VA’s commitment to

workforce diversity, equity, and inclusion

Join a team where all voices are heard
As the nation’s largest and most advanced health care system, we have a longstanding commitment to hiring a culturally competent workforce and fostering an inclusive workplace where everyone is valued.
Reflecting the diversity of America

Serving the most diverse group of Veterans in history, the U.S. Department of Veterans Affairs (VA) has made a promise to:

- **HIRE** staff that reflects that diversity
- **ENSURE** employees feel supported
- **PROVIDE** equitable health care access

“Everyone deserves an equal seat at the table, and all walks of life should be represented. We’re a world-class institution, and we should represent the potpourri of people in the world.”

Sterling Akins
VA Office of Resolution Management, Diversity and Inclusion
A Shared Purpose

At VA, we are united by a common mission — to serve those who have bravely served their country. Our core values — integrity, commitment, advocacy, respect, and excellence — define who we are and how we fulfill our mission. Together, these values provide a measure for the standards expected of all VA employees, reminding everyone that

“I CARE.”

We are dedicated to providing quality care to all Veterans regardless of age, race, ethnicity, gender, or sexual identity. But Veterans from underserved communities often encounter barriers to accessing health services.

To help bridge that gap, patients from all backgrounds must feel represented in their medical providers and confident that their unique health care needs are understood.

The success of our mission depends on VA employees from all backgrounds being able to contribute their ideas and perspectives to help us deliver unique, resourceful solutions for our patients.
Join the Team

Whatever your field, you’ll find that VA cultivates a flexible, collaborative, and inclusive work environment that maximizes your unique talents. By embracing and leveraging diversity, we’ve formed a world-class team, where employees are empowered and strive to achieve superior results.

We provide a vast array of exciting career opportunities that require the talents of an equally broad workforce. The diversity of our workforce has been steadily increasing since 2018, according to the Office of Resolution Management, Diversity & Inclusion.

Join our VA team and fuel your own potential while helping drive the growth of an organization that saves lives every day.
The Best Benefits

Just like you take care of Veterans, we take care of you.
Enjoy an extensive bundle of employee benefits, including:

**GENEROUS PTO**
13 - 26 days of paid annual leave, 13 days of paid sick leave, 11 paid federal holidays, and up to 12 weeks of paid parental leave

**GROUP HEALTH INSURANCE**
Including dental, vision, and long-term care

**TERM LIFE INSURANCE**
Family and additional coverage options available

**FLEXIBLE SPENDING ACCOUNTS**
For health and dependent care expenses

**FEDERAL RETIREMENT**
A three-tier retirement plan composed of Social Security, Federal Employees' Retirement System basic benefits, and the Thrift Savings Plan

**TRANSFER BENEFITS**
Take your benefits with you if you transfer to another VA facility
Lifetime of Learning

To help you advance your career, VA provides robust continuing education opportunities and exceptional programs for training and leadership development, including:

→ **THE PATHWAYS INTERNSHIP PROGRAM**
  Allows high school, college, and trade school students to get a glimpse into a future at VA and gain hands-on work experience — and pay — while completing their education.

→ **VA NATIONAL DIVERSITY INTERNSHIP PROGRAM**
  Provides internships to diverse undergraduate and graduate students enrolled in degree-seeking programs.

→ **WORKFORCE RECRUITMENT PROGRAM**
  Connects federal and private sector employers nationwide with college students and recent graduates with disabilities.

→ **OFFICE OF ACADEMIC AFFILIATION HEALTH PROFESSIONS TRAINING AND SCHOLARSHIP PROGRAMS**
  Designed to increase job opportunities at VA for racial and ethnic minorities.

For more information, visit the Office of Resolution Management, Diversity & Inclusion (ORMDI) website at [https://www.va.gov/ormdi](https://www.va.gov/ormdi).
Serve those who have served our country.

APPLY TODAY and discover the rewards of caring for our nation’s Veterans.

VISIT vacareers.va.gov