic |

**Table C.18. Facility-Specific Severe Occupational Staffing Shortages
Wilmington VA Medical Center in Delaware
(VISN 4, Station 460)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0102 Social Science Aid and Technician |
| | 0181 Psychology Aid and Technician |
| | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0668 Podiatrist |
| | 1715 Vocational Rehabilitation |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0525 Accounting Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |

Table C.19. Facility-Specific Severe Occupational Staffing Shortages James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)

| Clinical or Nonclinical | Occupation |
|-------------------------|---------------------------------|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0660 Pharmacist |
| | 0602 Medical Officer |
| | 31 Psychiatry* |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 1105 Purchasing |
| | 3566 Custodial Worker |

**Table C.20. Facility-Specific Severe Occupational Staffing Shortages Butler VA
Medical Center in Pennsylvania
(VISN 4, Station 529A4)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 6 Ophthalmology* |
| | P1 Primary Care* |
| | N5 NP-Other† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0801 General Engineering |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 5402 Boiler Plant Operator |

**Table C.21. Facility-Specific Severe Occupational Staffing Shortages Coatesville
VA Medical Center in Pennsylvania (VISN 4, Station 542)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0662 Optometrist |
| | 31 Psychiatry* |
| | 4 Pain Management/Physical Medicine and Rehabilitation* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CY NP-Geriatrics† |
| | CZ NP-Medical Specialty† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0081 Fire Protection and Prevention |
| | 0301 Miscellaneous Administration and Program |
| | 0341 Administrative Officer |
| | 0671 Health System Specialist |
| | 0673 Hospital Housekeeping Management |
| | 0675 Medical Records Technician |

**Table C.21. Facility-Specific Severe Occupational Staffing Shortages Coatesville
VA Medical Center in Pennsylvania (VISN 4, Station 542)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---------------------------------|
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |
| | 5402 Boiler Plant Operator |
| | 7404 Cook |
| | 7408 Food Service Worker |

**Table C.22. Facility-Specific Severe Occupational Staffing Shortages Erie VA
Medical Center in Pennsylvania
(VISN 4, Station 562)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0660 Pharmacist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0303 Miscellaneous Clerk and Assistant |
| | 0622 Medical Supply Aide and Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 3566 Custodial Worker |
| | 5406 Utility Systems Operator |
| | 7408 Food Service Worker |

**Table C.23. Facility-Specific Severe Occupational Staffing Shortages Lebanon
VA Medical Center in Pennsylvania
(VISN 4, Station 595)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0675 Medical Records Technician |
| | 0858 Biomedical Engineering |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 7408 Food Service Worker |

Table C.24. Facility-Specific Severe Occupational Staffing Shortages Corporal Michael J. Crescenzo VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0649 Medical Instrument Technician |
| | 0660 Pharmacist |
| | 31 Psychiatry* |
| | N9 Cardiac Electrophysiology* |
| Nonclinical | 0018 Safety and Occupational Health Management |
| | 0083 Police |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |

**Table C.25. Facility-Specific Severe Occupational Staffing Shortages Pittsburgh
VA Medical Center-University Drive in Pennsylvania (VISN 4, Station 646)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0102 Social Science Aid and Technician |
| | 0180 Psychology |
| | 0647 Diagnostic Radiologic Technologist |
| | 31 Psychiatry* |
| | 88 RN Staff Nurse-Inpatient† |
| Nonclinical | 0679 Medical Support Assistance |

Table C.26. Facility-Specific Severe Occupational Staffing Shortages Wilkes-Barre VA Medical Center in Pennsylvania (VISN 4, Station 693)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 5306 Air Conditioning Equipment Mechanic |
| | 5402 Boiler Plant Operator |
| | 7408 Food Service Worker |

**Table C.27. Facility-Specific Severe Occupational Staffing Shortages Baltimore
VA Medical Center in Maryland
(VISN 5, Station 512)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0181 Psychology Aid and Technician |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0630 Dietitian and Nutritionist |
| | 0633 Physical Therapist |
| | 0644 Medical Technologist |
| | 0646 Pathology Technician/Histopathology |
| | 0647 Diagnostic Radiologic Technologist |
| | 0651 Respiratory Therapist |
| | 0660 Pharmacist |
| | 1320 Chemistry |
| | 0602 Medical Officer |
| | 1 Anesthesiology* |
| | 16 Emergency Medicine* |
| | 21 General Internal Medicine* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | E5 Neurosurgery* |
| | Q9 Sleep Medicine* |

**Table C.27. Facility-Specific Severe Occupational Staffing Shortages Baltimore
VA Medical Center in Maryland
(VISN 5, Station 512)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 0610 Nurse |
| | N5 NP-Other† |
| Nonclinical | 0081 Fire Protection and Prevention |
| | 0083 Police |
| | 0201 Human Resources Management |
| | 0203 Human Resources Assistance |
| | 0346 Logistics Management |
| | 0673 Hospital Housekeeping Management |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 2005 Supply Clerical and Technician |
| | 2010 Inventory Management |
| | 4742 Utility Systems Repairer-Operator |
| | 5402 Boiler Plant Operator |
| | 5406 Utility Systems Operator |
| | 7404 Cook |
| | 7408 Food Service Worker |

**Table C.28. Facility-Specific Severe Occupational Staffing Shortages Beckley VA
Medical Center in West Virginia
(VISN 5, Station 517)**

| Clinical or Nonclinical | Occupation |
|----------------------------|------------------------------|
| Clinical | 0662 Optometrist |
| | 0680 Dental Officer |
| | 1 Anesthesiology* |
| | 12 Urology* |
| | 16 Emergency Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 27 Nephrology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 40 Geriatrics* |
| | 5 Medical Oncology* |
| | 7 Orthopedic Surgery* |
| | 8 Otolaryngology* |
| | CA Cardiology Non-Invasive* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | M2 RN/Case Manager/Care† |

**Table C.28. Facility-Specific Severe Occupational Staffing Shortages Beckley VA
Medical Center in West Virginia
(VISN 5, Station 517)**

| Clinical or Nonclinical | Occupation |
|----------------------------|-----------------------------------|
| | N7 CNS-Long Term Care/Geriatrics† |
| Nonclinical | 0671 Health System Specialist |
| | 0672 Prosthetic Representative |
| | 5703 Motor Vehicle Operator |

Table C.29. Facility-Specific Severe Occupational Staffing Shortages Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0680 Dental Officer |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0341 Administrative Officer |
| | 0344 Management and Program Clerical and Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |

Table C.30. Facility-Specific Severe Occupational Staffing Shortages Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 43 Pathology* |
| | 7 Orthopedic Surgery* |
| | 8 Otolaryngology* |
| | CA Cardiology Non-Invasive* |
| | P1 Primary Care* |
| | R3 Hematology/Oncology* |
| | CW RN Staff- Peri-Opt† |
| Nonclinical | 0801 General Engineering |
| | 0858 Biomedical Engineering |

**Table C.31. Facility-Specific Severe Occupational Staffing Shortages
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0633 Physical Therapist |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0662 Optometrist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 3566 Custodial Worker |
| | 4749 Maintenance Mechanic |

**Table C.32. Facility-Specific Severe Occupational Staffing Shortages
Washington, DC VA Medical Center
(VISN 5, Station 688)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0646 Pathology Technician/Histopathology |
| | 0647 Diagnostic Radiologic Technologist |
| | 0648 Therapeutic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0668 Podiatrist |
| | 0681 Dental Assistant |
| | 0683 Dental Laboratory Aid and Technician |
| | 1306 Health Physics |
| | 19 Infectious Diseases* |
| | 26 Pulmonary Diseases* |
| | 31 Psychiatry* |
| | 5 Medical Oncology* |
| | G9 Radiation Oncology* |
| | K6 Hospitalist* |
| | P1 Primary Care* |

**Table C.32. Facility-Specific Severe Occupational Staffing Shortages
Washington, DC VA Medical Center
(VISN 5, Station 688)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0510 Accounting |
| | 0525 Accounting Technician |
| | 0544 Civilian Pay |
| | 0622 Medical Supply Aide and Technician |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0802 Engineering Technician |
| | 2005 Supply Clerical and Technician |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 4742 Utility Systems Repairer-Operator |
| | 5306 Air Conditioning Equipment Mechanic |
| | 7404 Cook |
| | 7408 Food Service Worker |

**Table C.33. Facility-Specific Severe Occupational Staffing Shortages Durham VA
Medical Center in North Carolina
(VISN 6, Station 558)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---------------------------------|
| Clinical | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0661 Pharmacy Technician |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0525 Accounting Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |

**Table C.34. Facility-Specific Severe Occupational Staffing Shortages
Fayetteville VA Medical Center in North Carolina (VISN 6, Station 565)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0602 Medical Officer |
| | 16 Emergency Medicine* |
| | 21 General Internal Medicine* |
| | 26 Pulmonary Diseases* |
| | 31 Psychiatry* |
| | E4 Cardiovascular/Thoracic Surgeon* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CT RN Staff- Women's Health Clinic† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |

**Table C.35. Facility-Specific Severe Occupational Staffing Shortages Hampton
VA Medical Center in Virginia
(VISN 6, Station 590)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0620 Practical Nurse |
| | 0630 Dietitian and Nutritionist |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0665 Speech Pathology and Audiology |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 45 Radiology-Interventional* |
| | 7 Orthopedic Surgery* |
| | P1 Primary Care* |
| | R3 Hematology/Oncology* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | Q2 RN/Staff-Mixed† |
| Nonclinical | 0083 Police |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.36. Facility-Specific Severe Occupational Staffing Shortages Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0661 Pharmacy Technician |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | CA Cardiology Non-Invasive* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | N5 NP-Other† |
| | Q1 RN/Staff-Outpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.37. Facility-Specific Severe Occupational Staffing Shortages Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician/Ophthalmology |
| | 0646 Pathology Technician/Histopathology |
| | 0647 Diagnostic Radiologic Technologist |
| | 11 Thoracic Surgery* |
| | 12 Urology* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | E4 Cardiovascular/Thoracic Surgeon* |
| | M9 Cardiology-Interventional* |
| | 86 RN, Shift Supervisor† |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CV RN Staff-Interventional† |
| | CZ NP-Medical Specialty† |
| | J3 RN, Clinical Analyst† |

Table C.37. Facility-Specific Severe Occupational Staffing Shortages Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | J4 RN/Assistant Manager/Perm Change† |
| | M2 RN/Case Manager/Care† |
| | Q1 RN/Staff-Outpatient† |
| | Q7 Charge Nurse† |
| | S7 RN/Resident† |
| Nonclinical | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 3502 Laboring |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.38. Facility-Specific Severe Occupational Staffing Shortages Salem VA
Medical Center in Virginia
(VISN 6, Station 658)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0602 Medical Officer |
| | 12 Urology* |
| | 13 Physiatry* |
| | 16 Emergency Medicine* |
| | 20 Dermatology* |
| | 31 Psychiatry* |
| | 45 Radiology-Interventional* |
| | 5 Medical Oncology* |
| | 6 Ophthalmology* |
| | 7 Orthopedic Surgery* |
| | R3 Hematology/Oncology* |
| | 0610 Nurse |
| | CM RN Staff-Critical Care† |
| | CP RN Staff- Progressive Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |

**Table C.38. Facility-Specific Severe Occupational Staffing Shortages Salem VA
Medical Center in Virginia
(VISN 6, Station 658)**

| Clinical or Nonclinical | Occupation |
|----------------------------|-----------------------------|
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |

Table C.39. Shortages for the W.G. (Bill) Hefner Salisbury VA Medical Center in Salisbury, North Carolina (VISN 6, Station 659)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 75 NP-Primary Care† |
| | 79 CNS-Med/Surg† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |

Table C.40. Facility-Specific Severe Occupational Staffing Shortages Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0648 Therapeutic Radiologic Technologist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0602 Medical Officer |
| | 0610 Nurse |
| | 0083 Police |
| Nonclinical | 0679 Medical Support Assistance |
| | 7408 Food Service Worker |

Table C.41. Facility-Specific Severe Occupational Staffing Shortages Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 18 Hematology* |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.42. Facility-Specific Severe Occupational Staffing Shortages
Birmingham VA Medical Center in Alabama
(VISN 7, Station 521)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0601 General Health Science/Histopathology Technologist |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0661 Pharmacy Technician |
| | 0667 Orthotist and Prosthetist |
| | 21 General Internal Medicine* |
| | 88 RN Staff Nurse-Inpatient† |
| Nonclinical | 0083 Police |
| | 0301 Miscellaneous Administration and Program |
| | 0801 General Engineering |

Table C.43. Facility-Specific Severe Occupational Staffing Shortages Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0630 Dietitian and Nutritionist |
| | 0631 Occupational Therapist |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | 20 Dermatology* |
| | 25 Gastroenterology* |
| | 49 Family Practice* |
| | 88 RN Staff Nurse-Inpatient† |
| | CW RN Staff- Peri-Op† |
| Nonclinical | 0083 Police |
| | 0344 Management and Program Clerical and Assistance |
| | 0544 Civilian Pay |
| | 0622 Medical Supply Aide and Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 1105 Purchasing |
| | 2005 Supply Clerical and Technician |

Table C.43. Facility-Specific Severe Occupational Staffing Shortages Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 2805 Electrician |
| | 3502 Laboring |
| | 3566 Custodial Worker |
| | 4742 Utility Systems Repairer-Operator |
| | 4749 Maintenance Mechanic |
| | 5306 Air Conditioning Equipment Mechanic |
| | 6907 Materials Handler |
| | 7408 Food Service Worker |

Table C.44. Facility-Specific Severe Occupational Staffing Shortages Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0681 Dental Assistant |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.45. Facility-Specific Severe Occupational Staffing Shortages Carl Vinson
VA Medical Center in Dublin, Georgia (VISN 7, Station 557)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0630 Dietitian and Nutritionist |
| | 0633 Physical Therapist |
| | 0644 Medical Technologist |
| | 0662 Optometrist |
| | 21 General Internal Medicine* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | 88 RN Staff Nurse-Inpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0560 Budget Analysis |
| | 3566 Custodial Worker |

Table C.46. Facility-Specific Severe Occupational Staffing Shortages Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist) |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0631 Occupational Therapist |
| | 0633 Physical Therapist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0681 Dental Assistant |
| | P1 Primary Care* |
| | CS RN Staff- Outpatient Mental Health† |
| | CU RN Staff- Domiciliary† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0083 Police |
| | 0672 Prosthetic Representative |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 7404 Cook |
| | 7408 Food Service Worker |

**Table C.47. Facility-Specific Severe Occupational Staffing Shortages Tuscaloosa
VA Medical Center in Alabama
(VISN 7, Station 679)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0620 Practical Nurse |
| | 0631 Occupational Therapist |
| | 0635 Corrective Therapist |
| | 0644 Medical Technologist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0672 Prosthetic Representative |
| | 0679 Medical Support Assistance |
| | 0690 Industrial Hygiene |
| | 3566 Custodial Worker |
| | 4102 Painting |
| | 4204 Pipefitting |
| | 4749 Maintenance Mechanic |
| | 5306 Air Conditioning Equipment Mechanic |
| | 7408 Food Service Worker |

Table C.48. Facility-Specific Severe Occupational Staffing Shortages C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0633 Physical Therapist |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0680 Dental Officer |
| | 0682 Dental Hygiene |
| | 1715 Vocational Rehabilitation |
| | 10 Colon & Rectal Surgery* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 26 Pulmonary Diseases* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 43 Pathology* |

Table C.48. Facility-Specific Severe Occupational Staffing Shortages C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | 46 Nuclear Medicine* |
| | K6 Hospitalist* |
| | K9 Mohs Surgery* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0622 Medical Supply Aide and Technician |
| | 2606 Electronic Industrial Controls Mechanic |
| | 3566 Custodial Worker |
| | 4742 Utility Systems Repairer-Operator |
| | 7408 Food Service Worker |

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Clinical Perfusionist |
| | 0601 General Health Science/Cytotechnologist |
| | 0601 General Health Science/Nuclear Medicine Technologist |
| | 0601 General Health Science/Therapeutic Medical Physicist |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0640 Health Aid and Technician/Certified Respiratory Therapist |
| | 0640 Health Aid and Technician/Eye Care |
| | 0640 Health Aid and Technician/Massage Therapy |
| | 0640 Health Aid and Technician/Ophthalmology |
| | 0640 Health Aid and Technician/Optometry |
| | 0640 Health Aid and Technician/Telehealth |
| | 0644 Medical Technologist |
| | 0648 Therapeutic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0651 Respiratory Therapist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0662 Optometrist |

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 0667 Orthotist and Prosthetist |
| | 0680 Dental Officer |
| | 0681 Dental Assistant |
| | 0682 Dental Hygiene |
| | 1306 Health Physics |
| | 0 Miscellaneous Title 38* |
| | 1 Anesthesiology* |
| | 11 Thoracic Surgery* |
| | 12 Urology* |
| | 16 Emergency Medicine* |
| | 18 Hematology* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 23 Allergy & Immunology* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 27 Nephrology* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | 41 Pain Management/Anesthesia* |
| | 44 Physical Medicine & Rehabilitation* |

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 49 Family Practice* |
| | 67 Oral Surgery* |
| | 7 Orthopedic Surgery* |
| | 8 Otolaryngology* |
| | 9 Plastic Surgery* |
| | CA Cardiology Non-Invasive* |
| | CF Dermatology Mohs* |
| | E4 Cardiovascular/Thoracic Surgeon* |
| | E6 Cardiology Non-Interventionist* |
| | K6 Hospitalist* |
| | M9 Cardiology-Interventional* |
| | P9 Orthopedic* |
| | R3 Hematology/Oncology* |
| | R4 Vascular Surgery* |
| | 85 RN Educator† |
| | 87 RN, Manager/Head Nurse† |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CW RN Staff- Peri-Op† |
| | CY NP-Geriatrics† |

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | G7 RN, Admin/Other† |
| | M2 RN/Case Manager/Care† |
| | N1 NP/Long Term Care† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| | S4 RN/Wound Care Spec† |
| Nonclinical | 0018 Safety and Occupational Health Management |
| | 0081 Fire Protection and Prevention |
| | 0083 Police |
| | 0086 Security Clerical and Assistance |
| | 0260 Equal Employment Opportunity |
| | 0341 Administrative Officer |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0671 Health System Specialist |
| | 0672 Prosthetic Representative |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 1601 General Facilities and Equipment (Title 5) |
| | 2003 Supply Program Management |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 6907 Materials Handler |

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)

| Clinical or Nonclinical | Occupation |
|-------------------------|--------------------------|
| | 7404 Cook |
| | 7408 Food Service Worker |

Table C.50. Facility-Specific Severe Occupational Staffing Shortages West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)

| Clinical or Nonclinical | Occupation |
|-------------------------|-------------------------------|
| Clinical | 0180 Psychology |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0668 Podiatrist |
| | 0680 Dental Officer |
| | 16 Emergency Medicine* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 29 Endocrine and Metabolism* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | 49 Family Practice* |
| | 7 Orthopedic Surgery* |
| | K8 Critical Care* |
| | P1 Primary Care* |
| | R4 Vascular Surgery* |
| | 74 RN, Infection Control† |
| | 87 RN, Manager/Head Nurse† |
| | CM RN Staff-Critical Care† |

Table C.50. Facility-Specific Severe Occupational Staffing Shortages West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | CQ RN Staff- Inpatient Mental Health† |
| | CS RN Staff- Outpatient Mental Health† |
| | CV RN Staff-Interventional† |
| | CY NP-Geriatrics† |
| | N1 NP/Long Term Care† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0018 Safety and Occupational Health Management |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |

Table C.51. Facility-Specific Severe Occupational Staffing Shortages Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0605 Nurse Anesthetist |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0661 Pharmacy Technician |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | E5 Neurosurgery* |
| | M9 Cardiology-Interventional* |
| | R4 Vascular Surgery* |
| | 71 RN, Recruiter† |
| | 85 RN Educator† |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CW RN Staff- Peri-Op† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |

**Table C.52. Shortages for the San Juan VA Medical Center in Puerto Rico
(VISN 8, Station 672)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0601 General Health Science/Therapeutic Medical Physicist |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0640 Health Aid and Technician (Title 5) |
| | 0648 Therapeutic Radiologic Technologist |
| | 0660 Pharmacist |
| | 0667 Orthotist and Prosthetist |
| | 1 Anesthesiology* |
| | 11 Thoracic Surgery* |
| | 12 Urology* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 27 Nephrology* |
| | 28 Rheumatology* |
| | 29 Endocrine and Metabolism* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 40 Geriatrics* |

**Table C.52. Shortages for the San Juan VA Medical Center in Puerto Rico
(VISN 8, Station 672)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 44 Physical Medicine & Rehabilitation* |
| | 49 Family Practice* |
| | 7 Orthopedic Surgery* |
| | 8 Otolaryngology* |
| | CA Cardiology Non-Invasive* |
| | CB Anesthesiology Pain Management* |
| | E4 Cardiovascular/Thoracic Surgeon* |
| | E5 Neurosurgery* |
| | E6 Cardiology Non-Interventionist* |
| | G9 Radiation Oncology* |
| | K6 Hospitalist* |
| | K8 Critical Care* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | Q9 Sleep Medicine* |
| | S4 RN/Wound Care Spec† |
| Nonclinical | 0083 Police |
| | 0525 Accounting Technician |

Table C.53. Facility-Specific Severe Occupational Staffing Shortages James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0605 Nurse Anesthetist |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | 40 Geriatrics* |
| | E4 Cardiovascular/Thoracic Surgeon* |
| | P1 Primary Care* |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0671 Health System Specialist |
| | 0675 Medical Records Technician |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.54. Facility-Specific Severe Occupational Staffing Shortages Orlando VA
Medical Center in Florida
(VISN 8, Station 675)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--------------------------------------|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0645 Medical Technician |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0668 Podiatrist |
| | 12 Urology* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | P1 Primary Care* |
| Nonclinical | 0343 Management and Program Analysis |
| | 0671 Health System Specialist |
| | 0679 Medical Support Assistance |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.55. Facility-Specific Severe Occupational Staffing Shortages Franklin R. Souseley Campus in Lexington, Kentucky (VISN 9, Station 596)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0640 Health Aid and Technician (Title 5) |
| Nonclinical | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |

Table C.56. Facility-Specific Severe Occupational Staffing Shortages Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0060 Chaplain |
| | 0102 Social Science Aid and Technician |
| | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0630 Dietitian and Nutritionist |
| | 0631 Occupational Therapist |
| | 0633 Physical Therapist |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0661 Pharmacy Technician |
| | 0662 Optometrist |
| | 1715 Vocational Rehabilitation |
| | 0602 Medical Officer |
| | 16 Emergency Medicine* |
| | 2 Surgery* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |

Table C.56. Facility-Specific Severe Occupational Staffing Shortages Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | 44 Physical Medicine & Rehabilitation* |
| | 8 Otolaryngology* |
| | 9 Plastic Surgery* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | P9 Orthopedic* |
| | Q8 Health Informatics* |
| | R3 Hematology/Oncology* |
| | 0610 Nurse |
| | 87 RN, Manager/Head Nurse† |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | J4 RN/Assistant Manager/Perm Change† |
| | M2 RN/Case Manager/Care† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0083 Police |

**Table C.56. Facility-Specific Severe Occupational Staffing Shortages Robley Rex
VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 0086 Security Clerical and Assistance |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0305 Mail and File |
| | 0318 Secretary |
| | 0544 Civilian Pay |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0669 Medical Records Administration |
| | 0672 Prosthetic Representative |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 1105 Purchasing |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 2005 Supply Clerical and Technician |
| | 2102 Transportation Clerk and Assistant |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 5306 Air Conditioning Equipment Mechanic |
| | 5406 Utility Systems Operator |
| | 7408 Food Service Worker |

**Table C.57. Facility-Specific Severe Occupational Staffing Shortages Memphis
VA Medical Center in Tennessee
(VISN 9, Station 614)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) |
| | 0185 Social Work |
| | 0646 Pathology Technician/Histopathology |
| | 0649 Medical Instrument Technician |
| | 0651 Respiratory Therapist |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | 33 Clinical Pathology* |
| | 40 Geriatrics* |
| | R3 Hematology/Oncology* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CW RN Staff- Peri-Op† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0083 Police |
| | 0510 Accounting |
| | 0560 Budget Analysis |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |

**Table C.57. Facility-Specific Severe Occupational Staffing Shortages Memphis
VA Medical Center in Tennessee
(VISN 9, Station 614)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 0690 Industrial Hygiene |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 1105 Purchasing |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 5402 Boiler Plant Operator |
| | 6907 Materials Handler |
| | 7408 Food Service Worker |

Table C.58. Facility-Specific Severe Occupational Staffing Shortages James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0185 Social Work |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | 21 General Internal Medicine* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 45 Radiology-Interventional* |
| | 49 Family Practice* |
| | K6 Hospitalist* |
| | 0610 Nurse |
| Nonclinical | 0544 Civilian Pay |
| | 0560 Budget Analysis |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |

Table C.58. Facility-Specific Severe Occupational Staffing Shortages James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)

| Clinical or Nonclinical | Occupation |
|-------------------------|--------------------------|
| | 7408 Food Service Worker |

**Table C.59. Facility-Specific Severe Occupational Staffing Shortages Nashville
VA Medical Center in Tennessee
(VISN 9, Station 626)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0661 Pharmacy Technician |
| | 0602 Medical Officer |
| | 1 Anesthesiology* |
| | 31 Psychiatry* |
| | 43 Pathology* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q2 RN/Staff-Mixed† |
| Nonclinical | 0303 Miscellaneous Clerk and Assistant |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |

**Table C.59. Facility-Specific Severe Occupational Staffing Shortages Nashville
VA Medical Center in Tennessee
(VISN 9, Station 626)**

| Clinical or Nonclinical | Occupation |
|----------------------------|----------------------------|
| | 5402 Boiler Plant Operator |
| | 7408 Food Service Worker |

Table C.60. Facility-Specific Severe Occupational Staffing Shortages Lieutenant Colonel Charles S. Kettles VA Medical Center in Ann Arbor, Michigan (VISN 10, Station 506)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0682 Dental Hygiene |
| | 19 Infectious Diseases* |
| | 27 Nephrology* |
| | 38 Radiology-Diagnostic* |
| | 4 Pain Management/Physical Medicine and Rehabilitation* |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0201 Human Resources Management |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0669 Medical Records Administration |
| | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |
| | 7408 Food Service Worker |

Table C.61. Facility-Specific Severe Occupational Staffing Shortages Battle Creek VA Medical Center in Michigan (VISN 10, Station 515)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0621 Nursing Assistant |
| | 0660 Pharmacist |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | CQ RN Staff- Inpatient Mental Health† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0679 Medical Support Assistance |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |

**Table C.62. Facility-Specific Severe Occupational Staffing Shortages Chillicothe
VA Medical Center in Ohio
(VISN 10, Station 538)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0662 Optometrist |
| | 31 Psychiatry* |
| | 0610 Nurse |
| | CQ RN Staff- Inpatient Mental Health† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0671 Health System Specialist |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.63. Facility-Specific Severe Occupational Staffing Shortages Cincinnati
VA Medical Center in Ohio
(VISN 10, Station 539)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 16 Emergency Medicine* |
| | 31 Psychiatry* |
| | 6 Ophthalmology* |
| | P1 Primary Care* |
| | CM RN Staff-Critical Care† |
| Nonclinical | 0083 Police |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.64. Shortages for the Louis Stokes Cleveland VA Medical Center in
Cleveland, Ohio (VISN 10, Station 541)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0645 Medical Technician |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0671 Health System Specialist |
| | 0679 Medical Support Assistance |
| | 4742 Utility Systems Repairer-Operator |

**Table C.65. Facility-Specific Severe Occupational Staffing Shortages Dayton VA
Medical Center in Ohio
(VISN 10, Station 552)**

| Clinical or Nonclinical | Occupation |
|----------------------------|-------------------------------------|
| Clinical | 0633 Physical Therapist |
| | 0665 Speech Pathology and Audiology |
| Nonclinical | 0083 Police |
| | 0801 General Engineering |

Table C.66. Facility-Specific Severe Occupational Staffing Shortages John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0660 Pharmacist |
| | 0602 Medical Officer |
| | 25 Gastroenterology* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 88 RN Staff Nurse-Inpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.67. Facility-Specific Severe Occupational Staffing Shortages Richard L. Roudebush VA Medical Center in Indianapolis, Indiana (VISN 10, Station 583)

| Clinical or Nonclinical | Occupation |
|-------------------------|---------------------------------|
| Clinical | 0610 Nurse |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |

**Table C.68. Shortages for the Marion VA Medical Center in Indiana
(VISN 10, Station 610)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0647 Diagnostic Radiologic Technologist |
| | 0660 Pharmacist |
| | 0680 Dental Officer |
| | 2 Surgery* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CS RN Staff- Outpatient Mental Health† |
| Nonclinical | 0083 Police |
| | 0802 Engineering Technician |
| | 0858 Biomedical Engineering |
| | 4204 Pipefitting |

Table C.69. Facility-Specific Severe Occupational Staffing Shortages Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)

| Clinical or Nonclinical | Occupation |
|-------------------------|----------------------------|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| | 75 NP-Primary Care† |

**Table C.70. Facility-Specific Severe Occupational Staffing Shortages Chalmers
P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---------------------------------|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |

Table C.71 Facility-Specific Severe Occupational Staffing Shortages Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0201 Human Resources Management |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.72. Facility-Specific Severe Occupational Staffing Shortages Danville VA Medical Center in Illinois (VISN 12, Station 550)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0644 Medical Technologist |
| | 0662 Optometrist |
| | 0602 Medical Officer |
| | 0 Miscellaneous Title 38* |
| | 16 Emergency Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0201 Human Resources Management |

**Table C.72. Facility-Specific Severe Occupational Staffing Shortages Danville VA
Medical Center in Illinois
(VISN 12, Station 550)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---------------------------------|
| | 0203 Human Resources Assistance |
| | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |

Table C.73. Facility-Specific Severe Occupational Staffing Shortages Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0645 Medical Technician |
| | 12 Urology* |
| | 20 Dermatology* |
| | 23 Allergy & Immunology* |
| | 8 Otolaryngology* |
| | CA Cardiology Non-Invasive* |
| | 87 RN, Manager/Head Nurse† |
| | CQ RN Staff- Inpatient Mental Health† |
| | F1 Associate Chief Nursing Service† |
| | N7 CNS-Long Term Care/Geriatrics† |
| Nonclinical | 0679 Medical Support Assistance |
| | 2005 Supply Clerical and Technician |
| | 2010 Inventory Management |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.74. Facility-Specific Severe Occupational Staffing Shortages Edward Hines Junior Hospital in Hines, Illinois (VISN 12, Station 578)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0601 General Health Science (Title 5) |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0661 Pharmacy Technician |
| | 16 Emergency Medicine* |
| | 40 Geriatrics* |
| | 6 Ophthalmology* |
| | CQ RN Staff- Inpatient Mental Health† |
| Nonclinical | 0622 Medical Supply Aide and Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.75. Facility-Specific Severe Occupational Staffing Shortages Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0662 Optometrist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0303 Miscellaneous Clerk and Assistant |
| | 2102 Transportation Clerk and Assistant |
| | 5306 Air Conditioning Equipment Mechanic |
| | 7404 Cook |

Table C.76. Facility-Specific Severe Occupational Staffing Shortages William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0185 Social Work |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0602 Medical Officer |
| | 1 Anesthesiology* |
| | 31 Psychiatry* |
| | 7 Orthopedic Surgery* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | 87 RN, Manager/Head Nurse† |
| | 88 RN Staff Nurse-Inpatient† |
| | M2 RN/Case Manager/Care† |
| | Q2 RN/Staff-Mixed† |
| Nonclinical | 0390 Telecommunications Processing |
| | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.77. Facility-Specific Severe Occupational Staffing Shortages Tomah VA Medical Center in Wisconsin (VISN 12, Station 676)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0602 Medical Officer |
| | 21 General Internal Medicine* |
| | 40 Geriatrics* |
| | 0610 Nurse |
| | 88 RN Staff Nurse-Inpatient† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CS RN Staff- Outpatient Mental Health† |
| | Q1 RN/Staff-Outpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 7404 Cook |

Table C.78. Facility-Specific Severe Occupational Staffing Shortages Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | CA Cardiology Non-Invasive* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CW RN Staff- Peri-Op† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0672 Prosthetic Representative |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |

**Table C.79. Facility-Specific Severe Occupational Staffing Shortages Kansas
City VA Medical Center in Missouri
(VISN 15, Station 589)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| Nonclinical | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |

Table C.80. Facility-Specific Severe Occupational Staffing Shortages Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0601 General Health Science (Title 5) |
| | 0605 Nurse Anesthetist |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0661 Pharmacy Technician |
| | 1 Anesthesiology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 30 Neurology* |
| | 5 Medical Oncology* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | CW RN Staff- Peri-Opt† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0201 Human Resources Management |
| | 0382 Telephone Operating |

Table C.80. Facility-Specific Severe Occupational Staffing Shortages Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 0544 Civilian Pay |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0675 Medical Records Technician |
| | 0856 Electronics Technician |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |
| | 5306 Air Conditioning Equipment Mechanic |

Table C.81. Facility-Specific Severe Occupational Staffing Shortages Colmery-O'Neil VA Medical Center in Topeka, Kansas (VISN 15, Station 589A5)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0640 Health Aid and Technician (Title 5) |
| | 0645 Medical Technician |
| | 0661 Pharmacy Technician |
| | 16 Emergency Medicine* |
| | 31 Psychiatry* |
| | 6 Ophthalmology* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | Q1 RN/Staff-Outpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0690 Industrial Hygiene |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |

Table C.82 Facility-Specific Severe Occupational Staffing Shortages Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)

| Clinical or Nonclinical | Occupation |
|-------------------------|------------------------------|
| Clinical | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 12 Urology* |
| | 31 Psychiatry* |
| | 7 Orthopedic Surgery* |
| | 88 RN Staff Nurse-Inpatient† |

Table C.83. Shortages for the John J. Cochran Veterans Hospital in St. Louis, Missouri (VISN 15, Station 657)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0060 Chaplain |
| | 0620 Practical Nurse |
| | 0636 Rehabilitation Therapy Assistant (Title 5) |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0646 Pathology Technician (Title 5) |
| | 0649 Medical Instrument Technician |
| | 0661 Pharmacy Technician |
| | 0667 Orthotist and Prosthetist |
| | 0680 Dental Officer |
| | 0681 Dental Assistant |
| | 0610 Nurse |
| Nonclinical | 0086 Security Clerical and Assistance |
| | 0305 Mail and File |
| | 0344 Management and Program Clerical and Assistance |
| | 0622 Medical Supply Aide and Technician |
| | 0671 Health System Specialist |
| | 0679 Medical Support Assistance |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 2010 Inventory Management |
| | 3566 Custodial Worker |
| | 7404 Cook |

Table C.84. Facility-Specific Severe Occupational Staffing Shortages John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 12 Urology* |
| | 21 General Internal Medicine* |
| | CA Cardiology Non-Invasive* |
| | 0 Miscellaneous Title 38† |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |

Table C.85. Facility-Specific Severe Occupational Staffing Shortages Marion VA Medical Center in Illinois (VISN 15, Station 657A5)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Clinical Perfusionist |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0660 Pharmacist |
| | 0662 Optometrist |
| | 12 Urology* |
| | 16 Emergency Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 6 Ophthalmology* |

Table C.85. Facility-Specific Severe Occupational Staffing Shortages Marion VA Medical Center in Illinois (VISN 15, Station 657A5)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | 7 Orthopedic Surgery* |
| | E6 Cardiology Non-Interventionist* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 74 RN, Infection Control† |
| | 75 NP-Primary Care† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |

**Table C.86. Facility-Specific Severe Occupational Staffing Shortages Alexandria
VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0601 General Health Science/Blind Rehab |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0605 Nurse Anesthetist |
| | 0644 Medical Technologist |
| | 0662 Optometrist |
| | 0668 Podiatrist |
| | 0680 Dental Officer |
| | 0602 Medical Officer |
| | 0 Miscellaneous Title 38* |
| | 1 Anesthesiology* |
| | 10 Colon & Rectal Surgery* |
| | 12 Urology* |
| | 13 Physiatry* |
| | 17 Retinal Surgery* |
| | 2 Surgery* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 3 Gynecology* |
| | 31 Psychiatry* |
| | 32 Anatomic Pathology* |
| | 38 Radiology-Diagnostic* |
| | 41 Pain Management/Anesthesia* |

**Table C.86. Facility-Specific Severe Occupational Staffing Shortages Alexandria
VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 44 Physical Medicine & Rehabilitation* |
| | 49 Family Practice* |
| | 6 Ophthalmology* |
| | 7 Orthopedic Surgery* |
| | 8 Otolaryngology* |
| | CB Anesthesiology Pain Management* |
| | CE Palliative Care* |
| | E1 Associate Chief of Staff Extended Care* |
| | E2 Associate Chief of Staff Geriatrics/Long Term Care* |
| | E6 Cardiology Non-Interventionist* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | P9 Orthopedic* |
| | CQ RN Staff- Inpatient Mental Health† |
| | CS RN Staff- Outpatient Mental Health† |
| | CW RN Staff- Peri-Op† |
| | G6 RN/Program Manager/Coordinator† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.87. Facility-Specific Severe Occupational Staffing Shortages Biloxi VA
Medical Center in Mississippi
(VISN 16, Station 520)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0630 Dietitian and Nutritionist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0662 Optometrist |
| | 0602 Medical Officer |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 80 RN/Nurse Executive† |
| | 88 RN Staff Nurse-Inpatient† |
| | CQ RN Staff- Inpatient Mental Health† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0505 Financial Management |
| | 0858 Biomedical Engineering |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 2005 Supply Clerical and Technician |

**Table C.88. Facility-Specific Severe Occupational Staffing Shortages Fayetteville
VA Medical Center in Arkansas
(VISN 16, Station 564)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0603 Physician's Assistant |
| | 0647 Diagnostic Radiologic Technologist |
| | 0662 Optometrist |
| | 0 Miscellaneous Title 38* |
| | 1 Anesthesiology* |
| | 10 Colon & Rectal Surgery* |
| | 11 Thoracic Surgery* |
| | 12 Urology* |
| | 13 Physiatry* |
| | 16 Emergency Medicine* |
| | 17 Retinal Surgery* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 29 Endocrine and Metabolism* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |

**Table C.88. Facility-Specific Severe Occupational Staffing Shortages Fayetteville
VA Medical Center in Arkansas
(VISN 16, Station 564)**

| Clinical or Nonclinical | Occupation |
|----------------------------|------------------------------------|
| | 39 Radiology-Therapeutic* |
| | 41 Pain Management/Anesthesia* |
| | 43 Pathology* |
| | 45 Radiology-Interventional* |
| | 49 Family Practice* |
| | 67 Oral Surgery* |
| | 7 Orthopedic Surgery* |
| | CA Cardiology Non-Invasive* |
| | CB Anesthesiology Pain Management* |
| | E5 Neurosurgery* |
| | E6 Cardiology Non-Interventionist* |
| | E7 Radiology (Nuclear)* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | R3 Hematology/Oncology* |
| | R4 Vascular Surgery* |
| | 75 NP-Primary Care† |
| | 79 CNS-Med/Surg† |
| | CY NP-Geriatrics† |
| | CZ NP-Medical Specialty† |
| | DA NP-Surgical Specialty† |

**Table C.88. Facility-Specific Severe Occupational Staffing Shortages Fayetteville
VA Medical Center in Arkansas
(VISN 16, Station 564)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | DB NP-Joint Med/Surg† |
| | N1 NP/Long Term Care† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | N5 NP-Other† |

Table C.89. Facility-Specific Severe Occupational Staffing Shortages Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0647 Diagnostic Radiologic Technologist |
| | 0651 Respiratory Therapist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 7 Orthopedic Surgery* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 87 RN, Manager/Head Nurse† |
| | 88 RN Staff Nurse-Inpatient† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CS RN Staff- Outpatient Mental Health† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 4701 Miscellaneous General Maintenance and Operations Work |
| | 7408 Food Service Worker |

Table C.90. Shortages for the G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0602 Medical Officer |
| | 79 CNS-Med/Surg† |
| | 87 RN, Manager/Head Nurse† |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CY NP-Geriatrics† |
| | CZ NP-Medical Specialty† |
| | G6 RN/Program Manager/Coordinator† |
| | J4 RN/Assistant Manager/Perm Change† |
| | M2 RN/Case Manager/Care† |
| | N5 NP-Other† |
| | Q1 RN/Staff-Outpatient† |

Table C.90. Shortages for the G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | Q2 RN/Staff-Mixed† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| | S2 RN Informatics† |
| Nonclinical | 0083 Police |
| | 0201 Human Resources Management |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.91. Facility-Specific Severe Occupational Staffing Shortages John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0680 Dental Officer |
| | 10 Colon & Rectal Surgery* |
| | 12 Urology* |
| | 18 Hematology* |
| | 2 Surgery* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 29 Endocrine and Metabolism* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 40 Geriatrics* |
| | 49 Family Practice* |
| | 5 Medical Oncology* |
| | 67 Oral Surgery* |

Table C.91. Facility-Specific Severe Occupational Staffing Shortages John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | 7 Orthopedic Surgery* |
| | CA Cardiology Non-Invasive* |
| | CC Pain Management* |
| | CE Palliative Care* |
| | K6 Hospitalist* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | R3 Hematology/Oncology* |
| | 88 RN Staff Nurse-Inpatient† |
| | CQ RN Staff- Inpatient Mental Health† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0085 Security Guard |
| | 0856 Electronics Technician |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 5317 Laundry and Dry Cleaning Equipment Repairing |
| | 7304 Laundry Working |
| | 7305 Laundry Machine Operating |
| | 7404 Cook |
| | 7408 Food Service Worker |

Table C.92. Facility-Specific Severe Occupational Staffing Shortages New Orleans VA Medical Center in Louisiana (VISN 16, Station 629)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 13 Physiatry* |
| | 27 Nephrology* |
| | 40 Geriatrics* |
| | 43 Pathology* |
| | 44 Physical Medicine & Rehabilitation* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | G7 RN, Admin/Other† |
| | Q1 RN/Staff-Outpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| | S4 RN/Wound Care Spec† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |

**Table C.92. Facility-Specific Severe Occupational Staffing Shortages New
Orleans VA Medical Center in Louisiana
(VISN 16, Station 629)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |
| | 4742 Utility Systems Repairer-Operator |
| | 7408 Food Service Worker |

**Table C.93. Facility-Specific Severe Occupational Staffing Shortages Overton
Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0601 General Health Science/Nuclear Medicine Technologist |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0603 Physician's Assistant |
| | 0631 Occupational Therapist |
| | 0633 Physical Therapist |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0648 Therapeutic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0662 Optometrist |
| | 0602 Medical Officer |
| | 10 Colon & Rectal Surgery* |
| | 11 Thoracic Surgery* |
| | 12 Urology* |
| | 13 Physiatry* |
| | 16 Emergency Medicine* |
| | 18 Hematology* |
| | 2 Surgery* |
| | 20 Dermatology* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |

Table C.93. Facility-Specific Severe Occupational Staffing Shortages Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | 27 Nephrology* |
| | 3 Gynecology* |
| | 31 Psychiatry* |
| | 4 Pain Management/Physical Medicine and Rehabilitation* |
| | 6 Ophthalmology* |
| | 7 Orthopedic Surgery* |
| | G9 Radiation Oncology* |
| | K6 Hospitalist* |
| | K8 Critical Care* |
| | M9 Cardiology-Interventional* |
| | N9 Cardiac Electrophysiology* |
| | P1 Primary Care* |
| | P9 Orthopedic* |
| | Q9 Sleep Medicine* |
| | R3 Hematology/Oncology* |
| | R4 Vascular Surgery* |
| | 0610 Nurse |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CV RN Staff-Interventional† |

Table C.93. Facility-Specific Severe Occupational Staffing Shortages Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | CZ NP-Medical Specialty† |
| | DA NP-Surgical Specialty† |
| | M1 RN, Administrative/Discharge Coordinator† |
| | M2 RN/Case Manager/Care† |
| | M3 RN, Transition Care Management Case Manager† |
| | S5 RN, IV Therapy† |
| Nonclinical | 0083 Police |
| | 0201 Human Resources Management |
| | 0203 Human Resources Assistance |
| | 0544 Civilian Pay |
| | 0560 Budget Analysis |
| | 0669 Medical Records Administration |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0830 Mechanical Engineering |
| | 0858 Biomedical Engineering |
| | 1008 Interior Design |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 3566 Custodial Worker |
| | 5402 Boiler Plant Operator |
| | 5406 Utility Systems Operator |

Table C.94. Facility-Specific Severe Occupational Staffing Shortages Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0631 Occupational Therapist |
| | 0638 Recreation/Creative Arts Therapist |
| | 0662 Optometrist |
| | 0668 Podiatrist |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | CA Cardiology Non-Invasive* |
| | K6 Hospitalist* |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 1105 Purchasing |
| | 3566 Custodial Worker |

Table C.95. Facility-Specific Severe Occupational Staffing Shortages George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)

| Clinical or Nonclinical | Occupation |
|-------------------------|-------------------------------------|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0660 Pharmacist |
| | 18 Hematology* |
| | 19 Infectious Diseases* |
| | 21 General Internal Medicine* |
| | 23 Allergy & Immunology* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 27 Nephrology* |
| | 28 Rheumatology* |
| | 29 Endocrine and Metabolism* |
| | 40 Geriatrics* |
| | CA Cardiology Non-Invasive* |
| | H4 Palliative Care Medicine Fellow* |
| | K8 Critical Care* |
| | Q9 Sleep Medicine* |
| | 0 Miscellaneous Title 38† |
| | Q1 RN/Staff-Outpatient† |

Table C.95. Facility-Specific Severe Occupational Staffing Shortages George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0318 Secretary |
| | 0671 Health System Specialist |
| | 0679 Medical Support Assistance |
| | 7408 Food Service Worker |

Table C.96. Facility-Specific Severe Occupational Staffing Shortages Dallas VA Medical Center in Texas (VISN 17, Station 549)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0660 Pharmacist |
| | 12 Urology* |
| | 16 Emergency Medicine* |
| | 21 General Internal Medicine* |
| | 31 Psychiatry* |
| | G9 Radiation Oncology* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CW RN Staff- Peri-Op† |
| | Q1 RN/Staff-Outpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |

**Table C.96. Facility-Specific Severe Occupational Staffing Shortages Dallas VA
Medical Center in Texas
(VISN 17, Station 549)**

| Clinical or Nonclinical | Occupation |
|----------------------------|-----------------------------|
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0631 Occupational Therapist |
| | 0633 Physical Therapist |
| | 0635 Corrective Therapist |
| | 0640 Health Aid and Technician (Title 5) |
| | 0647 Diagnostic Radiologic Technologist |
| | 0648 Therapeutic Radiologic Technologist |
| | 0651 Respiratory Therapist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0662 Optometrist |
| | 0665 Speech Pathology and Audiology |
| | 0667 Orthotist and Prosthetist |
| | 0668 Podiatrist |
| | 0680 Dental Officer |
| | 0681 Dental Assistant |

Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 0682 Dental Hygiene |
| | 0683 Dental Laboratory Aid and Technician |
| | 1306 Health Physics |
| | 0602 Medical Officer |
| | 1 Anesthesiology* |
| | 16 Emergency Medicine* |
| | 18 Hematology* |
| | 23 Allergy & Immunology* |
| | 25 Gastroenterology* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 5 Medical Oncology* |
| | E5 Neurosurgery* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | 0610 Nurse |
| | 88 RN Staff Nurse-Inpatient† |
| | M2 RN/Case Manager/Care† |
| | N5 NP-Other† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0019 Safety Technician |

Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 0083 Police |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0403 Microbiology |
| | 0525 Accounting Technician |
| | 0544 Civilian Pay |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0672 Prosthetic Representative |
| | 0673 Hospital Housekeeping Management |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 0896 Industrial Engineering |
| | 1105 Purchasing |
| | 1601 General Facilities and Equipment (Title 5) |
| | 1640 Facility Management |
| | 2102 Transportation Clerk and Assistant |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 4742 Utility Systems Repairer-Operator |
| | 4804 Locksmithing |
| | 5306 Air Conditioning Equipment Mechanic |

Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)

| Clinical or Nonclinical | Occupation |
|-------------------------|-----------------------------|
| | 5402 Boiler Plant Operator |
| | 5703 Motor Vehicle Operator |
| | 7304 Laundry Working |
| | 7404 Cook |

Table C.98. Facility-Specific Severe Occupational Staffing Shortages Olin E. Teague Veterans' Center in Temple, Texas (VISN 17, Station 674)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 12 Urology* |
| | 20 Dermatology* |
| | 25 Gastroenterology* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | 41 Pain Management/Anesthesia* |
| | CY NP-Geriatrics† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| Nonclinical | 0089 Emergency Management |
| | 5402 Boiler Plant Operator |
| | 7304 Laundry Working |

**Table C.99. Facility-Specific Severe Occupational Staffing Shortages Harlingen
VA Clinic in Texas
(VISN 17, Station 740)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0181 Psychology Aid and Technician |
| | 0185 Social Work |
| | 0633 Physical Therapist |
| | 0662 Optometrist |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | 44 Physical Medicine & Rehabilitation* |
| | CA Cardiology Non-Invasive* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0083 Police |
| | 0341 Administrative Officer |
| | 0622 Medical Supply Aide and Technician |
| | 0801 General Engineering |
| | 3566 Custodial Worker |

**Table C.100. Facility-Specific Severe Occupational Staffing Shortages El Paso
VA Clinic in Texas
(VISN 17, Station 756)**

| Clinical or Nonclinical | Occupation |
|-------------------------|------------------------------------|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0631 Occupational Therapist |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0649 Medical Instrument Technician |
| | 0660 Pharmacist |
| | 0662 Optometrist |
| | 0668 Podiatrist |
| | 0680 Dental Officer |
| | 1 Anesthesiology* |
| | 12 Urology* |
| | 19 Infectious Diseases* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 27 Nephrology* |
| | 29 Endocrine and Metabolism* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |

**Table C.100. Facility-Specific Severe Occupational Staffing Shortages El Paso
VA Clinic in Texas
(VISN 17, Station 756)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | 49 Family Practice* |
| | 5 Medical Oncology* |
| | 6 Ophthalmology* |
| | CA Cardiology Non-Invasive* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | CS RN Staff- Outpatient Mental Health† |
| | CY NP-Geriatrics† |
| | CZ NP-Medical Specialty† |
| | G7 RN, Admin/Other† |
| | M2 RN/Case Manager/Care† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0669 Medical Records Administration |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |

Table C.101. Facility-Specific Severe Occupational Staffing Shortages Fort Harrison VA Medical Center in Montana (VISN 19, Station 436)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| Nonclinical | 0343 Management and Program Analysis |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.102. Facility-Specific Severe Occupational Staffing Shortages Cheyenne
VA Medical Center in Wyoming
(VISN 19, Station 442)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0185 Social Work |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0201 Human Resources Management |

Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) |
| | 0185 Social Work |
| | 0601 General Health Science/Chiropractor |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0630 Dietitian and Nutritionist |
| | 0631 Occupational Therapist |
| | 0633 Physical Therapist |
| | 0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant |
| | 0640 Health Aid and Technician/Certified Respiratory Therapist |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0665 Speech Pathology and Audiology |
| | 0681 Dental Assistant |
| | 0682 Dental Hygiene |
| | 0602 Medical Officer |

Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | 0 Miscellaneous Title 38* |
| | 16 Emergency Medicine* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 28 Rheumatology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 4 Pain Management/Physical Medicine and Rehabilitation* |
| | P1 Primary Care* |
| | Q9 Sleep Medicine* |
| | R3 Hematology/Oncology* |
| | R4 Vascular Surgery* |
| | 0610 Nurse |
| | 0 Miscellaneous Title 38† |
| | 74 RN, Infection Control† |
| | 75 NP-Primary Care† |
| | 77 RN, Researcher/Doctor† |
| | 79 CNS-Med/Surg† |
| | 86 RN, Shift Supervisor† |
| | 87 RN, Manager/Head Nurse† |
| | 88 RN Staff Nurse-Inpatient† |
| | CG Nurse Practitioner Resident† |

Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | CM RN Staff-Critical Care† |
| | CP RN Staff- Progressive Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CS RN Staff- Outpatient Mental Health† |
| | CT RN Staff- Women's Health Clinic† |
| | CW RN Staff- Peri-Op† |
| | CZ NP-Medical Specialty† |
| | G7 RN, Admin/Other† |
| | M1 RN, Administrative/Discharge Coordinator† |
| | M2 RN/Case Manager/Care† |
| | M3 RN, Transition Care Management Case Manager† |
| | N5 NP-Other† |
| | N6 CNS-Outpatient† |
| | Q1 RN/Staff-Outpatient† |
| | Q2 RN/Staff-Mixed† |
| | Q4 RN Clinical Nurse Lead† |
| | Q7 Charge Nurse† |
| | S3 RN, Preventative/Occupational Health† |
| | S4 RN/Wound Care Spec† |
| | S6 RN – General Clinical Consultant† |
| | S7 RN/Resident† |

Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Nonclinical | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0672 Prosthetic Representative |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |

Table C.104 Facility-Specific Severe Occupational Staffing Shortages Grand Junction VA Medical Center in Colorado (VISN 19, Station 575)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 31 Psychiatry* |
| | CA Cardiology Non-Invasive* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 4742 Utility Systems Repairer-Operator |
| | 7404 Cook |
| | 7408 Food Service Worker |

Table C.105. Facility-Specific Severe Occupational Staffing Shortages Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 1 Anesthesiology* |
| | 16 Emergency Medicine* |
| | 20 Dermatology* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 30 Neurology* |
| | 4 Pain Management/Physical Medicine and Rehabilitation* |
| | 40 Geriatrics* |
| | 41 Pain Management/Anesthesia* |
| Nonclinical | 7408 Food Service Worker |

**Table C.106. Shortages for the Oklahoma City VA Medical Center in Oklahoma
(VISN 19, Station 635)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Therapeutic Medical Physicist |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0647 Diagnostic Radiologic Technologist |
| | 0662 Optometrist |
| | 0667 Orthotist and Prosthetist |
| | 0680 Dental Officer |
| | 0681 Dental Assistant |
| | 1 Anesthesiology* |
| | 12 Urology* |
| | 16 Emergency Medicine* |
| | 2 Surgery* |
| | 20 Dermatology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 27 Nephrology* |

**Table C.106. Shortages for the Oklahoma City VA Medical Center in Oklahoma
(VISN 19, Station 635)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 40 Geriatrics* |
| | 43 Pathology* |
| | 49 Family Practice* |
| | CC Pain Management* |
| | E7 Radiology (Nuclear)* |
| | K6 Hospitalist* |
| | K8 Critical Care* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | R3 Hematology/Oncology* |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| Nonclinical | 0679 Medical Support Assistance |
| | 0858 Biomedical Engineering |
| | 2102 Transportation Clerk and Assistant |
| | 5703 Motor Vehicle Operator |
| | 7304 Laundry Working |

**Table C.107. Facility-Specific Severe Occupational Staffing Shortages
George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station
660)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0644 Medical Technologist |
| | 0661 Pharmacy Technician |
| | 0681 Dental Assistant |
| | 0610 Nurse |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7404 Cook |
| | 7408 Food Service Worker |
| | |
| | |
| | |

**Table C.108. Facility-Specific Severe Occupational Staffing Shortages
Sheridan VA Medical Center in Wyoming
(VISN 19, Station 666)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) |
| | 0185 Social Work |
| | 0186 Social Services Aid and Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0638 Recreation/Creative Arts Therapist |
| | 0640 Health Aid and Technician/Certified Respiratory Therapist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | CJ Resource/Float Pool† |
| Nonclinical | 0301 Miscellaneous Administration and Program |
| | 3566 Custodial Worker |

**Table C.109. Facility-Specific Severe Occupational Staffing Shortages
Anchorage VA Medical Center in Alaska
(VISN 20, Station 463)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---------------------------------|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 31 Psychiatry* |
| | CF Dermatology Mohs* |
| | 0610 Nurse |
| | 75 NP-Primary Care† |
| | Q2 RN/Staff-Mixed† |
| Nonclinical | 0083 Police |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 4749 Maintenance Mechanic |

**Table C.110. Facility-Specific Severe Occupational Staffing Shortages
Boise VA Medical Center in Idaho
(VISN 20, Station 531)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0601 General Health Science/Registered Respiratory Therapist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0649 Medical Instrument Technician |
| | 2 Surgery* |
| | 26 Pulmonary Diseases* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CP RN Staff- Progressive Care† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0083 Police |
| | 0525 Accounting Technician |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 4749 Maintenance Mechanic |

**Table C.111. Facility-Specific Severe Occupational Staffing Shortages
Portland VA Medical Center in Oregon
(VISN 20, Station 648)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0621 Nursing Assistant |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CW RN Staff- Peri-Op† |
| Nonclinical | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 7304 Laundry Working |

**Table C.112. Facility-Specific Severe Occupational Staffing Shortages
Roseburg VA Medical Center in Oregon
(VISN 20, Station 653)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0621 Nursing Assistant |
| | 0649 Medical Instrument Technician |
| | 1 Anesthesiology* |
| | 12 Urology* |
| | 31 Psychiatry* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| Nonclinical | 0083 Police |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 7408 Food Service Worker |

**Table C.113. Facility-Specific Severe Occupational Staffing Shortages
Seattle VA Medical Center in Washington
(VISN 20, Station 663)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician/Certified Respiratory Therapist |
| | 0645 Medical Technician |
| | 0661 Pharmacy Technician |
| | 0681 Dental Assistant |
| Nonclinical | 0083 Police |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 7404 Cook |

**Table C.114. Facility-Specific Severe Occupational Staffing Shortages
Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN 20, Station
668)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 31 Psychiatry* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q1 RN/Staff-Outpatient† |
| | S4 RN/Wound Care Spec† |
| Nonclinical | 0083 Police |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 7304 Laundry Working |
| | 7408 Food Service Worker |

**Table C.115. Facility-Specific Severe Occupational Staffing Shortages
Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla,
Washington (VISN 20, Station 687)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 87 RN, Manager/Head Nurse† |
| | E8 Deputy Nurse Executive† |
| | Q3 RN-Telephone Triage† |
| | S3 RN, Preventative/Occupational Health† |
| | S4 RN/Wound Care Spec† |
| Nonclinical | 0343 Management and Program Analysis |
| | 0671 Health System Specialist |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |

**Table C.116. Facility-Specific Severe Occupational Staffing Shortages
White City VA Medical Center in Oregon
(VISN 20, Station 692)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0181 Psychology Aid and Technician |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 13 Physiatry* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 4 Pain Management/Physical Medicine and Rehabilitation* |
| | P1 Primary Care* |
| | P9 Orthopedic* |
| | 74 RN, Infection Control† |
| | 75 NP-Primary Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CS RN Staff- Outpatient Mental Health† |
| | CV RN Staff-Interventional† |
| | CZ NP-Medical Specialty† |
| | M2 RN/Case Manager/Care† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.117. Facility-Specific Severe Occupational Staffing Shortages
Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station
459)**

| Clinical or Nonclinical | Occupation |
|----------------------------|------------------------------|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | Q1 RN/Staff-Outpatient† |
| | Q2 RN/Staff-Mixed† |

**Table C.118. Shortages for the Fresno VA Medical Center in California
(VISN 21, Station 570)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0644 Medical Technologist |
| | 12 Urology* |
| | 21 General Internal Medicine* |
| | 25 Gastroenterology* |
| | 29 Endocrine and Metabolism* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 5 Medical Oncology* |
| | 51 Chief of Staff* |
| | 8 Otolaryngology* |
| | K6 Hospitalist* |
| | M9 Cardiology-Interventional* |
| | R3 Hematology/Oncology* |
| | R4 Vascular Surgery* |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | DA NP-Surgical Special† |
| | S4 RN/Wound Care Spect† |

**Table C.118. Shortages for the Fresno VA Medical Center in California
(VISN 21, Station 570)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--------------------------|
| Nonclinical | 0801 General Engineering |
| | 1008 Interior Design |

**Table C.119. Facility-Specific Severe Occupational Staffing Shortages
North Las Vegas VA Medical Center in Nevada (VISN 21, Station 593)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist) |
| | 0185 Social Work |
| | 0601 General Health Science/Cytotechnologist |
| | 0601 General Health Science/Histopathology Technologist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0646 Pathology Technician/Histopathology |
| | 12 Urology* |
| | 25 Gastroenterology* |
| | 38 Radiology-Diagnostic* |
| | CA Cardiology Non-Invasive* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | R4 Vascular Surgery* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | Q1 RN/Staff-Outpatient† |
| | S5 RN, IV Therapy† |
| Nonclinical | 0801 General Engineering |

**Table C.120. Facility-Specific Severe Occupational Staffing Shortages
Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0102 Social Science Aid and Technician |
| | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Blind Rehab |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0640 Health Aid and Technician/Ophthalmology |
| | 0640 Health Aid and Technician/Telehealth |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0662 Optometrist |
| | 0665 Speech Pathology and Audiology |
| | 0668 Podiatrist |
| | 0680 Dental Officer |
| | 0681 Dental Assistant |
| | 0682 Dental Hygiene |

**Table C.120. Facility-Specific Severe Occupational Staffing Shortages
Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | 0683 Dental Laboratory Aid and Technician |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0018 Safety and Occupational Health Management |
| | 0086 Security Clerical and Assistance |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0305 Mail and File |
| | 0318 Secretary |
| | 0341 Administrative Officer |
| | 0510 Accounting |
| | 0544 Civilian Pay |
| | 0675 Medical Records Technician |
| | 0679 Medical Support Assistance |
| | 0690 Industrial Hygiene |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 1008 Interior Design |
| | 2102 Transportation Clerk and Assistant |
| | 3566 Custodial Worker |
| | 5703 Motor Vehicle Operator |
| | 7408 Food Service Worker |

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto
VA Medical Center in California
(VISN 21, Station 640)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Blind Rehab |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0603 Physician's Assistant |
| | 0621 Nursing Assistant |
| | 0630 Dietitian and Nutritionist |
| | 0640 Health Aid and Technician (Title 5) |
| | 0640 Health Aid and Technician/Eye Care |
| | 0640 Health Aid and Technician/Ophthalmology |
| | 0640 Health Aid and Technician/Optometry |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0665 Speech Pathology and Audiology |
| | 0667 Orthotist and Prosthetist |
| | 0668 Podiatrist |
| | 0680 Dental Officer |

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto
VA Medical Center in California
(VISN 21, Station 640)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 0682 Dental Hygiene |
| | 0683 Dental Laboratory Aid and Technician |
| | 0602 Medical Officer |
| | 1 Anesthesiology* |
| | 16 Emergency Medicine* |
| | 20 Dermatology* |
| | 25 Gastroenterology* |
| | 31 Psychiatry* |
| | 38 Radiology-Diagnostic* |
| | 40 Geriatrics* |
| | 45 Radiology-Interventional* |
| | 6 Ophthalmology* |
| | 7 Orthopedic Surgery* |
| | 9 Plastic Surgery* |
| | CA Cardiology Non-Invasive* |
| | E4 Cardiovascular/Thoracic Surgeon* |
| | E6 Cardiology Non-Interventionist* |
| | K6 Hospitalist* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | 0610 Nurse |

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto
VA Medical Center in California
(VISN 21, Station 640)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 75 NP-Primary Care† |
| | 85 RN Educator† |
| | 87 RN, Manager/Head Nurse† |
| | CM RN Staff-Critical Care† |
| | CW RN Staff- Peri-Op† |
| | DA NP-Surgical Special† |
| | M2 RN/Case Manager/Care† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0018 Safety and Occupational Health Management |
| | 0019 Safety Technician |
| | 0028 Environmental Protection Specialist |
| | 0083 Police |
| | 0089 Emergency Management |
| | 0301 Miscellaneous Administration and Program |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0318 Secretary |
| | 0341 Administrative Officer |
| | 0343 Management and Program Analysis |
| | 0346 Logistics Management |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0672 Prosthetic Representative |

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto
VA Medical Center in California
(VISN 21, Station 640)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0802 Engineering Technician |
| | 0803 Safety Engineering |
| | 0809 Construction Control |
| | 0810 Civil Engineering |
| | 0819 Environmental Engineering |
| | 0830 Mechanical Engineering |
| | 0850 Electrical Engineering |
| | 0855 Electronics Engineering |
| | 0856 Electronics Technician |
| | 0858 Biomedical Engineering |
| | 0899 Engineering and Architecture Student Trainee |
| | 1101 General Business and Industry |
| | 1105 Purchasing |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 1601 General Facilities and Equipment (Title 5) |
| | 1603 Equipment, Facilities, and Service Assistance |
| | 1640 Facility Management |
| | 1699 Equipment and Facilities Management Student Trainee |
| | 2005 Supply Clerical and Technician |

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto
VA Medical Center in California
(VISN 21, Station 640)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 2010 Inventory Management |
| | 2604 Electronics Mechanic |
| | 2606 Electronic Industrial Controls Mechanic |
| | 2610 Electronic Integrated Systems Mechanic |
| | 2805 Electrician |
| | 2810 Electrician (High Voltage) |
| | 3566 Custodial Worker |
| | 3603 Masonry |
| | 3703 Welding |
| | 4204 Pipefitting |
| | 4206 Plumbing |
| | 4607 Carpenter |
| | 4749 Maintenance Mechanic |
| | 4801 Miscellaneous General Equipment Maintenance |
| | 4804 Locksmithing |
| | 4805 Medical Equipment Repairing |
| | 5306 Air Conditioning Equipment Mechanic |
| | 5309 Heating and Boiler Plant Equipment Mechanic |
| | 5313 Elevator Mechanic |
| | 5402 Boiler Plant Operator |
| | 5408 Wastewater Treatment Plant Operator |

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto
VA Medical Center in California
(VISN 21, Station 640)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 5409 Water Treatment Plant Operator |
| | 5415 Air Conditioning Equipment Operator |
| | 5703 Motor Vehicle Operator |
| | 5716 Engineering Equipment Operating |
| | 5803 Heavy Mobile Equipment Mechanic |
| | 5823 Automotive Mechanic |
| | 6907 Materials Handler |
| | 7404 Cook |
| | 7408 Food Service Worker |

Table C.122. Facility-Specific Severe Occupational Staffing Shortages Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0621 Nursing Assistant |
| | 0633 Physical Therapist |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0665 Speech Pathology and Audiology |
| | 16 Emergency Medicine* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | E6 Cardiology Non-Interventionist* |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| Nonclinical | 0083 Police |
| | 0303 Miscellaneous Clerk and Assistant |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 1640 Facility Management |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.123. Facility-Specific Severe Occupational Staffing Shortages San Francisco VA Medical Center in California (VISN 21, Station 662)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0649 Medical Instrument Technician |
| | 0660 Pharmacist |
| | 0668 Podiatrist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 1601 General Facilities and Equipment (Title 5) |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 5703 Motor Vehicle Operator |
| | 7404 Cook |

Table C.124. Facility-Specific Severe Occupational Staffing Shortages Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0647 Diagnostic Radiologic Technologist |
| | 0649 Medical Instrument Technician |
| | 0661 Pharmacy Technician |
| | 1 Anesthesiology* |
| | 31 Psychiatry* |
| | 5 Medical Oncology* |
| | 6 Ophthalmology* |
| | E4 Cardiovascular/Thoracic Surgeon* |
| | E5 Neurosurgery* |
| | N9 Cardiac Electrophysiology* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |

Table C.124. Facility-Specific Severe Occupational Staffing Shortages Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | CP RN Staff- Progressive Care† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CW RN Staff- Peri-Op† |
| | Q1 RN/Staff-Outpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0525 Accounting Technician |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.125. Facility-Specific Severe Occupational Staffing Shortages
Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0668 Podiatrist |
| | 30 Neurology* |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| Nonclinical | 0083 Police |
| | 0675 Medical Records Technician |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.126. Facility-Specific Severe Occupational Staffing Shortages
Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22,
Station 605)**

| Clinical or Nonclinical | Occupation |
|----------------------------|------------------------------------|
| Clinical | 0060 Chaplain |
| | 0181 Psychology Aid and Technician |
| | 0603 Physician's Assistant |
| | 0630 Dietitian and Nutritionist |
| | 0633 Physical Therapist |
| | 0644 Medical Technologist |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 1715 Vocational Rehabilitation |
| | 0602 Medical Officer |
| | 12 Urology* |
| | 2 Surgery* |
| | 20 Dermatology* |
| | E5 Neurosurgery* |
| | K8 Critical Care* |
| | M9 Cardiology-Interventional* |
| | P1 Primary Care* |
| | R4 Vascular Surgery* |
| | 0610 Nurse |
| | 85 RN Educator† |
| | 87 RN, Manager/Head Nurse† |

**Table C.126. Facility-Specific Severe Occupational Staffing Shortages
Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22,
Station 605)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | 88 RN Staff Nurse-Inpatient† |
| | 91 Nurse Supervisor Surgical Service† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CW RN Staff- Peri-Op† |
| | F1 Associate Chief Nursing Service† |
| | J3 RN, Clinical Analyst† |
| | M3 RN, Transition Care Management Case Manager† |
| Nonclinical | 0083 Police |
| | 0525 Accounting Technician |
| | 0544 Civilian Pay |
| | 0690 Industrial Hygiene |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 2010 Inventory Management |
| | 2805 Electrician |
| | 3566 Custodial Worker |

Table C.127. Facility-Specific Severe Occupational Staffing Shortages Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0631 Occupational Therapist |
| | 0640 Health Aid and Technician (Title 5) |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | CM RN Staff-Critical Care† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | N5 NP-Other† |
| Nonclinical | 0303 Miscellaneous Clerk and Assistant |
| | 0622 Medical Supply Aide and Technician |
| | 0679 Medical Support Assistance |
| | 2005 Supply Clerical and Technician |
| | 2010 Inventory Management |
| | 3566 Custodial Worker |
| | 7304 Laundry Working |
| | 7408 Food Service Worker |

Table C.128. Facility-Specific Severe Occupational Staffing Shortages Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0660 Pharmacist |
| | 21 General Internal Medicine* |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | CY NP-Geriatrics† |
| | N1 NP/Long Term Care† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 4742 Utility Systems Repairer-Operator |
| | 5306 Air Conditioning Equipment Mechanic |
| | 7408 Food Service Worker |

**Table C.129. Facility-Specific Severe Occupational Staffing Shortages
Jennifer Moreno VA Medical Center
in San Diego, California (VISN 22, Station 664)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0181 Psychology Aid and Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0665 Speech Pathology and Audiology |
| | 0667 Orthotist and Prosthetist |
| | 0668 Podiatrist |
| | 16 Emergency Medicine* |
| | 88 RN Staff Nurse-Inpatient† |
| | Q1 RN/Staff-Outpatient† |
| Nonclinical | 0086 Security Clerical and Assistance |
| | 0318 Secretary |
| | 0525 Accounting Technician |
| | 0801 General Engineering |
| | 1105 Purchasing |
| | 2805 Electrician |
| | 5306 Air Conditioning Equipment Mechanic |
| | 6907 Materials Handler |
| | 7404 Cook |
| | 7408 Food Service Worker |

**Table C.130. Facility-Specific Severe Occupational Staffing Shortages Tucson
VA Medical Center in Arizona
(VISN 22, Station 678)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0661 Pharmacy Technician |
| | 0602 Medical Officer |
| | 0610 Nurse |
| Nonclinical | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.131. Facility-Specific Severe Occupational Staffing Shortages West Los Angeles VA Medical Center in California (VISN 22, Station 691)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0185 Social Work |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 16 Emergency Medicine* |
| | 31 Psychiatry* |
| | P1 Primary Care* |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | CU RN Staff- Domiciliary† |
| | M2 RN/Case Manager/Care† |
| | Q1 RN/Staff-Outpatient† |
| | Q2 RN/Staff-Mixed† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.132. Facility-Specific Severe Occupational Staffing Shortages
Fargo VA Medical Center in North Dakota
(VISN 23, Station 437)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 28 Rheumatology* |
| | 31 Psychiatry* |
| | CA Cardiology Non-Invasive* |
| | E6 Cardiology Non-Interventionist* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | R3 Hematology/Oncology* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| Nonclinical | 0679 Medical Support Assistance |
| | 0801 General Engineering |

**Table C.132. Facility-Specific Severe Occupational Staffing Shortages
Fargo VA Medical Center in North Dakota
(VISN 23, Station 437)**

| Clinical or Nonclinical | Occupation |
|----------------------------|-------------------------------------|
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.133. Facility-Specific Severe Occupational Staffing Shortages
Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota
(VISN 23, Station 438)**

| Clinical or Nonclinical | Occupation |
|-------------------------|------------------------------|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0620 Practical Nurse |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 0661 Pharmacy Technician |
| | 0681 Dental Assistant |
| | 0682 Dental Hygiene |
| | 0602 Medical Officer |
| | 12 Urology* |
| | 25 Gastroenterology* |
| | 26 Pulmonary Diseases* |
| | 30 Neurology* |
| | 31 Psychiatry* |
| | 5 Medical Oncology* |
| | R4 Vascular Surgery* |
| | 0610 Nurse |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CW RN Staff- Peri-Op† |
| | Q1 RN/Staff-Outpatient† |

**Table C.133. Facility-Specific Severe Occupational Staffing Shortages
Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota
(VISN 23, Station 438)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7304 Laundry Working |
| | 7408 Food Service Worker |

Table C.134. Facility-Specific Severe Occupational Staffing Shortages Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0101 Social Science (Title 5) |
| | 0102 Social Science Aid and Technician |
| | 0180 Psychology |
| | 0185 Social Work |
| | 0603 Physician's Assistant |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0640 Health Aid and Technician (Title 5) |
| | 0640 Health Aid and Technician/Ophthalmology |
| | 0640 Health Aid and Technician/Telehealth |
| | 0662 Optometrist |
| | 0665 Speech Pathology and Audiology |
| | 0667 Orthotist and Prosthetist |
| | 0681 Dental Assistant |
| | 13 Physiatry* |
| | 30 Neurology* |
| | K6 Hospitalist* |
| | P1 Primary Care* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CM RN Staff-Critical Care† |
| | CQ RN Staff- Inpatient Mental Health† |

Table C.134. Facility-Specific Severe Occupational Staffing Shortages Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| | CU RN Staff- Domiciliary† |
| | M2 RN/Case Manager/Care† |
| | Q1 RN/Staff-Outpatient† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0081 Fire Protection and Prevention |
| | 0083 Police |
| | 0301 Miscellaneous Administration and Program |
| | 0303 Miscellaneous Clerk and Assistant |
| | 0341 Administrative Officer |
| | 0503 Financial Clerical and Assistance |
| | 0525 Accounting Technician |
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 1105 Purchasing |
| | 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) |
| | 2101 Transportation Specialist |
| | 3566 Custodial Worker |
| | 4204 Pipefitting |
| | 4607 Carpenter |
| | 7304 Laundry Working |
| | 7305 Laundry Machine Operating |

Table C.134. Facility-Specific Severe Occupational Staffing Shortages Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)

| Clinical or Nonclinical | Occupation |
|-------------------------|--------------------------|
| | 7408 Food Service Worker |

**Table C.135. Facility-Specific Severe Occupational Staffing Shortages
Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)**

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0601 General Health Science/Registered Respiratory Therapist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0647 Diagnostic Radiologic Technologist |
| | 0661 Pharmacy Technician |
| | 0681 Dental Assistant |
| | 20 Dermatology* |
| | 31 Psychiatry* |
| | 6 Ophthalmology* |
| | 7 Orthopedic Surgery* |
| | 75 NP-Primary Care† |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | CZ NP-Medical Specialty† |
| | DA NP-Surgical Special† |
| | N1 NP/Long Term Care† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |

**Table C.135. Facility-Specific Severe Occupational Staffing Shortages
Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| | 0622 Medical Supply Aide and Technician/Sterile Processing |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 1105 Purchasing |
| | 2005 Supply Clerical and Technician |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.136. Facility-Specific Severe Occupational Staffing Shortages Omaha VA
Medical Center in Nebraska
(VISN 23, Station 636)**

| Clinical or Nonclinical | Occupation |
|----------------------------|--|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0645 Medical Technician |
| | 31 Psychiatry* |
| | CA Cardiology Non-Invasive* |
| | M9 Cardiology-Interventional* |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0679 Medical Support Assistance |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Table C.137. Facility-Specific Severe Occupational Staffing Shortages Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0621 Nursing Assistant |
| | 0644 Medical Technologist |
| | 0646 Pathology Technician/Histopathology |
| | 0661 Pharmacy Technician |
| | 0662 Optometrist |
| | 0602 Medical Officer |
| | 0610 Nurse |
| | 74 RN, Infection Control† |
| | 79 CNS-Med/Surg† |
| | 86 RN, Shift Supervisor† |
| | 88 RN Staff Nurse-Inpatient† |
| | CJ Resource/Float Pool† |
| | CM RN Staff-Critical Care† |
| | CP RN Staff- Progressive Care† |
| | CQ RN Staff- Inpatient Mental Health† |
| | CR RN Staff- Emergency Dept/Urgent Care† |
| | CS RN Staff- Outpatient Mental Health† |
| | CT RN Staff- Women's Health Clinic† |
| | CU RN Staff- Domiciliary† |

Table C.137. Facility-Specific Severe Occupational Staffing Shortages Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)

| Clinical or Nonclinical | Occupation |
|-------------------------|--|
| | CV RN Staff-Interventional† |
| | CW RN Staff- Peri-Opt† |
| | CX RN First Assist† |
| | M2 RN/Case Manager/Care† |
| | N6 CNS-Outpatient† |
| | N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder† |
| | Q1 RN/Staff-Outpatient† |
| | Q2 RN/Staff-Mixed† |
| | Q4 RN Clinical Nurse Lead† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0083 Police |
| | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 2805 Electrician |
| | 3566 Custodial Worker |
| | 5306 Air Conditioning Equipment Mechanic |

**Table C.138. Facility-Specific Severe Occupational Staffing Shortages
Iowa City VA Medical Center in Iowa
(VISN 23, Station 636A8)**

| Clinical or Nonclinical | Occupation |
|-------------------------|---|
| Clinical | 0180 Psychology |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0647 Diagnostic Radiologic Technologist |
| | 31 Psychiatry* |
| | 0610 Nurse |
| | 88 RN Staff Nurse-Inpatient† |
| Nonclinical | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0858 Biomedical Engineering |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

**Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud
VA Medical Center in Minnesota
(VISN 23, Station 656)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| Clinical | 0180 Psychology |
| | 0185 Social Work |
| | 0605 Nurse Anesthetist |
| | 0620 Practical Nurse |
| | 0621 Nursing Assistant |
| | 0660 Pharmacist |
| | 0661 Pharmacy Technician |
| | 0668 Podiatrist |
| | 1 Anesthesiology* |
| | 12 Urology* |
| | 13 Physiatry* |
| | 2 Surgery* |
| | 21 General Internal Medicine* |
| | 38 Radiology-Diagnostic* |
| | 4 Pain Management/Physical Medicine and Rehabilitation* |
| | 7 Orthopedic Surgery* |
| | 9 Plastic Surgery* |
| | CA Cardiology Non-Invasive* |
| | R3 Hematology/Oncology* |
| | 75 NP-Primary Care† |
| | CQ RN Staff- Inpatient Mental Health† |

**Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud
VA Medical Center in Minnesota
(VISN 23, Station 656)**

| Clinical or Nonclinical | Occupation |
|----------------------------|---|
| | CU RN Staff- Domiciliary† |
| | N4 Nurse Practitioner – Mental Health/Substance Use Disorder† |
| | Q6 RN/Staff-Inpatient Community Living Center† |
| Nonclinical | 0679 Medical Support Assistance |
| | 0801 General Engineering |
| | 0802 Engineering Technician |
| | 3566 Custodial Worker |
| | 7408 Food Service Worker |

Appendix D: Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|---|--------------------|-----------------------|---|
| Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402) | 27 | 14 | 41 |
| White River Junction VA Medical Center in Vermont (VISN 1, Station 405) | 8 | 8 | 16 |
| Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518) | 6 | 7 | 13 |
| Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523) | 17 | 11 | 28 |
| Manchester VA Medical Center in New Hampshire (VISN 1, Station 608) | 9 | 11 | 20 |
| Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631) | 5 | 6 | 11 |
| Providence VA Medical Center in Rhode Island (VISN 1, Station 650) | 44 | 16 | 60 |
| West Haven VA Medical Center in Connecticut (VISN 1, Station 689) | 16 | 4 | 20 |
| James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526) | 5 | 5 | 10 |
| Buffalo VA Medical Center in New York (VISN 2, Station 528) | 18 | 8 | 26 |
| VA Finger Lakes Health Care System in Bath, New York (VISN 2, Station 528A6) | 12 | 7 | 19 |
| Syracuse VA Medical Center in New York (VISN 2, Station 528A7) | 13 | 9 | 22 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|---|--------------------|-----------------------|---|
| <i>Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)</i> | 13 | 5 | 18 |
| <i>East Orange VA Medical Center in New Jersey (VISN 2, Station 561)</i> | 19 | 11 | 30 |
| <i>Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)</i> | 5 | 5 | 10 |
| <i>Margaret Cochran Corbin VA Campus in New York, New York (VISN 2, Station 630)</i> | 8 | 8 | 16 |
| <i>Northport VA Medical Center in New York (VISN 2, Station 632)</i> | 5 | 3 | 8 |
| <i>Wilmington VA Medical Center in Delaware (VISN 4, Station 460)</i> | 11 | 6 | 17 |
| <i>James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)</i> | 8 | 4 | 12 |
| <i>Butler VA Medical Center in Pennsylvania (VISN 4, Station 529A4)</i> | 8 | 3 | 11 |
| <i>Coatesville VA Medical Center in Pennsylvania (VISN 4, Station 542)</i> | 16 | 13 | 29 |
| <i>Erie VA Medical Center in Pennsylvania (VISN 4, Station 562)</i> | 6 | 8 | 14 |
| <i>Lebanon VA Medical Center in Pennsylvania (VISN 4, Station 595)</i> | 6 | 4 | 10 |
| <i>Corporal Michael J. Crescenz VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)</i> | 5 | 4 | 9 |
| <i>Pittsburgh VA Medical Center-University Drive in Pennsylvania (VISN 4, Station 646)</i> | 5 | 1 | 6 |
| <i>Wilkes-Barre VA Medical Center in Pennsylvania (VISN 4, Station 693)</i> | 7 | 4 | 11 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|--|--------------------|-----------------------|---|
| <i>Baltimore VA Medical Center in Maryland (VISN 5, Station 512)</i> | 23 | 15 | 38 |
| <i>Beckley VA Medical Center in West Virginia (VISN 5, Station 517)</i> | 22 | 3 | 25 |
| <i>Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)</i> | 9 | 4 | 13 |
| <i>Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)</i> | 13 | 2 | 15 |
| <i>Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)</i> | 10 | 8 | 18 |
| <i>Washington, DC VA Medical Center (VISN 5, Station 688)</i> | 22 | 16 | 38 |
| <i>Durham VA Medical Center in North Carolina (VISN 6, Station 558)</i> | 5 | 5 | 10 |
| <i>Fayetteville VA Medical Center in North Carolina (VISN 6, Station 565)</i> | 17 | 4 | 21 |
| <i>Hampton VA Medical Center in Virginia (VISN 6, Station 590)</i> | 17 | 4 | 21 |
| <i>Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)</i> | 15 | 5 | 20 |
| <i>Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)</i> | 27 | 5 | 32 |
| <i>Salem VA Medical Center in Virginia (VISN 6, Station 658)</i> | 19 | 4 | 23 |
| <i>W.G. (Bill) Hefner Salisbury VA Medical Center in Salisbury, North Carolina (VISN 6, Station 659)</i> | 14 | 1 | 15 |
| <i>Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508)</i> | 8 | 3 | 11 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|--|--------------------|-----------------------|---|
| <i>Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)</i> | 9 | 4 | 13 |
| <i>Birmingham VA Medical Center in Alabama (VISN 7, Station 521)</i> | 9 | 3 | 12 |
| <i>Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)</i> | 14 | 16 | 30 |
| <i>Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)</i> | 9 | 4 | 13 |
| <i>Carl Vinson VA Medical Center in Dublin, Georgia (VISN 7, Station 557)</i> | 12 | 2 | 14 |
| <i>Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)</i> | 13 | 6 | 19 |
| <i>Tuscaloosa VA Medical Center in Alabama (VISN 7, Station 679)</i> | 6 | 10 | 16 |
| <i>C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)</i> | 30 | 5 | 35 |
| <i>Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)</i> | 71 | 19 | 90 |
| <i>West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)</i> | 28 | 3 | 31 |
| <i>Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)</i> | 17 | 3 | 20 |
| <i>San Juan VA Medical Center in Puerto Rico (VISN 8, Station 672)</i> | 38 | 2 | 40 |
| <i>James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)</i> | 10 | 7 | 17 |
| <i>Orlando VA Medical Center in Florida (VISN 8, Station 675)</i> | 12 | 6 | 18 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|--|--------------------|-----------------------|---|
| <i>Franklin R. Sousley Campus in Lexington, Kentucky (VISN 9, Station 596)</i> | 1 | 1 | 2 |
| <i>Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)</i> | 43 | 20 | 63 |
| <i>Memphis VA Medical Center in Tennessee (VISN 9, Station 614)</i> | 16 | 15 | 31 |
| <i>James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)</i> | 16 | 7 | 23 |
| <i>Nashville VA Medical Center in Tennessee (VISN 9, Station 626)</i> | 16 | 7 | 23 |
| <i>Lieutenant Colonel Charles S. Kettles VA Medical Center in Ann Arbor, Michigan (VISN 10, Station 506)</i> | 14 | 7 | 21 |
| <i>Battle Creek VA Medical Center in Michigan (VISN 10, Station 515)</i> | 11 | 2 | 13 |
| <i>Chillicothe VA Medical Center in Ohio (VISN 10, Station 538)</i> | 8 | 3 | 11 |
| <i>Cincinnati VA Medical Center in Ohio (VISN 10, Station 539)</i> | 8 | 3 | 11 |
| <i>Louis Stokes Cleveland VA Medical Center in Cleveland, Ohio (VISN 10, Station 541)</i> | 3 | 3 | 6 |
| <i>Dayton VA Medical Center in Ohio (VISN 10, Station 552)</i> | 2 | 2 | 4 |
| <i>John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)</i> | 9 | 5 | 14 |
| <i>Richard L. Roudebush VA Medical Center in Indianapolis, Indiana (VISN 10, Station 583)</i> | 1 | 2 | 3 |
| <i>Marion VA Medical Center in Indiana (VISN 10, Station 610)</i> | 12 | 4 | 16 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|---|--------------------|-----------------------|---|
| <i>Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)</i> | 8 | 0 | 8 |
| <i>Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)</i> | 2 | 2 | 4 |
| <i>Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)</i> | 9 | 8 | 17 |
| <i>Danville VA Medical Center in Illinois (VISN 12, Station 550)</i> | 20 | 4 | 24 |
| <i>Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)</i> | 14 | 5 | 19 |
| <i>Edward Hines Junior Hospital in Hines, Illinois (VISN 12, Station 578)</i> | 9 | 5 | 14 |
| <i>Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)</i> | 6 | 5 | 11 |
| <i>William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)</i> | 15 | 6 | 21 |
| <i>Tomah VA Medical Center in Wisconsin (VISN 12, Station 676)</i> | 13 | 5 | 18 |
| <i>Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)</i> | 13 | 5 | 18 |
| <i>Kansas City VA Medical Center in Missouri (VISN 15, Station 589)</i> | 9 | 3 | 12 |
| <i>Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)</i> | 19 | 9 | 28 |
| <i>Colmery-O'Neil VA Medical Center in Topeka, Kansas (VISN 15, Station 589A5)</i> | 16 | 5 | 21 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|---|--------------------|-----------------------|---|
| <i>Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)</i> | 7 | 0 | 7 |
| <i>John J. Cochran Veterans Hospital in St. Louis, Missouri (VISN 15, Station 657)</i> | 12 | 10 | 22 |
| <i>John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)</i> | 9 | 4 | 13 |
| <i>Marion VA Medical Center in Illinois (VISN 15, Station 657A5)</i> | 29 | 4 | 33 |
| <i>Alexandria VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)</i> | 39 | 4 | 43 |
| <i>Biloxi VA Medical Center in Mississippi (VISN 16, Station 520)</i> | 14 | 4 | 18 |
| <i>Fayetteville VA Medical Center in Arkansas (VISN 16, Station 564)</i> | 46 | 0 | 46 |
| <i>Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)</i> | 15 | 6 | 21 |
| <i>G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)</i> | 25 | 7 | 32 |
| <i>John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)</i> | 32 | 10 | 42 |
| <i>New Orleans VA Medical Center in Louisiana (VISN 16, Station 629)</i> | 19 | 6 | 25 |
| <i>Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)</i> | 50 | 15 | 65 |
| <i>Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)</i> | 13 | 4 | 17 |
| <i>George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)</i> | 23 | 5 | 28 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|---|--------------------|-----------------------|---|
| <i>Dallas VA Medical Center in Texas (VISN 17, Station 549)</i> | 18 | 6 | 24 |
| <i>Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)</i> | 41 | 26 | 67 |
| <i>Olin E. Teague Veterans' Center in Temple, Texas (VISN 17, Station 674)</i> | 10 | 3 | 13 |
| <i>Harlingen VA Clinic in Texas (VISN 17, Station 740)</i> | 13 | 5 | 18 |
| <i>El Paso VA Clinic in Texas (VISN 17, Station 756)</i> | 35 | 5 | 40 |
| <i>Fort Harrison VA Medical Center in Montana (VISN 19, Station 436)</i> | 8 | 5 | 13 |
| <i>Cheyenne VA Medical Center in Wyoming (VISN 19, Station 442)</i> | 5 | 1 | 6 |
| <i>Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)</i> | 66 | 5 | 71 |
| <i>Grand Junction VA Medical Center in Colorado (VISN 19, Station 575)</i> | 9 | 5 | 14 |
| <i>Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)</i> | 9 | 1 | 10 |
| <i>Oklahoma City VA Medical Center in Oklahoma (VISN 19, Station 635)</i> | 35 | 5 | 40 |
| <i>George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station 660)</i> | 7 | 4 | 11 |
| <i>Sheridan VA Medical Center in Wyoming (VISN 19, Station 666)</i> | 11 | 2 | 13 |
| <i>Anchorage VA Medical Center in Alaska (VISN 20, Station 463)</i> | 8 | 4 | 12 |
| <i>Boise VA Medical Center in Idaho (VISN 20, Station 531)</i> | 14 | 6 | 20 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|--|--------------------|-----------------------|---|
| <i>Portland VA Medical Center in Oregon (VISN 20, Station 648)</i> | 9 | 6 | 15 |
| <i>Roseburg VA Medical Center in Oregon (VISN 20, Station 653)</i> | 9 | 5 | 14 |
| <i>Seattle VA Medical Center in Washington (VISN 20, Station 663)</i> | 7 | 7 | 14 |
| <i>Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN20, Station 668)</i> | 13 | 5 | 18 |
| <i>Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)</i> | 10 | 4 | 14 |
| <i>White City VA Medical Center in Oregon (VISN 20, Station 692)</i> | 18 | 3 | 21 |
| <i>Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station 459)</i> | 9 | 0 | 9 |
| <i>Fresno VA Medical Center in California (VISN 21, Station 570)</i> | 22 | 2 | 24 |
| <i>North Las Vegas VA Medical Center in Nevada (VISN 21, Station 593)</i> | 20 | 1 | 21 |
| <i>Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)</i> | 25 | 18 | 43 |
| <i>Palo Alto VA Medical Center in California (VISN 21, Station 640)</i> | 50 | 64 | 114 |
| <i>Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)</i> | 12 | 6 | 18 |
| <i>San Francisco VA Medical Center in California (VISN 21, Station 662)</i> | 8 | 8 | 16 |
| <i>Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)</i> | 26 | 7 | 33 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|---|--------------------|-----------------------|---|
| <i>Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)</i> | 5 | 5 | 10 |
| <i>Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22, Station 605)</i> | 28 | 9 | 37 |
| <i>Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)</i> | 11 | 8 | 19 |
| <i>Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)</i> | 14 | 6 | 20 |
| <i>San Diego VA Medical Center in California (VISN 22, Station 664)</i> | 8 | 10 | 18 |
| <i>Tucson VA Medical Center in Arizona (VISN 22, Station 678)</i> | 5 | 4 | 9 |
| <i>West Los Angeles VA Medical Center in California (VISN 22, Station 691)</i> | 15 | 5 | 20 |
| <i>Fargo VA Medical Center in North Dakota (VISN 23, Station 437)</i> | 19 | 5 | 24 |
| <i>Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota (VISN 23, Station 438)</i> | 22 | 6 | 28 |
| <i>Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)</i> | 26 | 19 | 45 |
| <i>Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)</i> | 21 | 8 | 29 |
| <i>Omaha VA Medical Center in Nebraska (VISN 23, Station 636)</i> | 9 | 3 | 12 |
| <i>Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)</i> | 31 | 6 | 37 |
| <i>Iowa City VA Medical Center in Iowa (VISN 23, Station 636A8)</i> | 7 | 5 | 12 |

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

| Facility | Clinical Shortages | Nonclinical Shortages | Total Number of Occupations Designated as a Severe Shortage |
|---|--------------------|-----------------------|---|
| St. Cloud VA Medical Center in Minnesota (VISN 23, Station 656) | 24 | 5 | 29 |

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2023 staffing survey.

Appendix E: Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages

Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages

| Occupation | Number of Facilities that Identified the Occupation as a Severe Shortage |
|---|--|
| 0679 Medical Support Assistance | 97 |
| 0620 Practical Nurse | 93 |
| 0180 Psychology | 91 |
| 0185 Social Work | 74 |
| 0621 Nursing Assistant | 70 |
| 0644 Medical Technologist | 66 |
| 0647 Diagnostic Radiologic Technologist | 50 |
| 0661 Pharmacy Technician | 45 |
| 0858 Biomedical Engineering | 34 |
| 0660 Pharmacist | 33 |
| 0649 Medical Instrument Technician | 32 |
| 0622 Medical Supply Aide and Technician/Sterile Processing | 26 |
| 0675 Medical Records Technician | 22 |
| 1601 General Facilities and Equipment (Biomed Equipment Support Specialist) | 18 |
| 0681 Dental Assistant | 16 |
| 0601 General Health Science/Registered Respiratory Therapist | 15 |

Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages

| Occupation | Number of Facilities that Identified the Occupation as a Severe Shortage |
|---|--|
| 0633 Physical Therapist | 15 |
| 0630 Dietitian and Nutritionist | 11 |
| 0631 Occupational Therapist | 11 |
| 0682 Dental Hygiene | 11 |
| 0665 Speech Pathology and Audiology | 10 |
| 0667 Orthotist and Prosthetist | 9 |
| 0672 Prosthetic Representative | 9 |
| 0646 Pathology Technician/Histopathology | 7 |
| 0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor) | 6 |
| 0648 Therapeutic Radiologic Technologist | 6 |
| 0640 Health Aid and Technician/Certified Respiratory Therapist | 5 |
| 0640 Health Aid and Technician/Ophthalmology | 5 |
| 0601 General Health Science/Blind Rehab | 4 |
| 0640 Health Aid and Technician/Telehealth | 4 |
| 0669 Medical Records Administration | 4 |
| 0601 General Health Science/Histopathology Technologist | 3 |
| 0601 General Health Science/Therapeutic Medical Physicist | 3 |

Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages

| Occupation | Number of Facilities that Identified the Occupation as a Severe Shortage |
|---|--|
| 0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist) | 2 |
| 0601 General Health Science/Clinical Perfusionist | 2 |
| 0601 General Health Science/Cytotechnologist | 2 |
| 0601 General Health Science/Nuclear Medicine Technologist | 2 |
| 0635 Corrective Therapist | 2 |
| 0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant | 2 |
| 0640 Health Aid and Technician/Eye Care | 2 |
| 0640 Health Aid and Technician/Optomety | 2 |
| 0640 Health Aid and Technician/Massage Therapy | 1 |

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2023 staffing survey

Appendix F: Onboard Staffing Levels for Select Occupations

Table F.1. Average Onboard Staffing Levels for Occupations Reported as a Top Ten Severe Occupational Staffing Shortages^a

| Occupational Series or Assignment Code ^b | Occupation | Average Onboard Staff VHA-Wide | | | | | | Average Percentage Net Change |
|---|---|--------------------------------|----------------|----------------|----------------|----------------|----------------------|-------------------------------|
| | | FY 2018 | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 ^c | |
| 0679 | Medical Support Assistance | 24,901 | 26,825 | 28,548 | 30,975 | 32,181 | 33,788 | 6.33% |
| 3566 | Custodial Worker | 11,726 | 11,912 | 12,298 | 12,316 | 11,629 | 11,697 | -0.06% |
| 0620 | Practical Nurse | 15,204 | 15,390 | 15,742 | 15,939 | 15,449 | 15,374 | 0.27% |
| 0180 | Psychology | 6,851 | 7,149 | 7,351 | 7,520 | 7,634 | 7,807 | 2.63% |
| 0185 | Social Work | 14,931 | 15,626 | 16,368 | 17,262 | 18,006 | 19,115 | 4.40% |
| 7408 | Food Service Worker | 6,799 | 6,613 | 6,489 | 6,041 | 5,413 | 5,405 | -4.25% |
| 0083 | Police | 3,679 | 3,727 | 3,885 | 3,956 | 3,871 | 3,806 | 0.86% |
| 31 | Psychiatry* | 3,357 | 3,383 | 3,391 | 3,472 | 3,439 | 3,431 | 0.56% |
| 0621 | Nursing Assistant | 13,389 | 13,911 | 14,438 | 15,008 | 14,424 | 14,295 | 1.81% |
| 0644 | Medical Technologist | 4,558 | 4,589 | 4,648 | 4,681 | 4,552 | 4,540 | -0.05% |
| VHA Overall | | 386,928 | 399,468 | 413,503 | 426,892 | 429,756 | 443,611 | 2.5% |
| | <i>Occupation identified in Top Ten Severe Occupational Staffing Shortages in reported Fiscal Year.</i> | | | | | | | |

Source: OIG analysis of VHA Support Service Center HR Employee Cube.

^a Dates for fiscal year are as of September 30.

^b The * denotes assignment codes within the Medical Officer occupational series.

^c Fiscal year 2023 data is partial and as of February 28, 2023.

Table F.2. Average Onboard Staffing Levels for Medical Officer and Nurse ^a

| Occupational Series or Assignment Code | Occupation | Average Onboard Staff VHA-Wide | | | | | | | Average Percentage Net Change |
|--|-----------------|--------------------------------|---------|---------|---------|---------|---------|----------------------|-------------------------------|
| | | FY 2017 | FY 2018 | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 ^b | |
| 0602 | Medical Officer | 26,587 | 27,056 | 27,659 | 28,106 | 28,726 | 28,858 | 29,317 | 1.61% |
| 0610 | Nurse | 69,175 | 71,187 | 74,153 | 77,237 | 80,955 | 81,766 | 85,097 | 3.39% |

Source: OIG analysis of VHA Support Service Center HR Employee Cube.

^a Dates for fiscal year are as of September 30.

^b Fiscal year 2023 data is partial and as of February 28, 2023.

Appendix G: Office of the Under Secretary for Health Memorandum

Department of Veterans Affairs Memorandum

Date: August 2, 2023

From: Under Secretary for Health

Subj: OIG Determination of VHA's Severe Occupational Staffing Shortages Fiscal Year 2023 (2023-00659-HI-1349)

To: Director, Office of Healthcare Inspections (54)

1. Thank you for the opportunity to review and comment on the Office of Inspector General (OIG) draft report, *OIG Determination of VHA's Severe Occupational Staffing Shortages Fiscal Year (FY) 2023*.
2. The Department of Veterans Affairs (VA) has become one of the best places to work in the federal government, ranking 5th among 17 of the largest agencies in 2022. Having a dedicated and fully staffed workforce is essential to positive patient outcomes in the Veterans Health Administration (VHA). A nationwide Medicare survey released in June 2023 found that Veterans rated VA hospitals higher than private healthcare facilities in all ten patient-satisfaction categories. In dozens of peer-reviewed articles, VA health care is consistently rated better than or equal to private sector care.
3. VHA is investing in its workforce by:
 - Expanding education loan repayment awards as a recruitment and retention incentive for clinical staff;
 - Targeting the use of recruitment and retention incentives toward shortage occupations;
 - Expanding scholarship opportunities for shortage occupations to build the workforce pipeline;
 - Improving pay with legislative relief in some areas;
 - Implementing the contract buy-out program for rural health providers;
 - Addressing sources of employee burnout;
 - Marketing the total rewards of a VA career through Total Reward\$ brochures and flyers; and
 - Implementing "Stay in VA" touchpoints to build engagement and proactively address employee concerns.
4. The recent passage of the PACT Act is supporting VHA's ability to recruit and retain top healthcare professionals. VHA currently has more than 398,000 employees onboard, has grown by 4.9% in the first 9 months of fiscal year 2023, and has hired nearly 44,000 new employees, the largest number of new hires ever onboarded in this amount of time.
5. As noted by the OIG, staffing shortages reflect occupations and specialties that are difficult to fill due to shortages in the available workforce, competition with the private sector, or other factors and do not necessarily reflect the number of vacancies in those occupations. It is also noteworthy that the results of the VHA national workforce planning cycle are largely consistent with the results of the OIG survey.

6. VHA continues to diligently assess occupational staffing shortages and provide resources and support to the field to help reduce shortages, including the publication of shortage occupation blueprints with granular occupation-level analysis, hiring need projections, and occupation-specific recruitment and retention strategies.
7. Comments regarding the contents of this memorandum may be directed to the GAO OIG Accountability Liaison Office at VHA10BGOALACTION@va.gov.

(Original signed by:)

Shereef Elnahal M.D., MBA

OIG Contact and Staff Acknowledgments

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