



US DEPARTMENT OF VETERANS AFFAIRS OFFICE OF INSPECTOR GENERAL

Office of Healthcare Inspections

VETERANS HEALTH ADMINISTRATION

OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages Fiscal Year 2024

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Executive Summary

The Veterans Access, Choice, and Accountability Act (VACAA) of 2014 and VA Choice and Quality Employment Act (VCQEA) of 2017 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 six years' reports to assess changes.

This is the 11th OIG report in a series on occupational staffing shortages and the seventh 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:

- In fiscal year (FY) 2024, VHA facilities reported a total of 2,959 severe occupational staffing shortages, a 5 percent decrease from FY 2023 in which facilities reported 3,118 total shortage occupations.²
- Eighty-six percent of facilities reported severe occupational staffing shortages for Medical Officer, and 82 percent of facilities reported severe shortages for Nurse.³

¹ Veterans Access, Choice, and Accountability Act of 2014, Pub. L. No. 113-146, 128 Stat. 1754 (2014); VA Choice and Quality Employment Act of 2017, Pub. L. No. 115-46, 131 Stat. 958 (2017) § 201.

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 further analyzed using VHA assignment codes that 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.

- Psychology was the most frequently reported severe clinical occupational staffing shortage and also the most frequently reported Hybrid Title 38 severe shortage occupation.⁴
- Custodial Worker was the most frequently reported severe nonclinical occupational staffing shortage.
- Two facilities identified no severe occupational staffing shortages.⁵

The Veterans Access, Choice, and Accountability Act and VA Choice and Quality Employment Act provide a mechanism for the VA Secretary to grant VHA the authority to waive veterans' preference requirements for external applicants to Hybrid Title 38 occupations, expanding the candidate pool for these occupations based on severe shortages. A list of occupations reported as shortages by at least 20 percent of facilities can be found in appendix E.

The OIG made no recommendations.

VA Comments and OIG Response

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



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⁴ Title 38 and Hybrid 38 occupations are exempt from Title 5 competitive service hiring requirements. VA Handbook 5005/161, *Staffing*, January 29, 2024, Part II, Chapter 3. VACAA and VCQEA also established authority for the VA Secretary to recruit and directly appoint qualified candidates to occupations identified as shortages by the OIG notwithstanding competitive service and preference eligibility requirements in 5 U.S.C. §§ 3304, and 3309-3318; 38 U.S.C. § 7412. Based on the OIG's FY 2023 determination, the VA Secretary applied this additional authority to grant a waiver of veterans' preference eligibility requirements for 14 occupations, including Psychology. A complete list of occupations with direct-hire authority can be found in appendix A. VHA Workforce Management and Consulting Office, *2023 VHA Shortage Occupation Report*, accessed January 10, 2024, <https://dvagov.sharepoint.com/sites/vhahrhub/SitePages/WFPShortage.aspx>. (This site is not publicly accessible.)

⁵ VA Louisville Healthcare System in Kentucky (Veterans Integrated Service Network [VISN] 9, Station 603) and VA Cincinnati Healthcare System in Ohio (VISN 10, Station 539) did not identify any severe occupational staffing shortages.

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Abbreviations

C.F.R.	Code of Federal Regulations
FY	fiscal year
OCHCO	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 Veterans Access, Choice, and Accountability Act (VACAA) of 2014 and VA Choice and Quality Employment Act (VCQEA) of 2017.¹ The OIG also compared the number of severe occupational staffing shortages in fiscal year (FY) 2024 against those the OIG identified in the FY 2018 through 2023 reports. This is the 11th iteration in a series of annual OIG reports determining occupational staffing shortages in VHA and the 7th to identify severe occupational staffing shortages at the facility level.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 VACAA in response to these concerns. VACAA required the OIG to determine, annually, the five VHA occupations with the largest staffing shortages over the previous five-year period. After 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 at each facility.

¹ Veterans Access, Choice, and Accountability Act of 2014, Pub. L. No. 113-146, 128 Stat. 1754 (2014); VA Choice and Quality Employment Act of 2017, Pub. L. No. 115-46, 131 Stat. 958 (2017) § 201.

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; [OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages, Fiscal Year 2023](#), Report No. 23-00659-186, August 22, 2023.

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

Occupational Series and Assignment Codes

The principle of “providing equal pay for substantially equal work” was established by the Classification Act of 1949.⁴ The Office of Personnel Management (OPM), after consulting with federal agencies, created occupational series to classify positions with similar work specializations and qualifications, for instance the 0602–Medical Officer series.

VHA further indicates Medical Officer and Nurse specialties using assignment codes within the corresponding OPM occupational 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).⁵ 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 the largest staffing shortages by the OIG. For FY 2024, VHA sought and received the authority for a waiver of veterans’ preference requirements for external applicants to Hybrid Title 38 occupations from the VA Secretary for 14 of these occupations, as informed by *OIG Determination of Veterans Health Administration’s Severe Occupational Staffing Shortages, Fiscal Year 2023*, and VHA Workforce Management and Consulting’s *2023 VHA Shortage Occupation Report*.⁶ See appendix A for the list of VHA Hybrid Title 38 occupations granted this waiver by the VA Secretary.

⁴ Classification Act of 1949, Pub. L. No. 81-429, 63 Stat. 954 (1949).

⁵ 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 and/or spiritual).” VHA defines nonclinical occupations as “administrative and maintenance personnel who do not provide direct patient care or services incident to patient care.”

⁶ The VA Secretary may recruit and directly appoint qualified candidates to occupations identified as shortages by the OIG notwithstanding competitive service and preference eligibility requirements in 5 U.S.C. §§ 3304 and 3309–3318; 38 U.S.C. § 7412; see VA Office of the Chief Human Capital Officer (OCHCO) Bulletin, “Annual Determination of Staffing Shortages,” October 3, 2023 (VA noted that the Department is able to noncompetitively 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 14 shortage occupations for which veterans’ preference eligibility requirements were waived. The waiver of veterans’ preference for these 14 occupations is in effect through September 30, 2024. A complete list of occupations with direct-hire authority can be found in appendix A. VHA Workforce Management and Consulting Office, *2023 VHA Shortage Occupation Report*, accessed January 10, 2024, <https://dvagov.sharepoint.com/sites/vhahrhub/SitePages/WFPShortage.aspx>. (This site is not publicly accessible.)

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 (2024) to report severe occupational staffing shortages.⁷

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 survey to identify all occupations they considered severe occupational staffing shortages.⁸ The OIG's survey listed OPM occupational series used by VHA and VHA assignment codes for Medical Officer and Nurse specialties.⁹

The VCQEA requires the OIG identify the top five clinical and top five nonclinical occupations with severe shortages at each facility.¹⁰ Notably, VHA reported that some occupations previously hired at the facility level were realigned to the Veterans Integrated Service Network (VISN) level, such as Human Resources Management. This realignment may have caused certain

⁷ Severe Shortage of Candidates, 5 C.F.R. § 337.204 (2024), 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.

⁸ Hiring authority for the respective occupations populated in the survey as severe occupational staffing shortages were identified.

⁹ The list of 566 occupations included those provided by VHA's Office of Human Capital Management. 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.

¹⁰ VA Choice and Quality Employment Act, § 201.

occupations that once appeared within the top facility-identified occupational shortages to no longer appear. 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 a facility had no severe occupational staffing shortages.

The OIG distributed a link to the web-based survey via email to VHA-identified facility points of contact beginning on February 12, 2024, with a required completion date of February 23, 2024.¹¹ As several facility points of contact did not respond to the survey by the required completion date, the OIG was unable to confirm receipt of completed surveys from all 139 facilities until March 8, 2024.

The OIG did not independently verify VHA data for accuracy or completeness.

Changes in Severe Occupational Shortages Survey

The OIG compared FY 2018–2024 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 occupations a facility can identify as having severe shortages. Changes in veteran demand affect facility staffing needs which, in turn, may change how facilities identify staffing shortages. Changes to the survey may also affect how facilities identify shortages. Surveys from FYs 2018–2020 were distributed via email using Microsoft Excel, whereas FY 2021–2024 surveys were collected via a web-based questionnaire using Microsoft InfoPath, resulting in differences in how the survey looked to respondents. Additionally, FY 2021–2024 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 2018–2024, 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

¹¹ The Manila station (358) was excluded, beginning with the *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018* report, as most of its staff were foreign nationals. VHA also excludes Manila from its annual shortage occupation report. VHA Workforce Management and Consulting Office, *2023 VHA Shortage Occupation Report*.

number of times the occupation was identified as a severe occupational staffing shortage among 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 top 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.

Review Results

The OIG surveyed 139 VHA facilities to determine the occupations designated as severe shortages.¹² 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. The OIG also compared FYs 2018–2024 survey responses to evaluate changes in severe occupational staffing shortages across VHA.

Total Number of Severe Occupational Shortages

In FY 2024, VHA facilities reported a total of 2,959 severe occupational staffing shortages, a five percent decrease from FY 2023 in which facilities reported 3,118 total shortage occupations. However, this decrease was not large when compared to total shortages reported since FY 2018.

The OIG also compared severe occupational shortages at the facility level. The number of facilities' severe occupational staffing shortage designations ranged from 0 to 97, including both clinical and nonclinical occupations.¹³ The greatest number of clinical occupational shortages reported by an individual facility was 69, and the greatest number of nonclinical occupational shortages was 65.¹⁴ Two facilities identified no severe occupational staffing shortages.¹⁵

Medical Officer and Nurse Occupational Staffing Shortages

Because VHA utilizes assignment codes to designate specialties within the corresponding OPM occupational series, Medical Officer and Nurse occupations were analyzed separately from the other occupations. 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. For FY 2024, the derived frequency for Medical Officer shortages was 86 percent (120 of 139 facilities). The derived frequency for Nurse shortages was 82 percent (114 of 139 facilities).

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. Facility designation of Medical Officer as a severe occupational shortage has generally decreased since

¹² For purposes of this report, the OIG used the term *occupation* when referencing either OPM occupational series or VHA assignment codes.

¹³ VA Palo Alto Health Care System in California (VISN 21, Station 640) was designated as having the most severe occupational staffing shortages among all facilities, with 97 reported shortages. Across FYs 2018–2023, VA Palo Alto Health Care System in California reported the greatest number of severe shortages (120 in FY 2022).

¹⁴ Miami VA Healthcare System in Florida (VISN 8, Station 546) designated the most clinical severe occupational staffing shortages. VA Palo Alto Health Care System in California (VISN 21, Station 640) designated the most nonclinical severe occupational staffing shortages.

¹⁵ VA Louisville Healthcare System in Kentucky (VISN 9, Station 603) and VA Cincinnati Healthcare System in Ohio (VISN 10, Station 539) did not identify any severe occupational staffing shortages.

FY 2018. Following increases in FYs 2022 and 2023, the Nurse occupation was reported as a shortage by fewer facilities in FY 2024 (see figure 1). VHA is able to noncompetitively appoint individuals to both of these Title 38 occupations in accordance with VA guidance.¹⁶

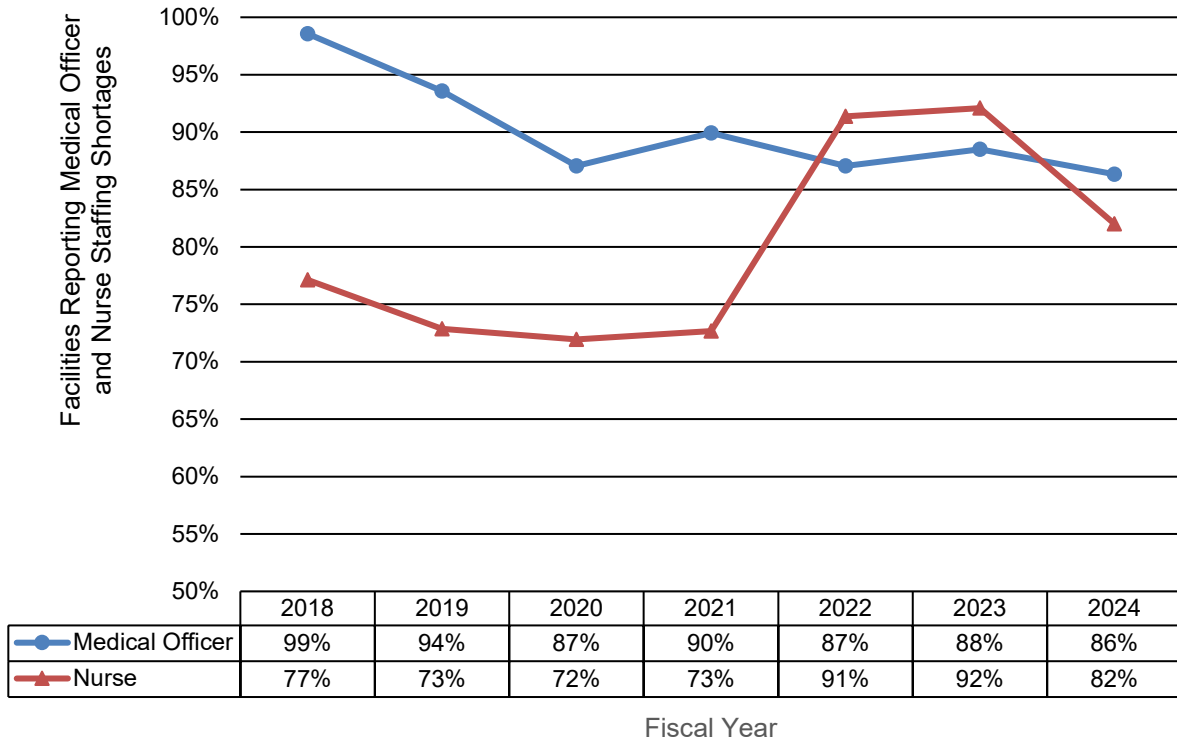


Figure 1. Total facility-designated severe occupational staffing shortages for medical officer and nurse occupations per fiscal year.

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2018–2024 staffing surveys.

Top Occupational Shortages

The top two reported severe occupational staffing shortages in FY 2024 were both clinical occupations, a change from FYs 2022 and 2023 in which the top two were nonclinical. A clinical occupation was ranked as the top reported occupation in four of the last six years including FY 2024; a nonclinical occupation was ranked as the top reported occupation in FYs 2022 and 2023.

In FY 2024, 28 occupations were identified as severe staffing shortages by at least 20 percent of VHA facilities, excluding the Medical Officer and Nurse OPM occupational series (see appendix

¹⁶ VA Handbook 5005/161, *Staffing*, January 29, 2024, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. § 7401.

E for the list of occupations reported by at least 20 percent of VHA facilities).¹⁷ While the number of nonclinical shortage occupations reported by at least 20 percent of facilities has remained steady, the number of clinical occupations has decreased and subsequently increased since FY 2019 (see figure 2).

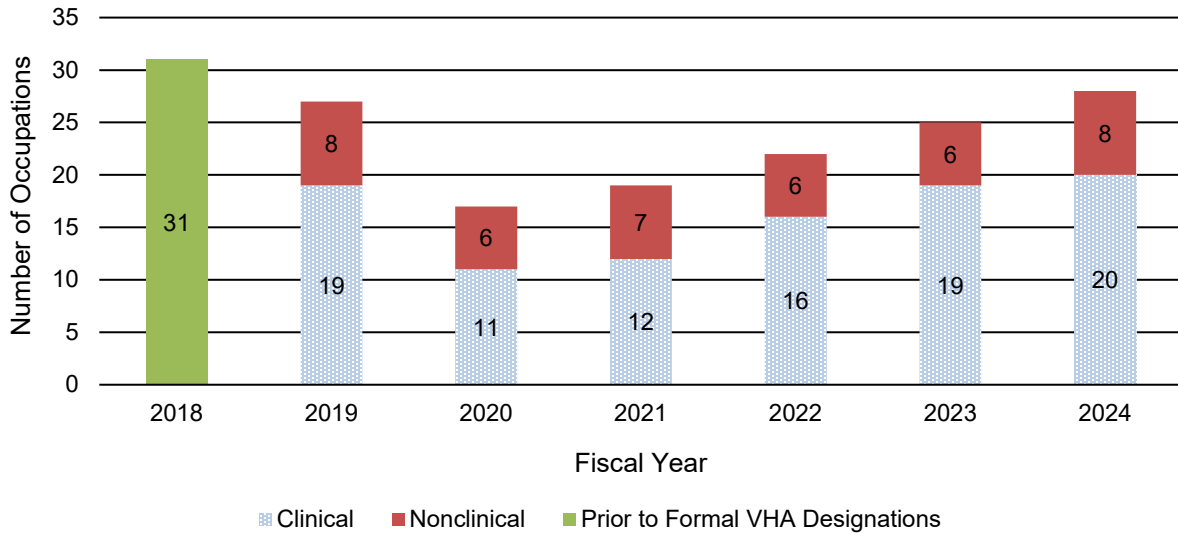


Figure 2. Number of occupations reported as severe occupational staffing shortages by at least 20 percent of VHA facilities, FYs 2018–2024.

Source: *OIG analysis of VHA facilities' responses to the OIG's FY 2018–2024 staffing surveys.*

Note: At the time of the FY 2018 survey, VHA did not have standardized designations for clinical and nonclinical occupations.

Top Five Clinical Shortage Occupations

Psychology was the most frequently reported clinical severe occupational staffing shortage in FY 2024 with 61 percent of facilities (85 of 139) reporting it as a shortage. In FY 2023, 65 percent of facilities (91 of 139) reported Psychology as a shortage, making it the second most frequently reported occupational shortage (see the following section for additional detail). Psychology has been in the top five reported clinical severe occupational staffing shortages since FY 2019 and was among the top five most frequently reported shortages in FY 2018, when VHA did not have a formal designation for clinical and nonclinical occupations.

¹⁷ The OIG excludes the Medical Officer and Nurse OPM occupational series level occupations in this analysis 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. 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 of occupations utilized by Workforce Management and Consulting in their annual shortage occupation report. However, there is no requirement for the OIG to use this criterion as a threshold for determining severe occupational staffing shortages at VHA. VHA Workforce Management and Consulting Office, *2023 VHA Shortage Occupation Report*.

For FY 2024, six occupations are listed in the top five clinical severe occupational staff shortages because Medical Technologist and Primary Care tied for fifth place. All of these clinical shortage occupations are under Title 38 Hybrid hiring authority, except Psychiatry and Primary Care, which are under Title 38.

Of the top five most reported clinical severe occupational staffing shortages in FY 2024, all but Nursing Assistant have been reported by at least 20 percent since FY 2018. Nursing Assistant was first reported by at least 20 percent of facilities in FY 2021 and has been reported by at least 20 percent since (see figure 3).

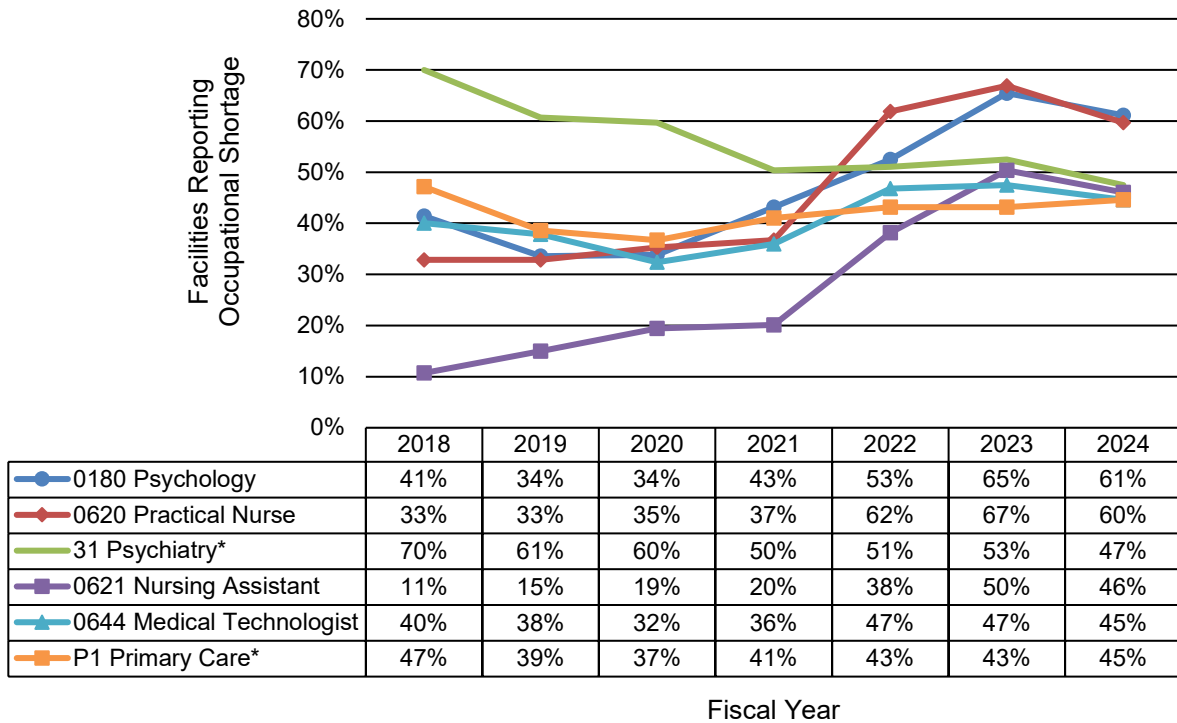


Figure 3. FY 2024 top five facility-designated clinical severe occupational staffing shortage frequencies, FYs 2018–2024.

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2018–2024 staffing surveys.

*Occupations within the Medical Officer occupational series.

Top Five Nonclinical Shortage Occupations

In FY 2024 the OIG found that 59 percent of facilities (82 of 139) designated Custodial Worker as a severe occupational staffing shortage, making it the most frequently reported nonclinical shortage occupation. Medical Support Assistance was the second most reported shortage and was reported by 50 percent of facilities (70 of 139). In FYs 2022 and 2023, Custodial Worker and Medical Support Assistance were the most frequently reported nonclinical shortages, respectively.

Two of the top five shortages reported in FY 2024, Medical Support Assistance and Biomedical Engineering, were under Title 38 Hybrid hiring authority. The remaining three were under Title 5.

Police, Custodial Worker, and Food Service Worker were reported by at least 20 percent of facilities since FY 2018; Medical Support Assistance was reported by at least 20 percent of facilities for six of the last seven years; and Biomedical Engineering was reported by at least 20 percent for five of the last seven years (see figure 4).

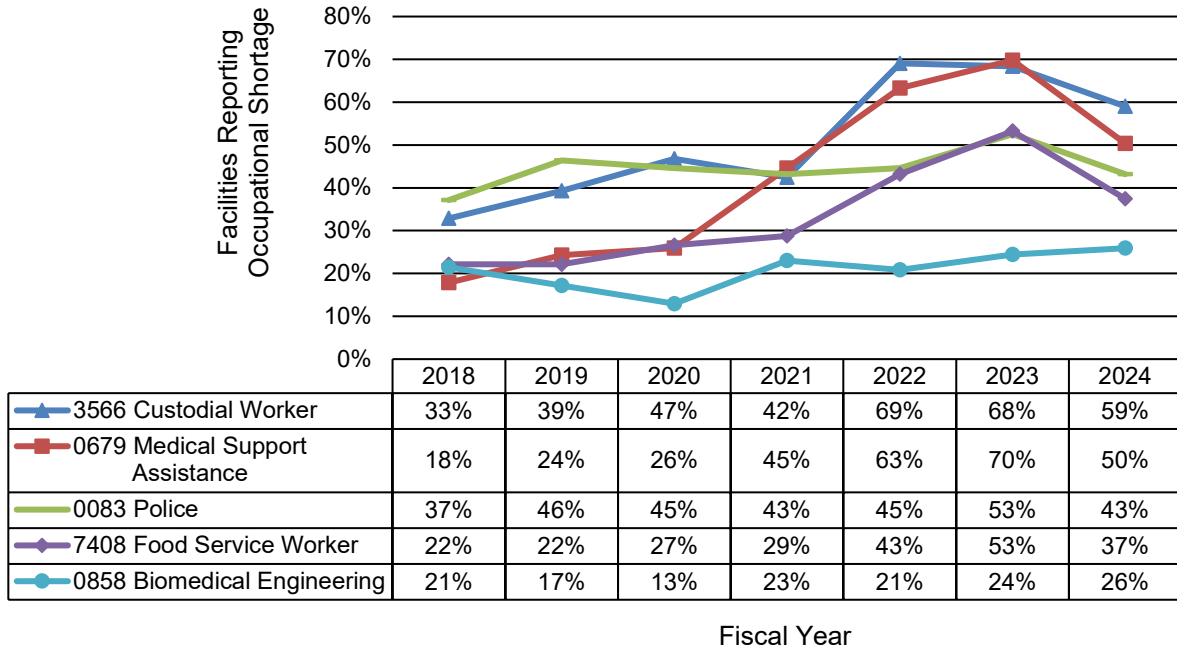


Figure 4. FY 2024 top five facility-designated nonclinical severe occupational staffing shortage frequencies, FYs 2018–2024.

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2018–2024 staffing surveys.

Conclusion

In FY 2024, VHA facilities reported a total of 2,959 severe occupational staffing shortages, a 5 percent decrease from FY 2023 across VHA. One facility reported 97 occupations as shortages and two facilities reported having no severe occupational staffing shortages. These data points show that a wide range of severe occupational staffing shortages exist when comparing shortages at the facility level.

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.¹⁸ The OIG determined that 86 percent of facilities had severe shortages for Medical Officer and 82 percent of facilities had severe shortages for Nurse. Despite the ability to make noncompetitive appointments for such occupations, VHA continues to experience severe occupational staffing shortages for these occupations that are fundamental to the delivery of health care.

Twenty-eight occupations (excluding Medical Officer and Nurse) were identified as severe occupational staffing shortages by at least one in five facilities. Sixty-one percent of facilities noted severe occupational staffing shortages for Psychology, making it the most frequently reported clinical occupation; and 59 percent of facilities noted severe occupational staffing shortages for Custodial Worker, making it the most frequently reported nonclinical occupation.

This report is a descriptive review and is intended for informational purposes. The OIG did not make recommendations but emphasizes the importance of VHA's continued assessment of severe occupational staffing shortages despite the overall decrease in shortages reported from FY 2023 to FY 2024. Additionally, the OIG encourages VHA's efforts to complete work on open recommendations from the August 2021 OIG Report, *Review of Veterans Health Administration Staffing Models*.¹⁹

¹⁸ VA Handbook 5005/161.

¹⁹ VA OIG, [Review of Veterans Health Administration Staffing Models](#), Report No. 20-01508-214, August 19, 2021.

Appendix A: Occupations with Waiver of Veterans' Preference Requirements and Direct-Hire Authority

Table A.1. VHA Occupations with VA Secretary Waiver of Veterans' Preference Requirements

Occupation	Effective Date of Waiver	Expiration of Waiver
0180 Psychologist	October 1, 2023	September 30, 2024
0185 Social Worker	October 1, 2023	September 30, 2024
0620 Practical Nurse	October 1, 2023	September 30, 2024
0621 Nursing Assistant	October 1, 2023	September 30, 2024
0622 Medical Supply Aide and Technician (Sterile Processing)	October 1, 2023	September 30, 2024
0644 Medical Technologist	October 1, 2023	September 30, 2024
0645 Medical Technician (Medical Laboratory Technician)	October 1, 2023	September 30, 2024
0647 Diagnostic Radiologic Technologist	October 1, 2023	September 30, 2024
0649 Medical Instrument Technician	October 1, 2023	September 30, 2024
0660 Pharmacist	October 1, 2023	September 30, 2024
0661 Pharmacy Technician	October 1, 2023	September 30, 2024
0679 Medical Support Assistant	October 1, 2023	September 30, 2024
0801 General Engineering (Healthcare Engineer)	October 1, 2023	September 30, 2024

Table A.1. VHA Occupations with VA Secretary Waiver of Veterans' Preference Requirements

Occupation	Effective Date of Waiver	Expiration of Waiver
0858 Biomedical Engineer	October 1, 2023	September 30, 2024

Source: VA Office of the Chief Human Capital Officer (OCHCO) Bulletin, "Annual Determination of Staffing Shortages," October 3, 2023.

Note: 38 U.S.C. § 7412. Following a determination by the OIG of occupations with the largest staffing shortages, the VA Secretary has the authority to directly recruit and appoint qualified individuals to applicable occupations. The authority granted by the VA Secretary was limited to occupations with Hybrid Title 38 hiring authority. For instance, the bulletin indicated that the authority would not apply to the 0645 Medical Technician (Medical Laboratory Technician) occupation, previously appointed only under Title 5, until the publication of a Hybrid Title 38 qualification standard on October 6, 2023. Naming conventions for occupations provided in this table reflect those in the associated authority documentation.

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

Occupation	Effective Date of Authority	Expiration of Authority
0080 Personnel Security Specialist (Grades 7–13)	November 2, 2023	December 31, 2026
0086 Personnel Security Assistant	July 24, 2023	December 31, 2028
0083 Police Officer (Grades 5–13)	November 2, 2023	December 31, 2026
0201 Human Resources Management	September 23, 2022	September 22, 2027
0203 Human Resources (HR) Assistant (all specialties) (Grades 5–7)	November 2, 2023	December 31, 2026
0303 Miscellaneous Clerk and Assistant	July 24, 2023	December 31, 2028
0510 Accountant (all specialties) (Grades 9–15)	November 2, 2023	December 31, 2026
0640 Health Technician (all specialties) (Grades 4–7)	November 2, 2023	December 31, 2026
0671 Health System Specialist	July 24, 2023	December 31, 2028
0690 Industrial Hygienist	July 24, 2023	December 31, 2028
0801 General Engineer (Grades 5–13)	November 2, 2023	December 31, 2026

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

Occupation	Effective Date of Authority	Expiration of Authority
0809 Construction Control Representative	July 24, 2023	December 31, 2028
1102 Contract Specialist	July 24, 2023	December 31, 2028
1106 Procurement Technician	July 24, 2023	December 31, 2028
1170 Realty Specialist (Grades 9–14)	November 2, 2023	December 31, 2026
2210 Information Technology Specialist (all specialties) (Grades 7–15)	November 2, 2023	December 31, 2026
2606 Electronics Industrial Control Mechanic	July 24, 2023	December 31, 2028
2805 Electrician	July 24, 2023	December 31, 2028
3502 Laborer	July 24, 2023	December 31, 2028
3566 Housekeeping Aid	July 24, 2023	December 31, 2028
4102 Painter	July 24, 2023	December 31, 2028
4204 Pipe Fitter	July 24, 2023	December 31, 2028
4206 Plumber	July 24, 2023	December 31, 2028
4607 Carpenter	July 24, 2023	December 31, 2028
4742 Utility Systems Repairer (Grades 9–11)	November 2, 2023	December 31, 2026
4749 Maintenance Worker	July 24, 2023	December 31, 2028
4801 Equipment Servicer	July 24, 2023	December 31, 2028
5306 Air Conditioning Equipment Mechanic	July 24, 2023	December 31, 2028
5402 Boiler Plant Operator (Grade 9)	November 2, 2023	December 31, 2026

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

Occupation	Effective Date of Authority	Expiration of Authority
5406 Utility Systems Operator (Grades 8–11)	November 2, 2023	December 31, 2026
5415 Air Conditioning Equipment Operator	July 24, 2023	December 31, 2028
5716 Equipment Operator	July 24, 2023	December 31, 2028
7304 Laundry Worker	July 24, 2023	December 31, 2028
7404 Cook	July 24, 2023	December 31, 2028
7408 Food Service Worker	July 24, 2023	December 31, 2028

Source: OCHCO Bulletins published on October 7, 2022, July 28, 2023, and November 24, 2023.

Note: 5 U.S.C. § 3304. Following a determination that a severe shortage of highly qualified candidates exists for applicable occupations, OPM may grant direct-hire authority for those occupations. This authority does not apply to 0640 Health Technician (all specialties) occupations with Hybrid Title 38 hiring authority. Naming conventions for occupations provided in this table reflect those in the associated direct-hire authority documentation.

Table A.3. Government-wide Occupations with OPM Direct-Hire Authority

Occupation	Effective Date of Authority	Expiration of Authority
0110 Economist (Grades 11–15)	September 29, 2023	September 28, 2024
0401 Biological Science (Grades 11–15)	September 29, 2023	September 28, 2024
0482 Fishery Biologist (Grades 11–15)	September 29, 2023	September 28, 2024
0801 General Engineer (Grades 11–15)	September 29, 2023	September 28, 2024
0810 Civil Engineer (Grades 11–15)	September 29, 2023	September 28, 2024
0854 Computer Engineers (Cybersecurity) (Grades 12–15)	September 29, 2023	September 28, 2024
0855 Electronics Engineers (Cybersecurity) (Grades 12–15)	September 29, 2023	September 28, 2024
1102 Acquisitions (Grades 11–15)	September 29, 2023	September 28, 2024
1301, 1306, 1310, 1320 Physical Sciences (Grades 11–15)	September 29, 2023	September 28, 2024
1510 Actuary (Grades 11–15)	September 29, 2023	September 28, 2024
1515 Operations Research (Grades 11–15)	September 29, 2023	September 28, 2024
1520 Mathematics (Grades 11–15)	September 29, 2023	September 28, 2024
1529, 1530 Mathematical Statistician and Statistician (Grades 11–15)	September 29, 2023	September 28, 2024
1550 Computer Scientists (Cybersecurity) (Grades 12–15)	September 29, 2023	September 28, 2024
1560 Data Science (Grades 11–15)	September 29, 2023	September 28, 2024
2210 Information Technology (IT) Cybersecurity Specialist (Grades 12–15)	September 29, 2023	September 28, 2024

Source: OCHCO Bulletin, October 11, 2023.

Note: 5 U.S.C. § 3304. Following a determination that a severe shortage of highly qualified candidates exists for applicable occupations, OPM may grant direct-hire authority for those occupations. This authority is not applicable for 0110 Economist, 0801 Healthcare Engineer, 1530 Statistician, and 1560 Data Science Hybrid Title 38 occupations appointed by VHA. Naming conventions for occupations provided in this table reflect those in the associated direct-hire authority documentation.

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	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
21 General Internal Medicine*	Clinical	Title 38
22 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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
CE Palliative Care*	Clinical	Title 38
CF Dermatology Mohs*	Clinical	Title 38
CK Exc Dir Veterans Int*	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
M5 Medinfo Postdoctoral Fellow*	Clinical	Title 38

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
T0 Trainee*	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
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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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
GI RN Staff - Gastroint†	Clinical	Title 38
H1 NP-Women's Health†	Clinical	Title 38
H2 NP-HBPC†	Clinical	Title 38
H3 Ambulatory Care FELW†	Clinical	Title 38
H4 NP-Occupational Health†	Clinical	Title 38
H5 Dental Research Fell†	Clinical	Title 38
H6 NP-Clinical Resource†	Clinical	Title 38

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

Occupation	Clinical or Nonclinical	Hiring Authority
H7 NP-Clinical Contact [‡]	Clinical	Title 38
H8 Neuro Trau Brn Inj F [‡]	Clinical	Title 38
H9 NP-Hospitalist [‡]	Clinical	Title 38
I1 NP-Interventional Ra [‡]	Clinical	Title 38
I2 NP-Cardiology [‡]	Clinical	Title 38
I3 NP-Rheumatology [‡]	Clinical	Title 38
I4 NP-Endocrinology [‡]	Clinical	Title 38
I5 NP-Hematology Oncolo [‡]	Clinical	Title 38
I6 NP-Nephrology [‡]	Clinical	Title 38
I7 NP-Pulmonary [‡]	Clinical	Title 38
I8 NP-Neurology [‡]	Clinical	Title 38
I9 NP-Dermatology [‡]	Clinical	Title 38
IR RN Staff - Intervent [‡]	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
L1 NP-Gastroenterology [‡]	Clinical	Title 38
L2 NP-Infectious Diseases [‡]	Clinical	Title 38
L3 NP-Hospice Palliativ [‡]	Clinical	Title 38
L4 NP-Rehab SCI [‡]	Clinical	Title 38
L5 NP-ENT [‡]	Clinical	Title 38
L6 NP-Vascular Surgery [‡]	Clinical	Title 38
L7 NP-Cardiothoracic Su [‡]	Clinical	Title 38
L8 NP-Urology [‡]	Clinical	Title 38
L9 NP-Neurosurgery [‡]	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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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
O1 NP-General Surgery [†]	Clinical	Title 38
O2 NP-Orthopedic Surgeon [†]	Clinical	Title 38
O3 NP-Pain Clinic [†]	Clinical	Title 38
O4 NP-Peri-OP Anesthesia [†]	Clinical	Title 38
O5 NP-Ophthalmology [†]	Clinical	Title 38
O8 CNS-Surgical Special [†]	Clinical	Title 38
O9 CNS-Medicine Special [†]	Clinical	Title 38
ON RN Staff - Oncology [†]	Clinical	Title 38
OR RN Staff - Operating [†]	Clinical	Title 38
PM RN Staff - Pain Mana [†]	Clinical	Title 38
PU RN Staff - PACU [†]	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
QM Quality and or Safet [†]	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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
SC RN Staff Spinal Cord [‡]	Clinical	Title 38
SP Chief Sterile Proces [‡]	Clinical	Title 38
T0 Trainee [‡]	Clinical	Title 38
T1 [‡]	Clinical	Title 38
U1 CNS-Tele-ICU [‡]	Clinical	Title 38
U2 RN CNIO VAMC [‡]	Clinical	Title 38
U3 RN CNIO VISN VACO [‡]	Clinical	Title 38
U4 RN Facility RNTTP CO [‡]	Clinical	Title 38
U5 RN Staff Outpatient [‡]	Clinical	Title 38
U6 RN Staff Outpatient [‡]	Clinical	Title 38
U7 RN Staff Outpatient [‡]	Clinical	Title 38
U8 RN Staff Outpatient [‡]	Clinical	Title 38
U9 RN Staff Outpatient [‡]	Clinical	Title 38
UM Utilization Manageme [‡]	Clinical	Title 38
V1 NA - Nurse Anestheti [‡]	Clinical	Title 38
V4 NA - Chief Nurse Ane [‡]	Clinical	Title 38
VN RN - VISN Chief Nurse [‡]	Clinical	Title 38
0060 Chaplain (Title 5)	Clinical	Title 5
0060 Chaplain (Title 38H)	Clinical	Title 38 Hybrid
0101 Social Science (Title 5)	Clinical	Title 5
0101 Social Service/Social Science Specialist	Clinical	Title 38 Hybrid
0101 Social Service/Dep Chf Readj Cnsl Svc Ofcr	Clinical	Title 38 Hybrid
0101 Social Service/Rehab Counselor	Clinical	Title 38 Hybrid
0101 Social Service/Addiction Therapist	Clinical	Title 38 Hybrid
0102 Social Science Aid and Technician	Clinical	Title 5
0180 Psychology	Clinical	Title 38 Hybrid

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

Occupation	Clinical or Nonclinical	Hiring Authority
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 38 Hybrid
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
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
0601 General Health Science/Registered Radiology Assistant	Clinical	Title 38 Hybrid
0603 Physician Assistant	Clinical	Title 38
0605 Nurse Anesthetist	Clinical	Title 38

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

Occupation	Clinical or Nonclinical	Hiring Authority
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 (Title 5)	Clinical	Title 5
0635 Corrective Therapist/Kinesiotherapist	Clinical	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant (Title 5)	Clinical	Title 5
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	Clinical	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant	Clinical	Title 38 Hybrid
0638 Recreation/Creative Arts Therapist	Clinical	Title 38 Hybrid
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
0640 Health Aid and Technician/Audio & SLP	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Hearing Instrument Specialist	Clinical	Title 38 Hybrid
0642 Nuclear Medicine Technician	Clinical	Title 5
0644 Medical Technologist	Clinical	Title 38 Hybrid
0645 Medical Technician (Title 5)	Clinical	Title 5
0645 Medical Technician (Title 38 Hybrid)	Clinical	Title 38 Hybrid
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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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
0382 Telephone Operating	Nonclinical	Title 5
0390 Telecommunications Processing	Nonclinical	Title 5

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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 (Title 5)	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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
0801 General Engineering/Healthcare Engineer	Nonclinical	Title 38 Hybrid
0802 Engineering Technician	Nonclinical	Title 5
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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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
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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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

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

Occupation	Clinical or Nonclinical	Hiring Authority
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
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 ^{\$}

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

Occupation	Clinical or Nonclinical	Hiring Authority
3601 Miscellaneous Structural & Finishing Work	Nonclinical	Wage Grade ^{\$}
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 ^{\$}
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 ^{\$}

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

Occupation	Clinical or Nonclinical	Hiring Authority
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 ^{\$}
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 2024 staffing survey.*

^{*}*Denotes assignment codes within the Medical Officer occupational series.*

[‡]*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 2024 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 VA Maine Healthcare System in Augusta (VISN 1, Station 402)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0665 Speech Pathology and Audiology
Clinical	0680 Dental Officer
Clinical	12 Urology*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	30 Neurology*

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

Clinical or Nonclinical	Occupation
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	7 Orthopedic Surgery*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CA Cardiology Non-Invasive*
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	E6 Cardiology Non-Interventionist*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0318 Secretary
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	1105 Purchasing
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0 Miscellaneous Title 38 [‡]
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	20 Dermatology*
Clinical	88 RN Staff Nurse-Inpatient [‡]
Clinical	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder [‡]
Clinical	P1 Primary Care*
Nonclinical	0083 Police
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table C.3. Facility-Specific Severe Occupational Staffing Shortages VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0661 Pharmacy Technician
Clinical	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0601 General Health Science/Clinical Perfusionist
Clinical	0603 Physician Assistant
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0631 Occupational Therapist
Clinical	0633 Physical Therapist
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0680 Dental Officer
Clinical	0682 Dental Hygiene
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	2 Surgery*
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*

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

Clinical or Nonclinical	Occupation
Clinical	40 Geriatrics*
Clinical	43 Pathology*
Clinical	44 Physical Medicine & Rehabilitation*
Clinical	45 Radiology-Interventional*
Clinical	6 Ophthalmology*
Clinical	67 Oral Surgery*
Clinical	68 Periodontics*
Clinical	CM RN Staff-Critical Care [‡]
Clinical	CQ RN Staff- Inpatient Mental Health [‡]
Clinical	CS RN Staff- Outpatient Mental Health [‡]
Clinical	CY NP-Geriatrics [‡]
Clinical	E4 Cardiovascular/Thoracic Surgeon*
Clinical	E6 Cardiology Non-Interventionist*
Clinical	G6 RN/Program Manager/Coordinator [‡]
Clinical	G9 Radiation Oncology*
Clinical	K6 Hospitalist*
Clinical	L4 NP-Rehab SCI [‡]
Clinical	N1 NP/Long Term Care [‡]
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder [‡]
Clinical	N5 NP-Other [‡]
Clinical	OR RN Staff - Operating [‡]
Clinical	P1 Primary Care*

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

Clinical or Nonclinical	Occupation
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical	Q9 Sleep Medicine*
Clinical	R3 Hematology/Oncology*
Clinical	SC RN Staff Spinal Cord‡
Clinical	V1 NA - Nurse Anestheti‡
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5402 Boiler Plant Operator

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist

Table C.6. Facility-Specific Severe Occupational Staffing Shortages VA Central Western Massachusetts Healthcare System in Leeds (VISN 1, Station 631)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	26 Pulmonary Diseases*
Clinical	31 Psychiatry*
Clinical	75 NP-Primary Care†
Clinical	87 RN, Manager/Head Nurse†
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CA Cardiology Non-Invasive*
Clinical	E7 Radiology (Nuclear)*
Clinical	J4 RN/Assistant Manager/Perm Change†
Clinical	P1 Primary Care*
Nonclinical	0405 Pharmacology
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2003 Supply Program Management
Nonclinical	2805 Electrician
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0660 Pharmacist
Clinical	0680 Dental Officer
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	13 Physiatry*
Clinical	16 Emergency Medicine*
Clinical	18 Hematology*
Clinical	2 Surgery*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	28 Rheumatology*
Clinical	29 Endocrine and Metabolism*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	40 Geriatrics*

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

Clinical or Nonclinical	Occupation
Clinical	7 Orthopedic Surgery*
Clinical	87 RN, Manager/Head Nurse†
Clinical	CA Cardiology Non-Invasive*
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	CY NP-Geriatrics†
Clinical	J4 RN/Assistant Manager/Perm Change†
Clinical	K6 Hospitalist*
Clinical	M2 RN/Case Manager/Care†
Clinical	P1 Primary Care*
Clinical	R4 Vascular Surgery*
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0601 General Health Science (Title 5)
Clinical	0601 General Health Science/Blind Rehab
Clinical	0601 General Health Science/Histopathology Technologist
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician/Ophthalmology
Clinical	0644 Medical Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	0681 Dental Assistant
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	27 Nephrology*
Clinical	29 Endocrine and Metabolism*
Clinical	32 Anatomic Pathology*
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering

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

Clinical or Nonclinical	Occupation
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

**Table C.9. Facility-Specific Severe Occupational Staffing Shortages VA Bronx
Healthcare System in New York (VISN 2, Station 526)**

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

Table C.10. Facility-Specific Severe Occupational Staffing Shortages VA Western New York Healthcare System in Buffalo (VISN 2, Station 528)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0661 Pharmacy Technician
Clinical	1 Anesthesiology*
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	40 Geriatrics*
Clinical	43 Pathology*
Clinical	K6 Hospitalist*
Clinical	R3 Hematology/Oncology*
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0675 Medical Records Technician
Nonclinical	0690 Industrial Hygiene
Nonclinical	0809 Construction Control

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

Clinical or Nonclinical	Occupation
Clinical	0 Miscellaneous Title 38†
Clinical	0185 Social Work
Clinical	0186 Social Services Aid and Assistant
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0680 Dental Officer
Clinical	0681 Dental Assistant
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician
Nonclinical	4607 Carpenter
Nonclinical	5703 Motor Vehicle Operator

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

Clinical or Nonclinical	Occupation
Nonclinical	7304 Laundry Working
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0605 Nurse Anesthetist
Clinical	0620 Practical Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0681 Dental Assistant
Clinical	1 Anesthesiology*
Clinical	29 Endocrine and Metabolism*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	K6 Hospitalist*
Clinical	P1 Primary Care*
Clinical	R3 Hematology/Oncology*
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	2805 Electrician
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic

Table C.13. Facility-Specific Severe Occupational Staffing Shortages VA Albany Healthcare System in New York (VISN 2, Station 528A8)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Clinical	0662 Optometrist
Clinical	0665 Speech Pathology and Audiology
Clinical	1 Anesthesiology*
Clinical	31 Psychiatry*
Clinical	75 NP-Primary Care‡
Clinical	CJ Resource/Float Pool‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Nonclinical	0083 Police
Nonclinical	0201 Human Resources Management
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance

Table C.13. Facility-Specific Severe Occupational Staffing Shortages VA Albany Healthcare System in New York (VISN 2, Station 528A8)

Clinical or Nonclinical	Occupation
Nonclinical	0801 General Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0101 Social Service/Addiction Therapist
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	7 Orthopedic Surgery*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	9 Plastic Surgery*
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	P1 Primary Care*
Clinical	R4 Vascular Surgery*
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0343 Management and Program Analysis

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

Clinical or Nonclinical	Occupation
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook

Table C.15. Facility-Specific Severe Occupational Staffing Shortages VA Hudson Valley Healthcare System in Montrose, New York (VISN 2, Station 620)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	E3 Associate Chief of Staff Men's Health/Behavioral Science*
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	4742 Utility Systems Repairer-Operator

**Table C.16. Facility-Specific Severe Occupational Staffing Shortages VA NY
Harbor Healthcare System in New York (VISN 2, Station 630)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	25 Gastroenterology*
Clinical	87 RN, Manager/Head Nurse†
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	6907 Materials Handler

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

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0544 Civilian Pay
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7304 Laundry Working

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0621 Nursing Assistant
Clinical	0651 Respiratory Therapist
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2005 Supply Clerical and Technician

Table C.19. Facility-Specific Severe Occupational Staffing Shortages VA Altoona Healthcare System in Pennsylvania (VISN 4, Station 503)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0660 Pharmacist
Clinical	12 Urology*
Clinical	31 Psychiatry*
Clinical	K6 Hospitalist*
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

Table C.20. Facility-Specific Severe Occupational Staffing Shortages Butler VA Health Care System in Pennsylvania (VISN 4, Station 529)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	2102 Transportation Clerk and Assistant

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0662 Optometrist
Clinical	31 Psychiatry*
Clinical	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CY NP-Geriatrics‡
Clinical	CZ NP-Medical Specialty‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7404 Cook

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0649 Medical Instrument Technician
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	5406 Utility Systems Operator
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
Clinical	0180 Psychology
Clinical	0181 Psychology Aid and Technician
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	8 Otolaryngology*
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	P9 Orthopedic*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	0858 Biomedical Engineering

**Table C.24. Facility-Specific Severe Occupational Staffing Shortages VA
Philadelphia Healthcare System in Pennsylvania (VISN 4, Station 642)**

Clinical or Nonclinical	Occupation
Clinical	0649 Medical Instrument Technician
Clinical	25 Gastroenterology*
Clinical	N9 Cardiac Electrophysiology*
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance

Table C.25. Facility-Specific Severe Occupational Staffing Shortages VA Pittsburgh Healthcare System in Pennsylvania (VISN 4, Station 646)

Clinical or Nonclinical	Occupation
Clinical	0 Miscellaneous Title 38*
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0648 Therapeutic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	1 Anesthesiology*
Clinical	11 Thoracic Surgery*
Clinical	13 Physiatry*
Clinical	16 Emergency Medicine*
Clinical	18 Hematology*
Clinical	19 Infectious Diseases*
Clinical	2 Surgery*

Table C.25. Facility-Specific Severe Occupational Staffing Shortages VA Pittsburgh Healthcare System in Pennsylvania (VISN 4, Station 646)

Clinical or Nonclinical	Occupation
Clinical	3 Gynecology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	40 Geriatrics*
Clinical	41 Pain Management/Anesthesia*
Clinical	43 Pathology*
Clinical	45 Radiology-Interventional*
Clinical	5 Medical Oncology*
Clinical	6 Ophthalmology*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care‡
Clinical	8 Otolaryngology*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	9 Plastic Surgery*
Clinical	CA Cardiology Non-Invasive*
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	CY NP-Geriatrics‡
Clinical	E4 Cardiovascular/Thoracic Surgeon*

**Table C.25. Facility-Specific Severe Occupational Staffing Shortages VA
Pittsburgh Healthcare System in Pennsylvania (VISN 4, Station 646)**

Clinical or Nonclinical	Occupation
Clinical	E6 Cardiology Non-Interventionist*
Clinical	M9 Cardiology-Interventional*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical	P1 Primary Care*
Clinical	Q4 RN Clinical Nurse Lead‡
Clinical	R3 Hematology/Oncology*
Clinical	R4 Vascular Surgery*
Clinical	V1 NA - Nurse Anesthetist‡
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0603 Physician Assistant
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	7408 Food Service Worker

Table C.27. Facility-Specific Severe Occupational Staffing Shortages VA Maryland Health Care System in Baltimore (VISN 5, Station 512)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	G9 Radiation Oncology*
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical	0662 Optometrist
Clinical	0680 Dental Officer
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	27 Nephrology*
Clinical	31 Psychiatry*
Clinical	5 Medical Oncology*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care‡
Clinical	8 Otolaryngology*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CA Cardiology Non-Invasive*
Clinical	CJ Resource/Float Pool‡
Clinical	CM RN Staff-Critical Care‡
Clinical	M2 RN/Case Manager/Care‡
Clinical	N7 CNS-Long Term Care/Geriatrics‡
Clinical	P1 Primary Care*
Nonclinical	0343 Management and Program Analysis

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

Clinical or Nonclinical	Occupation
Nonclinical	0671 Health System Specialist
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5703 Motor Vehicle Operator

**Table C.29. Facility-Specific Severe Occupational Staffing Shortages VA
Clarksburg Healthcare System in West Virginia (VISN 5, Station 540)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0605 Nurse Anesthetist
Clinical	0620 Practical Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0640 Health Aid and Technician/Telehealth
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0662 Optometrist
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	2 Surgery*
Clinical	20 Dermatology*
Clinical	3 Gynecology*
Clinical	31 Psychiatry*
Clinical	43 Pathology*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care [‡]
Clinical	88 RN Staff Nurse-Inpatient [‡]
Clinical	CA Cardiology Non-Invasive*
Clinical	CM RN Staff-Critical Care [‡]
Clinical	CQ RN Staff- Inpatient Mental Health [‡]

**Table C.29. Facility-Specific Severe Occupational Staffing Shortages VA
Clarksburg Healthcare System in West Virginia (VISN 5, Station 540)**

Clinical or Nonclinical	Occupation
Clinical	CR RN Staff- Emergency Dept/Urgent Care [‡]
Clinical	E6 Cardiology Non-Interventionist*
Clinical	K6 Hospitalist*
Clinical	K8 Critical Care*
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient [‡]
Clinical	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical	R4 Vascular Surgery*
Nonclinical	0343 Management and Program Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker

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
Clinical	0620 Practical Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	43 Pathology*
Clinical	7 Orthopedic Surgery*
Clinical	8 Otolaryngology*
Clinical	CA Cardiology Non-Invasive*
Clinical	E6 Cardiology Non-Interventionist*
Clinical	M9 Cardiology-Interventional*
Clinical	P1 Primary Care*
Clinical	R3 Hematology/Oncology*
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

**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
Nonclinical	2005 Supply Clerical and Technician

**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	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0630 Dietitian and Nutritionist
Clinical	0631 Occupational Therapist
Clinical	0638 Recreation/Creative Arts Therapist
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0667 Orthotist and Prosthetist
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0620 Practical Nurse
Clinical	0630 Dietitian and Nutritionist
Clinical	0631 Occupational Therapist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0681 Dental Assistant
Clinical	19 Infectious Diseases*
Clinical	26 Pulmonary Diseases*
Clinical	31 Psychiatry*
Clinical	5 Medical Oncology*
Clinical	75 NP-Primary Care‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	G9 Radiation Oncology*
Clinical	K6 Hospitalist*
Clinical	P1 Primary Care*
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing

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

Clinical or Nonclinical	Occupation
Nonclinical	2010 Inventory Management
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7404 Cook

Table C.33. Facility-Specific Severe Occupational Staffing Shortages Durham VA Health Care System in North Carolina (VISN 6, Station 558)

Clinical or Nonclinical	Occupation
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0645 Medical Technician (Title 5)
Clinical	16 Emergency Medicine*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CS RN Staff- Outpatient Mental Health‡
Clinical	OR RN Staff - Operating‡
Clinical	P1 Primary Care*
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	6907 Materials Handler

Table C.34. Facility-Specific Severe Occupational Staffing Shortages VA Fayetteville Coastal Healthcare System in North Carolina (VISN 6, Station 565)

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	16 Emergency Medicine*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CS RN Staff- Outpatient Mental Health‡
Clinical	OR RN Staff - Operating‡
Clinical	P1 Primary Care*
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 General Engineering

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0630 Dietitian and Nutritionist
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0680 Dental Officer
Clinical	1 Anesthesiology*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	45 Radiology-Interventional*
Clinical	7 Orthopedic Surgery*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	P1 Primary Care*
Clinical	Q2 RN/Staff-Mixed‡
Clinical	R3 Hematology/Oncology*
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer

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

Clinical or Nonclinical	Occupation
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table C.36. Facility-Specific Severe Occupational Staffing Shortages VA Asheville Health Care System in North Carolina (VISN 6, Station 637)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	16 Emergency Medicine*
Clinical	31 Psychiatry*
Clinical	40 Geriatrics*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	K6 Hospitalist*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	N5 NP-Other‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table C.37. Facility-Specific Severe Occupational Staffing Shortages Central Virginia VA Health Care System in Richmond, Virginia (VISN 6, Station 652)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0610 Nurse
Clinical	0640 Health Aid and Technician/Ophthalmology
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	6 Ophthalmology*
Clinical	CJ Resource/Float Pool‡
Clinical	M9 Cardiology-Interventional*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0544 Civilian Pay
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	31 Psychiatry*
Clinical	43 Pathology*
Clinical	5 Medical Oncology*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CJ Resource/Float Pool‡
Clinical	CP RN Staff- Progressive Care‡
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

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

Clinical or Nonclinical	Occupation
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7408 Food Service Worker

**Table C.39. Facility-Specific Severe Occupational Staffing Shortages Salisbury
VA Health Care System in North Carolina (VISN 6, Station 659)**

Clinical or Nonclinical	Occupation
Clinical	0630 Dietitian and Nutritionist
Clinical	0645 Medical Technician (Title 5)
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	31 Psychiatry*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CJ Resource/Float Pool‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	1105 Purchasing
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0601 General Health Science/Cytotechnologist
Clinical	0601 General Health Science/Histopathology Technologist
Clinical	0601 General Health Science/Nuclear Medicine Technologist
Clinical	0610 Nurse
Clinical	0630 Dietitian and Nutritionist
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0648 Therapeutic Radiologic Technologist
Clinical	0661 Pharmacy Technician
Clinical	13 Physiatry*
Clinical	1301 General Physical Science
Clinical	21 General Internal Medicine*
Clinical	38 Radiology-Diagnostic*
Clinical	40 Geriatrics*
Clinical	46 Nuclear Medicine*
Clinical	G9 Radiation Oncology*

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

Clinical or Nonclinical	Occupation
Clinical	P1 Primary Care*
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

**Table C.41. Facility-Specific Severe Occupational Staffing Shortages VA
Augusta Health Care System in Georgia (VISN 7, Station 509)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	25 Gastroenterology*
Clinical	27 Nephrology*
Clinical	31 Psychiatry*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	N5 NP-Other‡
Clinical	P1 Primary Care*
Clinical	R3 Hematology/Oncology*
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0661 Pharmacy Technician
Clinical	0681 Dental Assistant
Clinical	16 Emergency Medicine*
Clinical	2 Surgery*
Clinical	31 Psychiatry*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	P1 Primary Care*
Clinical	PU RN Staff - PACU‡
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	88 RN Staff Nurse-Inpatient [†]
Clinical	CW RN Staff- Peri-Op [‡]
Clinical	P1 Primary Care [*]
Nonclinical	0083 Police
Nonclinical	0344 Management and Program Clerical and Assistance
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator

**Table C.44. Facility-Specific Severe Occupational Staffing Shortages Columbia
VA Health Care System in South Carolina (VISN 7, Station 544)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0681 Dental Assistant

Table C.45. Facility-Specific Severe Occupational Staffing Shortages VA Dublin Healthcare System in Georgia (VISN 7, Station 557)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0630 Dietitian and Nutritionist
Clinical	2 Surgery*
Clinical	26 Pulmonary Diseases*
Clinical	31 Psychiatry*
Clinical	32 Anatomic Pathology*
Clinical	40 Geriatrics*
Clinical	71 RN, Recruiter‡
Clinical	75 NP-Primary Care‡
Clinical	CA Cardiology Non-Invasive*
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	0505 Financial Management
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	0680 Dental Officer
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	19 Infectious Diseases*
Clinical	2 Surgery*
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	27 Nephrology*
Clinical	3 Gynecology*

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

Clinical or Nonclinical	Occupation
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	33 Clinical Pathology*
Clinical	38 Radiology-Diagnostic*
Clinical	40 Geriatrics*
Clinical	43 Pathology*
Clinical	49 Family Practice*
Clinical	7 Orthopedic Surgery*
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CY NP-Geriatrics‡
Clinical	E6 Cardiology Non-Interventionist*
Clinical	I4 NP-Endocrinology‡
Clinical	K6 Hospitalist*
Clinical	N1 NP/Long Term Care‡
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	N5 NP-Other‡
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	0201 Human Resources Management
Nonclinical	0346 Logistics Management

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

Clinical or Nonclinical	Occupation
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	1008 Interior Design
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2001 General Supply
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	31 Psychiatry*
Clinical	49 Family Practice*
Clinical	63 General Practice*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CJ Resource/Float Pool‡
Clinical	K6 Hospitalist*
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator

**Table C.48. Facility-Specific Severe Occupational Staffing Shortages Bay Pines
VA Healthcare System in Florida (VISN 8, Station 516)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0633 Physical Therapist
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	0682 Dental Hygiene
Clinical	10 Colon & Rectal Surgery*
Clinical	1715 Vocational Rehabilitation
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	46 Nuclear Medicine*

**Table C.48. Facility-Specific Severe Occupational Staffing Shortages Bay Pines
VA Healthcare System in Florida (VISN 8, Station 516)**

Clinical or Nonclinical	Occupation
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care†
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	E5 Neurosurgery*
Clinical	K6 Hospitalist*
Clinical	K9 Mohs Surgery*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient†
Clinical	R4 Vascular Surgery*
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	7408 Food Service Worker

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Miami VA Healthcare System in Florida (VISN 8, Station 546)

Clinical or Nonclinical	Occupation
Clinical	0 Miscellaneous Title 38*
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Clinical Perfusionist
Clinical	0601 General Health Science/Cytotechnologist
Clinical	0601 General Health Science/Nuclear Medicine Technologist
Clinical	0601 General Health Science/Registered Radiology Assistant
Clinical	0601 General Health Science/Therapeutic Medical Physicist
Clinical	0605 Nurse Anesthetist
Clinical	0620 Practical Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical	0640 Health Aid and Technician/Eye Care
Clinical	0640 Health Aid and Technician/Massage Therapy
Clinical	0640 Health Aid and Technician/Ophthalmology
Clinical	0640 Health Aid and Technician/Optometry
Clinical	0640 Health Aid and Technician/Telehealth
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0648 Therapeutic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0651 Respiratory Therapist

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Miami VA Healthcare System in Florida (VISN 8, Station 546)

Clinical or Nonclinical	Occupation
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	0662 Optometrist
Clinical	0667 Orthotist and Prosthetist
Clinical	0680 Dental Officer
Clinical	0681 Dental Assistant
Clinical	0682 Dental Hygiene
Clinical	1 Anesthesiology*
Clinical	11 Thoracic Surgery*
Clinical	12 Urology*
Clinical	1306 Health Physics
Clinical	16 Emergency Medicine*
Clinical	18 Hematology*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	27 Nephrology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	40 Geriatrics*
Clinical	41 Pain Management/Anesthesia*
Clinical	44 Physical Medicine & Rehabilitation*

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Miami VA Healthcare System in Florida (VISN 8, Station 546)

Clinical or Nonclinical	Occupation
Clinical	67 Oral Surgery*
Clinical	7 Orthopedic Surgery*
Clinical	8 Otolaryngology*
Clinical	85 RN Educator‡
Clinical	87 RN, Manager/Head Nurse‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CA Cardiology Non-Invasive*
Clinical	CF Dermatology Mohs*
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	E4 Cardiovascular/Thoracic Surgeon*
Clinical	E6 Cardiology Non-Interventionist*
Clinical	G7 RN, Admin/Other‡
Clinical	K6 Hospitalist*
Clinical	M2 RN/Case Manager/Care‡
Clinical	M9 Cardiology-Interventional*
Clinical	N1 NP/Long Term Care‡
Clinical	P9 Orthopedic*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical	R3 Hematology/Oncology*

Table C.49. Facility-Specific Severe Occupational Staffing Shortages Miami VA Healthcare System in Florida (VISN 8, Station 546)

Clinical or Nonclinical	Occupation
Clinical	R4 Vascular Surgery*
Clinical	S4 RN/Wound Care Spec†
Clinical	SP Chief Sterile Proces†
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0341 Administrative Officer
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook

**Table C.49. Facility-Specific Severe Occupational Staffing Shortages Miami VA
Healthcare System in Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0601 General Health Science/Blind Rehab
Clinical	0620 Practical Nurse
Clinical	16 Emergency Medicine*
Clinical	21 General Internal Medicine*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	39 Radiology-Therapeutic*
Clinical	40 Geriatrics*
Clinical	45 Radiology-Interventional*
Clinical	49 Family Practice*
Clinical	7 Orthopedic Surgery*
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	CY NP-Geriatrics‡
Clinical	E7 Radiology (Nuclear)*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical	ON RN Staff - Oncology†
Clinical	P1 Primary Care*

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

Clinical or Nonclinical	Occupation
Clinical	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical	R3 Hematology/Oncology*
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	5703 Motor Vehicle Operator

Table C.51. Facility-Specific Severe Occupational Staffing Shortages VA North Florida/South Georgia Veterans Health System in Gainesville, Florida (VISN 8, Station 573)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0660 Pharmacist
Clinical	0662 Optometrist
Clinical	1 Anesthesiology*
Clinical	11 Thoracic Surgery*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	27 Nephrology*
Clinical	28 Rheumatology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	40 Geriatrics*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care†

Table C.51. Facility-Specific Severe Occupational Staffing Shortages VA North Florida/South Georgia Veterans Health System in Gainesville, Florida (VISN 8, Station 573)

Clinical or Nonclinical	Occupation
Clinical	9 Plastic Surgery*
Clinical	CY NP-Geriatrics†
Clinical	E4 Cardiovascular/Thoracic Surgeon*
Clinical	E5 Neurosurgery*
Clinical	K8 Critical Care*
Clinical	M9 Cardiology-Interventional*
Clinical	N1 NP/Long Term Care‡
Clinical	P1 Primary Care*
Clinical	P9 Orthopedic*
Nonclinical	0083 Police
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1101 General Business and Industry
Nonclinical	3566 Custodial Worker

Table C.52. Facility-Specific Severe Occupational Staffing Shortages VA Caribbean Healthcare System in San Juan, Puerto Rico (VISN 8, Station 672)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0601 General Health Science/Therapeutic Medical Physicist
Clinical	0602 Medical Officer
Clinical	0603 Physician Assistant
Clinical	0605 Nurse Anesthetist
Clinical	0638 Recreation/Creative Arts Therapist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	0667 Orthotist and Prosthetist
Clinical	0680 Dental Officer
Clinical	21 General Internal Medicine*
Clinical	31 Psychiatry*
Clinical	44 Physical Medicine & Rehabilitation*
Clinical	49 Family Practice*
Clinical	68 Periodontics*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	K6 Hospitalist*
Clinical	N5 NP-Other‡
Clinical	Q1 RN/Staff-Outpatient‡

**Table C.52. Facility-Specific Severe Occupational Staffing Shortages VA
Caribbean Healthcare System in San Juan, Puerto Rico (VISN 8, Station 672)**

Clinical or Nonclinical	Occupation
Clinical	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0525 Accounting Technician
Nonclinical	0672 Prosthetic Representative
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2010 Inventory Management
Nonclinical	6907 Materials Handler

Table C.53. Facility-Specific Severe Occupational Staffing Shortages VA Tampa Healthcare System in Florida (VISN 8, Station 673)

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
Clinical	0180 Psychology
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0186 Social Services Aid and Assistant
Clinical	0601 General Health Science/Registered Radiology Assistant
Clinical	0603 Physician Assistant
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	0680 Dental Officer
Clinical	0681 Dental Assistant
Clinical	0682 Dental Hygiene
Clinical	0683 Dental Laboratory Aid and Technician
Clinical	12 Urology*
Clinical	38 Radiology-Diagnostic*

Table C.53. Facility-Specific Severe Occupational Staffing Shortages VA Tampa Healthcare System in Florida (VISN 8, Station 673)

Clinical or Nonclinical	Occupation
Clinical	41 Pain Management/Anesthesia*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CJ Resource/Float Pool†
Clinical	CS RN Staff- Outpatient Mental Health†
Clinical	CU RN Staff- Domiciliary†
Clinical	CY NP-Geriatrics†
Clinical	CZ NP-Medical Specialty†
Clinical	G7 RN, Admin/Other†
Clinical	J4 RN/Assistant Manager/Perm Change†
Clinical	L1 NP-Gastroenterology†
Clinical	M2 RN/Case Manager/Care†
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient†
Clinical	Q2 RN/Staff-Mixed†
Clinical	Q3 RN-Telephone Triage†
Clinical	R3 Hematology/Oncology*
Clinical	S2 RN Informatics†
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0346 Logistics Management

**Table C.53. Facility-Specific Severe Occupational Staffing Shortages VA Tampa
Healthcare System in Florida (VISN 8, Station 673)**

Clinical or Nonclinical	Occupation
Nonclinical	0560 Budget Analysis
Nonclinical	0561 Budget Clerical and Assistance
Nonclinical	0679 Medical Support Assistance
Nonclinical	1811 Criminal Investigating
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0681 Dental Assistant
Clinical	0682 Dental Hygiene
Nonclinical	0341 Administrative Officer
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician

**Table C.55. Facility-Specific Severe Occupational Staffing Shortages Lexington
VA Healthcare System in Kentucky (VISN 9, Station 596)**

Clinical or Nonclinical	Occupation
Clinical	0610 Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	25 Gastroenterology*
Clinical	38 Radiology-Diagnostic*
Nonclinical	0083 Police
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

**Table C.56. Facility-Specific Severe Occupational Staffing Shortages VA
Louisville Healthcare System in Kentucky (VISN 9, Station 603)**

Clinical or Nonclinical	Occupation
Clinical	None
Nonclinical	None

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

Clinical or Nonclinical	Occupation
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Clinical	13 Psychiatry*
Clinical	16 Emergency Medicine*
Clinical	25 Gastroenterology*
Clinical	40 Geriatrics*
Clinical	43 Pathology*
Clinical	79 CNS-Med/Surg‡
Clinical	9 Plastic Surgery*
Clinical	CA Cardiology Non-Invasive*
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	I2 NP-Cardiology‡
Nonclinical	0083 Police
Nonclinical	0525 Accounting Technician
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

Table C.58. Facility-Specific Severe Occupational Staffing Shortages VA Mountain Home Healthcare System in Tennessee (VISN 9, Station 621)

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Nonclinical	0346 Logistics Management
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

Table C.60. Facility-Specific Severe Occupational Staffing Shortages VA Ann Arbor Healthcare System in Michigan (VISN 10, Station 506)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	1 Anesthesiology*
Clinical	19 Infectious Diseases*
Clinical	3 Gynecology*
Nonclinical	0510 Accounting
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0642 Nuclear Medicine Technician
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	22 Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	40 Geriatrics*
Clinical	49 Family Practice*
Nonclinical	0510 Accounting
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	None
Nonclinical	None

**Table C.64. Facility-Specific Severe Occupational Staffing Shortages VA
Northeast Ohio Healthcare System in Cleveland (VISN 10, Station 541)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	31 Psychiatry*
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0630 Dietitian and Nutritionist
Clinical	0633 Physical Therapist
Clinical	0651 Respiratory Therapist
Clinical	0682 Dental Hygiene
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker

Table C.66. Facility-Specific Severe Occupational Staffing Shortages VA Detroit Healthcare System in Michigan (VISN 10, Station 553)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	G9 Radiation Oncology*
Clinical	R4 Vascular Surgery*
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	7408 Food Service Worker

**Table C.67. Facility-Specific Severe Occupational Staffing Shortages VA Indiana
Healthcare System in Indianapolis (VISN 10, Station 583)**

Clinical or Nonclinical	Occupation
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	CW RN Staff- Peri-Op†
Nonclinical	None

Table C.68. Facility-Specific Severe Occupational Staffing VA Northern Indiana Healthcare System in Marion (VISN 10, Station 610)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0633 Physical Therapist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0665 Speech Pathology and Audiology
Clinical	0680 Dental Officer
Clinical	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0801 General Engineering/Healthcare Engineer

**Table C.69. Facility-Specific Severe Occupational Staffing Shortages VA
Saginaw Healthcare System in Michigan (VISN 10, Station 655)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0662 Optometrist
Clinical	1715 Vocational Rehabilitation
Clinical	25 Gastroenterology*
Clinical	27 Nephrology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	E6 Cardiology Non-Interventionist*
Nonclinical	None

**Table C.70. Facility-Specific Severe Occupational Staffing VA Central Ohio
Health Care System in Columbus (VISN 10, Station 757)**

Clinical or Nonclinical	Occupation
Clinical	0681 Dental Assistant
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician

Table C.71. Facility-Specific Severe Occupational Staffing Shortages VA Chicago Healthcare System in Illinois (VISN 12, Station 537)

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0633 Physical Therapist
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	2 Surgery*
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CP RN Staff- Progressive Care‡
Clinical	CV RN Staff-Interventional‡
Clinical	G5 RN Facility Admin‡

Table C.71. Facility-Specific Severe Occupational Staffing Shortages VA Chicago Healthcare System in Illinois (VISN 12, Station 537)

Clinical or Nonclinical	Occupation
Clinical	G6 RN/Program Manager/Coordinator [‡]
Clinical	M2 RN/Case Manager/Care [‡]
Clinical	Q1 RN/Staff-Outpatient [‡]
Clinical	S7 RN/Resident [‡]
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator

Table C.72. Facility-Specific Severe Occupational Staffing VA Illiana Healthcare System in Danville, Illinois (VISN 12, Station 550)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0644 Medical Technologist
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	49 Family Practice*
Clinical	87 RN, Manager/Head Nurse‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	M2 RN/Case Manager/Care‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0669 Medical Records Administration
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering

**Table C.73. Facility-Specific Severe Occupational Staffing Shortages Lovell
Federal Healthcare System in North Chicago, Illinois (VISN 12, Station 556)**

Clinical or Nonclinical	Occupation
Clinical	None
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance

Table C.74. Facility-Specific Severe Occupational Staffing Shortages VA Hines Healthcare System in Illinois (VISN 12, Station 578)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0661 Pharmacy Technician
Clinical	2 Surgery*
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	N9 Cardiac Electrophysiology*
Clinical	P1 Primary Care*
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker

Table C.75. Facility-Specific Severe Occupational Staffing Shortages VA Iron Mountain Healthcare System in Michigan (VISN 12, Station 585)

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0633 Physical Therapist
Clinical	16 Emergency Medicine*
Clinical	2 Surgery*
Clinical	40 Geriatrics*
Clinical	7 Orthopedic Surgery*
Clinical	K6 Hospitalist*
Nonclinical	0083 Police
Nonclinical	0669 Medical Records Administration
Nonclinical	2805 Electrician
Nonclinical	4204 Pipefitting
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0181 Psychology Aid and Technician
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0649 Medical Instrument Technician
Clinical	0651 Respiratory Therapist
Clinical	0680 Dental Officer
Clinical	0682 Dental Hygiene
Clinical	1 Anesthesiology*
Clinical	38 Radiology-Diagnostic*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care†
Clinical	87 RN, Manager/Head Nurse‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	K6 Hospitalist*
Clinical	M9 Cardiology-Interventional*
Clinical	P1 Primary Care*
Clinical	Q2 RN/Staff-Mixed‡

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

Clinical or Nonclinical	Occupation
Nonclinical	0318 Secretary
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0661 Pharmacy Technician
Clinical	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7408 Food Service Worker

**Table C.78. Facility-Specific Severe Occupational Staffing Shortages VA
Milwaukee Healthcare System in Wisconsin (VISN 12, Station 695)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	12 Urology*
Clinical	18 Hematology*
Clinical	20 Dermatology*
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CA Cardiology Non-Invasive*
Clinical	CM RN Staff-Critical Care‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0661 Pharmacy Technician
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

**Table C.80. Facility-Specific Severe Occupational Staffing Shortages VA
Columbia Missouri Healthcare System (VISN 15, Station 589A4)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Clinical	0680 Dental Officer
Clinical	1 Anesthesiology*
Clinical	1715 Vocational Rehabilitation
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	5 Medical Oncology*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CJ Resource/Float Pool‡
Clinical	CM RN Staff-Critical Care‡
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡

**Table C.80. Facility-Specific Severe Occupational Staffing Shortages VA
Columbia Missouri Healthcare System (VISN 15, Station 589A4)**

Clinical or Nonclinical	Occupation
Clinical	V1 NA - Nurse Anesthetist [‡]
Nonclinical	0083 Police
Nonclinical	0382 Telephone Operating
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	6907 Materials Handler

Table C.81. Facility-Specific Severe Occupational Staffing Shortages VA Eastern Kansas Healthcare System in Topeka (VISN 15, Station 589A5)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0661 Pharmacy Technician
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	40 Geriatrics*
Clinical	6 Ophthalmology*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	K6 Hospitalist*
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient†

Table C.81. Facility-Specific Severe Occupational Staffing Shortages VA Eastern Kansas Healthcare System in Topeka (VISN 15, Station 589A5)

Clinical or Nonclinical	Occupation
Clinical	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical	R3 Hematology/Oncology*
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0560 Budget Analysis
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	1105 Purchasing
Nonclinical	7408 Food Service Worker

Table C.82. Facility-Specific Severe Occupational Staffing Shortages VA Wichita Healthcare System in Kansas (VISN 15, Station 589A7)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	12 Urology*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	7 Orthopedic Surgery*
Clinical	CU RN Staff- Domiciliary‡
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	V1 NA - Nurse Anesthetist‡
Nonclinical	0083 Police
Nonclinical	0305 Mail and File
Nonclinical	0382 Telephone Operating
Nonclinical	0801 General Engineering/Healthcare Engineer

Table C.83. Facility-Specific Severe Occupational Staffing Shortages VA St. Louis Health Care System in Missouri (VISN 15, Station 657)

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain (Title 38H)
Clinical	0601 General Health Science/Cytotechnologist
Clinical	0601 General Health Science/Histopathology Technologist
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0646 Pathology Technician (Title 5)
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Clinical	0667 Orthotist and Prosthetist
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0305 Mail and File
Nonclinical	0344 Management and Program Clerical and Assistance
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

Table C.83. Facility-Specific Severe Occupational Staffing Shortages VA St. Louis Health Care System in Missouri (VISN 15, Station 657)

Clinical or Nonclinical	Occupation
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7404 Cook

Table C.84. Facility-Specific Severe Occupational Staffing Shortages VA Poplar Bluff Health Care System in Missouri (VISN 15, Station 657A4)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	P1 Primary Care*
Nonclinical	None

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Clinical Perfusionist
Clinical	0601 General Health Science/Nuclear Medicine Technologist
Clinical	0603 Physician Assistant
Clinical	0605 Nurse Anesthetist
Clinical	0620 Practical Nurse
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0660 Pharmacist
Clinical	0662 Optometrist
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	6 Ophthalmology*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care†
Clinical	CC Pain Management*

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

Clinical or Nonclinical	Occupation
Clinical	E6 Cardiology Non-Interventionist*
Clinical	K6 Hospitalist*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical	P1 Primary Care*
Clinical	R3 Hematology/Oncology*
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0679 Medical Support Assistance

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

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0605 Nurse Anesthetist
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0644 Medical Technologist
Clinical	0662 Optometrist
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	13 Physiatry*
Clinical	3 Gynecology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	44 Physical Medicine & Rehabilitation*
Clinical	5 Medical Oncology*
Clinical	86 RN, Shift Supervisor‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CA Cardiology Non-Invasive*
Clinical	CC Pain Management*
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡

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

Clinical or Nonclinical	Occupation
Clinical	CS RN Staff- Outpatient Mental Health [‡]
Clinical	E6 Cardiology Non-Interventionist [*]
Clinical	Q6 RN/Staff-Inpatient Community Living Center [‡]
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	7408 Food Service Worker

Table C.87. Facility-Specific Severe Occupational Staffing Shortages VA Gulf Coast Healthcare System in Biloxi, Mississippi (VISN 16, Station 520)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0649 Medical Instrument Technician
Clinical	0662 Optometrist
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical	U4 RN Facility RNTTP CO‡
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering

Table C.88. Facility-Specific Severe Occupational Staffing Shortages Veterans Health Care System of the Ozarks in Fayetteville, Arkansas (VISN 16, Station 564)

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
Clinical	0621 Nursing Assistant
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Clinical	0662 Optometrist
Clinical	0682 Dental Hygiene
Clinical	1715 Vocational Rehabilitation
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0318 Secretary
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working

**Table C.89. Facility-Specific Severe Occupational Staffing Shortages VA
Houston Healthcare System in Texas (VISN 16, Station 580)**

Clinical or Nonclinical	Occupation
Clinical	0610 Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Nonclinical	0083 Police
Nonclinical	3566 Custodial Worker
Nonclinical	4701 Miscellaneous General Maintenance and Operations Work
Nonclinical	5415 Air-Conditioning Equipment Operator

**Table C.90. Facility-Specific Severe Occupational Staffing Shortages VA
Jackson Healthcare System in Mississippi (VISN 16, Station 586)**

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	79 CNS-Med/Surg [‡]
Clinical	87 RN, Manager/Head Nurse [‡]
Clinical	88 RN Staff Nurse-Inpatient [‡]
Clinical	CM RN Staff-Critical Care [‡]
Clinical	CQ RN Staff- Inpatient Mental Health [‡]
Clinical	CR RN Staff- Emergency Dept/Urgent Care [‡]
Clinical	CY NP-Geriatrics [‡]
Clinical	CZ NP-Medical Specialty [‡]
Clinical	G6 RN/Program Manager/Coordinator [‡]
Clinical	M2 RN/Case Manager/Care [‡]
Clinical	N5 NP-Other [‡]
Clinical	Q1 RN/Staff-Outpatient [‡]
Clinical	Q2 RN/Staff-Mixed [‡]
Clinical	Q6 RN/Staff-Inpatient Community Living Center [‡]
Nonclinical	None

Table C.91. Facility-Specific Severe Occupational Staffing Shortages Central Arkansas Veterans Healthcare System in Little Rock (VISN 16, Station 598)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	0680 Dental Officer
Clinical	10 Colon & Rectal Surgery*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	18 Hematology*

Table C.91. Facility-Specific Severe Occupational Staffing Shortages Central Arkansas Veterans Healthcare System in Little Rock (VISN 16, Station 598)

Clinical or Nonclinical	Occupation
Clinical	2 Surgery*
Clinical	20 Dermatology*
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	29 Endocrine and Metabolism*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical	40 Geriatrics*
Clinical	49 Family Practice*
Clinical	5 Medical Oncology*
Clinical	67 Oral Surgery*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care [‡]
Clinical	88 RN Staff Nurse-Inpatient [‡]
Clinical	CA Cardiology Non-Invasive*
Clinical	CC Pain Management*
Clinical	CE Palliative Care*
Clinical	CM RN Staff-Critical Care [‡]
Clinical	CQ RN Staff- Inpatient Mental Health [‡]

Table C.91. Facility-Specific Severe Occupational Staffing Shortages Central Arkansas Veterans Healthcare System in Little Rock (VISN 16, Station 598)

Clinical or Nonclinical	Occupation
Clinical	CR RN Staff- Emergency Dept/Urgent Care [‡]
Clinical	K6 Hospitalist*
Clinical	K8 Critical Care*
Clinical	M9 Cardiology-Interventional*
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient [‡]
Clinical	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical	R3 Hematology/Oncology*
Nonclinical	0083 Police
Nonclinical	0085 Security Guard
Nonclinical	0201 Human Resources Management
Nonclinical	0203 Human Resources Assistance
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0856 Electronics Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1102 Contracting
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5317 Laundry and Dry Cleaning Equipment Repairing

**Table C.91. Facility-Specific Severe Occupational Staffing Shortages Central
Arkansas Veterans Healthcare System in Little Rock (VISN 16, Station 598)**

Clinical or Nonclinical	Occupation
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	13 Psychiatry*
Clinical	25 Gastroenterology*
Clinical	28 Rheumatology*
Clinical	40 Geriatrics*
Clinical	82 RN, Senior Leadership‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	M9 Cardiology-Interventional*
Clinical	OR RN Staff - Operating‡
Clinical	P1 Primary Care*
Clinical	PU RN Staff - PACU‡
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical	S4 RN/Wound Care Spec‡
Clinical	UM Utilization Manageme‡
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering

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

Clinical or Nonclinical	Occupation
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	3566 Custodial Worker

Table C.93. Facility-Specific Severe Occupational Staffing Shortages VA Shreveport Healthcare System in Louisiana (VISN 16, Station 667)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical	0644 Medical Technologist
Clinical	0649 Medical Instrument Technician
Clinical	13 Physiatry*
Clinical	16 Emergency Medicine*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	27 Nephrology*
Clinical	31 Psychiatry*
Clinical	44 Physical Medicine & Rehabilitation*
Clinical	82 RN, Senior Leadership‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	G9 Radiation Oncology*
Clinical	K8 Critical Care*
Clinical	P1 Primary Care*
Clinical	Q9 Sleep Medicine*

**Table C.93. Facility-Specific Severe Occupational Staffing Shortages VA
Shreveport Healthcare System in Louisiana (VISN 16, Station 667)**

Clinical or Nonclinical	Occupation
Clinical	R3 Hematology/Oncology*
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0669 Medical Records Administration
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator

**Table C.94. Facility-Specific Severe Occupational Staffing Shortages VA
Amarillo Healthcare System in Texas (VISN 17, Station 504)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0621 Nursing Assistant
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	91 Nurse Supervisor Surgical Service†
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CS RN Staff- Outpatient Mental Health‡
Nonclinical	7408 Food Service Worker

Table C.95. Facility-Specific Severe Occupational Staffing Shortages VA West Texas Healthcare System in Big Spring (VISN 17, Station 519)

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
Clinical	0189 Recreation Aid and Assistant
Clinical	0603 Physician Assistant
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0662 Optometrist
Clinical	0665 Speech Pathology and Audiology
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	29 Endocrine and Metabolism*
Clinical	40 Geriatrics*
Clinical	75 NP-Primary Care‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CA Cardiology Non-Invasive*
Clinical	CY NP-Geriatrics‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator

Table C.96. Facility-Specific Severe Occupational Staffing Shortages VA North Texas Health Care System in Dallas (VISN 17, Station 549)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	1 Anesthesiology*
Clinical	10 Colon & Rectal Surgery*
Clinical	16 Emergency Medicine*
Clinical	2 Surgery*
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	40 Geriatrics*
Clinical	6 Ophthalmology*
Clinical	7 Orthopedic Surgery*
Clinical	P1 Primary Care*
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

Table C.97. Facility-Specific Severe Occupational Staffing Shortages South Texas Veterans Health Care System in San Antonio (VISN 17, Station 671)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	1306 Health Physics
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	5 Medical Oncology*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	M9 Cardiology-Interventional*
Clinical	V1 NA - Nurse Anesthetist‡
Nonclinical	0083 Police
Nonclinical	0510 Accounting
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing

Table C.98. Facility-Specific Severe Occupational Staffing Shortages VA Central Texas Healthcare System in Temple (VISN 17, Station 674)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	12 Urology*
Clinical	13 Physiatry*
Clinical	25 Gastroenterology*
Clinical	CM RN Staff-Critical Care‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	5378 Powered Support Systems Mechanic
Nonclinical	7304 Laundry Working

Table C.99. Facility-Specific Severe Occupational Staffing Shortages VA Texas Valley Coastal Bend Healthcare System in Harlingen (VISN 17, Station 740)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0601 General Health Science/Chiropractor
Clinical	0633 Physical Therapist
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0662 Optometrist
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	21 General Internal Medicine*
Clinical	22 Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	36 Preventive Medicine*
Clinical	38 Radiology-Diagnostic*
Clinical	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical	40 Geriatrics*
Clinical	41 Pain Management/Anesthesia*

Table C.99. Facility-Specific Severe Occupational Staffing Shortages VA Texas Valley Coastal Bend Healthcare System in Harlingen (VISN 17, Station 740)

Clinical or Nonclinical	Occupation
Clinical	44 Physical Medicine & Rehabilitation*
Clinical	49 Family Practice*
Clinical	7 Orthopedic Surgery*
Clinical	75 NP-Primary Care‡
Clinical	CA Cardiology Non-Invasive*
Clinical	CB Anesthesiology Pain Management*
Clinical	CC Pain Management*
Clinical	CM RN Staff-Critical Care‡
Clinical	CY NP-Geriatrics‡
Clinical	M9 Cardiology-Interventional*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	P1 Primary Care*
Clinical	P8 Dep Chief Of Staff*
Nonclinical	None

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0605 Nurse Anesthetist
Clinical	0620 Practical Nurse
Clinical	0631 Occupational Therapist
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	0662 Optometrist
Clinical	0668 Podiatrist
Clinical	0680 Dental Officer
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	19 Infectious Diseases*
Clinical	20 Dermatology*
Clinical	21 General Internal Medicine*
Clinical	22 Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	27 Nephrology*
Clinical	29 Endocrine and Metabolism*

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

Clinical or Nonclinical	Occupation
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	49 Family Practice*
Clinical	5 Medical Oncology*
Clinical	6 Ophthalmology*
Clinical	75 NP-Primary Care†
Clinical	CA Cardiology Non-Invasive*
Clinical	CY NP-Geriatrics†
Clinical	CZ NP-Medical Specialty†
Clinical	G7 RN, Admin/Other†
Clinical	M2 RN/Case Manager/Care†
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient†
Nonclinical	0669 Medical Records Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0640 Health Aid and Technician/Telehealth
Clinical	0644 Medical Technologist
Clinical	2 Surgery*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	7 Orthopedic Surgery*
Clinical	87 RN, Manager/Head Nurse‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	U5 RN Staff Outpatient‡
Nonclinical	0675 Medical Records Technician
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician/Ophthalmology
Clinical	0640 Health Aid and Technician/Optometry
Clinical	0681 Dental Assistant
Clinical	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing
Nonclinical	2102 Transportation Clerk and Assistant

Table C.103. Facility-Specific Severe Occupational Staffing Shortages VA Eastern Colorado Health Care System in Aurora (VISN 19, Station 554)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0601 General Health Science/Blind Rehab
Clinical	0603 Physician Assistant
Clinical	0640 Health Aid and Technician/Telehealth
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0665 Speech Pathology and Audiology
Clinical	0681 Dental Assistant
Clinical	1715 Vocational Rehabilitation
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing
Nonclinical	2010 Inventory Management
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook

**Table C.103. Facility-Specific Severe Occupational Staffing Shortages VA
Eastern Colorado Health Care System in Aurora (VISN 19, Station 554)**

Clinical or Nonclinical	Occupation
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0602 Medical Officer
Clinical	0605 Nurse Anesthetist
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical	0640 Health Aid and Technician/Telehealth
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	1 Anesthesiology*
Clinical	31 Psychiatry*
Clinical	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical	43 Pathology*
Clinical	6 Ophthalmology*
Clinical	87 RN, Manager/Head Nurse [‡]
Clinical	88 RN Staff Nurse-Inpatient [‡]
Clinical	CA Cardiology Non-Invasive*
Clinical	CQ RN Staff- Inpatient Mental Health [‡]
Clinical	CU RN Staff- Domiciliary [‡]

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

Clinical or Nonclinical	Occupation
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient†
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0510 Accounting
Nonclinical	0525 Accounting Technician
Nonclinical	0669 Medical Records Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.105. Facility-Specific Severe Occupational Staffing Shortages Eastern Oklahoma VA Health Care System in Muskogee (VISN 19, Station 623)

Clinical or Nonclinical	Occupation
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	38 Radiology-Diagnostic*
Clinical	39 Radiology-Therapeutic*
Clinical	45 Radiology-Interventional*
Clinical	6 Ophthalmology*
Clinical	7 Orthopedic Surgery*
Clinical	CA Cardiology Non-Invasive*
Clinical	E6 Cardiology Non-Interventionist*
Clinical	E7 Radiology (Nuclear)*
Clinical	R3 Hematology/Oncology*
Nonclinical	0525 Accounting Technician
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	7408 Food Service Worker

**Table C.106. Facility-Specific Severe Occupational Staffing Shortages VA
Oklahoma City Healthcare System in Oklahoma (VISN 19, Station 635)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Therapeutic Medical Physicist
Clinical	0603 Physician Assistant
Clinical	0605 Nurse Anesthetist
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0662 Optometrist
Clinical	0667 Orthotist and Prosthetist
Clinical	0680 Dental Officer
Clinical	0681 Dental Assistant
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	18 Hematology*
Clinical	2 Surgery*
Clinical	20 Dermatology*
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*

**Table C.106. Facility-Specific Severe Occupational Staffing Shortages VA
Oklahoma City Healthcare System in Oklahoma (VISN 19, Station 635)**

Clinical or Nonclinical	Occupation
Clinical	27 Nephrology*
Clinical	30 Neurology*
Clinical	40 Geriatrics*
Clinical	43 Pathology*
Clinical	49 Family Practice*
Clinical	CC Pain Management*
Clinical	E7 Radiology (Nuclear)*
Clinical	K6 Hospitalist*
Clinical	K8 Critical Care*
Clinical	M9 Cardiology-Interventional*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical	P1 Primary Care*
Clinical	R3 Hematology/Oncology*
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7304 Laundry Working

Table C.107. Facility-Specific Severe Occupational Staffing Shortages VA Salt Lake City Healthcare System in Utah (VISN 19, Station 660)

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain (Title 5)
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Clinical	0681 Dental Assistant
Nonclinical	0675 Medical Records Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0638 Recreation/Creative Arts Therapist
Clinical	0660 Pharmacist
Nonclinical	3566 Custodial Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0660 Pharmacist
Clinical	21 General Internal Medicine*
Clinical	31 Psychiatry*
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	CY NP-Geriatrics‡
Clinical	Q1 RN/Staff-Outpatient‡
Nonclinical	0083 Police
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance

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

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	2 Surgery*
Clinical	21 General Internal Medicine*
Clinical	26 Pulmonary Diseases*
Clinical	31 Psychiatry*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CA Cardiology Non-Invasive*
Clinical	CM RN Staff-Critical Care‡
Clinical	K8 Critical Care*
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical	R4 Vascular Surgery*
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0525 Accounting Technician
Nonclinical	0671 Health System Specialist

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

Clinical or Nonclinical	Occupation
Nonclinical	0690 Industrial Hygiene
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
Clinical	0610 Nurse
Clinical	0621 Nursing Assistant
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0661 Pharmacy Technician
Clinical	12 Urology*
Clinical	21 General Internal Medicine*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	75 NP-Primary Care‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CV RN Staff-Interventional‡
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0801 General Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

Table C.112. Facility-Specific Severe Occupational Staffing Shortages Roseburg VA Health Care System in Oregon (VISN 20, Station 653)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical	16 Emergency Medicine*
Clinical	2 Surgery*
Clinical	31 Psychiatry*
Clinical	75 NP-Primary Care†
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	M2 RN/Case Manager/Care†
Clinical	N5 NP-Other†
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient†
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table C.113. Facility-Specific Severe Occupational Staffing Shortages VA Puget Sound Health Care System in Seattle, Washington (VISN 20, Station 663)

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	0649 Medical Instrument Technician
Clinical	0661 Pharmacy Technician
Clinical	1 Anesthesiology*
Clinical	16 Emergency Medicine*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	31 Psychiatry*
Clinical	75 NP-Primary Care‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	E4 Cardiovascular/Thoracic Surgeon*
Clinical	E5 Neurosurgery*
Clinical	P1 Primary Care*

Table C.113. Facility-Specific Severe Occupational Staffing Shortages VA Puget Sound Health Care System in Seattle, Washington (VISN 20, Station 663)

Clinical or Nonclinical	Occupation
Clinical	Q1 RN/Staff-Outpatient†
Clinical	Q6 RN/Staff-Inpatient Community Living Center†
Clinical	V1 NA - Nurse Anesthetist†
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	7404 Cook

**Table C.114. Facility-Specific Severe Occupational Staffing Shortages VA
Spokane Healthcare System in Washington (VISN 20, Station 668)**

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	2 Surgery*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	31 Psychiatry*
Clinical	45 Radiology-Interventional*
Clinical	75 NP-Primary Care‡
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	M9 Cardiology-Interventional*
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	S4 RN/Wound Care Spec‡
Nonclinical	0083 Police
Nonclinical	0675 Medical Records Technician
Nonclinical	7304 Laundry Working
Nonclinical	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	0101 Social Service/Social Science Specialist
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	75 NP-Primary Care‡
Clinical	CS RN Staff- Outpatient Mental Health‡
Clinical	P1 Primary Care*
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

Table C.116. Facility-Specific Severe Occupational Staffing Shortages VA Southern Oregon Healthcare System in White City (VISN 20, Station 692)

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	21 General Internal Medicine*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	75 NP-Primary Care‡
Clinical	87 RN, Manager/Head Nurse‡
Clinical	CU RN Staff- Domiciliary‡
Clinical	M2 RN/Case Manager/Care‡
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table C.117. Facility-Specific Severe Occupational Staffing Shortages VA Pacific Islands Health Care System in Honolulu, Hawaii (VISN 21, Station 459)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0645 Medical Technician (Title 5)
Clinical	CQ RN Staff- Inpatient Mental Health†
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q2 RN/Staff-Mixed‡
Nonclinical	None

**Table C.118. Facility-Specific Severe Occupational Staffing Shortages VA
Central California Health Care System in Fresno (VISN 21, Station 570)**

Clinical or Nonclinical	Occupation
Clinical	0101 Social Service/Addiction Therapist
Clinical	0180 Psychology
Clinical	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical	0185 Social Work
Clinical	0633 Physical Therapist
Clinical	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0662 Optometrist
Clinical	11 Thoracic Surgery*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	17 Retinal Surgery*
Clinical	2 Surgery*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	5 Medical Oncology*
Clinical	7 Orthopedic Surgery*
Clinical	CM RN Staff-Critical Care [‡]
Clinical	CR RN Staff- Emergency Dept/Urgent Care [‡]
Clinical	S4 RN/Wound Care Spec [‡]

**Table C.118. Facility-Specific Severe Occupational Staffing Shortages VA
Central California Health Care System in Fresno (VISN 21, Station 570)**

Clinical or Nonclinical	Occupation
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	1008 Interior Design
Nonclinical	2005 Supply Clerical and Technician

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

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Cytotechnologist
Clinical	0601 General Health Science/Histopathology Technologist
Clinical	0603 Physician Assistant
Clinical	0646 Pathology Technician/Histopathology
Clinical	0667 Orthotist and Prosthetist
Clinical	0668 Podiatrist
Clinical	12 Urology*
Clinical	20 Dermatology*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	38 Radiology-Diagnostic*
Clinical	CA Cardiology Non-Invasive*
Clinical	CM RN Staff-Critical Care‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	K8 Critical Care*
Clinical	M9 Cardiology-Interventional*
Clinical	P1 Primary Care*
Clinical	R4 Vascular Surgery*
Clinical	S5 RN, IV Therapy‡
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management

Table C.120. Facility-Specific Severe Occupational Staffing Shortages VA Northern California Health Care System in Mather (VISN 21, Station 612A4)

Clinical or Nonclinical	Occupation
Clinical	0101 Social Service/Social Science Specialist
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0631 Occupational Therapist
Clinical	0633 Physical Therapist
Clinical	0640 Health Aid and Technician/Ophthalmology
Clinical	0640 Health Aid and Technician/Optometry
Clinical	0640 Health Aid and Technician/Telehealth
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0662 Optometrist
Clinical	0665 Speech Pathology and Audiology
Clinical	0681 Dental Assistant
Clinical	0683 Dental Laboratory Aid and Technician
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance

**Table C.120. Facility-Specific Severe Occupational Staffing Shortages VA
Northern California Health Care System in Mather (VISN 21, Station 612A4)**

Clinical or Nonclinical	Occupation
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0318 Secretary
Nonclinical	0560 Budget Analysis
Nonclinical	3566 Custodial Worker

Table C.121. Facility-Specific Severe Occupational Staffing Shortages VA Palo Alto Health Care System in California (VISN 21, Station 640)

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain (Title 5)
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0640 Health Aid and Technician/Audio & SLP
Clinical	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	0667 Orthotist and Prosthetist
Clinical	0681 Dental Assistant
Clinical	1 Anesthesiology*
Clinical	40 Geriatrics*

Table C.121. Facility-Specific Severe Occupational Staffing Shortages VA Palo Alto Health Care System in California (VISN 21, Station 640)

Clinical or Nonclinical	Occupation
Clinical	7 Orthopedic Surgery*
Clinical	82 RN, Senior Leadership†
Clinical	87 RN, Manager/Head Nurse†
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CM RN Staff-Critical Care†
Clinical	E4 Cardiovascular/Thoracic Surgeon*
Clinical	H2 NP-HBPC†
Clinical	M2 RN/Case Manager/Care†
Clinical	OR RN Staff - Operating†
Clinical	SC RN Staff Spinal Cord†
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0019 Safety Technician
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0346 Logistics Management
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing

Table C.121. Facility-Specific Severe Occupational Staffing Shortages VA Palo Alto Health Care System in California (VISN 21, Station 640)

Clinical or Nonclinical	Occupation
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 General Engineering
Nonclinical	0802 Engineering Technician
Nonclinical	0803 Safety Engineering
Nonclinical	0809 Construction Control
Nonclinical	0810 Civil Engineering
Nonclinical	0819 Environmental Engineering
Nonclinical	0830 Mechanical Engineering
Nonclinical	0850 Electrical Engineering
Nonclinical	0855 Electronics Engineering
Nonclinical	0856 Electronics Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	0899 Engineering and Architecture Student Trainee
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	1603 Equipment, Facilities, and Service Assistance
Nonclinical	1640 Facility Management
Nonclinical	1699 Equipment and Facilities Management Student Trainee

Table C.121. Facility-Specific Severe Occupational Staffing Shortages VA Palo Alto Health Care System in California (VISN 21, Station 640)

Clinical or Nonclinical	Occupation
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2604 Electronics Mechanic
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	2610 Electronic Integrated Systems Mechanic
Nonclinical	2805 Electrician
Nonclinical	2810 Electrician (High Voltage)
Nonclinical	3566 Custodial Worker
Nonclinical	3603 Masonry
Nonclinical	3703 Welding
Nonclinical	4204 Pipefitting
Nonclinical	4206 Plumbing
Nonclinical	4607 Carpenter
Nonclinical	4749 Maintenance Mechanic
Nonclinical	4801 Miscellaneous General Equipment Maintenance
Nonclinical	4804 Locksmithing
Nonclinical	4805 Medical Equipment Repairing
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5313 Elevator Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5408 Wastewater Treatment Plant Operator

Table C.121. Facility-Specific Severe Occupational Staffing Shortages VA Palo Alto Health Care System in California (VISN 21, Station 640)

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

Table C.122. Facility-Specific Severe Occupational Staffing Shortages VA Sierra Nevada Health Care System in Reno (VISN 21, Station 654)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	0660 Pharmacist
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	32 Anatomic Pathology*
Clinical	33 Clinical Pathology*
Clinical	44 Physical Medicine & Rehabilitation*
Clinical	5 Medical Oncology*
Clinical	6 Ophthalmology*
Clinical	7 Orthopedic Surgery*
Clinical	CA Cardiology Non-Invasive*
Clinical	E6 Cardiology Non-Interventionist*
Clinical	K8 Critical Care*
Clinical	M9 Cardiology-Interventional*
Clinical	P1 Primary Care*
Clinical	P9 Orthopedic*
Clinical	Q4 RN Clinical Nurse Lead‡

Table C.122. Facility-Specific Severe Occupational Staffing Shortages VA Sierra Nevada Health Care System in Reno (VISN 21, Station 654)

Clinical or Nonclinical	Occupation
Clinical	R3 Hematology/Oncology*
Clinical	R4 Vascular Surgery*
Nonclinical	0083 Police
Nonclinical	0858 Biomedical Engineering
Nonclinical	1035 Public Affairs
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	5406 Utility Systems Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0603 Physician Assistant
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	31 Psychiatry*
Clinical	CV RN Staff-Interventional†
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook

Table C.124. Facility-Specific Severe Occupational Staffing Shortages VA New Mexico Healthcare System in Albuquerque (VISN 22, Station 501)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0605 Nurse Anesthetist
Clinical	0621 Nursing Assistant
Clinical	0649 Medical Instrument Technician
Clinical	1 Anesthesiology*
Clinical	31 Psychiatry*
Clinical	5 Medical Oncology*
Clinical	6 Ophthalmology*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CP RN Staff- Progressive Care‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	E4 Cardiovascular/Thoracic Surgeon*
Clinical	E5 Neurosurgery*
Clinical	OR RN Staff - Operating‡
Clinical	P1 Primary Care*
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	R4 Vascular Surgery*
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker

Table C.124. Facility-Specific Severe Occupational Staffing Shortages VA New Mexico Healthcare System in Albuquerque (VISN 22, Station 501)

Clinical or Nonclinical	Occupation
Nonclinical	4607 Carpenter
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating

Table C.125. Facility-Specific Severe Occupational Staffing Shortages VA Long Beach Healthcare System in California (VISN 22, Station 600)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	30 Neurology*
Clinical	38 Radiology-Diagnostic*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Nonclinical	0675 Medical Records Technician
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator

Table C.126. Facility-Specific Severe Occupational Staffing Shortages VA Loma Linda Healthcare System in California (VISN 22, Station 605)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0603 Physician Assistant
Clinical	0610 Nurse
Clinical	0644 Medical Technologist
Clinical	0649 Medical Instrument Technician
Clinical	0660 Pharmacist
Clinical	11 Thoracic Surgery*
Clinical	12 Urology*
Clinical	18 Hematology*
Clinical	20 Dermatology*
Clinical	31 Psychiatry*
Clinical	91 Nurse Supervisor Surgical Service [‡]
Clinical	CQ RN Staff- Inpatient Mental Health [‡]
Clinical	F1 Associate Chief Nursing Service [‡]
Clinical	K8 Critical Care*
Nonclinical	0083 Police
Nonclinical	0305 Mail and File
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering

Table C.126. Facility-Specific Severe Occupational Staffing Shortages VA Loma Linda Healthcare System in California (VISN 22, Station 605)

Clinical or Nonclinical	Occupation
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	5406 Utility Systems Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	7304 Laundry Working
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

**Table C.127. Facility-Specific Severe Occupational Staffing Shortages VA
Phoenix Health Care System in Arizona (VISN 22, Station 644)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	31 Psychiatry*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	CM RN Staff-Critical Care‡
Clinical	P1 Primary Care*
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

Table C.128. Facility-Specific Severe Occupational Staffing Shortages Northern Arizona VA Health Care System in Prescott (VISN 22, Station 649)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Registered Respiratory Therapist
Clinical	0621 Nursing Assistant
Clinical	0630 Dietitian and Nutritionist
Clinical	0635 Corrective Therapist/Kinesiotherapist
Clinical	0645 Medical Technician (Title 38 Hybrid)
Clinical	1715 Vocational Rehabilitation
Clinical	21 General Internal Medicine*
Clinical	26 Pulmonary Diseases*
Clinical	29 Endocrine and Metabolism*
Clinical	CA Cardiology Non-Invasive*
Clinical	CY NP-Geriatrics‡
Clinical	N5 NP-Other‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police

Table C.129. Facility-Specific Severe Occupational Staffing Shortages VA San Diego Healthcare System in California (VISN 22, Station 664)

Clinical or Nonclinical	Occupation
Clinical	0181 Psychology Aid and Technician
Clinical	0640 Health Aid and Technician/Ophthalmology
Clinical	0646 Pathology Technician/Histopathology
Clinical	0665 Speech Pathology and Audiology
Clinical	6 Ophthalmology*
Clinical	79 CNS-Med/Surg‡
Clinical	E9 Compensation/Pension*
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0318 Secretary
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0801 General Engineering
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	2805 Electrician
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	5703 Motor Vehicle Operator

Table C.130. Facility-Specific Severe Occupational Staffing Shortages Southern Arizona VA Health Care System in Tucson (VISN 22, Station 678)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0601 General Health Science/Blind Rehab
Clinical	0610 Nurse
Clinical	0630 Dietitian and Nutritionist
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0640 Health Aid and Technician/Certified Respiratory Therapist
Nonclinical	0305 Mail and File
Nonclinical	0690 Industrial Hygiene
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic

Table C.131. Facility-Specific Severe Occupational Staffing Shortages VA Greater Los Angeles Healthcare System in California (VISN 22, Station 691)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	21 General Internal Medicine*
Clinical	31 Psychiatry*
Clinical	87 RN, Manager/Head Nurse‡
Clinical	E8 Deputy Nurse Executive‡
Clinical	G5 RN Facility Admin‡
Clinical	K6 Hospitalist*
Clinical	M2 RN/Case Manager/Care‡
Clinical	P1 Primary Care*
Clinical	Q2 RN/Staff-Mixed‡
Nonclinical	0083 Police
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5406 Utility Systems Operator
Nonclinical	5703 Motor Vehicle Operator

**Table C.131. Facility-Specific Severe Occupational Staffing Shortages VA
Greater Los Angeles Healthcare System in California (VISN 22, Station 691)**

Clinical or Nonclinical	Occupation
Nonclinical	7408 Food Service Worker

Table C.132. Facility-Specific Severe Occupational Staffing Shortages Fargo VA Health Care System in North Dakota (VISN 23, Station 437)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0620 Practical Nurse
Clinical	0631 Occupational Therapist
Clinical	0633 Physical Therapist
Clinical	0640 Health Aid and Technician/Telehealth
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	12 Urology*
Clinical	26 Pulmonary Diseases*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	S7 RN/Resident‡
Clinical	U5 RN Staff Outpatient‡
Nonclinical	0083 Police
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician

Table C.133. Facility-Specific Severe Occupational Staffing Shortages VA Sioux Falls Health Care System in South Dakota (VISN 23, Station 438)

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0644 Medical Technologist
Clinical	0645 Medical Technician (Title 5)
Clinical	0661 Pharmacy Technician
Clinical	0681 Dental Assistant
Clinical	0682 Dental Hygiene
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	25 Gastroenterology*
Clinical	26 Pulmonary Diseases*
Clinical	30 Neurology*
Clinical	5 Medical Oncology*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CW RN Staff- Peri-Op‡
Clinical	Q1 RN/Staff-Outpatient‡
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical	R4 Vascular Surgery*
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician

Table C.133. Facility-Specific Severe Occupational Staffing Shortages VA Sioux Falls Health Care System in South Dakota (VISN 23, Station 438)

Clinical or Nonclinical	Occupation
Nonclinical	3566 Custodial Worker

Table C.134. Facility-Specific Severe Occupational Staffing Shortages VA Black Hills Health Care System in Fort Meade, South Dakota (VISN 23, Station 568)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0602 Medical Officer
Clinical	0620 Practical Nurse
Clinical	0647 Diagnostic Radiologic Technologist
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	7304 Laundry Working

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

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0645 Medical Technician (Title 5)
Clinical	0649 Medical Instrument Technician
Clinical	0651 Respiratory Therapist
Clinical	0661 Pharmacy Technician
Clinical	0665 Speech Pathology and Audiology
Clinical	0680 Dental Officer
Clinical	0681 Dental Assistant
Clinical	1 Anesthesiology*
Clinical	38 Radiology-Diagnostic*
Clinical	39 Radiology-Therapeutic*
Clinical	46 Nuclear Medicine*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	E4 Cardiovascular/Thoracic Surgeon*
Clinical	E5 Neurosurgery*
Clinical	K9 Mohs Surgery*
Clinical	M9 Cardiology-Interventional*
Clinical	OR RN Staff - Operating‡
Clinical	R3 Hematology/Oncology*

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

Clinical or Nonclinical	Occupation
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0343 Management and Program Analysis
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7304 Laundry Working

**Table C.136. Facility-Specific Severe Occupational Staffing Shortages VA
Nebraska-Western Iowa Health Care System in Omaha, Nebraska
(VISN 23, Station 636)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0621 Nursing Assistant
Clinical	31 Psychiatry*
Clinical	CA Cardiology Non-Invasive*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator

**Table C.137. Facility-Specific Severe Occupational Staffing Shortages VA
Central Iowa Health Care System in Des Moines (VISN 23, Station 636A6)**

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
Clinical	0180 Psychology
Clinical	0620 Practical Nurse
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0660 Pharmacist
Clinical	0661 Pharmacy Technician
Clinical	63 General Practice*
Clinical	88 RN Staff Nurse-Inpatient†
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7408 Food Service Worker

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0185 Social Work
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0640 Health Aid and Technician (Title 5)
Clinical	0644 Medical Technologist
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	0649 Medical Instrument Technician
Clinical	1 Anesthesiology*
Clinical	25 Gastroenterology*
Clinical	30 Neurology*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	45 Radiology-Interventional*
Clinical	88 RN Staff Nurse-Inpatient‡
Clinical	CJ Resource/Float Pool‡
Clinical	CM RN Staff-Critical Care‡
Clinical	CQ RN Staff- Inpatient Mental Health‡
Clinical	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical	K6 Hospitalist*
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡

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

Clinical or Nonclinical	Occupation
Clinical	R3 Hematology/Oncology*
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
Clinical	0602 Medical Officer
Clinical	0610 Nurse
Clinical	0620 Practical Nurse
Clinical	0621 Nursing Assistant
Clinical	0647 Diagnostic Radiologic Technologist
Clinical	1 Anesthesiology*
Clinical	12 Urology*
Clinical	16 Emergency Medicine*
Clinical	2 Surgery*
Clinical	20 Dermatology*
Clinical	21 General Internal Medicine*
Clinical	31 Psychiatry*
Clinical	38 Radiology-Diagnostic*
Clinical	49 Family Practice*
Clinical	75 NP-Primary Care‡
Clinical	E9 Compensation/Pension*
Clinical	N1 NP/Long Term Care‡
Clinical	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical	P1 Primary Care*
Clinical	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical	R3 Hematology/Oncology*

Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)

Clinical or Nonclinical	Occupation
Clinical	V1 NA - Nurse Anesthetist [‡]
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0318 Secretary
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator

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
VA Maine Healthcare System in Augusta (VISN 1, Station 402)	22	13	35
VA White River Junction Healthcare System in Vermont (VISN 1, Station 405)	7	3	10
VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)	5	6	11
VA Boston Healthcare System in Jamaica Plain, Massachusetts (VISN 1, Station 523)	48	3	51
VA Manchester Healthcare System in New Hampshire (VISN 1, Station 608)	5	0	5
VA Central Western Massachusetts Healthcare System in Leeds (VISN 1, Station 631)	10	8	18
VA Providence Health Care System in Rhode Island (VISN 1, Station 650)	31	4	35
VA Connecticut Healthcare System in West Haven (VISN 1, Station 689)	19	9	28
VA Bronx Healthcare System in New York (VISN 2, Station 526)	5	5	10
VA Western New York Healthcare System in Buffalo (VISN 2, Station 528)	12	7	19
VA Finger Lakes Healthcare System in Bath, New York (VISN 2, Station 528A6)	13	12	25
VA Syracuse Healthcare System in New York (VISN 2, Station 528A7)	14	7	21
VA Albany Healthcare System in New York (VISN 2, Station 528A8)	15	10	25
VA New Jersey Healthcare System in East Orange (VISN 2, Station 561)	18	14	32
VA Hudson Valley Healthcare System in Montrose, New York (VISN 2, Station 620)	5	3	8

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
VA NY Harbor Healthcare System in New York (VISN 2, Station 630)	8	8	16
VA Northport Healthcare System in New York (VISN 2, Station 632)	8	11	19
VA Wilmington Healthcare System in Delaware (VISN 4, Station 460)	5	5	10
VA Altoona Healthcare System in Pennsylvania (VISN 4, Station 503)	6	3	9
Butler VA Health Care System in Pennsylvania (VISN 4, Station 529)	2	2	4
VA Coatesville Healthcare System in Pennsylvania (VISN 4, Station 542)	12	8	20
VA Erie Healthcare System in Pennsylvania (VISN 4, Station 562)	8	6	14
VA Lebanon Healthcare System in Pennsylvania (VISN 4, Station 595)	14	2	16
VA Philadelphia Healthcare System in Pennsylvania (VISN 4, Station 642)	3	2	5
VA Pittsburgh Healthcare System in Pennsylvania (VISN 4, Station 646)	51	5	56
VA Wilkes-Barre Healthcare System in Pennsylvania (VISN 4, Station 693)	7	6	13
VA Maryland Health Care System in Baltimore (VISN 5, Station 512)	10	11	21
VA Beckley Healthcare System in West Virginia (VISN 5, Station 517)	21	5	26
VA Clarksburg Healthcare System in West Virginia (VISN 5, Station 540)	30	5	35
Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)	16	6	22
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)	11	9	20
VA Washington DC Healthcare System (VISN 5, Station 688)	18	7	25

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
Durham VA Health Care System in North Carolina (VISN 6, Station 558)	16	5	21
VA Fayetteville Coastal Healthcare System in North Carolina (VISN 6, Station 565)	14	6	20
VA Hampton Healthcare System in Virginia (VISN 6, Station 590)	19	5	24
VA Asheville Health Care System in North Carolina (VISN 6, Station 637)	15	5	20
Central Virginia VA Health Care System in Richmond, Virginia (VISN 6, Station 652)	12	5	17
VA Salem Healthcare System in Virginia (VISN 6, Station 658)	18	7	25
Salisbury VA Health Care System in North Carolina (VISN 6, Station 659)	11	6	17
VA Atlanta Healthcare System in Decatur, Georgia (VISN 7, Station 508)	22	8	30
VA Augusta Health Care System in Georgia (VISN 7, Station 509)	12	5	17
Birmingham VA Health Care System in Alabama (VISN 7, Station 521)	9	8	17
Ralph H. Johnson VA Health Care System in Charleston, South Carolina (VISN 7, Station 534)	8	6	14
Columbia VA Health Care System in South Carolina (VISN 7, Station 544)	5	0	5
VA Dublin Healthcare System in Georgia (VISN 7, Station 557)	13	4	17
VA Central Alabama Health Care System in Montgomery (VISN 7, Station 619)	40	18	58
VA Tuscaloosa Healthcare System in Alabama (VISN 7, Station 679)	9	6	15
Bay Pines VA Healthcare System in Florida (VISN 8, Station 516)	32	5	37
Miami VA Healthcare System in Florida (VISN 8, Station 546)	69	20	89

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
West Palm Beach VA Healthcare System in Florida (VISN 8, Station 548)	23	3	26
VA North Florida/South Georgia Veterans Health System in Gainesville, Florida (VISN 8, Station 573)	30	7	37
VA Caribbean Healthcare System in San Juan, Puerto Rico (VISN 8, Station 672)	23	5	28
VA Tampa Healthcare System in Florida (VISN 8, Station 673)	39	15	54
VA Orlando Healthcare System in Florida (VISN 8, Station 675)	8	4	12
Lexington VA Healthcare System in Kentucky (VISN 9, Station 596)	4	5	9
VA Louisville Healthcare System in Kentucky (VISN 9, Station 603)	0	0	0
VA Memphis Healthcare System in Tennessee (VISN 9, Station 614)	16	5	21
VA Mountain Home Healthcare System in Tennessee (VISN 9, Station 621)	7	5	12
VA Tennessee Valley Healthcare System in Nashville (VISN 9, Station 626)	3	4	7
VA Ann Arbor Healthcare System in Michigan (VISN 10, Station 506)	11	6	17
VA Battle Creek Healthcare System in Michigan (VISN 10, Station 515)	6	3	9
VA Chillicothe Healthcare System in Ohio (VISN 10, Station 538)	9	3	12
VA Cincinnati Healthcare System in Ohio (VISN 10, Station 539)	0	0	0
VA Northeast Ohio Healthcare System in Cleveland (VISN 10, Station 541)	4	2	6
VA Dayton Healthcare System in Ohio (VISN 10, Station 552)	5	3	8
VA Detroit Healthcare System in Michigan (VISN 10, Station 553)	5	3	8

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
VA Indiana Healthcare System in Indianapolis (VISN 10, Station 583)	2	0	2
VA Northern Indiana Healthcare System in Marion (VISN 10, Station 610)	8	2	10
VA Saginaw Healthcare System in Michigan (VISN 10, Station 655)	10	0	10
VA Central Ohio Health Care System in Columbus (VISN 10, Station 757)	1	3	4
VA Chicago Healthcare System in Illinois (VISN 12, Station 537)	26	13	39
VA Illiana Healthcare System in Danville, Illinois (VISN 12, Station 550)	16	5	21
Lovell Federal Healthcare System in North Chicago, Illinois (VISN 12, Station 556)	0	2	2
VA Hines Healthcare System in Illinois (VISN 12, Station 578)	7	4	11
VA Iron Mountain Healthcare System in Michigan (VISN 12, Station 585)	10	5	15
William S. Middleton Memorial Veterans Hospital and Clinics in Madison, Wisconsin (VISN 12, Station 607)	21	10	31
Tomah VA Health Care System in Wisconsin (VISN 12, Station 676)	8	8	16
VA Milwaukee Healthcare System in Wisconsin (VISN 12, Station 695)	16	5	21
VA Kansas City Healthcare System in Missouri (VISN 15, Station 589)	5	5	10
VA Columbia Missouri Healthcare System (VISN 15, Station 589A4)	23	9	32
VA Eastern Kansas Healthcare System in Topeka (VISN 15, Station 589A5)	24	8	32
VA Wichita Healthcare System in Kansas (VISN 15, Station 589A7)	11	4	15
VA St. Louis Health Care System in Missouri (VISN 15, Station 657)	12	16	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
VA Poplar Bluff Health Care System in Missouri (VISN 15, Station 657A4)	9	0	9
VA Marion Healthcare System in Illinois (VISN 15, Station 657A5)	27	2	29
VA Alexandria Healthcare System in Pineville, Louisiana (VISN 16, Station 502)	25	2	27
VA Gulf Coast Healthcare System in Biloxi, Mississippi (VISN 16, Station 520)	12	2	14
Veterans Health Care System of the Ozarks in Fayetteville, Arkansas (VISN 16, Station 564)	7	10	17
VA Houston Healthcare System in Texas (VISN 16, Station 580)	6	4	10
VA Jackson Healthcare System in Mississippi (VISN 16, Station 586)	15	0	15
Central Arkansas Veterans Healthcare System in Little Rock (VISN 16, Station 598)	51	19	70
VA Southeast Louisiana Healthcare System in New Orleans (VISN 16, Station 629)	18	7	25
VA Shreveport Healthcare System in Louisiana (VISN 16, Station 667)	23	9	32
VA Amarillo Healthcare System in Texas (VISN 17, Station 504)	9	1	10
VA West Texas Healthcare System in Big Spring (VISN 17, Station 519)	19	3	22
VA North Texas Health Care System in Dallas (VISN 17, Station 549)	15	2	17
South Texas Veterans Health Care System in San Antonio (VISN 17, Station 671)	9	5	14
VA Central Texas Healthcare System in Temple (VISN 17, Station 674)	9	3	12
VA Texas Valley Coastal Bend Healthcare System in Harlingen (VISN 17, Station 740)	34	0	34
VA El Paso Healthcare System in Texas (VISN 17, Station 756)	37	5	42

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
Montana VA Healthcare System in Fort Harrison (VISN 19, Station 436)	16	2	18
Cheyenne VA Health Care System in Wyoming (VISN 19, Station 442)	5	5	10
VA Eastern Colorado Health Care System in Aurora (VISN 19, Station 554)	9	14	23
VA Western Colorado Healthcare System in Grand Junction (VISN 19, Station 575)	24	13	37
Eastern Oklahoma VA Health Care System in Muskogee (VISN 19, Station 623)	14	3	17
VA Oklahoma City Healthcare System in Oklahoma (VISN 19, Station 635)	35	6	41
VA Salt Lake City Healthcare System in Utah (VISN 19, Station 660)	9	3	12
Sheridan VA Health Care System in Wyoming (VISN 19, Station 666)	7	1	8
Alaska VA Healthcare System in Anchorage (VISN 20, Station 463)	10	3	13
VA Boise Healthcare System in Idaho (VISN 20, Station 531)	19	6	25
VA Portland Health Care System in Oregon (VISN 20, Station 648)	17	5	22
Roseburg VA Health Care System in Oregon (VISN 20, Station 653)	14	6	20
VA Puget Sound Health Care System in Seattle, Washington (VISN 20, Station 663)	25	8	33
VA Spokane Healthcare System in Washington (VISN 20, Station 668)	17	4	21
Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)	8	3	11
VA Southern Oregon Healthcare System in White City (VISN 20, Station 692)	18	3	21
VA Pacific Islands Health Care System in Honolulu, Hawaii (VISN 21, Station 459)	9	0	9

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
VA Central California Health Care System in Fresno (VISN 21, Station 570)	22	4	26
VA Southern Nevada Healthcare System in North Las Vegas (VISN 21, Station 593)	19	3	22
VA Northern California Health Care System in Mather (VISN 21, Station 612A4)	19	6	25
VA Palo Alto Health Care System in California (VISN 21, Station 640)	32	65	97
VA Sierra Nevada Health Care System in Reno (VISN 21, Station 654)	24	8	32
San Francisco VA Health Care System in California (VISN 21, Station 662)	10	9	19
VA New Mexico Healthcare System in Albuquerque (VISN 22, Station 501)	18	9	27
VA Long Beach Healthcare System in California (VISN 22, Station 600)	5	4	9
VA Loma Linda Healthcare System in California (VISN 22, Station 605)	16	13	29
VA Phoenix Health Care System in Arizona (VISN 22, Station 644)	8	9	17
Northern Arizona VA Health Care System in Prescott (VISN 22, Station 649)	15	1	16
VA San Diego Healthcare System in California (VISN 22, Station 664)	9	10	19
Southern Arizona VA Health Care System in Tucson (VISN 22, Station 678)	7	5	12
VA Greater Los Angeles Healthcare System in California (VISN 22, Station 691)	13	10	23
Fargo VA Health Care System in North Dakota (VISN 23, Station 437)	15	5	20
VA Sioux Falls Health Care System in South Dakota (VISN 23, Station 438)	19	4	23
VA Black Hills Health Care System in Fort Meade, South Dakota (VISN 23, Station 568)	5	7	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
Minneapolis VA Health Care System in Minnesota (VISN 23, Station 618)	22	10	32
VA Nebraska-Western Iowa Health Care System in Omaha, Nebraska (VISN 23, Station 636)	5	5	10
VA Central Iowa Health Care System in Des Moines (VISN 23, Station 636A6)	9	5	14
VA Iowa City Healthcare System in Iowa (VISN 23, Station 636A8)	23	7	30
St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)	23	10	33

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2024 staffing survey.

Appendix E: Frequency of Severe Occupational Staffing Shortages Designated by at Least 20 Percent of Facilities

Occupations designated by at least one in five facilities were included in table E.1. As a result, not all occupations designated as a severe shortage by each facility were included. For example, Orthopedic Surgery does not appear in the table but was identified by 27 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 awareness of systemic shortages.

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 1 shortage, despite having five staff on board, while another facility may consider that same occupation as its number 30 shortage with only two staff on board.

The OIG did not consider facility priority or number of staff on board when determining the frequency of occupations 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. 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.²⁰ 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.

Table E.1. Frequency of Severe Occupational Staffing Shortages Designated by at least 20 Percent of Facilities

Occupation	Clinical or Nonclinical	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Facilities that Identified the Occupation as a Severe Shortage (%)
0180 Psychology	Clinical	Title 38 Hybrid	85	61

²⁰ 5 C.F.R. § 337.204.

Table E.1. Frequency of Severe Occupational Staffing Shortages Designated by at least 20 Percent of Facilities

Occupation	Clinical or Nonclinical	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Facilities that Identified the Occupation as a Severe Shortage (%)
0620 Practical Nurse	Clinical	Title 38 Hybrid	83	60
3566 Custodial Worker	Nonclinical	Wage Grade [§]	82	59
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid	70	50
31 Psychiatry*	Clinical	Title 38	66	47
0621 Nursing Assistant	Clinical	Title 38 Hybrid	64	46
0644 Medical Technologist	Clinical	Title 38 Hybrid	62	45
P1 Primary Care*	Clinical	Title 38	62	45
0083 Police	Nonclinical	Title 5	60	43
0185 Social Work	Clinical	Title 38 Hybrid	60	43
7408 Food Service Worker	Nonclinical	Wage Grade [‡]	52	37
88 RN Staff Nurse-Inpatient [‡]	Clinical	Title 38	52	37
25 Gastroenterology*	Clinical	Title 38	49	35
0647 Diagnostic Radiologic Technologist	Clinical	Title 38 Hybrid	47	34
0649 Medical Instrument Technician	Clinical	Title 38 Hybrid	40	29
Q6 RN/Staff-Inpatient Community Living Center [‡]	Clinical	Title 38	37	27
0858 Biomedical Engineering	Nonclinical	Title 38 Hybrid	36	26
0801 General Engineering/Healthcare Engineer	Nonclinical	Title 38 Hybrid	33	24

Table E.1. Frequency of Severe Occupational Staffing Shortages Designated by at least 20 Percent of Facilities

Occupation	Clinical or Nonclinical	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Facilities that Identified the Occupation as a Severe Shortage (%)
0640 Health Aid and Technician (Title 5)	Clinical	Title 5	32	23
0661 Pharmacy Technician	Clinical	Title 38 Hybrid	32	23
1 Anesthesiology*	Clinical	Title 38	31	22
0622 Medical Supply Aide and Technician/Sterile Processing	Nonclinical	Title 38 Hybrid	30	22
12 Urology*	Clinical	Title 38	30	22
CM RN Staff-Critical Care‡	Clinical	Title 38	29	21
2005 Supply Clerical and Technician	Nonclinical	Title 5	28	20
30 Neurology*	Clinical	Title 38	28	20
CQ RN Staff- Inpatient Mental Health‡	Clinical	Title 38	28	20
Q1 RN/Staff-Outpatient‡	Clinical	Title 38	28	20

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2024 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.

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

Appendix F: Office of the Under Secretary for Health Memorandum

Department of Veterans Affairs Memorandum

Date: July 17, 2024

From: Under Secretary for Health (10)

Subj: Office of Inspector General (OIG) Determination of VHA's Occupational Staffing Shortages,
FY 2024 (VIEWS 11893095)

To: Assistant Inspector General for Healthcare Inspections (54)

1. Thank you for another successful cycle of the OIG Determination of Veterans Health Administration's (VHA) Occupational Staffing Shortages. We appreciate the partnership with Workforce Management and Consulting Office and OIG to complete this audit of VHA staffing shortages to be able to utilize the authority for Secretary of Veterans Affairs to waive Veterans' preference for our top hybrid shortage occupations.

2. VHA, in partnership with the White House and Congress, has taken aggressive action to invest in our workforce with the passage of the Sergeant First Class (SFC) Health Robinson Honoring our Promise to Address Comprehensive Toxics (PACT) Act. The PACT Act expanded eligibility for Veterans to receive care in VHA and unlocked a broad range of recruitment and retention capabilities. VHA continues to diligently assess severe occupational staffing shortages and provide resources and support to the field to help reduce shortages.

3. VHA has closed all prior OIG recommendations related to staffing shortage occupations, and no new recommendations were identified in this latest report.

4. 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 Comment: The OIG received the above memorandum from VHA on July 17, 2024.

OIG Contact and Staff Acknowledgments

Contact	For more information about this report, please contact the Office of Inspector General at (202) 461-4720.
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