



DEPARTMENT OF VETERANS AFFAIRS  
**OFFICE OF INSPECTOR GENERAL**

*Office of Healthcare Inspections*

VETERANS HEALTH ADMINISTRATION

OIG Determination of  
Veterans Health  
Administration's  
Occupational Staffing  
Shortages  
Fiscal Year 2021



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## Executive Summary

The VA Choice and Quality Employment Act of 2017 (VCQEA) requires the VA Office of Inspector General (OIG) to determine, on an annual basis, a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations with the largest staffing shortages within each VHA medical center (facility).<sup>1</sup> 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 three years' reports to assess changes.

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

- Facilities reported 2,152 severe occupational staffing shortages across 256 occupations in FY 2021. This was a decrease from 2,430 severe occupational staffing shortages in FY 2020, which continued the annual decreasing trend since FY 2018.<sup>2</sup>
- Ninety percent of facilities reported severe occupational staffing shortages for Medical Officer and 73 percent of facilities had severe shortages for Nurse.<sup>3</sup>
- Psychiatry was the most frequently reported clinical occupation with severe staffing shortages, and Medical Support Assistance was the most frequently reported nonclinical as well as the most frequently reported Hybrid Title 38 occupation.<sup>4</sup>
- One hundred thirty-six facilities reported at least one severe occupational staffing shortage, which was an increase from 132 in FY 2020.

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

<sup>2</sup> 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. 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.

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

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

The Veterans Access, Choice, and Accountability Act and VCQEA provide a mechanism for the Secretary of Veterans Affairs to grant VHA direct-hire authority, expediting the hiring process for Hybrid Title 38 occupations based on severe shortages.

VCQEA paved the way for the OIG to assess changes in severe occupational staffing shortages at the facility and occupational levels across years. The number of severe occupational shortages identified has decreased annually since fiscal year 2018. The total number of severe occupational staffing shortages decreased by 11 percent relative to fiscal year 2020.

## Comments

The Acting Under Secretary for Health reviewed the report and provided comments (see appendix G). The OIG responded to requests for clarity in an addendum to appendix G. No further action is required at this time.



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## **Abbreviations**

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



## Introduction

The purpose of this review is for the VA Office of Inspector General (OIG) to report a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations that have the largest staffing shortages at each medical facility as required by the VA Choice and Quality Employment Act (VCQEA) of 2017.<sup>1</sup> The OIG also compared the number of severe occupational staffing shortages against those the OIG identified in the fiscal year (FY) 2020, FY 2019, and FY 2018 reports. This is the eighth iteration in a series of annual OIG reports determining occupational staffing shortages in VHA.<sup>2</sup>

## 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 Phoenix Health Care System.<sup>3</sup> Congress passed the Veterans Access, Choice, and Accountability Act (VACAA) of 2014 in response to these concerns.<sup>4</sup> VACAA required the OIG to determine, on an annual basis, the five VHA occupations with the largest staffing shortages over the previous five-year period. With the passage of the VCQEA, the scope of the OIG's work expanded to include an annual determination of a minimum of five clinical and five nonclinical VHA occupations with the largest staffing shortages within each facility.

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

<sup>2</sup> 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, FY 2020\*](#), Report No. 20-01249-259, September 23, 2020.

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

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

## Occupational Series and Assignment Codes

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

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

## Hybrid Title 38 Hiring in VHA

VACAA and VCQEA established authority for the Secretary of Veterans Affairs to directly recruit and appoint qualified personnel to occupations determined to have staffing shortages by the OIG. For FY 2021, VHA sought and received direct-hire authority from the Secretary for nine of these occupations, as informed by *OIG Determination of Veterans Health*

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

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

<sup>7</sup> VHA Workforce Management and Consulting Office, *VHA Workforce and Succession Strategic Plan, FY 2020-21*. “VHA defines clinical occupations as personnel who provide direct patient care or services incident to patient care, and whose efforts have a therapeutic intent (e.g., physical, mental, social, spiritual). VHA defines nonclinical occupations as administrative and maintenance personnel who do not provide direct patient care or services incident to patient care.”

<sup>8</sup> VHA Office of Productivity, Efficiency, and Staffing, *Facility Complexity Level Model Fact Sheet*, January 28, 2021. Facilities are categorized into one of five groups; “1a, 1b, 1c, 2 or 3, with facilities rating 1a being the most complex and those rated 3 the least complex.” For instance, VHA describes Level 1a, highest complexity as “[f]acilities with high volume, high risk patients, most complex clinical programs, and large research and teaching programs” and Level 3, low complexity as “facilities with low volume, low risk patients, few or no complex clinical programs, and small or no research and teaching programs.”



*Administration's Occupational Staffing Shortages, FY 2020 and VHA Workforce Management and Consulting's Shortage Occupation Report, FY 2020 Workforce Planning Cycle reports.*<sup>9</sup>

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<sup>9</sup> See 38 U.S.C. § 7412 (authorizing the Secretary of Veterans Affairs to recruit and directly appoint for shortage occupations identified by the OIG). These statutory provisions permit VA to recruit and appoint qualified candidates to occupations identified by the OIG despite other competitive service and preference eligibility requirements. See 38 U.S.C. §§ 3304 and 3309-3318. See VA Office of the Chief Human Capital Officer (OCHCO) Bulletin, "Annual Determination of Staffing Shortages," October 8, 2020. VA noted that the Department (VA) is able to non-competitively appoint individuals to Title 38 and Hybrid Title 38 positions in accordance with VA Handbook 5005, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. § 7401. The aforementioned OCHCO Bulletin identified nine shortage occupations for which veterans' preference eligibility requirements were waived. The waiver of veterans' preference for these nine occupations is in effect through September 30, 2021. A complete list of occupations with direct-hire authority can be found in appendix A.

## 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 5 Code of Federal Regulations (C.F.R.) Section (§) 337.204 to report severe occupational staffing shortages.<sup>10</sup>

The OIG's survey listed occupations categorized by (1) OPM occupational series codes, (2) VHA assignment codes, and (3) clinical or nonclinical designation.<sup>11</sup> See appendix B for a complete list of OPM occupational series and VHA assignment codes included in the survey. The OIG further categorized the occupations into three groups (Medical Officer, Nurse, and Other Occupation) to facilitate identification of VHA assignment codes and titles for Medical Officer and Nurse. The OIG requested, and VHA provided, the points of contact who would be completing the survey on behalf of the facility.<sup>12</sup> Facility points of contact used a drop-down list within the survey to identify all occupations they considered severe occupational staffing shortages.<sup>13</sup> Facility points of contact also had the option to not report any severe occupational

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<sup>10</sup> 5 C.F.R. § 337.204, Severe Shortage of Candidates, states:

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

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

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

<sup>11</sup> The list of 482 occupations included those provided by VHA Workforce Management and Consulting for this report as well as those historically used in prior *OIG Determination of VHA's Occupational Staffing Shortages* reports. This list included occupations VHA facilities did not have staff in at the time of the review. These occupations were included because facilities have previously identified severe staffing shortages in occupations without any staff.

<sup>12</sup> Prior to this report, medical center directors were asked to submit the survey on behalf of their facility.

<sup>13</sup> Hiring authority for the respective occupations populated in the survey as severe occupational staffing shortages were identified.

staffing shortages if they did not consider any of the occupations as severe occupational staffing shortages.

The OIG distributed the survey to VHA-identified facility points of contact at 139 facilities on March 23, 2021, with a completion requirement of April 16, 2021.<sup>14</sup> To facilitate completion of the survey, the OIG met with VHA leadership to discuss the survey and its purpose, and the OIG responded to any questions.<sup>15</sup> Additionally, the OIG reviewed submissions as received and, when necessary, worked with the facility to clarify responses and answer questions. The OIG confirmed receipt of surveys from all 139 facilities as of April 26, 2021.

## Survey Analysis

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

The OIG derived the frequency of severe shortages for Medical Officer and Nurse because facility points of contact could identify severe shortages at the OPM occupational series level, the VHA assignment code level, or both. As a result, the OIG considered Medical Officer and Nurse severe occupational staffing shortages if the facility points of contact indicated either the OPM occupational series or any of the related VHA assignment codes as shortages.<sup>16</sup>

## 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, Pub. L. No. 95-452, 92 Stat. 1101, as amended (codified at 5 U.S.C. App. 3). 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.

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<sup>14</sup> The Bath and Canandaigua, New York, stations were consolidated to create the VA Finger Lakes Health Care System (station 528A6), effective October 1, 2018. Prior to this consolidation, surveys were completed by 140 facilities. The Manila station (358) was excluded, beginning with the *OIG Determination of Veterans Health Administration Occupational Staffing Shortages, FY 2018* report, as its staff were not comprised of VA employees but employed by the State Department and were foreign nationals.

<sup>15</sup> The OIG presented at national VHA calls on April 9 and 13, 2021.

<sup>16</sup> For purposes of this report, the OIG used the term *occupation* when referencing either OPM occupational series or VHA assignment codes.

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

## Results

### Issue 1. VHA Severe Occupational Staffing Shortages

The OIG surveyed all 139 VHA facilities to determine the OPM occupational series and VHA assignment codes (occupations) designated as severe shortages. To determine the magnitude of severe occupational staffing shortages at VHA, the OIG counted the total number of times an occupation was identified as a shortage, observing specifically those occupations identified by at least 20 percent of VHA facilities.<sup>17</sup>

#### Severe Occupational Staffing Shortages Were Widespread

Facilities identified 2,152 severe occupational staffing shortages across 256 occupations. Of these occupations, 19 were identified as severe staffing shortages by at least 20 percent of VHA facilities. The OIG found that 50 percent of facilities designated Psychiatry as a severe occupational staffing shortage, making it the most frequently cited clinical occupation. Medical Support Assistance was the most frequently reported nonclinical shortage occupation, which 45 percent of facilities designated as a severe occupational staffing shortage.

Table 1 shows the frequency of VHA facilities designating occupations in the survey as a severe shortage.<sup>18</sup> Occupations designated by at least one in five facilities were included in this table. As a result, not all occupations designated as a severe shortage by each facility were included. For example, Human Resources Management does not appear in the table, but was identified by 16 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. Responses from individual facilities can be found in appendix C.

Table 1 should not be considered the sole measure of VHA-wide severe occupational staffing shortages. It does not address all shortages throughout VHA and does not account for other dimensions that could be used to determine shortages such as the priority of a severe

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<sup>17</sup> The criterion of at least 20 percent of VHA facilities designating an occupation as a severe occupational staffing shortage is consistent with prior OIG reports on VHA occupational staffing shortages as well as the criterion for a national shortage occupation utilized by Workforce Management and Consulting in their annual Shortage Occupation reports. However, there is no requirement to use this criterion as a threshold for determining severe occupational staffing shortages at VHA.

<sup>18</sup> 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. 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.

occupational staffing shortage at a given facility. For example, one facility may consider an occupation as its number one shortage, while another facility may consider that same occupation as its number 30 shortage. Facility priority was not considered when determining the frequency of occupations being reported as severe staffing shortages across VHA. Further, the impact that filling a shortage might have on a facility cannot be assessed by the survey results.

**Table 1. Frequency of Most Common Facility-Designated Severe Occupational Staffing Shortages<sup>a</sup>**

Occupational Series or Assignment Code <sup>b</sup>	Occupation	Clinical or Nonclinical	Number of Facilities that Identified the Occupation as a Severe Shortage
31*	Psychiatry	Clinical	70
0679	Medical Support Assistance	Nonclinical	62
0083	Police	Nonclinical	60
0180	Psychology	Clinical	60
3566	Custodial Worker	Nonclinical	59
P1*	Primary Care	Clinical	57
0620	Practical Nurse	Clinical	51
0644	Medical Technologist	Clinical	50
0801	General Engineering	Nonclinical	45
7408	Food Service Worker	Nonclinical	40
0647	Diagnostic Radiologic Technologist	Clinical	34
0858	Biomedical Engineering	Nonclinical	32
0675	Medical Records Technician	Nonclinical	31
12*	Urology	Clinical	31
0185	Social Work	Clinical	30
0645	Medical Technician	Clinical	30
25*	Gastroenterology	Clinical	30
0621	Nursing Assistant	Clinical	28
88†	RN Staff Nurse-Inpatient	Clinical	28

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2021 staffing survey

<sup>a</sup> Occupations designated by at least one in five facilities were included in this table.

<sup>b</sup> The \* denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series.

The OIG also compared severe occupational staffing shortages at the facility level. The number of facilities' severe occupational staffing shortage designations ranged from 0 to 59, including

both clinical and nonclinical occupations.<sup>19</sup> The greatest number of clinical occupational shortages reported for an individual facility was 52, and the greatest nonclinical occupational shortage was 19.<sup>20</sup> These data points show that a wide range of severe occupational staffing shortages exists when comparing shortages at the facility level and that facilities have different severe staffing shortages. Three facilities did not report any clinical or nonclinical severe occupational staffing shortages.<sup>21</sup> While some facilities reported no severe occupational staffing shortages, they may have unfilled vacancies.<sup>22</sup> See appendix D for the frequency of facility-designated clinical, nonclinical, and total severe occupational staffing shortages, by facility.

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

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

The OIG derived Medical Officer and Nurse severe occupational staffing shortages if the facility indicated either the OPM occupational series or any of its related VHA assignment codes as shortages. The derived frequency for Medical Officer was 125 out of 139 (90 percent). The derived frequency for Nurse was 101 out of 139 (73 percent).

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

VACAA and VCQEA provide the means for the Secretary of Veterans Affairs to grant VHA direct-hire authority for Hybrid Title 38 occupations based on severe shortages determined, in

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<sup>19</sup> Birmingham VA Medical Center in Alabama (VISN 7, Station 521) designated the most severe occupational staffing shortages among all facilities.

<sup>20</sup> Birmingham VA Medical Center in Alabama (VISN 7, Station 521) designated the most clinical severe occupational staffing shortages. White River Junction VA Medical Center in Vermont (VISN 1, Station 405) designated the most nonclinical severe occupational staffing shortages.

<sup>21</sup> Facilities reporting no severe occupational shortages in the 2021 survey included the Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757); Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556); and Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4).

<sup>22</sup> 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. 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.

part, by this report.<sup>23</sup> The OIG identified the frequency of VHA facilities designating Hybrid Title 38 occupations as severe staffing shortages. Forty-five percent of facilities reported Medical Support Assistance as a severe occupational staffing shortage making it the most frequently reported Hybrid Title 38 shortage. The full list of Hybrid Title 38 severe occupational staffing shortages can be found in appendix E.

## **Issue 2: Changes in Severe Occupational Shortages**

The OIG compared FYs 2018, 2019, 2020, and 2021 survey responses to evaluate changes in severe occupational staffing shortages across VHA. Some limitations that may affect comparisons include changes in position categorization, veteran demand for healthcare services, or alterations to the survey. Through refinement of position categorization, the total number of occupations provided to the OIG has changed to reflect the most current occupational codes. An increase or decrease in the number of occupations alters the total possible number of severe occupational staffing shortages a medical center director can select. Changes in veteran demand affect facility staffing needs which, in turn, changes how facilities identify severe occupational staffing shortages. Changes to the survey may affect how facilities identify severe occupational staffing shortages. When compared to the surveys from FYs 2018–2020, this year's survey was distributed via email using Microsoft InfoPath instead of Microsoft Excel resulting in differences in how the survey looked, respondents were VHA-identified facility points of contact instead of medical center 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 FY 2018–FY 2021, 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.

### **Total Reported Severe Shortages Decreased While the Number of Facilities Reporting Shortages Increased**

The total number of severe occupational shortages reported by facilities in this year's survey responses has decreased comparatively as seen in table 2, and the rate of decrease was greater in FY 2021 than FY 2020 suggesting VHA made greater strides in reducing severe occupational staffing shortages when comparing those two FYs. Nineteen occupations were identified as a severe occupational staffing shortage by at least 20 percent of facilities in FY 2021. This was up from 17 in FY 2020, but down from 27 in FY 2019 and 31 in FY 2018.

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<sup>23</sup> For FY 2021, VHA sought and received direct-hire authority from the Secretary for nine of these occupations as a result of the *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2020* and VHA Workforce Management and Consulting's *Shortage Occupation Report, FY 2020 Workforce Planning Cycle* reports.



Nearly twice as many facilities reported Medical Support Assistance as a severe occupational staffing shortage in FY 2021 than in FY 2020 (62 versus 36, respectively). More facilities may be reporting Medical Support Assistance (that includes schedulers) as a severe occupational staffing shortage in FY 2021 as a result of the pandemic. Other OIG work identified that about 7.3 million VHA appointments were canceled early in the pandemic (from March 15 through May 1, 2020). The OIG concludes that schedulers would likely be in demand as VHA works to get patients rescheduled for appointments.<sup>24</sup>

Further comparison of the most frequently reported severe occupational staffing shortages highlighted seven occupations that have remained in the top 10 most frequently reported severe shortages annually—Police, Psychiatry, Primary Care, Practical Nurse, General Engineering, Psychology, and Medical Technologist. VHA generally experienced net increases in onboard staffing levels in each of these occupations, annually, since FY 2017. The average rate of increase in two of the occupations, Primary Care (8.1 percent) and General Engineering (6.6 percent), were nearly twice those of all VHA occupations (3.6 percent). Although these occupations were, and continue to be identified as severe occupational staffing shortages, VHA is increasing the number of staff in these occupations. Additional occupation level data can be found in appendix F.

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

Fiscal Year	Number of Severe Occupational Staffing Shortages	Net Change	
		Number	Percent
2018	3,068	—*	—
2019	2,685	-383	-12.5
2020	2,430	-255	-9.5
2021	2,152	-278	-11.4

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

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

<sup>24</sup> VA OIG, [Appointment Management During the COVID-19 Pandemic](#), Report No. 20-02794-218, September 1, 2020.



The number of facilities reporting no severe occupational staffing shortages increased from zero in FY 2018, to five in FY 2019, and to seven in FY 2020, but dropped to three in FY 2021.<sup>25</sup> Therefore, more facilities reported severe occupational staffing shortages in FY 2021 than in FY 2019 and FY 2020; and the facilities reporting zero severe occupational staffing shortages changed yearly. The OIG compared the facilities with zero reported severe occupational staffing shortages in FY 2020 with their FY 2021 survey responses. One of the three facilities reporting zero severe occupational staffing shortages in FY 2020 also reported zero in FY 2019 while two of the three facilities reduced the number of severe occupational staffing shortages by three and one to zero.<sup>26</sup>

While there has been a decrease in the number of severe occupational staffing shortages since FY 2018, there may not have been a corresponding drop in facility staffing need. For example, facilities may have vacancies in occupations not identified as shortages. Additionally, severe occupational staffing shortages continued to exist even as VHA experienced net increases in certain occupations.

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<sup>25</sup> Facilities reporting no severe occupational staffing shortages in the 2020 survey included the Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4); West Haven VA Medical Center in Connecticut (VISN 1, Station 689); Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508); Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655); G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586); Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757); and Erie VA Medical Center in Pennsylvania (VISN 4, Station 562). Facilities reporting no severe occupational staffing shortages in the 2021 survey included Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757); Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556); and Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4).

<sup>26</sup> Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757) reported no severe occupational staffing shortages in both the FY 2020 and 2021 surveys. Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556) and Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4) reported three and one severe occupational staffing shortages in FY 2020 and zero in FY 2021, respectively.

## Conclusion

For FY 2021, VHA facilities reported 2,152 severe occupational staffing shortages in 256 occupations across VHA, with one facility reporting 59 occupations.<sup>27</sup> Nineteen occupations were identified as a severe occupational staffing shortage by at least one in five facilities. Fifty percent of facilities noted severe occupational staffing shortages for Psychiatry, making it the most frequently reported clinical occupation; and 45 percent of facilities noted severe occupational staffing shortages for Medical Support Assistance, the most frequently reported nonclinical occupation. Overall, 98 percent of VHA facilities reported at least one severe occupational staffing shortage.

Every year since 2014, the Medical Officer and Nurse occupations have been identified as severe shortages in OIG's annual determination of occupational staffing shortages report. VHA is able to noncompetitively appoint individuals to both of these Title 38 occupations in accordance with VA guidance.<sup>28</sup> The OIG determined that 90 percent of facilities had severe shortages for Medical Officer and 73 percent of facilities had severe shortages for Nurse. Despite the ability to make non-competitive appointments for such occupations and a decline in the overall number of severe occupational staffing shortages, VHA continues to experience severe occupational staffing shortages for these positions that are fundamental to the delivery of health care.

While the OIG observed yearly decreases in the overall number of severe occupational staffing shortages since FY 2018, not all occupations decreased in the frequency of reported shortages. Notably, Medical Support Assistance (that includes schedulers) experienced yearly increases in the frequency of facility-reported shortages since FY 2018. Additionally, the number of facilities reporting Medical Support Assistance as a severe occupational staffing shortage increased by 72 percent from FY 2020 to FY 2021, elevating it to the second most frequently reported severe shortage among all occupations. Considering previous OIG work identified that about 7.3 million appointments were canceled early in the pandemic (from March 15 through May 1, 2020), the OIG anticipates an ongoing need for the Medical Support Assistance occupation as VHA works to reschedule appointments.<sup>29</sup>

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<sup>27</sup> A severe shortage is defined by the Office of Personnel Management and refers to particular occupations that are difficult to fill, and a shortage exists as defined by 5 C.F.R. § 337.204 for the occupation. Vacancy refers to an unoccupied position and is distinct from the designation of a severe shortage.

<sup>28</sup> VA Handbook 5005/129, Staffing, April 6, 2020, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. 7401.

<sup>29</sup> VA OIG, [Appointment Management During the COVID-19 Pandemic](#), Report No. 20-02794-218, September 1, 2020.

## Appendix A: Occupations with Direct-Hire Authority

**Table A.1. VHA Occupations with Secretary of Veterans Affairs Direct-Hire Authority (DHA)<sup>30</sup>**

Occupational Series	Occupation	Basis for DHA	Date of DHA	Expiration of DHA
0620	Practical Nurse	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0180	Psychologist	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0644	Medical Technologist	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0679	Medical Support Assistant	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0647	Diagnostic Radiologic Technologist	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0675	Medical Records Technician	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0622	Medical Supply Aide and Technician	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0649	Medical Instrument Technician	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021
0185	Social Worker	OCHCO Bulletin, October 8, 2020	October 1, 2020	September 30, 2021

Source: OCHCO Bulletin, Annual Determination of Staffing Shortages, October 8, 2020

**Table A.2. VA Occupations with OPM Direct-Hire Authority<sup>31</sup>**

Occupational Series	Occupation	Basis for DHA	Date of DHA	Expiration of DHA
0080	Personnel Security Specialist	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
0083	Police Officer	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
0201	Human Resources Specialist (all specialties)	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023

<sup>30</sup> 38 U.S.C. § 7412. Upon a determination by the OIG of occupations with the largest staffing shortages, the Secretary has the authority to directly recruit and appoint qualified individuals to applicable occupations.

<sup>31</sup> 5 U.S.C. § 3304. Upon a determination that a severe shortage of highly qualified candidates exists for applicable occupations, OPM may grant direct-hire authority for those occupations.

**Table A.2. VA Occupations with OPM Direct-Hire Authority<sup>31</sup>**

Occupational Series	Occupation	Basis for DHA	Date of DHA	Expiration of DHA
0203	Human Resources Assistant (all specialties)	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
0510	Accountant (all specialties)	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
0640	Health Technician (all specialties)	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
0801	General Engineer	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
1170	Realty Specialist	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
2210	Information Technology Specialist (all specialties)	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
4742	Utility System Repair	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
5402	Boiler Plant Operator	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023
5406	Utility Systems Operator	OCHCO Bulletin, VA-001	November 30, 2020	December 31, 2023

Source: OCHCO Bulletin, VA-001, February 23, 2021

**Table A.3. VHA Occupations with OPM VA COVID Direct-Hire Authority<sup>32</sup>**

Occupational Series	Occupation	Basis for DHA	Date of DHA	Expiration of DHA
0080	Personnel Security Specialist	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0086	Personnel Security Assistant	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0201	Human Resources Specialist (GS-12 level)	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0303	Program Support Assistant	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0303	Cemetery Representative	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021

<sup>32</sup> Beginning on March 23, 2020, OPM approved six separate requests by VA to obtain direct-hire authority for various VHA occupations needed in response to the COVID-19 Pandemic. OPM has since extended the direct-hire authority for the occupations covered by those requests through December 31, 2021. Although the text of the Bulletin mentions 36, only 35 occupations were listed.

**Table A.3. VHA Occupations with OPM VA COVID Direct-Hire Authority<sup>32</sup>**

<b>Occupational Series</b>	<b>Occupation</b>	<b>Basis for DHA</b>	<b>Date of DHA</b>	<b>Expiration of DHA</b>
0640	Health Aide	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0671	Health Systems Specialist	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0690	Industrial Hygienist	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0800	Supervisory Specialty Engineer	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0800	Specialty Engineer	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0801	Supervisory Engineer	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0809	Construction Control Representative	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0901	Legal Administrative Specialist	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0996	Rating Veterans Service Representative	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
0996	Veterans Service Representative	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
1102	Contract Specialist (GS-7/9 levels)	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
1106	Procurement Technician (GS-5/6/7 levels)	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
2606	Electronics Industrial Control Mechanic	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
2805	Electrician	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
3502	Laborer	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
4102	Painter	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
4204	Pipe Fitter	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
4206	Plumber	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
4607	Carpenter	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021

**Table A.3. VHA Occupations with OPM VA COVID Direct-Hire Authority<sup>32</sup>**

<b>Occupational Series</b>	<b>Occupation</b>	<b>Basis for DHA</b>	<b>Date of DHA</b>	<b>Expiration of DHA</b>
4749	Maintenance Worker	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
4754	Cemetery Caretaker	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
4801	Equipment Servicer	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
5306	Air Conditioning Equipment Mechanic	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
5402	Boiler Plant Operator	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
5402	Supervisory Boiler Plant Operator	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
5415	Air Conditioning Equipment Operator	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
5716	Equipment Operator	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
7304	Laundry Worker	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
7404	Cook	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021
7408	Food Service Worker	OCHCO Bulletin, March 24, 2021	March 24, 2021	December 31, 2021

Source: OCHCO Bulletin, March 24, 2021

## 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 <sup>a</sup>	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 Psychiatry*	Clinical	Title 38
16 Emergency Medicine*	Clinical	Title 38
17 Retinal Surgery*	Clinical	Title 38
18 Hematology*	Clinical	Title 38
19 Infectious Diseases*	Clinical	Title 38
20 Dermatology*	Clinical	Title 38

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

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



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

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

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

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

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

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

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

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

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

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

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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
Q1 RN/Staff-Outpatient†	Clinical	Title 38
Q2 RN/Staff-Mixed†	Clinical	Title 38
Q3 RN-Telephone Triage†	Clinical	Title 38
Q4 RN Clinical Nurse Lead†	Clinical	Title 38
Q5 RN, Travel Nurse Corps Staff†	Clinical	Title 38
Q6 RN/Staff-Inpatient Community Living Center†	Clinical	Title 38
Q7 Charge Nurse†	Clinical	Title 38
R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty†	Clinical	Title 38
S1 RN/Polytrauma Rehab†	Clinical	Title 38
S2 RN Informatics†	Clinical	Title 38
S3 RN, Preventative/Occupational Health†	Clinical	Title 38
S4 RN/Wound Care Spec†	Clinical	Title 38
S5 RN, IV Therapy†	Clinical	Title 38
S6 RN – General Clinical Consultant†	Clinical	Title 38
S7 RN/Resident†	Clinical	Title 38
0018 Safety and Occupational Health Management	Nonclinical	Title 5

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0019 Safety Technician	Nonclinical	Title 5
0028 Environmental Protection Specialist	Nonclinical	Title 5
0060 Chaplain	Clinical	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
0101 Social Science (Title 5)	Clinical	Title 5
0101 Social Science/Licensed Prof Mental Health Counselor	Clinical	Title 38 Hybrid
0101 Social Service/Marriage Family Therapist	Clinical	Title 38 Hybrid
0102 Social Science Aid and Technician	Clinical	Title 5
0110 Economist	Nonclinical	Title 5
0150 Geographer	Nonclinical	Title 5
0180 Psychology	Clinical	Title 38 Hybrid
0181 Psychology Aid and Technician	Clinical	Title 5
0184 Sociology	Clinical	Title 5
0185 Social Work	Clinical	Title 38 Hybrid
0186 Social Services Aid and Assistant	Clinical	Title 5
0187 Social Services	Clinical	Title 5
0188 Recreation Specialist	Clinical	Title 5

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0189 Recreation Aid and Assistant	Clinical	Title 5
0193 Archeology	Nonclinical	Title 5
0199 Social Science Student Trainee	Clinical	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



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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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
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
0440 Genetics	Clinical	Title 5

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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
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

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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
0603 Physician's Assistant	Clinical	Title 38
0605 Nurse Anesthetist	Clinical	Title 38
0620 Practical Nurse	Clinical	Title 38 Hybrid
0621 Nursing Assistant	Clinical	Title 38 Hybrid
0622 Medical Supply Aide and Technician	Nonclinical	Title 5
0622 Medical Supply Aide and Technician/Sterile Processing	Nonclinical	Title 38 Hybrid
0630 Dietitian and Nutritionist	Clinical	Title 38 Hybrid
0631 Occupational Therapist	Clinical	Title 38 Hybrid
0633 Physical Therapist	Clinical	Title 38 Hybrid
0635 Corrective Therapist	Clinical	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant (Title 5)	Clinical	Title 5
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	Clinical	Title 38 Hybrid
0638 Recreation/Creative Arts Therapist	Clinical	Title 5
0640 Health Aid and Technician (Title 5)	Clinical	Title 5
0640 Health Aid and Technician/Certified Respiratory Therapist	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Telehealth	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Massage Therapy	Clinical	Title 38 Hybrid

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0640 Health Aid and Technician/Optomety	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Ophthalmology	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Eye Care	Clinical	Title 38 Hybrid
0642 Nuclear Medicine Technician	Clinical	Title 5
0644 Medical Technologist	Clinical	Title 38 Hybrid
0645 Medical Technician	Clinical	Title 5
0646 Pathology Technician (Title 5)	Clinical	Title 5
0646 Pathology Technician/Histopathology	Clinical	Title 38 Hybrid
0647 Diagnostic Radiologic Technologist	Clinical	Title 38 Hybrid
0648 Therapeutic Radiologic Technologist	Clinical	Title 38 Hybrid
0649 Medical Instrument Technician	Clinical	Title 38 Hybrid
0651 Respiratory Therapist	Clinical	Title 5
0660 Pharmacist	Clinical	Title 38 Hybrid
0661 Pharmacy Technician	Clinical	Title 38 Hybrid
0662 Optometrist	Clinical	Title 38
0665 Speech Pathology and Audiology	Clinical	Title 38 Hybrid
0667 Orthotist and Prosthetist	Clinical	Title 38 Hybrid
0668 Podiatrist	Clinical	Title 38
0669 Medical Records Administration	Nonclinical	Title 38 Hybrid
0670 Health System Administration	Nonclinical	Title 5
0671 Health System Specialist	Nonclinical	Title 5
0672 Prosthetic Representative	Nonclinical	Title 38 Hybrid

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0673 Hospital Housekeeping Management	Nonclinical	Title 5
0675 Medical Records Technician	Nonclinical	Title 38 Hybrid
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid
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
0690 Industrial Hygiene	Nonclinical	Title 5
0698 Environmental Health Technician	Nonclinical	Title 5
0699 Medical and Health Student Trainee	Clinical	Title 5
0701 Veterinary Medical Science	Nonclinical	Title 5
0704 Animal Health Technician	Nonclinical	Title 5
0801 General Engineering	Nonclinical	Title 5
0802 Engineering Technician	Nonclinical	Title 5
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

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0850 Electrical Engineering	Nonclinical	Title 5
0854 Computer Engineering	Nonclinical	Title 5
0855 Electronics Engineering	Nonclinical	Title 5
0856 Electronics Technician	Nonclinical	Title 5
0858 Biomedical Engineering	Nonclinical	Title 38 Hybrid
0895 Industrial Engineering Technical	Nonclinical	Title 5
0896 Industrial Engineering	Nonclinical	Title 5
0899 Engineering and Architecture Student Trainee	Nonclinical	Title 5
0901 General Legal and Kindred Administration	Nonclinical	Title 5
0905 General Attorney	Nonclinical	Title 5
0950 Paralegal Specialist	Nonclinical	Title 5
0962 Contact Representative	Nonclinical	Title 5
0986 Legal Assistance	Nonclinical	Title 5
0996 Veterans Claims Examining	Nonclinical	Title 5
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

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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
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
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

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
1320 Chemistry	Clinical	Title 5
1410 Librarian	Nonclinical	Title 5
1411 Library Technician	Nonclinical	Title 5
1412 Technical Information Services	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
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



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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
1712 Training Instruction	Nonclinical	Title 5
1715 Vocational Rehabilitation	Clinical	Title 5
1720 Education Program	Nonclinical	Title 5
1725 Public Health Educator	Nonclinical	Title 5
1740 Education Services	Nonclinical	Title 5
1750 Instructional Systems	Nonclinical	Title 5
1810 General Investigating	Nonclinical	Title 5
1811 Criminal Investigating	Nonclinical	Title 5
1910 Quality Assurance	Nonclinical	Title 5
2001 General Supply	Nonclinical	Title 5
2003 Supply Program Management	Nonclinical	Title 5
2005 Supply Clerical and Technician	Nonclinical	Title 5
2010 Inventory Management	Nonclinical	Title 5
2030 Distribution Facilities and Storage Management	Nonclinical	Title 5
2091 Sales Store Clerical	Nonclinical	Title 5
2099 Supply Student Trainee	Nonclinical	Title 5
2101 Transportation Specialist	Nonclinical	Title 5
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

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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‡
3111 Sewing Machine Operating	Nonclinical	Wage Grade‡
3359 Instrument Mechanic	Nonclinical	Wage Grade‡
3414 Machining	Nonclinical	Wage Grade‡
3502 Laboring	Nonclinical	Wage Grade‡
3511 Laboratory Working	Nonclinical	Wage Grade‡
3566 Custodial Worker	Nonclinical	Wage Grade‡
3601 Miscellaneous Structural & Finishing Work	Nonclinical	Wage Grade‡
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‡

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

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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‡
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**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
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‡

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

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
7401 Miscellaneous Food Preparation and Serving	Nonclinical	Wage Grade‡
7404 Cook	Nonclinical	Wage Grade‡
7408 Food Service Worker	Nonclinical	Wage Grade‡
7601 Miscellaneous Personal Services	Nonclinical	Wage Grade‡

Source: *OIG FY 2021 staffing survey*

<sup>a</sup> The \* denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series.

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

## Appendix C: Facility-Specific Severe Occupational Staffing Shortages

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

- Responses to the OIG's FY 2021 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. Shortages for the Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0649 Medical Instrument Technician
	12 Urology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	7 Orthopedic Surgery*
	CA Cardiology Non-Invasive*

**Table C.1. Shortages for the Togus VA Medical Center in Augusta, Maine  
(VISN 1, Station 402)**

Clinical or Nonclinical	Occupation
	E6 Cardiology Non-Interventionist*
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.2. Shortages for the White River Junction VA Medical Center in Vermont (VISN 1, Station 405)**

Clinical or Nonclinical	Occupation
Clinical	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0640 Health Aid and Technician/Ophthalmology
	0640 Health Aid and Technician/Optometry
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0651 Respiratory Therapist
	0660 Pharmacist
	0661 Pharmacy Technician
	0665 Speech Pathology and Audiology
	18 Hematology*
	20 Dermatology*
	21 General Internal Medicine*
	30 Neurology*
	38 Radiology-Diagnostic*
	45 Radiology-Interventional*
	5 Medical Oncology*
	7 Orthopedic Surgery*



**Table C.2. Shortages for the White River Junction VA Medical Center in Vermont  
(VISN 1, Station 405)**

Clinical or Nonclinical	Occupation
	8 Otolaryngology*
	0610 Nurse
	75 NP-Primary Care†
	86 RN, Shift Supervisor†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
Nonclinical	0083 Police
	0318 Secretary
	0341 Administrative Officer
	0343 Management and Program Analysis
	0510 Accounting
	0511 Auditing
	0669 Medical Records Administration
	0671 Health System Specialist
	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0690 Industrial Hygiene
	0801 General Engineering
	0858 Biomedical Engineering
	3566 Custodial Worker
	4204 Pipefitting
	5306 Air Conditioning Equipment Mechanic

**Table C.2. Shortages for the White River Junction VA Medical Center in Vermont  
(VISN 1, Station 405)**

Clinical or Nonclinical	Occupation
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator
	7408 Food Service Worker

**Table C.3. Shortages for the Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518)**

Clinical or Nonclinical	Occupation
Clinical	21 General Internal Medicine*
	31 Psychiatry*
	40 Geriatrics*
	P1 Primary Care*
Nonclinical	3566 Custodial Worker
	5402 Boiler Plant Operator

**Table C.4. Shortages for the Jamaica Plain VA Medical Center in Boston, Massachusetts  
(VISN 1, Station 523)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0601 General Health Science/Clinical Perfusionist
	0601 General Health Science/Registered Respiratory Therapist
	0644 Medical Technologist
	0645 Medical Technician
	1306 Health Physics
	1 Anesthesiology*
	6 Ophthalmology*
	67 Oral Surgery*
	P9 Orthopedic*
	R3 Hematology/Oncology*
	87 RN, Manager/Head Nurse†
	CW RN Staff- Peri-Op†
	J4 RN/Assistant Manager/Perm Change†
	S1 RN/Polytrauma Rehab†
Nonclinical	0083 Police
	0560 Budget Analysis
	0679 Medical Support Assistance
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2805 Electrician
	4204 Pipefitting

**Table C.4. Shortages for the Jamaica Plain VA Medical Center in Boston,  
Massachusetts  
(VISN 1, Station 523)**

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

**Table C.5. Shortages for the Manchester VA Medical Center in New Hampshire  
(VISN 1, Station 608)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	2 Surgery*
	25 Gastroenterology*
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	0610 Nurse
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0083 Police
	4204 Pipefitting
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator

**Table C.6. Shortages for the Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0801 General Engineering
	3566 Custodial Worker
	5703 Motor Vehicle Operator
	7408 Food Service Worker

**Table C.7. Shortages for the Providence VA Medical Center in Rhode Island  
(VISN 1, Station 650)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0647 Diagnostic Radiologic Technologist
	1 Anesthesiology*
	31 Psychiatry*
	K6 Hospitalist*
	P1 Primary Care*
	75 NP-Primary Care†
	CM RN Staff-Critical Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†
	Q1 RN/Staff-Outpatient†
Nonclinical	0675 Medical Records Technician
	0808 Architecture
	3566 Custodial Worker
	7404 Cook
	7408 Food Service Worker



**Table C.8. Shortages for the West Haven VA Medical Center in Connecticut  
(VISN 1, Station 689)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician/Telehealth
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.9. Shortages for the James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526)**

Clinical or Nonclinical	Occupation
Clinical	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	45 Radiology-Interventional*
	7 Orthopedic Surgery*
	G9 Radiation Oncology*
	P1 Primary Care*
	74 RN, Infection Control†
	CQ RN Staff- Inpatient Mental Health†
	CW RN Staff- Peri-Op†
	Q2 RN/Staff-Mixed†
	S4 RN/Wound Care Spec†
Nonclinical	0622 Medical Supply Aide and Technician
	0675 Medical Records Technician
	0801 General Engineering
	4204 Pipefitting
	4206 Plumbing
	5306 Air Conditioning Equipment Mechanic
	5402 Boiler Plant Operator
	5406 Utility Systems Operator
	5407 Electric Power Controlling

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

Clinical or Nonclinical	Occupation
Clinical	13 Psychiatry*
	45 Radiology-Interventional*
	M9 Cardiology-Interventional*
	79 CNS-Med/Surg†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0018 Safety and Occupational Health Management
	0083 Police
	0675 Medical Records Technician
	0801 General Engineering
	3566 Custodial Worker

**Table C.11. Shortages for the Finger Lakes Health Care System in Bath,  
New York (VISN 2, Station 528A6)**

Clinical or Nonclinical	Occupation
Clinical	13 Psychiatry*
	63 General Practice*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	Q2 RN/Staff-Mixed†

**Table C.12. Shortages for the Syracuse VA Medical Center in New York  
(VISN 2, Station 528A7)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0644 Medical Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0671 Health System Specialist
	1640 Facility Management
	2805 Electrician
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic

**Table C.13. Shortages for the Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0648 Therapeutic Radiologic Technologist
	0649 Medical Instrument Technician
	1 Anesthesiology*
	12 Urology*
	21 General Internal Medicine*
	26 Pulmonary Diseases*
	31 Psychiatry*
	49 Family Practice*
	7 Orthopedic Surgery*
	G9 Radiation Oncology*
	K8 Critical Care*
	P1 Primary Care*
	75 NP-Primary Care†
	82 RN, Senior Leadership†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†

**Table C.13. Shortages for the Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)**

Clinical or Nonclinical	Occupation
	CR RN Staff- Emergency Dept/Urgent Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0801 General Engineering

**Table C.14. Shortages for the East Orange VA Medical Center in New Jersey  
(VISN 2, Station 561)**

<b>Clinical or Nonclinical</b>	<b>Occupation</b>
Clinical	0605 Nurse Anesthetist
	0645 Medical Technician
	0660 Pharmacist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0671 Health System Specialist
	1105 Purchasing
	7304 Laundry Working
	7404 Cook



**Table C.15. Shortages for the Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0649 Medical Instrument Technician
	31 Psychiatry*
Nonclinical	0505 Financial Management
	4204 Pipefitting
	5306 Air Conditioning Equipment Mechanic
	5406 Utility Systems Operator

**Table C.16. Shortages for the Manhattan VA Medical Center in New York,  
New York (VISN 2, Station 630)**

Clinical or Nonclinical	Occupation
Clinical	0603 Physician's Assistant
	0605 Nurse Anesthetist
	7 Orthopedic Surgery*
	E4 Cardiovascular/Thoracic Surgeon*
	R4 Vascular Surgery*
Nonclinical	0083 Police
	0801 General Engineering
	2805 Electrician
	4206 Plumbing
	5402 Boiler Plant Operator

**Table C.17. Shortages for the Northport VA Medical Center in New York  
(VISN 2, Station 632)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0610 Nurse
Nonclinical	0081 Fire Protection and Prevention
	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker

**Table C.18. Shortages for the Wilmington VA Medical Center in Delaware  
(VISN 4, Station 460)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	12 Urology*
	27 Nephrology*
	31 Psychiatry*
	P1 Primary Care*

**Table C.19. Shortages for the James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0647 Diagnostic Radiologic Technologist
	12 Urology*
	3 Gynecology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	K6 Hospitalist*
	P1 Primary Care*
Nonclinical	0801 General Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2805 Electrician
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator

**Table C.20. Shortages for the Butler VA Medical Center in Pennsylvania  
(VISN 4, Station 529A4)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Acupuncturist
	0668 Podiatrist
	0602 Medical Officer
	0 Miscellaneous Title 38*
	31 Psychiatry*
	51 Chief of Staff*
	0610 Nurse
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0028 Environmental Protection Specialist

**Table C.21. Shortages for the Coatesville VA Medical Center in Pennsylvania  
(VISN 4, Station 542)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0631 Occupational Therapist
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0662 Optometrist
	31 Psychiatry*
	4 Pain Management/Physical Medicine and Rehabilitation*
	0610 Nurse
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CS RN Staff- Outpatient Mental Health†
	CT RN Staff- Women's Health Clinic†
	CY NP-Geriatrics†
	CZ NP-Medical Specialty†
Nonclinical	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	3566 Custodial Worker
	5402 Boiler Plant Operator

**Table C.21. Shortages for the Coatesville VA Medical Center in Pennsylvania  
(VISN 4, Station 542)**

Clinical or Nonclinical	Occupation
	7408 Food Service Worker



**Table C.22. Shortages for the Erie VA Medical Center in Pennsylvania  
(VISN 4, Station 562)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0620 Practical Nurse
	0645 Medical Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0303 Miscellaneous Clerk and Assistant
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	5306 Air Conditioning Equipment Mechanic
	5402 Boiler Plant Operator
	7408 Food Service Worker

**Table C.23. Shortages for the Lebanon VA Medical Center in Pennsylvania  
(VISN 4, Station 595)**

Clinical or Nonclinical	Occupation
Clinical	0603 Physician's Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0649 Medical Instrument Technician
	0651 Respiratory Therapist
	1 Anesthesiology*
	12 Urology*
	26 Pulmonary Diseases*
	31 Psychiatry*
	7 Orthopedic Surgery*
	8 Otolaryngology*
	K8 Critical Care*
	P1 Primary Care*
	0610 Nurse
	75 NP-Primary Care†
Nonclinical	0089 Emergency Management
	0669 Medical Records Administration
	0675 Medical Records Technician
	0858 Biomedical Engineering
	2606 Electronic Industrial Controls Mechanic

**Table C.24. Shortages for the Corporal Michael J. Crescenz VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	31 Psychiatry*
	P1 Primary Care*
Nonclinical	0083 Police
	0341 Administrative Officer

**Table C.25. Shortages for the Pittsburgh VA Medical Center-University Drive in Pennsylvania (VISN 4, Station 646)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0662 Optometrist
	25 Gastroenterology*
	31 Psychiatry*
	K6 Hospitalist*
	P1 Primary Care*
Nonclinical	0083 Police
	0801 General Engineering
	1008 Interior Design
	2805 Electrician
	6907 Materials Handler

**Table C.26. Shortages for the Wilkes-Barre VA Medical Center in Pennsylvania  
(VISN 4, Station 693)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0675 Medical Records Technician
	2805 Electrician
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic

**Table C.27. Shortages for the Baltimore VA Medical Center in Maryland  
(VISN 5, Station 512)**

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
	0610 Nurse
Nonclinical	0801 General Engineering
	0858 Biomedical Engineering

**Table C.28. Shortages for the Beckley VA Medical Center in West Virginia  
(VISN 5, Station 517)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Registered Respiratory Therapist
	12 Urology*
	25 Gastroenterology*
	31 Psychiatry*
	6 Ophthalmology*
	7 Orthopedic Surgery*
	CA Cardiology Non-Invasive*
Nonclinical	0525 Accounting Technician
	0801 General Engineering

**Table C.29. Shortages for the Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0602 Medical Officer
	12 Urology*
	13 Physiatry*
	16 Emergency Medicine*
	25 Gastroenterology*
	5 Medical Oncology*
	7 Orthopedic Surgery*
	K6 Hospitalist*
	P1 Primary Care*
	Q9 Sleep Medicine*
	R4 Vascular Surgery*
	0610 Nurse
	N5 NP-Other†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0858 Biomedical Engineering
	3566 Custodial Worker
	7404 Cook
	7408 Food Service Worker



**Table C.30. Shortages for the Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0644 Medical Technologist
	0610 Nurse
	CG Nurse Practitioner Resident†
Nonclinical	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

**Table C.31. Shortages for the Martinsburg VA Medical Center in West Virginia  
(VISN 5, Station 613)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0630 Dietitian and Nutritionist
	0638 Recreation/Creative Arts Therapist
	0642 Nuclear Medicine Technician
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	21 General Internal Medicine*
	30 Neurology*
	31 Psychiatry*
	P1 Primary Care*
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

**Table C.32. Shortages for the Washington, DC VA Medical Center  
(VISN 5, Station 688)**

Clinical or Nonclinical	Occupation
Clinical	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance

**Table C.33. Shortages for the Durham VA Medical Center in North Carolina  
(VISN 6, Station 558)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	1 Anesthesiology*
	11 Thoracic Surgery*
	16 Emergency Medicine*
	2 Surgery*
	20 Dermatology*
	25 Gastroenterology*
	30 Neurology*
	31 Psychiatry*
	45 Radiology-Interventional*
	7 Orthopedic Surgery*
	CA Cardiology Non-Invasive*
	E5 Neurosurgery*
	E6 Cardiology Non-Interventionist*
	G9 Radiation Oncology*
	M9 Cardiology-Interventional*

**Table C.33. Shortages for the Durham VA Medical Center in North Carolina  
(VISN 6, Station 558)**

Clinical or Nonclinical	Occupation
	N9 Cardiac Electrophysiology*
	P1 Primary Care*
	R3 Hematology/Oncology*
	74 RN, Infection Control†
	77 RN, Researcher/Doctor†
	82 RN, Senior Leadership†
	Q6 RN/Staff-Inpatient Community Living Center†
	S2 RN Informatics†
	S4 RN/Wound Care Specialist†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	2805 Electrician

**Table C.34. Shortages for the Fayetteville VA Medical Center in North Carolina  
(VISN 6, Station 565)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0662 Optometrist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0201 Human Resources Management
	0672 Prosthetic Representative
	0679 Medical Support Assistance

**Table C.35. Shortages for the Hampton VA Medical Center in Virginia  
(VISN 6, Station 590)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0630 Dietitian and Nutritionist
	0644 Medical Technologist
	0645 Medical Technician
	0660 Pharmacist
	0665 Speech Pathology and Audiology
	11 Thoracic Surgery*
	12 Urology*
	25 Gastroenterology*
	31 Psychiatry*
	40 Geriatrics*
	CE Palliative Care*
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	Q2 RN/Staff-Mixed†
Nonclinical	0801 General Engineering
	3566 Custodial Worker
	4749 Maintenance Mechanic
	7408 Food Service Worker

**Table C.36. Shortages for the Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0602 Medical Officer
	31 Psychiatry*
	45 Radiology-Interventional*
	E6 Cardiology Non-Interventionist*
	P1 Primary Care*
	75 NP-Primary Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0801 General Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	7408 Food Service Worker



**Table C.37. Shortages for the Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)**

Clinical or Nonclinical	Occupation
Clinical	11 Thoracic Surgery*
	12 Urology*
	13 Physiatry*
	17 Retinal Surgery*
	18 Hematology*
	20 Dermatology*
	23 Allergy & Immunology*
	31 Psychiatry*
	33 Clinical Pathology*
	38 Radiology-Diagnostic*
	39 Radiology-Therapeutic*
	43 Pathology*
	45 Radiology-Interventional*
	47 Research-Career Development*
	5 Medical Oncology*
	51 Chief of Staff*
	53 Associate Chief of Staff-Education*
	6 Ophthalmology*
	61 ACOS/Quality Assurance*
	67 Oral Surgery*
	68 Periodontics*
	CE Palliative Care*

**Table C.37. Shortages for the Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)**

Clinical or Nonclinical	Occupation
	CF Dermatology Mohs*
	E4 Cardiovascular/Thoracic Surgeon*
	E5 Neurosurgery*
	G9 Radiation Oncology*
	H4 Palliative Care Medicine Fellow*
	Q8 Health Informatics*
	Q9 Sleep Medicine*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*

**Table C.38. Shortages for the Salem VA Medical Center in Virginia  
(VISN 6, Station 658)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	13 Physiatry*
	16 Emergency Medicine*
	25 Gastroenterology*
	5 Medical Oncology*
	6 Ophthalmology*
	K6 Hospitalist*
	P1 Primary Care*
	0610 Nurse
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†
	N5 NP-Other†
Nonclinical	0083 Police
	0301 Miscellaneous Administration and Program
	0341 Administrative Officer
	3566 Custodial Worker
	7304 Laundry Working

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

Clinical or Nonclinical	Occupation
Clinical	12 Urology*
	7 Orthopedic Surgery*
	R4 Vascular Surgery*

**Table C.40. Shortages for the Atlanta VA Medical Center in Decatur, Georgia  
(VISN 7, Station 508)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	16 Emergency Medicine*
	30 Neurology*
	31 Psychiatry*
	P1 Primary Care*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0801 General Engineering
	0858 Biomedical Engineering
	7404 Cook

**Table C.41. Shortages for the Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	18 Hematology*
	31 Psychiatry*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
Nonclinical	0083 Police
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker

**Table C.42. Shortages for the Birmingham VA Medical Center in Alabama  
(VISN 7, Station 521)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Histopathology Technologist
	0603 Physician's Assistant
	0620 Practical Nurse
	0644 Medical Technologist
	0649 Medical Instrument Technician
	0661 Pharmacy Technician
	12 Urology*
	16 Emergency Medicine*
	2 Surgery*
	31 Psychiatry*
	7 Orthopedic Surgery*
	K6 Hospitalist*
	P1 Primary Care*
	Q9 Sleep Medicine*
	71 RN, Recruiter†
	74 RN, Infection Control†
	75 NP-Primary Care†
	79 CNS-Med/Surg†
	80 RN/Nurse Executive†
	81 Chief Nurse Trainee†
	82 RN, Senior Leadership†
	85 RN Educator†

**Table C.42. Shortages for the Birmingham VA Medical Center in Alabama  
(VISN 7, Station 521)**

Clinical or Nonclinical	Occupation
	86 RN, Shift Supervisor†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	91 Nurse Supervisor Surgical Service†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CV RN Staff-Interventional†
	CW RN Staff- Peri-Op†
	CZ NP-Medical Specialty†
	DA NP-Surgical Special†
	E8 Deputy Nurse Executive†
	F1 Associate Chief Nursing Service†
	G5 RN Facility Admin†
	G6 RN/Program Manager/Coordinator†
	G7 RN, Admin/Other†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†
	N6 CNS-Outpatient†
	Q1 RN/Staff-Outpatient†
	Q2 RN/Staff-Mixed†
	Q3 RN-Telephone Triage†



**Table C.42. Shortages for the Birmingham VA Medical Center in Alabama  
(VISN 7, Station 521)**

Clinical or Nonclinical	Occupation
	Q4 RN Clinical Nurse Lead†
	Q7 Charge Nurse†
	R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty†
	S2 RN Informatics†
	S3 RN, Preventative/Occupational Health†
	S4 RN/Wound Care Spec†
	S5 RN, IV Therapy†
	S6 RN – General Clinical Consultant†
Nonclinical	0083 Police
	0346 Logistics Management
	0622 Medical Supply Aide and Technician/Sterile Processing
	0669 Medical Records Administration
	0858 Biomedical Engineering
	2005 Supply Clerical and Technician
	3566 Custodial Worker

**Table C.43. Shortages for the Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0631 Occupational Therapist
	0633 Physical Therapist
	0635 Corrective Therapist
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0642 Nuclear Medicine Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0651 Respiratory Therapist
	0660 Pharmacist
	0661 Pharmacy Technician
	0662 Optometrist
	0665 Speech Pathology and Audiology
	0667 Orthotist and Prosthetist
	0680 Dental Officer
	0602 Medical Officer
	0610 Nurse
	75 NP-Primary Care†
Nonclinical	0201 Human Resources Management

**Table C.43. Shortages for the Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)**

Clinical or Nonclinical	Occupation
	0203 Human Resources Assistance
	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0858 Biomedical Engineering

**Table C.44. Shortages for the Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	12 Urology*
	20 Dermatology*
	25 Gastroenterology*
	45 Radiology-Interventional*
	P1 Primary Care*
	CM RN Staff-Critical Care†
Nonclinical	0083 Police
	0201 Human Resources Management
	3566 Custodial Worker

**Table C.45. Shortages for the Carl Vinson VA Medical Center in Dublin, Georgia  
(VISN 7, Station 557)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	25 Gastroenterology*
	31 Psychiatry*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†

**Table C.46. Shortages for the Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	3566 Custodial Worker
	5703 Motor Vehicle Operator
	7408 Food Service Worker

**Table C.47. Shortages for the Tuscaloosa VA Medical Center in Alabama  
(VISN 7, Station 679)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0635 Corrective Therapist
	31 Psychiatry*
	4 Pain Management/Physical Medicine and Rehabilitation*
Nonclinical	0083 Police
	0201 Human Resources Management
	0343 Management and Program Analysis
	0690 Industrial Hygiene
	3566 Custodial Worker

**Table C.48. Shortages for the C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	1 Anesthesiology*
	12 Urology*
	16 Emergency Medicine*
	20 Dermatology*
	26 Pulmonary Diseases*
	29 Endocrine and Metabolism*
	30 Neurology*
	41 Pain Management/Anesthesia*
	7 Orthopedic Surgery*
	G9 Radiation Oncology*
	P1 Primary Care*
	R4 Vascular Surgery*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	N1 NP/Long Term Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician



**Table C.48. Shortages for the C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)**

Clinical or Nonclinical	Occupation
	0690 Industrial Hygiene
	0804 Fire Protection Engineering
	0819 Environmental Engineering
	0858 Biomedical Engineering
	2805 Electrician
	4607 Carpenter
	4742 Utility Systems Repairer-Operator
	5306 Air Conditioning Equipment Mechanic

**Table C.49. Shortages for the Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Clinical Perfusionist
	0601 General Health Science/Cytotechnologist
	0601 General Health Science/Nuclear Medicine Technologist
	0601 General Health Science/Therapeutic Medical Physicist
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0644 Medical Technologist
	0645 Medical Technician
	0648 Therapeutic Radiologic Technologist
	0651 Respiratory Therapist
	0660 Pharmacist
	0662 Optometrist
	0667 Orthotist and Prosthetist
	0680 Dental Officer
	12 Urology*
	16 Emergency Medicine*
	2 Surgery*
	20 Dermatology*

**Table C.49. Shortages for the Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
	25 Gastroenterology*
	26 Pulmonary Diseases*
	31 Psychiatry*
	41 Pain Management/Anesthesia*
	8 Otolaryngology*
	9 Plastic Surgery*
	E4 Cardiovascular/Thoracic Surgeon*
	E6 Cardiology Non-Interventionist*
	P1 Primary Care*
	R4 Vascular Surgery*
	80 RN/Nurse Executive†
	85 RN Educator†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CP RN Staff- Progressive Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	G6 RN/Program Manager/Coordinator†
	G7 RN, Admin/Other†
	Q2 RN/Staff-Mixed†

**Table C.49. Shortages for the Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
	S4 RN/Wound Care Spec†
Nonclinical	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

**Table C.50. Shortages for the West Palm Beach VA Medical Center in Florida  
(VISN 8, Station 548)**

Clinical or Nonclinical	Occupation
Clinical	0603 Physician's Assistant
	0647 Diagnostic Radiologic Technologist
	0651 Respiratory Therapist
	12 Urology*
	31 Psychiatry*
	7 Orthopedic Surgery*
	74 RN, Infection Control†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0306 Government Information Specialist
	0801 General Engineering
	1601 General Facilities and Equipment (Title 5)
	2805 Electrician
	5306 Air Conditioning Equipment Mechanic

**Table C.51. Shortages for the Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
	31 Psychiatry*
	8 Otolaryngology*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0801 General Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

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

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Therapeutic Medical Physicist
	0620 Practical Nurse
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0648 Therapeutic Radiologic Technologist
	0660 Pharmacist
	0667 Orthotist and Prosthetist
	11 Thoracic Surgery*
	27 Nephrology*
	31 Psychiatry*
	44 Physical Medicine & Rehabilitation*
	7 Orthopedic Surgery*
	E4 Cardiovascular/Thoracic Surgeon*
	E5 Neurosurgery*
	G9 Radiation Oncology*
	K6 Hospitalist*
	K8 Critical Care*
	M9 Cardiology-Interventional*
	P1 Primary Care*
Nonclinical	0201 Human Resources Management
	0505 Financial Management

**Table C.53. Shortages for the James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
Nonclinical	0675 Medical Records Technician
	0801 General Engineering



**Table C.54. Shortages for the Orlando VA Medical Center in Florida  
(VISN 8, Station 675)**

Clinical or Nonclinical	Occupation
Clinical	31 Psychiatry*
	P1 Primary Care*
	CQ RN Staff- Inpatient Mental Health†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.55. Shortages for the Franklin R. Sousley Campus in Lexington, Kentucky (VISN 9, Station 596)**

Clinical or Nonclinical	Occupation
Clinical	0621 Nursing Assistant
	0631 Occupational Therapist
	0633 Physical Therapist
	28 Rheumatology*
	40 Geriatrics*
	5 Medical Oncology*
	P1 Primary Care*
	P9 Orthopedic*
	Q9 Sleep Medicine*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	M2 RN/Case Manager/Care†
Nonclinical	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	1105 Purchasing
	3566 Custodial Worker

**Table C.56. Shortages for the Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0620 Practical Nurse
	0621 Nursing Assistant
	0660 Pharmacist
	30 Neurology*
	31 Psychiatry*
	8 Otolaryngology*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	5306 Air Conditioning Equipment Mechanic

**Table C.57. Shortages for the Memphis VA Medical Center in Tennessee  
(VISN 9, Station 614)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	16 Emergency Medicine*
	25 Gastroenterology*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	43 Pathology*
	45 Radiology-Interventional*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0083 Police
	0690 Industrial Hygiene
	0858 Biomedical Engineering
	4701 Miscellaneous General Maintenance and Operations Work
	7408 Food Service Worker

**Table C.58. Shortages for the James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0620 Practical Nurse
	0630 Dietitian and Nutritionist
	0640 Health Aid and Technician (Title 5)
	0645 Medical Technician
	12 Urology*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	31 Psychiatry*
	49 Family Practice*
	K8 Critical Care*
	P1 Primary Care*
	R4 Vascular Surgery*
	88 RN Staff Nurse-Inpatient†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	1105 Purchasing
	3566 Custodial Worker
	7304 Laundry Working
	7404 Cook

**Table C.58. Shortages for the James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)**

Clinical or Nonclinical	Occupation
	7408 Food Service Worker

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**Table C.59. Shortages for the Nashville VA Medical Center in Tennessee  
(VISN 9, Station 626)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0620 Practical Nurse
	0661 Pharmacy Technician
	1 Anesthesiology*
	16 Emergency Medicine*
	20 Dermatology*
	21 General Internal Medicine*
	3 Gynecology*
	31 Psychiatry*
	4 Pain Management/Physical Medicine and Rehabilitation*
	43 Pathology*
	8 Otolaryngology*
	E6 Cardiology Non-Interventionist*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	R4 Vascular Surgery*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CW RN Staff- Peri-Op†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q2 RN/Staff-Mixed†

**Table C.59. Shortages for the Nashville VA Medical Center in Tennessee  
(VISN 9, Station 626)**

Clinical or Nonclinical	Occupation
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0672 Prosthetic Representative
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	2005 Supply Clerical and Technician



**Table C.60. Shortages for the Lieutenant Colonel Charles S. Kettles VA Medical Center in Ann Arbor, Michigan (VISN 10, Station 506)**

Clinical or Nonclinical	Occupation
Clinical	11 Thoracic Surgery*
	13 Physiatry*
	18 Hematology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	39 Radiology-Therapeutic*
	4 Pain Management/Physical Medicine and Rehabilitation*
	41 Pain Management/Anesthesia*
	44 Physical Medicine & Rehabilitation*
	45 Radiology-Interventional*
	7 Orthopedic Surgery*
	CA Cardiology Non-Invasive*
	CB Anesthesiology Pain Management*
	E7 Radiology (Nuclear)*
	0610 Nurse
	71 RN, Recruiter†
	85 RN Educator†
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CP RN Staff- Progressive Care†
	CW RN Staff- Peri-Op†

**Table C.60. Shortages for the Lieutenant Colonel Charles S. Kettles VA Medical Center in Ann Arbor, Michigan (VISN 10, Station 506)**

Clinical or Nonclinical	Occupation
	Q2 RN/Staff-Mixed†
Nonclinical	0201 Human Resources Management
	0679 Medical Support Assistance
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.61. Shortages for the Battle Creek VA Medical Center in Michigan  
(VISN 10, Station 515)**

Clinical or Nonclinical	Occupation
Clinical	0621 Nursing Assistant
	0631 Occupational Therapist
	0645 Medical Technician
	0651 Respiratory Therapist
	13 Physiatry*
	0610 Nurse
Nonclinical	0083 Police
	0544 Civilian Pay
	0679 Medical Support Assistance
	3566 Custodial Worker
	7304 Laundry Working

**Table C.62. Shortages for the Chillicothe VA Medical Center in Ohio  
(VISN 10, Station 538)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	31 Psychiatry*
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0801 General Engineering
	0810 Civil Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	5306 Air Conditioning Equipment Mechanic

**Table C.63. Shortages for the Cincinnati VA Medical Center in Ohio  
(VISN 10, Station 539)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0644 Medical Technologist
	0602 Medical Officer
	2 Surgery*
	P1 Primary Care*
	R3 Hematology/Oncology*
	75 NP-Primary Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0403 Microbiology

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

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0651 Respiratory Therapist
	26 Pulmonary Diseases*
	R3 Hematology/Oncology*
Nonclinical	0083 Police
	0544 Civilian Pay
	0679 Medical Support Assistance
	0801 General Engineering
	1105 Purchasing

**Table C.65. Shortages for the Dayton VA Medical Center in Ohio  
(VISN 10, Station 552)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0644 Medical Technologist
	0662 Optometrist
	0665 Speech Pathology and Audiology
	0610 Nurse
Nonclinical	0303 Miscellaneous Clerk and Assistant
	0341 Administrative Officer
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker

**Table C.66. Shortages for the John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0651 Respiratory Therapist
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	7408 Food Service Worker



**Table C.67. Shortages for the Richard L. Roudebush VA Medical Center in Indianapolis, Indiana (VISN 10, Station 583)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0180 Psychology
	0603 Physician's Assistant
	0644 Medical Technologist
	0649 Medical Instrument Technician
	1 Anesthesiology*
	16 Emergency Medicine*
	26 Pulmonary Diseases*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	39 Radiology-Therapeutic*
	45 Radiology-Interventional*
	7 Orthopedic Surgery*
	CE Palliative Care*
	E4 Cardiovascular/Thoracic Surgeon*
	K6 Hospitalist*
	P1 Primary Care*
	0 Miscellaneous Title 38†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†

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

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	12 Urology*
	31 Psychiatry*
	40 Geriatrics*
	6 Ophthalmology*
	P1 Primary Care*
	0610 Nurse
	87 RN, Manager/Head Nurse†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0801 General Engineering
	0802 Engineering Technician

**Table C.69. Shortages for the Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0602 Medical Officer
	12 Urology*
	26 Pulmonary Diseases*
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	0610 Nurse
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0201 Human Resources Management
	0203 Human Resources Assistance
	0679 Medical Support Assistance
	0801 General Engineering

**Table C.70. Shortages for the Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)**

Clinical or Nonclinical	Occupation
Clinical	None
Nonclinical	None

**Table C.71. Shortages for the Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Histopathology Technologist
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0645 Medical Technician
	0646 Pathology Technician/Histopathology
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	1 Anesthesiology*
	30 Neurology*
	31 Psychiatry*
	67 Oral Surgery*
	K6 Hospitalist*
	P1 Primary Care*
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†
	CW RN Staff- Peri-Op†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	S5 RN, IV Therapy†
Nonclinical	0083 Police
	0201 Human Resources Management
	0801 General Engineering
	5703 Motor Vehicle Operator

**Table C.72. Shortages for the Danville VA Medical Center in Illinois  
(VISN 12, Station 550)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	2010 Inventory Management

**Table C.73. Shortages for the Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)**

Clinical or Nonclinical	Occupation
Clinical	None
Nonclinical	None

**Table C.74. Shortages for the Edward Hines Junior Hospital in Hines, Illinois  
(VISN 12, Station 578)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0665 Speech Pathology and Audiology
	0667 Orthotist and Prosthetist
	21 General Internal Medicine*
	E4 Cardiovascular/Thoracic Surgeon*
	CM RN Staff-Critical Care†
Nonclinical	0083 Police
	0525 Accounting Technician
	0622 Medical Supply Aide and Technician/Sterile Processing
	0671 Health System Specialist



**Table C.75. Shortages for Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0651 Respiratory Therapist
	16 Emergency Medicine*
	30 Neurology*
	8 Otolaryngology*
	K6 Hospitalist*
	P1 Primary Care*
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	4749 Maintenance Mechanic

**Table C.76. Shortages for the William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0602 Medical Officer
Nonclinical	0201 Human Resources Management
	0675 Medical Records Technician
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.77. Shortages for the Tomah VA Medical Center in Wisconsin  
(VISN 12, Station 676)**

Clinical or Nonclinical	Occupation
Clinical	21 General Internal Medicine*
	31 Psychiatry*
	49 Family Practice*
	P1 Primary Care*
	75 NP-Primary Care†
	CQ RN Staff- Inpatient Mental Health†
	CU RN Staff- Domiciliary†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†

**Table C.78. Shortages for Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)**

Clinical or Nonclinical	Occupation
Clinical	0647 Diagnostic Radiologic Technologist
	13 Psychiatry*
Nonclinical	0622 Medical Supply Aide and Technician
	0675 Medical Records Technician
	0679 Medical Support Assistance

**Table C.79. Shortages for Kansas City VA Medical Center in Missouri  
(VISN 15, Station 589)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0640 Health Aid and Technician (Title 5)
	0645 Medical Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker

**Table C.80. Shortages for the Harry S. Truman Memorial Veterans' Hospital in  
Columbia, Missouri (VISN 15, Station 589A4)**

Clinical or Nonclinical	Occupation
Clinical	None
Nonclinical	None

**Table C.81. Shortages for Colmery-O'Neil VA Medical Center in Topeka, Kansas  
(VISN 15, Station 589A5)**

Clinical or Nonclinical	Occupation
Clinical	16 Emergency Medicine*
	31 Psychiatry*
	K6 Hospitalist*

**Table C.82. Shortages for Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)**

Clinical or Nonclinical	Occupation
Clinical	12 Urology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
Nonclinical	0083 Police
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	5402 Boiler Plant Operator



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

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Clinical Perfusionist
	0601 General Health Science/Registered Respiratory Therapist
	0605 Nurse Anesthetist
	0621 Nursing Assistant
	30 Neurology*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
Nonclinical	0679 Medical Support Assistance
	0858 Biomedical Engineering
	2005 Supply Clerical and Technician
	4204 Pipefitting
	5309 Heating and Boiler Plant Equipment Mechanic
	7408 Food Service Worker

**Table C.84. Shortages for the John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	12 Urology*
	16 Emergency Medicine*
	25 Gastroenterology*
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*
	P1 Primary Care*
	N5 NP-Other†

**Table C.85. Shortages for the Marion VA Medical Center in Illinois  
(VISN 15, Station 657A5)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0180 Psychology
	12 Urology*
	25 Gastroenterology*
	38 Radiology-Diagnostic*
	6 Ophthalmology*
Nonclinical	0083 Police
	0858 Biomedical Engineering

**Table C.86. Shortages for the Alexandria VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)**

Clinical or Nonclinical	Occupation
Clinical	0101 Social Science/Licensed Prof Mental Health Counselor
	0180 Psychology
	0601 General Health Science/Nuclear Medicine Technologist
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0631 Occupational Therapist
	0633 Physical Therapist
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
	0662 Optometrist
	0667 Orthotist and Prosthetist
	0668 Podiatrist
	0680 Dental Officer
	0681 Dental Assistant
	0682 Dental Hygiene
	1 Anesthesiology*
	12 Urology*
	31 Psychiatry*
	6 Ophthalmology*

**Table C.86. Shortages for the Alexandria VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)**

Clinical or Nonclinical	Occupation
	67 Oral Surgery*
	CQ RN Staff- Inpatient Mental Health†
Nonclinical	0201 Human Resources Management
	0669 Medical Records Administration
	0675 Medical Records Technician
	0858 Biomedical Engineering

**Table C.87. Shortages for the Biloxi VA Medical Center in Mississippi  
(VISN 16, Station 520)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	0651 Respiratory Therapist
	0667 Orthotist and Prosthetist
	31 Psychiatry*
	7 Orthopedic Surgery*
	M9 Cardiology-Interventional*
	0610 Nurse
Nonclinical	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	5406 Utility Systems Operator
	7304 Laundry Working

**Table C.88. Shortages for the Fayetteville VA Medical Center in Arkansas  
(VISN 16, Station 564)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	12 Urology*
	2 Surgery*
	21 General Internal Medicine*
	31 Psychiatry*
	7 Orthopedic Surgery*
	P1 Primary Care*
Nonclinical	0679 Medical Support Assistance
	0858 Biomedical Engineering
	2810 Electrician (High Voltage)
	3566 Custodial Worker
	5402 Boiler Plant Operator

**Table C.89. Shortages for the Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Nuclear Medicine Technologist
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	12 Urology*
	25 Gastroenterology*
	27 Nephrology*
	30 Neurology*
	31 Psychiatry*
	50 Admitting Physician*
	CA Cardiology Non-Invasive*
	K6 Hospitalist*
	P1 Primary Care*
	75 NP-Primary Care†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering



**Table C.89. Shortages for the Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)**

Clinical or Nonclinical	Occupation
	3566 Custodial Worker
	5402 Boiler Plant Operator

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0644 Medical Technologist
	11 Thoracic Surgery*
	12 Urology*
	16 Emergency Medicine*
	2 Surgery*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	32 Anatomic Pathology*
	33 Clinical Pathology*
	46 Nuclear Medicine*
	CA Cardiology Non-Invasive*
	K6 Hospitalist*
	R4 Vascular Surgery*
	79 CNS-Med/Surg†
	88 RN Staff Nurse-Inpatient
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CS RN Staff- Outpatient Mental Health†

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

Clinical or Nonclinical	Occupation
Nonclinical	0083 Police
	0260 Equal Employment Opportunity
	0346 Logistics Management
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2010 Inventory Management
	5402 Boiler Plant Operator
	5415 Air Conditioning Equipment Operator
	7408 Food Service Worker

**Table C.91. Shortages for the John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0180 Psychology
	0660 Pharmacist
	1 Anesthesiology*
	13 Physiatry*
	20 Dermatology*
	21 General Internal Medicine*
	26 Pulmonary Diseases*
	29 Endocrine and Metabolism*
	31 Psychiatry*
	40 Geriatrics*
	41 Pain Management/Anesthesia*
	49 Family Practice*
	CA Cardiology Non-Invasive*
	CE Palliative Care*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*
	K8 Critical Care*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	87 RN, Manager/Head Nurse†
	J4 RN/Assistant Manager/Perm Change†

**Table C.91. Shortages for the John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)**

Clinical or Nonclinical	Occupation
	Q6 RN/Staff-Inpatient Community Living Center†
	S2 RN Informatics†
Nonclinical	0083 Police
	0201 Human Resources Management
	0622 Medical Supply Aide and Technician/Sterile Processing
	0673 Hospital Housekeeping Management
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	1008 Interior Design
	4204 Pipefitting
	4804 Locksmithing
	5306 Air Conditioning Equipment Mechanic
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator
	6907 Materials Handler
	7305 Laundry Machine Operating
	7408 Food Service Worker

**Table C.92. Shortages for the New Orleans VA Medical Center in Louisiana  
(VISN 16, Station 629)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0646 Pathology Technician/Histopathology
	12 Urology*
	17 Retinal Surgery*
	28 Rheumatology*
	31 Psychiatry*
	32 Anatomic Pathology*
	40 Geriatrics*
	6 Ophthalmology*
	67 Oral Surgery*
	7 Orthopedic Surgery*
	8 Otolaryngology*
	9 Plastic Surgery*
	CQ RN Staff- Inpatient Mental Health†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	3566 Custodial Worker

**Table C.92. Shortages for the New Orleans VA Medical Center in Louisiana  
(VISN 16, Station 629)**

Clinical or Nonclinical	Occupation
	7408 Food Service Worker

**Table C.93. Shortages for the Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)**

Clinical or Nonclinical	Occupation
Clinical	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	19 Infectious Diseases*
	20 Dermatology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	6 Ophthalmology*
	K8 Critical Care*
	M9 Cardiology-Interventional*
	CM RN Staff-Critical Care†
	CW RN Staff- Peri-Op†
Nonclinical	0083 Police
	0669 Medical Records Administration
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	5402 Boiler Plant Operator



**Table C.94. Shortages for the Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)**

Clinical or Nonclinical	Occupation
Clinical	25 Gastroenterology*
	30 Neurology*
	46 Nuclear Medicine*
	7 Orthopedic Surgery*
	K6 Hospitalist*
Nonclinical	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator

**Table C.95. Shortages for the George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0189 Recreation Aid and Assistant
	0620 Practical Nurse
	0644 Medical Technologist
	0661 Pharmacy Technician
	31 Psychiatry*
	40 Geriatrics*
	P1 Primary Care*
	0610 Nurse
	74 RN, Infection Control†
	M3 RN, Transition Care Management Case Manager†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	3566 Custodial Worker
	5703 Motor Vehicle Operator
	7408 Food Service Worker

**Table C.96. Shortages for the Dallas VA Medical Center in Texas  
(VISN 17, Station 549)**

Clinical or Nonclinical	Occupation
Clinical	0645 Medical Technician
	0649 Medical Instrument Technician
	0602 Medical Officer
	25 Gastroenterology*
	30 Neurology*
	31 Psychiatry*
	40 Geriatrics*
	N5 NP-Other†
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.97. Shortages for the Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Registered Respiratory Therapist
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0645 Medical Technician
	0602 Medical Officer
Nonclinical	0083 Police
	0561 Budget Clerical and Assistance
	0679 Medical Support Assistance
	1101 General Business and Industry
	2005 Supply Clerical and Technician
	3566 Custodial Worker

**Table C.98. Shortages for the Olin E. Teague Veterans' Center in Temple, Texas  
(VISN 17, Station 674)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0633 Physical Therapist
	0602 Medical Officer
	31 Psychiatry*
	0610 Nurse
Nonclinical	0083 Police
	0675 Medical Records Technician
	5703 Motor Vehicle Operator

**Table C.99. Shortages for the Harlingen VA Clinic in Texas  
(VISN 17, Station 740)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0633 Physical Therapist
	0649 Medical Instrument Technician
Nonclinical	0083 Police
	0801 General Engineering

**Table C.100. Shortages for the El Paso VA Clinic in Texas  
(VISN 17, Station 756)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0644 Medical Technologist
	0645 Medical Technician
	21 General Internal Medicine*
	30 Neurology*
	CA Cardiology Non-Invasive*
	74 RN, Infection Control†
	CS RN Staff- Outpatient Mental Health†
Nonclinical	0669 Medical Records Administration
	0675 Medical Records Technician
	0830 Mechanical Engineering
	0858 Biomedical Engineering

**Table C.101. Shortages for the Fort Harrison VA Medical Center in Montana  
(VISN 19, Station 436)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0647 Diagnostic Radiologic Technologist
	26 Pulmonary Diseases*
	27 Nephrology*
	E7 Radiology (Nuclear)*
	G9 Radiation Oncology*
	M9 Cardiology-Interventional*
	P9 Orthopedic*
	0610 Nurse
	87 RN, Manager/Head Nurse†
	CM RN Staff-Critical Care†
Nonclinical	0083 Police
	0201 Human Resources Management
	0203 Human Resources Assistance
	0679 Medical Support Assistance
	5402 Boiler Plant Operator



**Table C.102. Shortages for the Cheyenne VA Medical Center in Wyoming  
(VISN 19, Station 442)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Registered Respiratory Therapist
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
Nonclinical	0679 Medical Support Assistance
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	7404 Cook
	7408 Food Service Worker

**Table C.103. Shortages for the Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0633 Physical Therapist
	0640 Health Aid and Technician/Ophthalmology
	0644 Medical Technologist
	0646 Pathology Technician/Histopathology
	0660 Pharmacist
	1 Anesthesiology*
	12 Urology*
	13 Physiatry*
	2 Surgery*
	21 General Internal Medicine*
	44 Physical Medicine & Rehabilitation*
	6 Ophthalmology*
	8 Otolaryngology*
	K6 Hospitalist*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	P9 Orthopedic*
	75 NP-Primary Care†
	80 RN/Nurse Executive†

**Table C.104. Shortages for the Grand Junction VA Medical Center in Colorado  
(VISN 19, Station 575)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Expanded Dental Function
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0620 Practical Nurse
	0631 Occupational Therapist
	0633 Physical Therapist
	0640 Health Aid and Technician (Title 5)
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0644 Medical Technologist
	0645 Medical Technician
	0667 Orthotist and Prosthetist
	16 Emergency Medicine*
	21 General Internal Medicine*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	4 Pain Management/Physical Medicine and Rehabilitation*
	40 Geriatrics*
	44 Physical Medicine & Rehabilitation*
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†

**Table C.104. Shortages for the Grand Junction VA Medical Center in Colorado  
(VISN 19, Station 575)**

Clinical or Nonclinical	Occupation
	N5 NP-Other†
Nonclinical	0201 Human Resources Management
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	3566 Custodial Worker
	5406 Utility Systems Operator
	7408 Food Service Worker

**Table C.105. Shortages for the Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0621 Nursing Assistant
	0630 Dietitian and Nutritionist
	0644 Medical Technologist
	0660 Pharmacist
	0662 Optometrist
	0681 Dental Assistant
	0602 Medical Officer
	0610 Nurse
Nonclinical	0086 Security Clerical and Assistance
	0301 Miscellaneous Administration and Program
	0303 Miscellaneous Clerk and Assistant
	0341 Administrative Officer
	0622 Medical Supply Aide and Technician
	1105 Purchasing
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2005 Supply Clerical and Technician
	2010 Inventory Management
	2805 Electrician
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic

**Table C.105. Shortages for the Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)**

Clinical or Nonclinical	Occupation
	6907 Materials Handler
	7304 Laundry Working
	7404 Cook

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

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Therapeutic Medical Physicist
	0603 Physician's Assistant
	0647 Diagnostic Radiologic Technologist
	0662 Optometrist
	0667 Orthotist and Prosthetist
	0680 Dental Officer
	1 Anesthesiology*
	10 Colon & Rectal Surgery*
	11 Thoracic Surgery*
	12 Urology*
	16 Emergency Medicine*
	17 Retinal Surgery*
	18 Hematology*
	2 Surgery*
	20 Dermatology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	33 Clinical Pathology*
	38 Radiology-Diagnostic*

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

Clinical or Nonclinical	Occupation
	39 Radiology-Therapeutic*
	4 Pain Management/Physical Medicine and Rehabilitation*
	40 Geriatrics*
	43 Pathology*
	45 Radiology-Interventional*
	67 Oral Surgery*
	7 Orthopedic Surgery*
	9 Plastic Surgery*
	E5 Neurosurgery*
	K6 Hospitalist*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	75 NP-Primary Care†
	CY NP-Geriatrics†
	CZ NP-Medical Specialty†
	DA NP-Surgical Specialty†
	DB NP-Joint Med/Surg†
	N1 NP/Long Term Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†



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

Clinical or Nonclinical	Occupation
Nonclinical	0673 Hospital Housekeeping Management
	0679 Medical Support Assistance
	0858 Biomedical Engineering

**Table C.107. Shortages for the George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station 660)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0647 Diagnostic Radiologic Technologist
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.108. Shortages for the Sheridan VA Medical Center in Wyoming  
(VISN 19, Station 666)**

Clinical or Nonclinical	Occupation
Clinical	0101 Social Service/Marriage Family Therapist
	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0631 Occupational Therapist
	0633 Physical Therapist
	0638 Recreation/Creative Arts Therapist
	0645 Medical Technician
	0651 Respiratory Therapist
	0660 Pharmacist
	0665 Speech Pathology and Audiology
	0668 Podiatrist
	0680 Dental Officer
	31 Psychiatry*
	K6 Hospitalist*
	0610 Nurse
	87 RN, Manager/Head Nurse†
	CG Nurse Practitioner Resident†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	3566 Custodial Worker

**Table C.109. Shortages for the Anchorage VA Medical Center in Alaska  
(VISN 20, Station 463)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0649 Medical Instrument Technician
	0602 Medical Officer
Nonclinical	0083 Police
	0086 Security Clerical and Assistance
	0675 Medical Records Technician
	0679 Medical Support Assistance
	4749 Maintenance Mechanic

**Table C.110. Shortages for the Boise VA Medical Center in Idaho  
(VISN 20, Station 531)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0649 Medical Instrument Technician
	0 Miscellaneous Title 38*
	0 Miscellaneous Title 38†
Nonclinical	0083 Police
	0525 Accounting Technician
	0675 Medical Records Technician
	4749 Maintenance Mechanic
	5306 Air Conditioning Equipment Mechanic

**Table C.111. Shortages for the Portland VA Medical Center in Oregon  
(VISN 20, Station 648)**

Clinical or Nonclinical	Occupation
Clinical	0621 Nursing Assistant
	0647 Diagnostic Radiologic Technologist
	0681 Dental Assistant
Nonclinical	0505 Financial Management
	0679 Medical Support Assistance
	2005 Supply Clerical and Technician

**Table C.112. Shortages for the Roseburg VA Medical Center in Oregon  
(VISN 20, Station 653)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0605 Nurse Anesthetist
	31 Psychiatry*
	P1 Primary Care*
Nonclinical	0083 Police
	0343 Management and Program Analysis
	0679 Medical Support Assistance
	0690 Industrial Hygiene
	5306 Air Conditioning Equipment Mechanic

**Table C.113. Shortages for the Seattle VA Medical Center in Washington  
(VISN 20, Station 663)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0645 Medical Technician
	0649 Medical Instrument Technician
	0651 Respiratory Therapist
	1 Anesthesiology*
	16 Emergency Medicine*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	31 Psychiatry*
	40 Geriatrics*
	49 Family Practice*
	7 Orthopedic Surgery*
	E4 Cardiovascular/Thoracic Surgeon*
	E5 Neurosurgery*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*



**Table C.113. Shortages for the Seattle VA Medical Center in Washington  
(VISN 20, Station 663)**

Clinical or Nonclinical	Occupation
	M9 Cardiology-Interventional*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CV RN Staff-Interventional†
	CW RN Staff- Peri-Op†
Nonclinical	0083 Police
	0675 Medical Records Technician
	0679 Medical Support Assistance
	1105 Purchasing
	2005 Supply Clerical and Technician
	2805 Electrician
	3566 Custodial Worker
	5402 Boiler Plant Operator
	5415 Air Conditioning Equipment Operator
	5703 Motor Vehicle Operator
	7404 Cook
	7408 Food Service Worker

**Table C.114. Shortages for the Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN 20, Station 668)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0644 Medical Technologist
	0645 Medical Technician
	25 Gastroenterology*
	26 Pulmonary Diseases*
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
	S4 RN/Wound Care Spec†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	5415 Air Conditioning Equipment Operator
	7304 Laundry Working
	7408 Food Service Worker

**Table C.115. Shortages for the Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0630 Dietitian and Nutritionist
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0662 Optometrist
	31 Psychiatry*
	38 Radiology-Diagnostic*
	51 Chief of Staff*
	57 Physician-Admin, Other*
	P1 Primary Care*
	75 NP-Primary Care†
	87 RN, Manager/Head Nurse†
	G6 RN/Program Manager/Coordinator†
	G7 RN, Admin/Other†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0018 Safety and Occupational Health Management
	0028 Environmental Protection Specialist
	0089 Emergency Management

**Table C.115. Shortages for the Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)**

Clinical or Nonclinical	Occupation
	0303 Miscellaneous Clerk and Assistant
	0622 Medical Supply Aide and Technician
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0690 Industrial Hygiene
	0801 General Engineering
	2005 Supply Clerical and Technician
	2805 Electrician
	3566 Custodial Worker
	4206 Plumbing
	5402 Boiler Plant Operator

**Table C.116. Shortages for the White City VA Medical Center in Oregon  
(VISN 20, Station 692)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0647 Diagnostic Radiologic Technologist
	0681 Dental Assistant
	31 Psychiatry*
	P1 Primary Care*
Nonclinical	0083 Police
	0540 Voucher Examining
	0675 Medical Records Technician
	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.117. Shortages for the Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station 459)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	0645 Medical Technician
Nonclinical	0346 Logistics Management
	0505 Financial Management
	2210 Information Technology Management

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

Clinical or Nonclinical	Occupation
Clinical	51 Chief of Staff*
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CZ NP-Medical Specialty†
	S2 RN Informatics†
	S4 RN/Wound Care Spec†
Nonclinical	0083 Police
	0503 Financial Clerical and Assistance
	0671 Health System Specialist
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.119. Shortages for the North Las Vegas VA Medical Center in Nevada  
(VISN 21, Station 593)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	12 Urology*
	20 Dermatology*
	25 Gastroenterology*
	29 Endocrine and Metabolism*
	30 Neurology*
	31 Psychiatry*
	5 Medical Oncology*
	CA Cardiology Non-Invasive*
	M9 Cardiology-Interventional*
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)



**Table C.120. Shortages for the Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0644 Medical Technologist
	0645 Medical Technician
	20 Dermatology*
	25 Gastroenterology*
	30 Neurology*
	31 Psychiatry*
	P1 Primary Care*
Nonclinical	0318 Secretary
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	2005 Supply Clerical and Technician

**Table C.121. Shortages for the Palo Alto VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0640 Health Aid and Technician/Ophthalmology
	0640 Health Aid and Technician/Optometry
	0642 Nuclear Medicine Technician
	0646 Pathology Technician/Histopathology
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0660 Pharmacist
	0661 Pharmacy Technician
	0680 Dental Officer
	0681 Dental Assistant
	0682 Dental Hygiene
	0683 Dental Laboratory Aid and Technician
	20 Dermatology*
	31 Psychiatry*
	40 Geriatrics*
	E4 Cardiovascular/Thoracic Surgeon*
	P1 Primary Care*
	85 RN Educator†

**Table C.121. Shortages for the Palo Alto VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CW RN Staff- Peri-Op†
	DA NP-Surgical Specialist†
	N7 CNS-Long Term Care/Geriatrics†
Nonclinical	0801 General Engineering
	0808 Architecture
	0810 Civil Engineering
	0830 Mechanical Engineering
	0850 Electrical Engineering
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2005 Supply Clerical and Technician
	2805 Electrician
	3566 Custodial Worker
	4204 Pipefitting
	4206 Plumbing
	4607 Carpenter
	5306 Air Conditioning Equipment Mechanic
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator

**Table C.121. Shortages for the Palo Alto VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
	6907 Materials Handler
	7408 Food Service Worker

**Table C.122. Shortages for the Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0621 Nursing Assistant
	0645 Medical Technician
	0661 Pharmacy Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	3566 Custodial Worker

**Table C.123. Shortages for the San Francisco VA Medical Center in California  
(VISN 21, Station 662)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0180 Psychology
	0185 Social Work
	0621 Nursing Assistant
	0649 Medical Instrument Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	1008 Interior Design
	1601 General Facilities and Equipment (Title 5)
	2606 Electronic Industrial Controls Mechanic
	2805 Electrician
	3566 Custodial Worker
	4204 Pipefitting
	5306 Air Conditioning Equipment Mechanic
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator
	7408 Food Service Worker

**Table C.124. Shortages for the Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)**

Clinical or Nonclinical	Occupation
Clinical	0631 Occupational Therapist
	0633 Physical Therapist
	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
	31 Psychiatry*
	CE Palliative Care*
	P1 Primary Care*
	75 NP-Primary Care†
	CV RN Staff-Interventional†
	CW RN Staff- Peri-Op†
Nonclinical	0083 Police
	0525 Accounting Technician
	0544 Civilian Pay
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	5402 Boiler Plant Operator
	7408 Food Service Worker

**Table C.125. Shortages for the Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)**

Clinical or Nonclinical	Occupation
Clinical	0647 Diagnostic Radiologic Technologist
	0668 Podiatrist
	0 Miscellaneous Title 38*
	20 Dermatology*
	0 Miscellaneous Title 38†
Nonclinical	0675 Medical Records Technician
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	5402 Boiler Plant Operator



**Table C.126. Shortages for the Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22, Station 605)**

Clinical or Nonclinical	Occupation
Clinical	0640 Health Aid and Technician (Title 5)
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	12 Urology*
	25 Gastroenterology*
	K6 Hospitalist*
	K8 Critical Care*
	R3 Hematology/Oncology*
	88 RN Staff Nurse-Inpatient†
Nonclinical	0382 Telephone Operating
	0505 Financial Management
	0801 General Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.127. Shortages for the Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	7 Orthopedic Surgery*
	P1 Primary Care*
Nonclinical	0622 Medical Supply Aide and Technician
	0675 Medical Records Technician
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.128. Shortages for the Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)**

Clinical or Nonclinical	Occupation
Clinical	0631 Occupational Therapist
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0682 Dental Hygiene
	31 Psychiatry*
	49 Family Practice*
	P1 Primary Care*
	75 NP-Primary Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0083 Police
	0530 Cash Processing
	0675 Medical Records Technician
	0679 Medical Support Assistance
	1008 Interior Design
	2101 Transportation Specialist
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.129. Shortages for the San Diego VA Medical Center in California  
(VISN 22, Station 664)**

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
	0180 Psychology
	0181 Psychology Aid and Technician
	0636 Rehabilitation Therapy Assistant (Title 5)
	0640 Health Aid and Technician/Telehealth
Nonclinical	0801 General Engineering
	0858 Biomedical Engineering
	1008 Interior Design
	1105 Purchasing
	4749 Maintenance Mechanic
	6907 Materials Handler
	7408 Food Service Worker

**Table C.130. Shortages for the Tucson VA Medical Center in Arizona  
(VISN 22, Station 678)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0621 Nursing Assistant
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0622 Medical Supply Aide and Technician
	0675 Medical Records Technician
	0679 Medical Support Assistance
	2005 Supply Clerical and Technician
	3566 Custodial Worker

**Table C.131. Shortages for the West Los Angeles VA Medical Center in California (VISN 22, Station 691)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0621 Nursing Assistant
	1 Anesthesiology*
	20 Dermatology*
	31 Psychiatry*
	K6 Hospitalist*
	P1 Primary Care*
	75 NP-Primary Care†
	82 RN, Senior Leadership†
	CP RN Staff- Progressive Care†
	CU RN Staff- Domiciliary†
	Q2 RN/Staff-Mixed†
Nonclinical	0083 Police
	0201 Human Resources Management
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.132. Shortages for the Fargo VA Medical Center in North Dakota  
(VISN 23, Station 437)**

Clinical or Nonclinical	Occupation
Clinical	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	30 Neurology*
	7 Orthopedic Surgery*
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CQ RN Staff- Inpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0201 Human Resources Management
	0340 Program Management
	3566 Custodial Worker
	6907 Materials Handler
	7404 Cook

**Table C.133. Shortages for the Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota (VISN 23, Station 438)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0681 Dental Assistant
	25 Gastroenterology*
	30 Neurology*
	31 Psychiatry*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	CM RN Staff-Critical Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0303 Miscellaneous Clerk and Assistant
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker



**Table C.134. Shortages for the Fort Meade VA Medical Center in South Dakota  
(VISN 23, Station 568)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0661 Pharmacy Technician
	20 Dermatology*
	31 Psychiatry*
	7 Orthopedic Surgery*
	K6 Hospitalist*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	CU RN Staff- Domiciliary†
	CY NP-Geriatrics†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0081 Fire Protection and Prevention
	0622 Medical Supply Aide and Technician
	0669 Medical Records Administration
	7408 Food Service Worker

**Table C.135. Shortages for the Minneapolis VA Medical Center in Minnesota  
(VISN 23, Station 618)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician/Telehealth
	0661 Pharmacy Technician
	12 Urology*
	18 Hematology*
	21 General Internal Medicine*
	25 Gastroenterology*
	28 Rheumatology*
	K8 Critical Care*
	P1 Primary Care*
	75 NP-Primary Care†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
Nonclinical	0083 Police
	0544 Civilian Pay
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	7408 Food Service Worker

**Table C.136. Shortages for the Omaha VA Medical Center in Nebraska  
(VISN 23, Station 636)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0644 Medical Technologist
	0645 Medical Technician
	31 Psychiatry*
	33 Clinical Pathology*
	7 Orthopedic Surgery*
	P1 Primary Care*
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0690 Industrial Hygiene
	0801 General Engineering
	2805 Electrician

**Table C.137. Shortages for the Des Moines VA Medical Center in Iowa  
(VISN 23, Station 636A6)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	R4 Vascular Surgery*
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic

**Table C.138. Shortages for the Iowa City VA Medical Center in Iowa  
(VISN 23, Station 636A8)**

Clinical or Nonclinical	Occupation
Clinical	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	16 Emergency Medicine*
	21 General Internal Medicine*
	25 Gastroenterology*
	E5 Neurosurgery*
	K6 Hospitalist*
	P1 Primary Care*
	86 RN, Shift Supervisor†
	88 RN Staff Nurse-Inpatient†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0201 Human Resources Management
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering

**Table C.139. Shortages for the St. Cloud VA Medical Center in Minnesota  
(VISN 23, Station 656)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	1 Anesthesiology*
	13 Physiatry*
	26 Pulmonary Diseases*
	30 Neurology*
	5 Medical Oncology*
	75 NP-Primary Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q2 RN/Staff-Mixed†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0671 Health System Specialist
	0858 Biomedical Engineering
	3566 Custodial Worker
	7408 Food Service Worker

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

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402)	18	6	24
White River Junction VA Medical Center in Vermont (VISN 1, Station 405)	28	19	47
Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518)	4	2	6
Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523)	15	8	23
Manchester VA Medical Center in New Hampshire (VISN 1, Station 608)	10	4	14
Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631)	5	4	9
Providence VA Medical Center in Rhode Island (VISN 1, Station 650)	11	5	16
West Haven VA Medical Center in Connecticut (VISN 1, Station 689)	9	3	12
James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526)	11	9	20
Buffalo VA Medical Center in New York (VISN 2, Station 528)	5	5	10
Finger Lakes Health Care System in Bath, New York (VISN 2, Station 528A6)	5	0	5
Syracuse VA Medical Center in New York (VISN 2, Station 528A7)	6	6	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
Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)	24	1	25
East Orange VA Medical Center in New Jersey (VISN 2, Station 561)	5	4	9
Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)	6	4	10
Manhattan VA Medical Center in New York, New York (VISN 2, Station 630)	5	5	10
Northport VA Medical Center in New York (VISN 2, Station 632)	5	6	11
Wilmington VA Medical Center in Delaware (VISN 4, Station 460)	5	0	5
James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)	8	5	13
Butler VA Medical Center in Pennsylvania (VISN 4, Station 529A4)	9	1	10
Coatesville VA Medical Center in Pennsylvania (VISN 4, Station 542)	16	7	23
Erie VA Medical Center in Pennsylvania (VISN 4, Station 562)	5	6	11
Lebanon VA Medical Center in Pennsylvania (VISN 4, Station 595)	15	5	20
Corporal Michael J. Crescenz VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)	3	2	5
Pittsburgh VA Medical Center-University Drive in Pennsylvania (VISN 4, Station 646)	11	5	16



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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Wilkes-Barre VA Medical Center in Pennsylvania (VISN 4, Station 693)	5	5	10
Baltimore VA Medical Center in Maryland (VISN 5, Station 512)	2	2	4
Beckley VA Medical Center in West Virginia (VISN 5, Station 517)	8	2	10
Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)	17	5	22
Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)	4	2	6
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)	12	1	13
Washington, DC VA Medical Center (VISN 5, Station 688)	2	2	4
Durham VA Medical Center in North Carolina (VISN 6, Station 558)	31	4	35
Fayetteville VA Medical Center in North Carolina (VISN 6, Station 565)	5	4	9
Hampton VA Medical Center in Virginia (VISN 6, Station 590)	16	4	20
Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)	10	5	15
Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)	31	0	31
Salem VA Medical Center in Virginia (VISN 6, Station 658)	16	5	21

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
W.G. (Bill) Hefner Salisbury VA Medical Center in Salisbury, North Carolina (VISN 6, Station 659)	3	0	3
Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508)	10	3	13
Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)	5	5	10
Birmingham VA Medical Center in Alabama (VISN 7, Station 521)	52	7	59
Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)	21	5	26
Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)	7	3	10
Carl Vinson VA Medical Center in Dublin, Georgia (VISN 7, Station 557)	5	0	5
Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)	5	5	10
Tuscaloosa VA Medical Center in Alabama (VISN 7, Station 679)	5	5	10
C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)	20	10	30
Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)	45	4	49
West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)	8	5	13
Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)	11	2	13

**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
San Juan VA Medical Center in Puerto Rico (VISN 8, Station 672)	18	2	20
James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)	1	2	3
Orlando VA Medical Center in Florida (VISN 8, Station 675)	3	3	6
Franklin R. Sousley Campus in Lexington, Kentucky (VISN 9, Station 596)	14	5	19
Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)	14	5	19
Memphis VA Medical Center in Tennessee (VISN 9, Station 614)	14	5	19
James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)	16	7	23
Nashville VA Medical Center in Tennessee (VISN 9, Station 626)	23	6	29
Lieutenant Colonel Charles S. Kettles VA Medical Center in Ann Arbor, Michigan (VISN 10, Station 506)	23	5	28
Battle Creek VA Medical Center in Michigan (VISN 10, Station 515)	6	5	11
Chillicothe VA Medical Center in Ohio (VISN 10, Station 538)	3	4	7
Cincinnati VA Medical Center in Ohio (VISN 10, Station 539)	8	1	9
Louis Stokes Cleveland VA Medical Center in Cleveland, Ohio (VISN 10, Station 541)	5	5	10

**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
Dayton VA Medical Center in Ohio (VISN 10, Station 552)	5	5	10
John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)	4	3	7
Richard L. Roudebush VA Medical Center in Indianapolis, Indiana (VISN 10, Station 583)	20	0	20
Marion VA Medical Center in Indiana (VISN 10, Station 610)	9	2	11
Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)	14	4	18
Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)	0	0	0
Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)	18	4	22
Danville VA Medical Center in Illinois (VISN 12, Station 550)	5	5	10
Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)	0	0	0
Edward Hines Junior Hospital in Hines, Illinois (VISN 12, Station 578)	6	4	10
Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)	10	5	15
William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)	5	5	10
Tomah VA Medical Center in Wisconsin (VISN 12, Station 676)	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
Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)	2	3	5
Kansas City VA Medical Center in Missouri (VISN 15, Station 589)	5	5	10
Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)	0	0	0
Colmery-O'Neil VA Medical Center in Topeka, Kansas (VISN 15, Station 589A5)	3	0	3
Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)	3	3	6
John J. Cochran Veterans Hospital in St. Louis, Missouri (VISN 15, Station 657)	8	6	14
John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)	11	0	11
Marion VA Medical Center in Illinois (VISN 15, Station 657A5)	6	2	8
Alexandria VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)	24	4	28
Biloxi VA Medical Center in Mississippi (VISN 16, Station 520)	7	5	12
Fayetteville VA Medical Center in Arkansas (VISN 16, Station 564)	7	5	12
Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)	18	6	24
G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)	22	12	34

**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
John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)	24	16	40
New Orleans VA Medical Center in Louisiana (VISN 16, Station 629)	20	3	23
Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)	11	6	17
Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)	5	2	7
George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)	12	3	15
Dallas VA Medical Center in Texas (VISN 17, Station 549)	8	3	11
Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)	6	6	12
Olin E. Teague Veterans' Center in Temple, Texas (VISN 17, Station 674)	5	3	8
Harlingen VA Clinic in Texas (VISN 17, Station 740)	3	2	5
El Paso VA Clinic in Texas (VISN 17, Station 756)	11	4	15
Fort Harrison VA Medical Center in Montana (VISN 19, Station 436)	12	5	17
Cheyenne VA Medical Center in Wyoming (VISN 19, Station 442)	5	5	10
Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)	21	0	21
Grand Junction VA Medical Center in Colorado (VISN 19, Station 575)	23	8	31

**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
Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)	9	15	24
Oklahoma City VA Medical Center in Oklahoma (VISN 19, Station 635)	44	3	47
George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station 660)	3	3	6
Sheridan VA Medical Center in Wyoming (VISN 19, Station 666)	20	1	21
Anchorage VA Medical Center in Alaska (VISN 20, Station 463)	5	5	10
Boise VA Medical Center in Idaho (VISN 20, Station 531)	5	5	10
Portland VA Medical Center in Oregon (VISN 20, Station 648)	3	3	6
Roseburg VA Medical Center in Oregon (VISN 20, Station 653)	5	5	10
Seattle VA Medical Center in Washington (VISN 20, Station 663)	30	12	42
Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN 20, Station 668)	13	5	18
Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)	19	14	33
White City VA Medical Center in Oregon (VISN 20, Station 692)	7	5	12
Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station 459)	2	3	5

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

<b>Facility</b>	<b>Clinical Shortages</b>	<b>Nonclinical Shortages</b>	<b>Total Number of Occupations Designated as a Severe Shortage</b>
Fresno VA Medical Center in California (VISN 21, Station 570)	6	6	12
North Las Vegas VA Medical Center in Nevada (VISN 21, Station 593)	12	2	14
Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)	9	4	13
Palo Alto VA Medical Center in California (VISN 21, Station 640)	27	18	45
Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)	6	5	11
San Francisco VA Medical Center in California (VISN 21, Station 662)	7	12	19
Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)	9	7	16
Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)	5	4	9
Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22, Station 605)	9	6	15
Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)	5	5	10
Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)	9	8	17
San Diego VA Medical Center in California (VISN 22, Station 664)	5	7	12
Tucson VA Medical Center in Arizona (VISN 22, Station 678)	6	5	11
West Los Angeles VA Medical Center in California (VISN 22, Station 691)	13	6	19



**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
Fargo VA Medical Center in North Dakota (VISN 23, Station 437)	9	5	14
Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota (VISN 23, Station 438)	10	5	15
Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)	14	4	18
Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)	15	5	20
Omaha VA Medical Center in Nebraska (VISN 23, Station 636)	10	5	15
Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)	5	5	10
Iowa City VA Medical Center in Iowa (VISN 23, Station 636A8)	11	4	15
St. Cloud VA Medical Center in Minnesota (VISN 23, Station 656)	12	5	17

Source: *OIG analysis of VHA facilities' responses to the OIG's FY 2021 staffing survey*

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

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

Occupation	Number of Facilities that Identified the Occupation as a Severe Shortage
0679 Medical Support Assistance	62
0180 Psychology	60
0620 Practical Nurse	51
0644 Medical Technologist	50
0647 Diagnostic Radiologic Technologist	34
0858 Biomedical Engineering	32
0675 Medical Records Technician	31
0185 Social Work	30
0621 Nursing Assistant	28
0649 Medical Instrument Technician	20
1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	18
0660 Pharmacist	17
0622 Medical Supply Aide and Technician/Sterile Processing	15
0661 Pharmacy Technician	13
0601 General Health Science/Registered Respiratory Therapist	12
0631 Occupational Therapist	9
0633 Physical Therapist	9
0667 Orthotist and Prosthetist	8

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

<b>Occupation</b>	<b>Number of Facilities that Identified the Occupation as a Severe Shortage</b>
0669 Medical Records Administration	7
0665 Speech Pathology and Audiology	6
0681 Dental Assistant	6
0630 Dietitian and Nutritionist	5
0640 Health Aid and Technician/Certified Respiratory Therapist	5
0672 Prosthetic Representative	5
0646 Pathology Technician/Histopathology	4
0601 General Health Science/Clinical Perfusionist	3
0601 General Health Science/Nuclear Medicine Technologist	3
0601 General Health Science/Therapeutic Medical Physicist	3
0640 Health Aid and Technician/Ophthalmology	3
0640 Health Aid and Technician/Telehealth	3
0648 Therapeutic Radiologic Technologist	3
0682 Dental Hygiene	3
0601 General Health Science/Histopathology Technologist	2
0635 Corrective Therapist	2
0640 Health Aid and Technician/Optometry	2
0101 Social Science/Licensed Prof Mental Health Counselor	1
0101 Social Service/Marriage Family Therapist	1
0601 General Health Science/Acupuncturist	1
0601 General Health Science/Cytotechnologist	1

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

Occupation	Number of Facilities that Identified the Occupation as a Severe Shortage
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	1

*Source: OIG analysis of VHA facilities' responses to the OIG's FY 2021 staffing survey*

## Appendix F: Onboard Staffing Levels for Select Occupations

**Table F.1. Onboard Staffing Levels for Occupations Annually Reported as a Top 10 Severe Occupational Staffing Shortage<sup>a</sup>**

Occupational Series or Assignment Code <sup>b</sup>	Occupation	Onboard Staffing Level <sup>c</sup>				Average Percentage Net Change
		FY 2017	FY 2018	FY 2019	FY 2020	
31*	Psychiatry	3,288	3,339	3,404	3,433	1.4
0083	Police	3,602	3,670	3,735	3,881	2.5
0180	Psychology	5,842	5,897	6,116	6,279	2.4
P1*	Primary Care	2,109	2,279	2,431	2,661	8.1
0620	Practical Nurse	14,816	14,953	15,262	15,591	1.7
0644	Medical Technologist	4,539	4,524	4,568	4,629	0.7
0801	General Engineering	887	955	1,014	1,073	6.6
<b>VHA Overall</b>		<b>327,329</b>	<b>338,524</b>	<b>349,631</b>	<b>363,474</b>	<b>3.6</b>

Source: *OIG analysis of VHA Support Service Center HR [Human Resources] Employee Cube*

<sup>a</sup> These seven occupations were listed as a top 10 severe occupational staffing shortage in the *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018–FY 2021* reports.

<sup>b</sup> The \* denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series.

<sup>c</sup> Dates for fiscal year are as of September 30.

## **Appendix G: Acting Under Secretary for Health Memorandum**

### **Department of Veterans Affairs Memorandum**

Date: September 7, 2021

From: Acting Under Secretary for Health (10)

Subj: OIG Draft Report: OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2021 (VIEWS 5764418)

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's) Occupational Staffing Shortages. We appreciate the partnership with OIG to complete this audit on staffing shortages and to be able to use the authority for Secretary of Veterans Affairs to waive Veterans' preference for our top hybrid shortage occupations.
2. VHA encourages the IG to add accuracy and specificity to the draft report by clarifying that "direct hire authority" is a broad term that includes the Secretary's authority to waive Veterans' preference in hiring decisions. This clarification could be added to content on page ii where the draft report refers to direct hire authority with respect to the Veterans Access, Choice, and Accountability Act and VA Choice and Quality Employment Act of 2017 providing a mechanism for the Secretary of Veterans Affairs to waive Veterans' preference, expediting the hiring process for Hybrid Title 38 occupations. Similarly, on page 7, VHA sought and received authority to waive Veterans' preference requirements for external applicants to Hybrid Title 38 occupations. Adding a level of clarity helps the reader understand the specifics incorporated in the broader "direct hire authority" term.
3. VHA finds it confusing to describe occupational shortages as "severe" when there is no definition or qualifying criteria for an occupational shortage that would warrant that descriptor. Additionally, the clause on page 15 incorporates some unusual grammatical shifts between hypothetical and present tense that lend confusion. VHA encourages OIG to consider clarifying the content on page 15, [w]hile there has been a decrease in the number of occupational staffing shortages since FY 2018, there may not have been a corresponding drop in facility staffing need. For example, facilities may have vacancies in occupations not identified as shortages. Additionally, occupational staffing shortages can continue to exist even as VHA experiences net increases in certain occupations.

*(Original signed by:)*

Steven Lieberman

### **Addendum to the Memorandum: OIG Responses**

The OIG appreciates the feedback from VHA and provides the following responses to the Acting Under Secretary for Health's requests for clarity.

Information on the Secretary of Veterans Affairs authority was provided in footnote 9 on page 3. The OIG clarified on page 4 that 5 C.F.R. § 337.204, Severe Shortage of Candidates, was used as criteria for facility representatives to identify and report severe occupational staffing shortages. This represents a methodological decision taken by the OIG.

The OIG modified a statement on page 12 to more accurately describe the finding. “Additionally, severe occupational staffing shortages continue to exist even as VHA experiences net increases in certain occupations” was changed to “Additionally, severe occupational staffing shortages continued to exist even as VHA experienced net increases in certain occupations.”

## OIG Contact and Staff Acknowledgments

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