

VA'S COMMITMENT TO



WORKFORCE DIVERSITY, EQUITY, AND INCLUSION

JOIN A TEAM WHERE ALL VOICES ARE HEARD



U.S. Department
of Veterans Affairs

Find an
**innovative,
supportive
environment**
where you can thrive at VA



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**

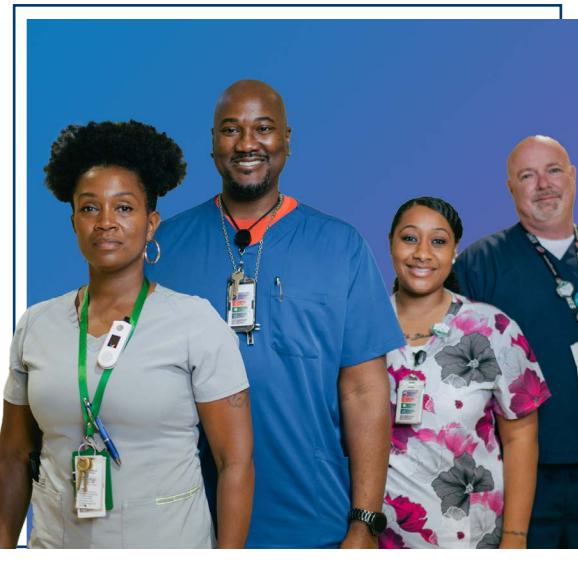
Connects federal and private sector employers nationwide with college students and recent graduates with disabilities

→ **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>.



Serve those who have served our country.

APPLY TODAY

and discover the rewards of
caring for our nation's Veterans.



U.S. Department
of Veterans Affairs

VISIT

vacareers.va.gov