



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

Office of Healthcare Inspections

VETERANS HEALTH ADMINISTRATION

OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages Fiscal Year 2025

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Executive Summary

The Veterans Access, Choice, and Accountability Act of 2014 and VA Choice and Quality Employment Act of 2017 requires the VA Office of Inspector General (OIG) to determine, annually, a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations with the largest staffing shortages within each VHA medical center (facility).¹ Pursuant to this requirement, the OIG conducted a review to identify those severe staffing shortages by occupation. The OIG also compared the number of severe occupational staffing shortages against the previous seven years' reports to assess changes.

This is the 12th OIG report in a series on occupational staffing shortages and the 8th to identify severe occupational staffing shortages at the facility level. The OIG deployed a questionnaire to VHA-identified facility points of contact to determine severe occupational staffing shortages at each facility.² It should be noted that the OIG does not verify or otherwise confirm the questionnaire responses. Among the most significant findings in this year's staffing report were the following:

- In fiscal year (FY) 2025, VHA facilities reported a total of 4,434 severe occupational staffing shortages, a 50 percent increase from FY 2024 in which facilities reported 2,959 total shortage occupations.³
- Ninety-four percent of facilities reported severe occupational staffing shortages for Medical Officer occupations, and 79 percent of facilities reported severe shortages for Nurse occupations.⁴

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

² The OIG did not request information indicating the rationale for facilities' identification of occupational staffing shortages. The OIG did not assess possible impacts of workforce reshaping efforts initiated prior to the deployment of the questionnaire such as the Deferred Resignation Program. On January 28, 2025, OPM announced the Deferred Resignation Program, which provided eligible employees an option to submit a deferred resignation and be exempted from return-to-office requirements while retaining pay and benefits until September 30, 2025. "Deferred Resignation Email to Federal Employees" OPM, accessed June 11, 2025, <https://www.opm.gov/fork/original-email-to-employees>.

³ A severe shortage refers to particular occupations that are difficult to fill, and a shortage exists when criteria set forth in 5 Code of Federal Regulations (C.F.R.) § 337.204, Severe Shortage of Candidates, are applied, and not necessarily an indication of vacancies. Vacancy refers to a specific unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

⁴ Medical Officer and Nurse were further analyzed using VHA assignment codes that designate specialties within the corresponding Office of Personnel Management occupational series. Assessing severe shortages at the level of these specialty assignment codes instead of the broader occupational series codes allowed the OIG to assess severe shortages for the Medical Officer and Nurse series at a more detailed level.

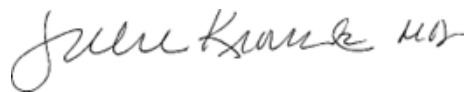
- Psychology was the most frequently reported severe clinical occupational staffing shortage and also the most frequently reported Hybrid Title 38 severe shortage occupation, with 57 percent of facilities reporting it as a shortage.⁵
- Police was reported as a shortage by 58 percent of facilities making it the most frequently reported severe nonclinical occupational staffing shortage and the most frequently reported of all occupations.
- All 139 VHA facilities identified staffing shortages.

A list of occupations reported as shortages by at least 20 percent of facilities can be found in [appendix E](#).⁶

The OIG made no recommendations, but encourages VA leaders to use these review results to inform staffing initiatives and organizational changes.

VA Comments

The Acting Under Secretary for Health reviewed the draft OIG report and provided no comments (see [appendix E](#)). No further action is required.



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⁵ VACAA and VCQEA also established authority for the VA Secretary to “recruit and appoint qualified individuals into occupations reported as having the largest staffing shortages” by the OIG notwithstanding competitive service and preference eligibility requirements in 5 U.S.C. §§ 3304, and 3309-3318. 38 U.S.C. § 7412; Based on the OIG’s FY 2024 determination, the VA Secretary applied this additional authority to grant a waiver of veterans’ preference eligibility requirements for 13 Hybrid Title 38 occupations, including Psychology. A list of these occupations can be found in appendix A. VA OIG, [OIG Determination of Veterans Health Administration’s Severe Occupational Staffing Shortages, Fiscal Year 2024](#), Report No. 24-00803-222, August 7, 2024. VHA Workforce Management and Consulting, *2024 VHA Shortage Occupation Report*, accessed May 15, 2025, <https://dvagov.sharepoint.com/sites/vhaforce/SitePages/WFPRReports.aspx>. (This site is not publicly accessible.)

⁶ Underlined terms are hyperlinks to another section of the report. To return to point of origin, press and hold the “alt” and “left arrow” keys together.

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Abbreviations

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



Introduction

The purpose of this review is for the VA Office of Inspector General (OIG) to report a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations that have the largest staffing shortages at each VHA medical center (facility) as required by the Veterans Access, Choice, and Accountability Act (VACAA) of 2014 and VA Choice and Quality Employment Act (VCQEA) of 2017.¹ The OIG also compared the number of severe occupational staffing shortages in fiscal year (FY) 2025 against those the OIG identified in the FY 2018 through FY 2024 reports.² This is the 12th iteration in a series of annual OIG reports determining occupational staffing shortages in VHA and the 8th to identify severe occupational staffing shortages at the facility level.³

Background

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

In May 2014, the OIG reported ongoing concerns regarding access to VHA care, scheduling practices, and excessive wait times at the VA Phoenix Health Care System.⁴ Congress passed VACAA in response to these concerns. VACAA required the OIG to determine, annually, the five VHA occupations with the largest staffing shortages over the previous five-year period. After the passage of the VCQEA, the scope of the OIG's work expanded to include an annual

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

² The fiscal year for the federal government is a 12-month period from October 1 through September 30 and is identified by the calendar year in which it concludes. 49 C.F.R. § 1511.3 (2003).

³ VA OIG: [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*](#), Report No. 15-00430-103, January 30, 2015; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*](#), Report No. 15-03063-511, September 1, 2015; [*OIG Determination of VHA Occupational Staffing Shortages*](#), Report No. 16-00351-453, September 28, 2016; [*OIG Determination of VHA Occupational Staffing Shortages, FY 2017*](#), Report No. 17-00936-385, September 27, 2017; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018*](#), Report No. 18-01693-196, June 14, 2018; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019*](#), Report No. 19-00346-241, September 30, 2019; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2020*](#), Report No. 20-01249-259, September 23, 2020; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2021*](#), Report No. 21-01357-271, September 28, 2021; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2022*](#), Report No. 22-00722-187, July 7, 2022; [*OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages, Fiscal Year 2023*](#), Report No. 23-00659-186, August 22, 2023; [*OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages, Fiscal Year 2024*](#), Report No. 24-00803-222, August 7, 2024.

⁴ VA OIG, [*Interim Report: Review of Patient Wait Times, Scheduling Practices, and Alleged Patient Deaths at the Phoenix Health Care System*](#), Report No. 14-02603-178, May 28, 2014.

determination of a minimum of five clinical and five nonclinical VHA occupations with the largest reported staffing shortages at each facility.

Occupational Series and Assignment Codes

The principle of “providing equal pay for substantially equal work” was established by the Classification Act of 1949.⁵ The Office of Personnel Management (OPM), after consulting with federal agencies, created occupational series to classify positions with similar work specializations and qualifications, for instance the 0602–Medical Officer series.

VHA further indicates Medical Officer and Nurse specialties using assignment codes within the corresponding OPM occupational series. For example, an Infection Control Nurse would have an OPM occupational series of 0610–Nurse, and a VHA assignment code of 74. VHA classifies occupations as clinical or nonclinical beyond the hiring authority (Title 38, Hybrid Title 38, and Title 5).⁶ VHA has labeled Infection Control Nurse a clinical occupation, and nurses are appointed under Title 38.

Hybrid Title 38 Hiring in VHA

VACAA and VCQEA established authority for the VA Secretary to directly recruit and appoint qualified personnel to occupations determined to have the largest staffing shortages by the OIG. For FY 2025, VHA sought and received the authority for a waiver of veterans’ preference requirements for external applicants to Hybrid Title 38 occupations from the VA Secretary for 13 of these occupations, as informed by *OIG Determination of Veterans Health Administration’s Severe Occupational Staffing Shortages, Fiscal Year 2024* and VHA Workforce Management and Consulting’s *2024 VHA Shortage Occupation Report*.⁷ See [appendix A](#) for the list of VHA

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

⁶ VHA National Workforce Planning, Workforce Management and Consulting, Workforce Solutions, *FY 2024 VHA Workforce and Succession Strategic Plan for FY 2025-2028*. VHA defines clinical occupations to “include personnel who provide direct patient care or services incident to patient care and whose efforts have a therapeutic intent (e.g., physical, mental, social and spiritual).” VHA defines nonclinical occupations as “administrative and maintenance personnel who do not provide direct patient care or services incident to patient care.”

⁷ The VA Secretary may “recruit and appoint qualified individuals into occupations reported as having the largest staffing shortages” by the OIG notwithstanding competitive service and Veterans’ preference eligibility requirements in 5 U.S.C. §§ 3304 and 3309–3318. 38 U.S.C. § 7412; VA Office of the Chief Human Capital Officer (OCHCO) Bulletin, “Annual Determination of Staffing Shortages,” October 1, 2024. The aforementioned Office of the Chief Human Capital Officer Bulletin identified 13 shortage occupations for which veterans’ preference eligibility requirements were waived. The waiver of veterans’ preference for these 13 occupations is in effect through September 30, 2025. A list of these occupations can be found in appendix A; VA OIG, *OIG Determination of Veterans Health Administration’s Severe Occupational Staffing Shortages Fiscal Year 2024*; VHA Workforce Management and Consulting, *2024 VHA Shortage Occupation Report*, accessed May 15, 2025, <https://dvagov.sharepoint.com/sites/vhaforce/SitePages/WFPReports.aspx>. (This site is not publicly accessible.)

Hybrid Title 38 occupations granted a waiver of veterans' preference requirements by the VA Secretary.⁸

Scope and Methodology

Staffing Questionnaire Development and Distribution

The OIG deployed a questionnaire to VHA-identified facility points of contact to identify severe occupational staffing shortages at each facility across VHA. To facilitate identification of severe occupational staffing shortages, the OIG provided facility points of contact with the definition for a severe shortage of candidates in 5 Code of Federal Regulations (C.F.R.) Section (§) 337.204 (2025).⁹

The OIG requested, and VHA provided, the points of contact who would be completing the questionnaire on behalf of each facility. The OIG's questionnaire listed OPM occupational series used by VHA and VHA assignment codes for Medical Officer and Nurse specialties.¹⁰

⁸ Underlined terms are hyperlinks to another section of the report. To return to point of origin, press and hold the "alt" and "left arrow" keys together.

⁹ Severe Shortage of Candidates, 5 C.F.R. § 337.204 (2025), 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.

¹⁰ The list of 593 occupations included those provided by VHA's Office of Human Capital Management. VHA reported that some occupations included in the questionnaire were consolidated at the VISN level, national level, or may have been employed at both the facility and VISN levels.

38 U.S. Code § 7412(a) requires the OIG to determine the top five clinical and top five nonclinical occupations with severe shortages at each facility.¹¹ Notably, VHA reported that some occupations previously hired at the facility level were realigned to the Veterans Integrated Service Network (VISN) level, such as Human Resources Management. This realignment may have caused certain occupations that once appeared within the top facility-identified occupational shortages to no longer appear. See [appendix B](#) for a complete list of OPM occupational series and VHA assignment codes included in the survey. Facility points of contact were asked to indicate those occupations considered to have a severe occupational staffing shortage and also had the option to report that a facility had no severe occupational staffing shortages.¹²

The OIG distributed a link to the web-based questionnaire via email to VHA-identified facility points of contact beginning on March 26, 2025, with a required completion date of April 9, 2025.¹³ The OIG confirmed receipt of completed surveys from all 139 facilities on April 24, 2025.

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

Changes in Severe Occupational Shortages Questionnaire

The OIG compared FY 2025 to FY 2018–2024 questionnaire 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 questionnaire. Through refinement of position categorization, the total number of occupations provided to the OIG has changed to reflect the most current occupational codes. An increase or decrease in the number of occupations alters the total possible number of occupations a facility can identify as having severe shortages. Changes in veteran demand affect facility staffing needs, which, in turn, may change how facilities identify staffing shortages. Changes to the questionnaire may also affect how facilities identify shortages. Questionnaires

¹¹ 38 U.S. Code § 7412(a). VA Choice and Quality Employment Act, § 201.VCQEA modified 38 U.S. Code § 7412 specifying that the OIG determine the five clinical and five nonclinical occupations with the largest staffing shortages.

¹² The OIG did not request information indicating the rationale for facilities' identification of occupational staffing shortages. The OIG did not assess possible impacts of workforce reshaping efforts initiated prior to the deployment of the questionnaire such as the Deferred Resignation Program. On January 28, 2025, OPM announced the Deferred Resignation Program, which provided eligible employees an option to submit a deferred resignation and be exempted from return-to-office requirements while retaining pay and benefits until September 30, 2025. "Deferred Resignation Email to Federal Employees," OPM, accessed June 11, 2025, <https://www.opm.gov/fork/original-email-to-employees>.

¹³ The Manila station (358) was excluded, beginning with the *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018* report, as most of its staff were foreign nationals. VHA also excludes Manila from its annual shortage occupation report. VHA Workforce Management and Consulting, *2024 VHA Shortage Occupation Report*.

from FYs 2018–2020 were distributed via email using Microsoft Excel, whereas FY 2021–2025 questionnaires were collected via a web-based questionnaire using Microsoft InfoPath, and via Microsoft Forms in 2025. This resulted in differences in how the questionnaire looked to respondents. Additionally, FY 2021–2025 respondents were VHA-identified facility points of contact instead of facility directors, and the OIG did not ask for information such as reasons for shortages or for shortages to be ranked. Although the OIG requested facilities to identify severe occupational staffing shortages across FYs 2018–2025, and there were no changes in how shortages were defined, the potential for bias may exist stemming from the aforementioned changes.

Questionnaire 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 among all facilities to determine shortages across VHA.

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

Authorities

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

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

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

Review Results

The OIG deployed questionnaires to 139 VHA facilities to determine the occupations designated as severe shortages.¹⁴ To determine the magnitude of severe occupational staffing shortages at VHA, the OIG counted the total number of times an occupation was identified as a shortage. The OIG also compared FYs 2018–2025 questionnaire responses to evaluate changes in severe occupational staffing shortages across VHA.

Total Number of Severe Occupational Shortages

In FY 2025, VHA facilities reported a total of 4,434 severe occupational staffing shortages, a 50 percent increase from FY 2024 in which facilities reported 2,959 total shortage occupations.

The OIG also compared severe occupational shortages at the facility level. All 139 facilities reported staffing shortages. The number of facilities' severe occupational staffing shortage designations ranged from 2 to 153, including both clinical and nonclinical occupations.¹⁵ The greatest number of clinical occupational shortages reported by an individual facility was 116, and the greatest number of nonclinical occupational shortages was 52.¹⁶

Medical Officer and Nurse Occupational Staffing Shortages

Because VHA utilizes assignment codes to designate specialties within the corresponding OPM occupational series, Medical Officer and Nurse occupations were analyzed separately from the other occupations. The OIG derived the frequency of Medical Officer and Nurse severe occupational staffing shortages if the facility indicated either the OPM occupational series or any of its related VHA assignment codes as shortages. For FY 2025, the derived frequency for Medical Officer shortages was 94 percent (131 of 139 facilities). The derived frequency for Nurse shortages was 79 percent (110 of 139 facilities).

Every year since 2014, the Medical Officer and Nurse occupations were identified as severe shortages in OIG's annual determination of occupational staffing shortages reports. VHA is able to noncompetitively appoint individuals to both of these Title 38 occupations in accordance with VA guidance.¹⁷

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

¹⁵ VA Long Beach Healthcare System in California (VISN 22, Station 600) reported the most severe occupational staffing shortages among all facilities, with 153 reported shortages. This was the greatest number of shortage occupations reported by a single facility across FYs 2018–2025.

¹⁶ VA Long Beach Healthcare System in California (VISN 22, Station 600) designated the most clinical severe occupational staffing shortages. Minneapolis VA Health Care System in Minnesota (VISN 23, Station 618) designated the most nonclinical severe occupational staffing shortages.

¹⁷ VA Handbook 5005/161, *Staffing*, January 29, 2024, Pt. II, Chap. 3, Sec. F.

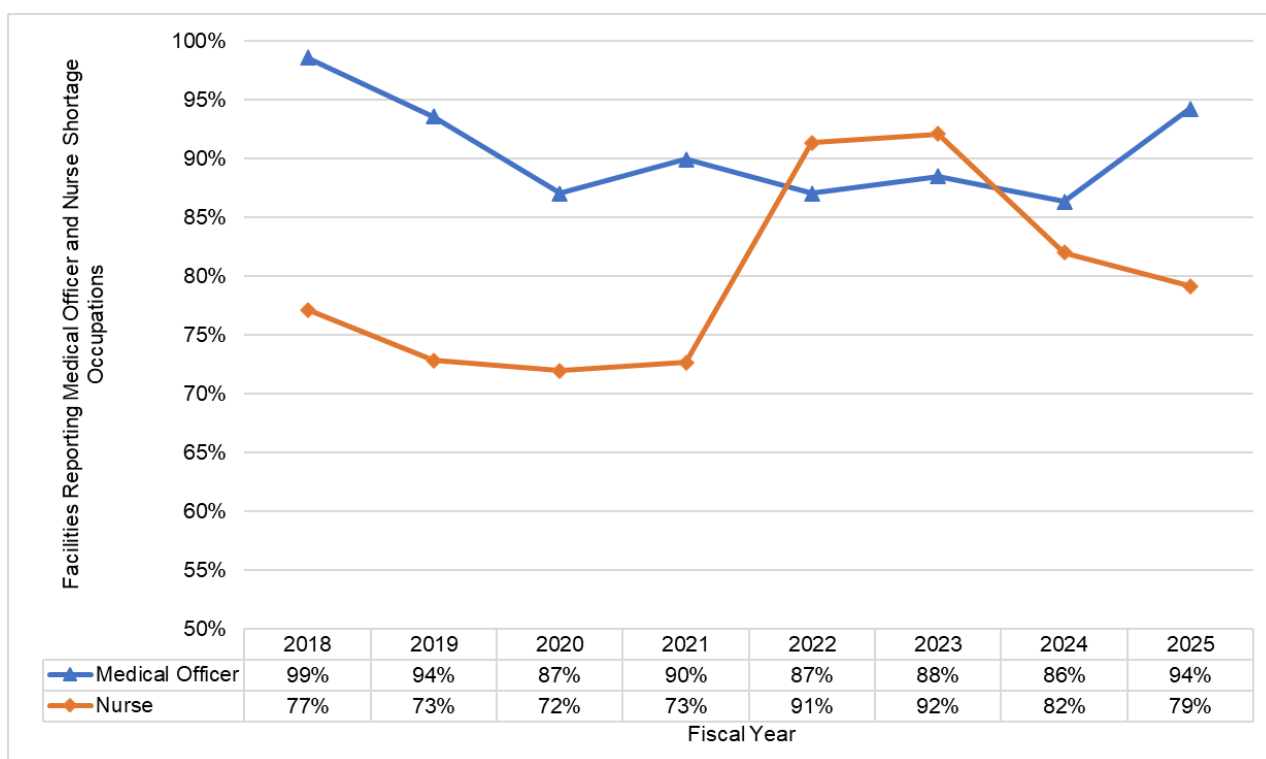


Figure 1. Percent of facilities designating severe occupational staffing shortages for Medical Officer and Nurse occupations per fiscal year.
Source: OIG analysis of VHA facilities' responses to the OIG's FY 2018–2025 staffing questionnaires.

Top Occupational Shortages

In FY 2025, 41 occupations were identified as severe staffing shortages by at least 20 percent of VHA facilities, excluding the Medical Officer and Nurse OPM occupational series (see [appendix E](#) for the list of occupations reported by at least 20 percent of VHA facilities).¹⁸ This represents the highest number of occupations reported by at least 20 percent of facilities across FYs 2018–2025 (see figure 2).

¹⁸ The OIG excludes the Medical Officer and Nurse OPM occupational series level occupations in this analysis because VHA utilizes assignment codes to designate specialties within the corresponding OPM occupational series. Assessing severe shortages at the assignment code level instead of the broader occupational series codes enabled the OIG to assess severe shortages for the Medical Officer and Nurse series in more detail. The criterion of at least 20 percent of VHA facilities designating an occupation as a severe occupational staffing shortage is consistent with prior OIG reports on VHA occupational staffing shortages as well as the criterion for a national shortage of occupations utilized by Workforce Management and Consulting in their annual shortage occupation report. However, there is no requirement for the OIG to use this criterion as a threshold for determining severe occupational staffing shortages at VHA. VHA Workforce Management and Consulting, *2024 VHA Shortage Occupation Report*.

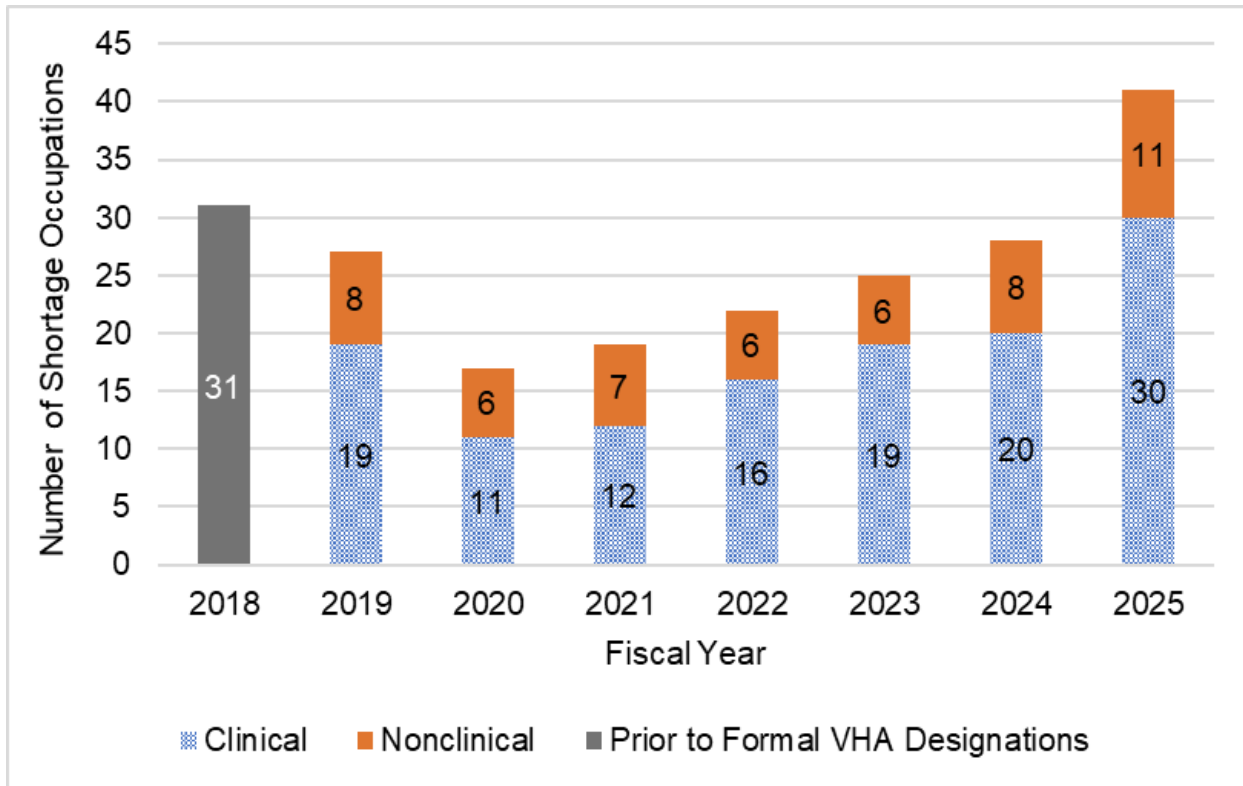


Figure 2. Number of occupations reported as severe occupational staffing shortages by at least 20 percent of VHA facilities, FYs 2018–2025.

Source: *OIG analysis of VHA facilities' responses to the OIG's FY 2018–2025 staffing questionnaires.*

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

Top Five Clinical Shortage Occupations

Psychology was the most frequently reported clinical severe occupational staffing shortage in FY 2025 and also the most frequently reported Hybrid Title 38 severe shortage occupation, with 57 percent of facilities (79 of 139) reporting it as a shortage. This was a decrease from FY 2024, when 61 percent of facilities (85 of 139) reported Psychology as a shortage. Psychology has been in the top five reported clinical severe occupational staffing shortages since FY 2019 and was among the top five most frequently reported shortages in FY 2018, when VHA did not have a formal designation for clinical and nonclinical occupations.

Of the top five most reported clinical severe occupational staffing shortages in FY 2025, all but Nursing Assistant have been reported by at least 20 percent of facilities since FY 2018. Nursing Assistant was first reported by at least 20 percent of facilities in FY 2021 and has been reported by at least 20 percent since (see figure 3).

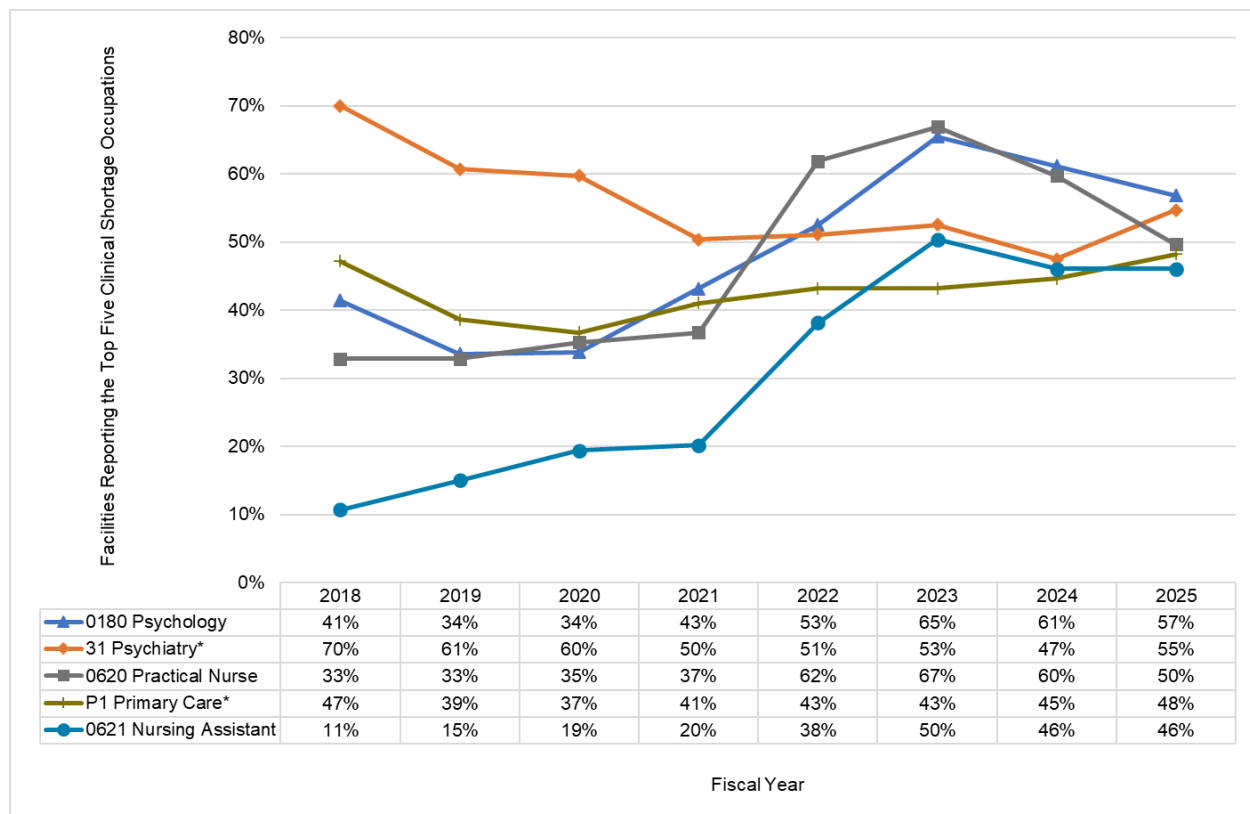


Figure 3. FY 2025 top five facility-designated clinical severe occupational staffing shortage frequencies, FYs 2018–2025.

Source: *OIG analysis of VHA facilities' responses to the OIG's FY 2018–2025 staffing questionnaires.*

**Occupations within the Medical Officer occupational series.*

Top Five Nonclinical Shortage Occupations

In FY 2025, the OIG found that 58 percent of facilities (80 of 139) designated Police as a severe occupational staffing shortage, making it the most frequently reported nonclinical shortage occupation and most frequently reported of all occupations. The Police occupation was among the top five most frequently reported nonclinical shortages in each year since 2019, when VHA first made official designations for clinical and nonclinical occupations, and the seventh most frequently reported shortage among all occupations in 2018. The Custodial Worker occupation was reported by 57 percent of facilities (79 of 139), making it the second most reported shortage occupation. Of the five most frequently reported nonclinical shortage occupations, only the Supply Clerical and Technician occupation has never been among the top five.

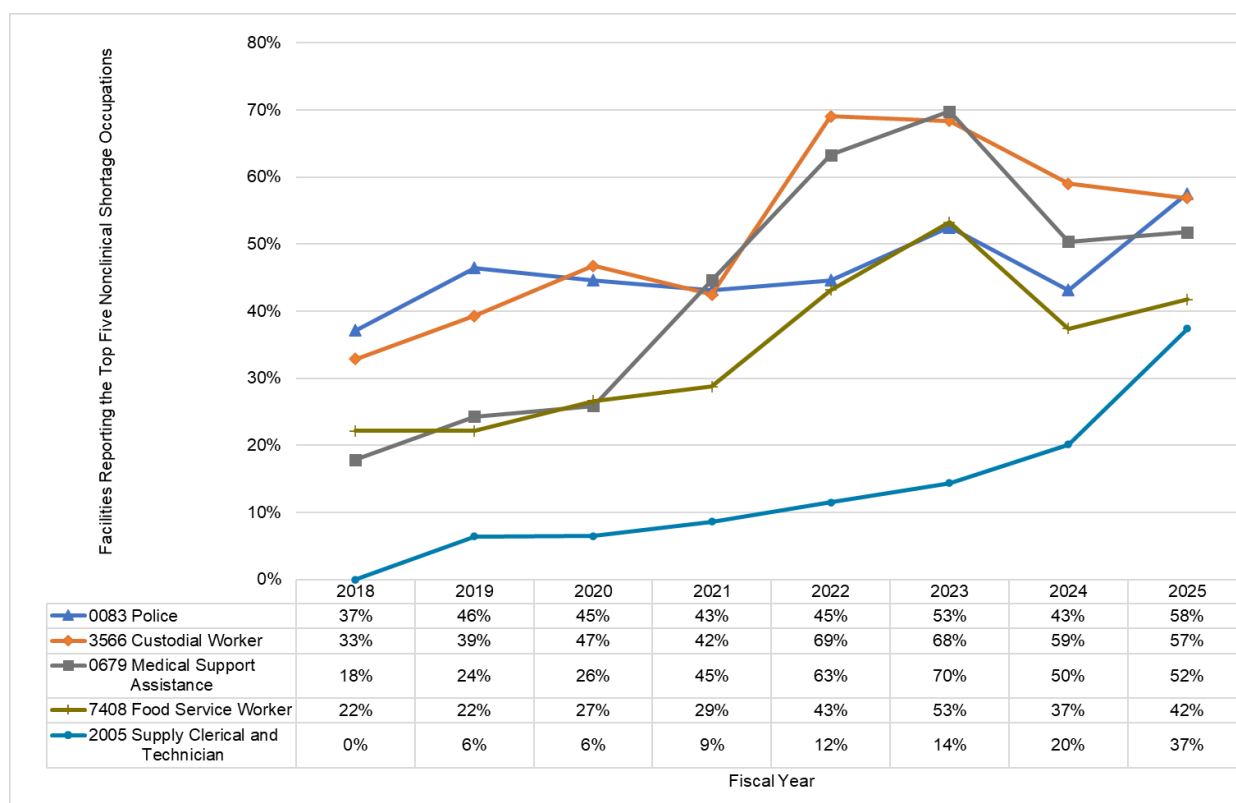


Figure 4. FY 2025 top five facility-designated nonclinical severe occupational staffing shortage frequencies, FYs 2018–2025.

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

Conclusion

In FY 2025, VHA facilities reported a total of 4,434 severe occupational staffing shortages, a 50 percent increase from FY 2024 across VHA. The number of facilities' severe occupational staffing shortage designations ranged from 2 to 153, including both clinical and nonclinical occupations. These data points show that a wide range of severe occupational staffing shortages exist when comparing shortages at the facility level.

Every year since 2014, the Medical Officer and Nurse occupations were identified as severe shortages in OIG's annual determination of occupational staffing shortages reports. VHA is able to noncompetitively appoint individuals to both of these Title 38 occupations in accordance with VA guidance. The OIG determined that 94 percent of facilities had severe shortages for Medical Officer, and 79 percent of facilities had severe shortages for Nurse. Despite the ability to make noncompetitive appointments for such occupations, VHA continues to experience severe occupational staffing shortages for these occupations that are fundamental to the delivery of health care.

Forty-one occupations (excluding Medical Officer and Nurse) were identified as severe occupational staffing shortages by at least 20 percent of facilities. This represents the highest

number of occupations reported by at least 20 percent of facilities across FYs 2018–2025. Fifty-seven percent of facilities noted severe occupational staffing shortages for Psychology, making it the most frequently reported clinical occupation; and 58 percent of facilities noted severe occupational staffing shortages for Police, making it the most frequently reported nonclinical occupation.

This report is a descriptive review and is intended for informational purposes. The OIG did not make recommendations but emphasizes the importance of VHA's continued assessment of severe occupational staffing shortages given the increase in shortages reported from FY 2024 to FY 2025. Additionally, the OIG encourages VHA's efforts to complete work on open recommendations from the August 2021 OIG Report, *Review of Veterans Health Administration Staffing Models*.¹⁹

Due to the timing of the FY 2025 OIG staffing shortage questionnaire, the reported impact on staffing from OPM's Deferred Resignation Program and VA's workforce reshaping efforts are not fully reflected in this report.

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

Appendix A: Occupations with Direct-Hire Authority

Table A.1. VHA Occupations with VA Secretary Direct-Hire Authority during FY 2025

Occupation	Effective Date of DHA	Expiration of DHA
0180 Psychologist	October 1, 2024	September 30, 2025
0185 Social Worker	October 1, 2024	September 30, 2025
0620 Licensed Practical or Vocational Nurse	October 1, 2024	September 30, 2025
0621 Nursing Assistant	October 1, 2024	September 30, 2025
0622 Medical Supply Technician (Sterile Processing)	October 1, 2024	September 30, 2025
0640 Health Aid and Technician, (hybrid t38 only)	October 1, 2024	September 30, 2025
0644 Medical Technologist or Clinical Laboratory Scientist	October 1, 2024	September 30, 2025
0647 Diagnostic Radiologic Technologist	October 1, 2024	September 30, 2025
0649 Medical Instrument Technician, (All hybrid t38 parenthetics)	October 1, 2024	September 30, 2025
0661 Pharmacy Technician	October 1, 2024	September 30, 2025
0679 Medical Support Assistant	October 1, 2024	September 30, 2025
0801 Healthcare Engineer	October 1, 2024	September 30, 2025
0858 Biomedical Engineer	October 1, 2024	September 30, 2025

Source: VA Office of the Chief Human Capital Officer (OCHCO) Bulletin, "Annual Determination of Staffing Shortages," October 1, 2024.

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

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

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

Occupation	Occupation Category	Hiring Authority
0602 Medical Officer	Clinical - Medical Officer	Title 38
0 Miscellaneous Title 38*	Clinical - Medical Officer	Title 38
1 Anesthesiology*	Clinical - Medical Officer	Title 38
2 Surgery*	Clinical - Medical Officer	Title 38
3 Gynecology*	Clinical - Medical Officer	Title 38
4 Pain Management/Physical Medicine and Rehabilitation*	Clinical - Medical Officer	Title 38
5 Medical Oncology*	Clinical - Medical Officer	Title 38
6 Ophthalmology*	Clinical - Medical Officer	Title 38
7 Orthopedic Surgery*	Clinical - Medical Officer	Title 38
8 Otolaryngology*	Clinical - Medical Officer	Title 38
9 Plastic Surgery*	Clinical - Medical Officer	Title 38
10 Colon & Rectal Surgery*	Clinical - Medical Officer	Title 38
11 Thoracic Surgery*	Clinical - Medical Officer	Title 38
12 Urology*	Clinical - Medical Officer	Title 38
13 Physiatry*	Clinical - Medical Officer	Title 38
16 Emergency Medicine*	Clinical - Medical Officer	Title 38
17 Retinal Surgery*	Clinical - Medical Officer	Title 38

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

Occupation	Occupation Category	Hiring Authority
18 Hematology*	Clinical - Medical Officer	Title 38
19 Infectious Diseases*	Clinical - Medical Officer	Title 38
20 Dermatology*	Clinical - Medical Officer	Title 38
21 General Internal Medicine*	Clinical - Medical Officer	Title 38
22 Internal Medicine*	Clinical - Medical Officer	Title 38
23 Allergy & Immunology*	Clinical - Medical Officer	Title 38
24 Cardiovascular Diseases*	Clinical - Medical Officer	Title 38
25 Gastroenterology*	Clinical - Medical Officer	Title 38
26 Pulmonary Diseases*	Clinical - Medical Officer	Title 38
27 Nephrology*	Clinical - Medical Officer	Title 38
28 Rheumatology*	Clinical - Medical Officer	Title 38
29 Endocrine and Metabolism*	Clinical - Medical Officer	Title 38
30 Neurology*	Clinical - Medical Officer	Title 38
31 Psychiatry*	Clinical - Medical Officer	Title 38
32 Anatomic Pathology*	Clinical - Medical Officer	Title 38
33 Clinical Pathology*	Clinical - Medical Officer	Title 38
34 Advanced Geriatric Fellow*	Clinical - Medical Officer	Title 38
35 Clinical Scholar-Robert Wood Johnson*	Clinical - Medical Officer	Title 38
36 Preventive Medicine*	Clinical - Medical Officer	Title 38

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

Occupation	Occupation Category	Hiring Authority
38 Radiology-Diagnostic*	Clinical - Medical Officer	Title 38
39 Radiology-Therapeutic*	Clinical - Medical Officer	Title 38
40 Geriatrics*	Clinical - Medical Officer	Title 38
41 Pain Management/Anesthesia*	Clinical - Medical Officer	Title 38
42 Paraplegia*	Clinical - Medical Officer	Title 38
43 Pathology*	Clinical - Medical Officer	Title 38
44 Physical Medicine & Rehabilitation*	Clinical - Medical Officer	Title 38
45 Radiology-Interventional*	Clinical - Medical Officer	Title 38
46 Nuclear Medicine*	Clinical - Medical Officer	Title 38
47 Research-Career Development*	Clinical - Medical Officer	Title 38
48 Research*	Clinical - Medical Officer	Title 38
49 Family Practice*	Clinical - Medical Officer	Title 38
50 Admitting Physician*	Clinical - Medical Officer	Title 38
51 Chief of Staff*	Clinical - Medical Officer	Title 38
52 Physician*	Clinical - Medical Officer	Title 38
53 Associate Chief of Staff-Education*	Clinical - Medical Officer	Title 38
54 Associate Chief of Staff Research & Development*	Clinical - Medical Officer	Title 38
55 Director*	Clinical - Medical Officer	Title 38
56 Physician in CO*	Clinical - Medical Officer	Title 38

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

Occupation	Occupation Category	Hiring Authority
57 Physician-Admin, Other*	Clinical - Medical Officer	Title 38
58 Assistant Chief of Staff*	Clinical - Medical Officer	Title 38
59 Associate COS Ambulatory Care*	Clinical - Medical Officer	Title 38
61 ACOS/Quality Assurance*	Clinical - Medical Officer	Title 38
63 General Practice*	Clinical - Medical Officer	Title 38
64 Executive Director*	Clinical - Medical Officer	Title 38
67 Oral Surgery*	Clinical - Medical Officer	Title 38
68 Periodontics*	Clinical - Medical Officer	Title 38
73 Associate Chief Of Staff*	Clinical - Medical Officer	Title 38
C1 - ACOS Clinical*	Clinical - Medical Officer	Title 38
CA Cardiology Non-Invasive*	Clinical - Medical Officer	Title 38
CB Anesthesiology Pain Management*	Clinical - Medical Officer	Title 38
CC Pain Management*	Clinical - Medical Officer	Title 38
CE Palliative Care*	Clinical - Medical Officer	Title 38
CF Dermatology Mohs*	Clinical - Medical Officer	Title 38
CK Exc Dir Veterans Int*	Clinical - Medical Officer	Title 38
E1 Associate Chief of Staff Extended Care*	Clinical - Medical Officer	Title 38
E2 Associate Chief of Staff Geriatrics/Long Term Care*	Clinical - Medical Officer	Title 38
E3 Associate Chief of Staff Men's Health/Behavioral Science*	Clinical - Medical Officer	Title 38

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

Occupation	Occupation Category	Hiring Authority
E4 Cardiovascular/Thoracic Surgeon*	Clinical - Medical Officer	Title 38
E5 Neurosurgery*	Clinical - Medical Officer	Title 38
E6 Cardiology Non-Interventionist*	Clinical - Medical Officer	Title 38
E7 Radiology (Nuclear)*	Clinical - Medical Officer	Title 38
E9 Compensation/Pension*	Clinical - Medical Officer	Title 38
ED - Education*	Clinical - Medical Officer	Title 38
F8 Director - VISN *	Clinical - Medical Officer	Title 38
G9 Radiation Oncology*	Clinical - Medical Officer	Title 38
GE Genomics*	Clinical - Medical Officer	Title 38
H1 Psychiatry Fellow*	Clinical - Medical Officer	Title 38
H3 Ambulatory Care Fellow*	Clinical - Medical Officer	Title 38
H4 Palliative Care Medicine Fellow*	Clinical - Medical Officer	Title 38
H7 Health Services Research Fellow*	Clinical - Medical Officer	Title 38
H9 Women Veterans Health Fellow*	Clinical - Medical Officer	Title 38
K1 Chief Consultant*	Clinical - Medical Officer	Title 38
K3 National Qual Scholars*	Clinical - Medical Officer	Title 38
K4 Nocturnist*	Clinical - Medical Officer	Title 38
K6 Hospitalist*	Clinical - Medical Officer	Title 38
K8 Critical Care*	Clinical - Medical Officer	Title 38

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

Occupation	Occupation Category	Hiring Authority
K9 Mohs Surgery*	Clinical - Medical Officer	Title 38
M5 Medinfo Postdoctoral Fellow*	Clinical - Medical Officer	Title 38
M9 Cardiology-Interventional*	Clinical - Medical Officer	Title 38
N9 Cardiac Electrophysiology*	Clinical - Medical Officer	Title 38
NW Deputy Network CMO*	Clinical - Medical Officer	Title 38
P1 Primary Care*	Clinical - Medical Officer	Title 38
P3 Chief Med Officer VISN *	Clinical - Medical Officer	Title 38
P4 Chief Officer In CO*	Clinical - Medical Officer	Title 38
P5 Principle Deputy USH*	Clinical - Medical Officer	Title 38
P6 Director Outpatient Clinic*	Clinical - Medical Officer	Title 38
P8 Dep Chief Of Staff*	Clinical - Medical Officer	Title 38
P9 Orthopedic*	Clinical - Medical Officer	Title 38
Q8 Health Informatics*	Clinical - Medical Officer	Title 38
Q9 Sleep Medicine*	Clinical - Medical Officer	Title 38
R3 Hematology/Oncology*	Clinical - Medical Officer	Title 38
R4 Vascular Surgery*	Clinical - Medical Officer	Title 38
R7 Sports Medicine*	Clinical - Medical Officer	Title 38
ST Transplant Surgery*	Clinical - Medical Officer	Title 38
T0 Trainee*	Clinical - Medical Officer	Title 38

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

Occupation	Occupation Category	Hiring Authority
0610 Nurse	Clinical - Nurse	Title 38
0 Miscellaneous Title 38 [†]	Clinical - Nurse	Title 38
20 CNS-CLC/Geriatrics [†]	Clinical - Nurse	Title 38
21 CNS-Other [†]	Clinical - Nurse	Title 38
23 NP-Leadership [†]	Clinical - Nurse	Title 38
24 Graduate Nurse Technician [†]	Clinical - Nurse	Title 38
30 RN-Intermittent [†]	Clinical - Nurse	Title 38
71 RN, Recruiter [†]	Clinical - Nurse	Title 38
74 RN, Infection Control [†]	Clinical - Nurse	Title 38
75 NP-Primary Care [†]	Clinical - Nurse	Title 38
77 RN, Researcher/Doctor [†]	Clinical - Nurse	Title 38
79 CNS-Med/Surg [†]	Clinical - Nurse	Title 38
80 RN/Nurse Executive [†]	Clinical - Nurse	Title 38
81 Chief Nurse Trainee [†]	Clinical - Nurse	Title 38
82 RN, Senior Leadership [†]	Clinical - Nurse	Title 38
85 RN Educator [†]	Clinical - Nurse	Title 38
86 RN, Shift Supervisor [†]	Clinical - Nurse	Title 38
87 RN, Manager/Head Nurse [†]	Clinical - Nurse	Title 38
88 RN Staff Nurse-Inpatient [†]	Clinical - Nurse	Title 38
89 RN/VACO, Other [†]	Clinical - Nurse	Title 38
91 Nurse Supervisor Surgical Service [†]	Clinical - Nurse	Title 38
AB - NP-Travel Nurse Corps (TNC) [†]	Clinical - Nurse	Title 38
AS - RN Staff-Ambulatory Surgery [†]	Clinical - Nurse	Title 38
C4 - RN Staff-Cardiac Catheterization [†]	Clinical - Nurse	Title 38
CG Nurse Practitioner Resident [†]	Clinical - Nurse	Title 38
CJ Resource/Float Pool [†]	Clinical - Nurse	Title 38
CL RN-VA Liaison Health [†]	Clinical - Nurse	Title 38
CM RN Staff-Critical Care [†]	Clinical - Nurse	Title 38
CP RN Staff- Progressive Care [†]	Clinical - Nurse	Title 38
CQ RN Staff- Inpatient Mental Health [†]	Clinical - Nurse	Title 38
CR RN Staff- Emergency Dept/Urgent Care [†]	Clinical - Nurse	Title 38

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

Occupation	Occupation Category	Hiring Authority
CS RN Staff- Outpatient Mental Health†	Clinical - Nurse	Title 38
CT RN Staff- Women's Health Clinic†	Clinical - Nurse	Title 38
CU RN Staff- Domiciliary†	Clinical - Nurse	Title 38
CV RN Staff-Interventional†	Clinical - Nurse	Title 38
CW RN Staff- Peri-Op†	Clinical - Nurse	Title 38
CX RN First Assist†	Clinical - Nurse	Title 38
CY NP-Geriatrics†	Clinical - Nurse	Title 38
CZ NP-Medical Specialty†	Clinical - Nurse	Title 38
DA NP-Surgical Special†	Clinical - Nurse	Title 38
DB NP-Joint Med/Surg†	Clinical - Nurse	Title 38
DD - RN Staff-Dialysis†	Clinical - Nurse	Title 38
E8 Deputy Nurse Executive†	Clinical - Nurse	Title 38
F1 Associate Chief Nursing Service†	Clinical - Nurse	Title 38
F2 RN Administrative Trainee†	Clinical - Nurse	Title 38
G5 RN Facility Admin†	Clinical - Nurse	Title 38
G6 RN/Program Manager/Coordinator†	Clinical - Nurse	Title 38
G7 RN, Admin/Other†	Clinical - Nurse	Title 38
G8 Program Manager National Facility Register/Operation Enduring Freedom-Operation Iraqi Freedom†	Clinical - Nurse	Title 38
G9 RN-Supervisory Prog Mgr/Coord†	Clinical - Nurse	Title 38
GI RN Staff - Gastroint†	Clinical - Nurse	Title 38
H1 NP-Women's Health†	Clinical - Nurse	Title 38
H2 NP-HBPC†	Clinical - Nurse	Title 38
H3 NP-C&P†	Clinical - Nurse	Title 38
H4 NP-Occupational Health†	Clinical - Nurse	Title 38
H5 NP-Emergency†	Clinical - Nurse	Title 38
H6 NP-Clinical Resource†	Clinical - Nurse	Title 38
H7 NP-Clinical Contact†	Clinical - Nurse	Title 38
H8 NP-Intensivist (ICU)†	Clinical - Nurse	Title 38
H9 NP-Hospitalist†	Clinical - Nurse	Title 38
I1 NP-Interventional Ra†	Clinical - Nurse	Title 38

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

Occupation	Occupation Category	Hiring Authority
I2 NP-Cardiology [‡]	Clinical - Nurse	Title 38
I3 NP-Rheumatology [‡]	Clinical - Nurse	Title 38
I4 NP-Endocrinology [‡]	Clinical - Nurse	Title 38
I5 NP-Hematology Oncolo [‡]	Clinical - Nurse	Title 38
I6 NP-Nephrology [‡]	Clinical - Nurse	Title 38
I7 NP-Pulmonary [‡]	Clinical - Nurse	Title 38
I8 NP-Neurology [‡]	Clinical - Nurse	Title 38
I9 NP-Dermatology [‡]	Clinical - Nurse	Title 38
IR RN Staff - Intervent [‡]	Clinical - Nurse	Title 38
J3 RN, Clinical Analyst [‡]	Clinical - Nurse	Title 38
J4 RN/Assistant Manager/Perm Change [‡]	Clinical - Nurse	Title 38
J5 RN, VISN, Other [‡]	Clinical - Nurse	Title 38
J6 RN, Peer Advocate [‡]	Clinical - Nurse	Title 38
K4 RN Pre-Doctoral Fellow [‡]	Clinical - Nurse	Title 38
L1 NP-Gastroenterology [‡]	Clinical - Nurse	Title 38
L2 NP-Infectious Diseases [‡]	Clinical - Nurse	Title 38
L3 NP-Hospice Palliativ [‡]	Clinical - Nurse	Title 38
L4 NP-Rehab SCI [‡]	Clinical - Nurse	Title 38
L5 NP-ENT [‡]	Clinical - Nurse	Title 38
L6 NP-Vascular Surgery [‡]	Clinical - Nurse	Title 38
L7 NP-Cardiothoracic Su [‡]	Clinical - Nurse	Title 38
L8 NP-Urology [‡]	Clinical - Nurse	Title 38
L9 NP-Neurosurgery [‡]	Clinical - Nurse	Title 38
M1 RN, Administrative/Discharge Coordinator [‡]	Clinical - Nurse	Title 38
M2 RN/Case Manager/Care [‡]	Clinical - Nurse	Title 38
M3 RN, Transition Care Management Case Manager [‡]	Clinical - Nurse	Title 38
M4 RN, Federal Recovery Coordinator [‡]	Clinical - Nurse	Title 38
M5 Medinfo Postdoctoral Fellow [‡]	Clinical - Nurse	Title 38
N1 NP/Long Term Care [‡]	Clinical - Nurse	Title 38
N4 Nurse Practitioner – Mental Health/Substance Use Disorder [‡]	Clinical - Nurse	Title 38

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

Occupation	Occupation Category	Hiring Authority
N5 NP-Other [‡]	Clinical - Nurse	Title 38
N6 CNS-Outpatient [‡]	Clinical - Nurse	Title 38
N7 CNS-Long Term Care/Geriatrics [‡]	Clinical - Nurse	Title 38
N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder [‡]	Clinical - Nurse	Title 38
O1 NP-General Surgery [‡]	Clinical - Nurse	Title 38
O2 NP-Orthopedic Surgeon [‡]	Clinical - Nurse	Title 38
O3 NP-Pain Clinic [‡]	Clinical - Nurse	Title 38
O4 NP-Peri-OP Anesthesia [‡]	Clinical - Nurse	Title 38
O5 NP-Ophthalmology [‡]	Clinical - Nurse	Title 38
O6 NP-Plastic Surgery [‡]	Clinical - Nurse	Title 38
O8 CNS-Surgical Special [‡]	Clinical - Nurse	Title 38
O9 CNS-Medicine Special [‡]	Clinical - Nurse	Title 38
ON RN Staff - Oncology [‡]	Clinical - Nurse	Title 38
OR RN Staff - Operating [‡]	Clinical - Nurse	Title 38
PM RN Staff - Pain Mana [‡]	Clinical - Nurse	Title 38
PU RN Staff - PACU [‡]	Clinical - Nurse	Title 38
Q1 RN/Staff-Outpatient [‡]	Clinical - Nurse	Title 38
Q2 RN/Staff-Mixed [‡]	Clinical - Nurse	Title 38
Q3 RN-Telephone Triage [‡]	Clinical - Nurse	Title 38
Q4 RN Clinical Nurse Lead [‡]	Clinical - Nurse	Title 38
Q5 RN, Travel Nurse Corps Staff [‡]	Clinical - Nurse	Title 38
Q6 RN/Staff-Inpatient Community Living Center [‡]	Clinical - Nurse	Title 38
Q7 Charge Nurse [‡]	Clinical - Nurse	Title 38
QM Quality and or Safet [‡]	Clinical - Nurse	Title 38
R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty [‡]	Clinical - Nurse	Title 38
R9 - RN-Assistant/Associate/Deputy Chief of Service [‡]	Clinical - Nurse	Title 38
S1 RN/Polytrauma Rehab [‡]	Clinical - Nurse	Title 38
S2 RN Informatics [‡]	Clinical - Nurse	Title 38
S3 RN, Preventative/Occupational Health [‡]	Clinical - Nurse	Title 38
S4 RN/Wound Care Spec [‡]	Clinical - Nurse	Title 38

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

Occupation	Occupation Category	Hiring Authority
S5 RN, IV Therapy [‡]	Clinical - Nurse	Title 38
S6 RN – General Clinical Consultant [‡]	Clinical - Nurse	Title 38
S7 RN/Resident [‡]	Clinical - Nurse	Title 38
SC RN Staff Spinal Cord [‡]	Clinical - Nurse	Title 38
SP Chief Sterile Proces [‡]	Clinical - Nurse	Title 38
SS Assistant Chief Sterile Processing [‡]	Clinical - Nurse	Title 38
U1 CNS-Tele-ICU [‡]	Clinical - Nurse	Title 38
U2 RN CNIO VAMC [‡]	Clinical - Nurse	Title 38
U3 RN CNIO VISN VACO [‡]	Clinical - Nurse	Title 38
U4 RN Facility RNTTP CO [‡]	Clinical - Nurse	Title 38
U5 RN Staff Outpatient [‡]	Clinical - Nurse	Title 38
U6 RN Staff Outpatient [‡]	Clinical - Nurse	Title 38
U7 RN Staff Outpatient [‡]	Clinical - Nurse	Title 38
U8 RN Staff Outpatient [‡]	Clinical - Nurse	Title 38
U9 RN Staff Outpatient [‡]	Clinical - Nurse	Title 38
UM Utilization Manageme [‡]	Clinical - Nurse	Title 38
V1 NA - Nurse Anestheti [‡]	Clinical - Nurse	Title 38
V4 NA - Chief Nurse Ane [‡]	Clinical - Nurse	Title 38
V5 NA-Administrative Nurse Anesthetist [‡]	Clinical - Nurse	Title 38
V6 NA-Educator-Coordinator [‡]	Clinical - Nurse	Title 38
VN RN - VISN Chief Nurse [‡]	Clinical - Nurse	Title 38
0060 Chaplain (Title 38H)	Clinical - Other	Title 38 Hybrid
0101 Social Science (Title 5)	Clinical - Other	Title 5
0101 Social Service/Addiction Therapist	Clinical - Other	Title 38 Hybrid
0101 Social Service/Dep Chf Readj Cnsl Svc Ofcr	Clinical - Other	Title 38 Hybrid
0101 Social Science/Health & Wellness Coach (95, 96, 97)	Clinical - Other	Title 38 Hybrid
0101 Social Science/Licensed Professional Mental Health Counselor	Clinical - Other	Title 38 Hybrid
0101 Social Service/Rehab Counselor	Clinical - Other	Title 38 Hybrid
0101 Social Science/Social Science Specialist (Crisis Responder)	Clinical - Other	Title 38 Hybrid

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

Occupation	Occupation Category	Hiring Authority
0101 Social Service/Marriage and Family Therapist	Clinical - Other	Title 38 Hybrid
0102 Social Science Aid and Technician	Clinical - Other	Title 5
0180 Psychology	Clinical - Other	Title 38 Hybrid
0181 Psychology Aid and Technician	Clinical - Other	Title 5
0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)	Clinical - Other	Title 38 Hybrid
0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)	Clinical - Other	Title 38 Hybrid
0184 Sociology	Clinical - Other	Title 5
0185 Social Work	Clinical - Other	Title 38 Hybrid
0186 Social Services Aid and Assistant	Clinical - Other	Title 5
0187 Social Services	Clinical - Other	Title 5
0188 Recreation Specialist	Clinical - Other	Title 5
0188 Recreation Specialist/Yoga Therapy	Clinical - Other	Title 38 Hybrid
0189 Recreation Aid and Assistant	Clinical - Other	Title 5
0189 Recreation Assistant/Tai Chi_Qigong Inst	Clinical - Other	Title 38 Hybrid
0189 Recreation Assistant/Yoga Instructor	Clinical - Other	Title 38 Hybrid
0199 Social Science Student Trainee	Clinical - Other	Title 5
0440 Genetics	Clinical - Other	Title 5
0601 General Health Science (Title 5)	Clinical - Other	Title 5
0601 General Health Science/Acupuncturist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Blind Rehab	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Chiropractor	Clinical - Other	Title 38
0601 General Health Science/Clinical Perfusionist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Cytotechnologist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Expanded Dental Function	Clinical - Other	Title 38
0601 General Health Science/Genetic Counselor	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Histopathology Technologist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Nuclear Medicine Technologist	Clinical - Other	Title 38 Hybrid

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

Occupation	Occupation Category	Hiring Authority
0601 General Health Science/Registered Radiology Assistant	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Registered Respiratory Therapist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Therapeutic Medical Physicist	Clinical - Other	Title 38 Hybrid
0603 Physician Assistant	Clinical - Other	Title 38
0620 Practical Nurse	Clinical - Other	Title 38 Hybrid
0621 Nursing Assistant	Clinical - Other	Title 38 Hybrid
0630 Dietitian and Nutritionist	Clinical - Other	Title 38 Hybrid
0631 Occupational Therapist	Clinical - Other	Title 38 Hybrid
0633 Physical Therapist	Clinical - Other	Title 38 Hybrid
0635 Corrective Therapist/Kinesiotherapist	Clinical - Other	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant (Title 5)	Clinical - Other	Title 5
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	Clinical - Other	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant	Clinical - Other	Title 38 Hybrid
0638 Recreation/Creative Arts Therapist	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician (Title 5)	Clinical - Other	Title 5
0640 Health Aid and Technician/Certified Respiratory Therapist	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Clinical Dietetic Technician	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Audio & SLP	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Hearing Instrument Specialist	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Health Technician (Pedorthist)	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Massage Therapy	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Ophthalmology	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Optometry	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Telehealth	Clinical - Other	Title 38 Hybrid
0642 Nuclear Medicine Technician	Clinical - Other	Title 5

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

Occupation	Occupation Category	Hiring Authority
0644 Medical Technologist/Clinical Laboratory Scientist	Clinical - Other	Title 38 Hybrid
0645 Medical Technician (Medical Laboratory Technician)	Clinical - Other	Title 38 Hybrid
0645 Medical Technician (Title 5)	Clinical - Other	Title 5
0646 Pathology Technician/Histopathology	Clinical - Other	Title 38 Hybrid
0646 Pathology Technician (Title 5)	Clinical - Other	Title 5
0647 Diagnostic Radiologic Technologist	Clinical - Other	Title 38 Hybrid
0648 Therapeutic Radiologic Technologist	Clinical - Other	Title 38 Hybrid
0649 Medical Instrument Technician	Clinical - Other	Title 38 Hybrid
0660 Pharmacist	Clinical - Other	Title 38 Hybrid
0661 Pharmacy Technician	Clinical - Other	Title 38 Hybrid
0662 Optometrist	Clinical - Other	Title 38
0665 Speech Pathology and Audiology	Clinical - Other	Title 38 Hybrid
0667 Orthotist and Prosthetist	Clinical - Other	Title 38 Hybrid
0668 Podiatrist	Clinical - Other	Title 38
0680 Dental Officer	Clinical - Other	Title 38
0681 Dental Assistant	Clinical - Other	Title 38 Hybrid
0682 Dental Hygiene	Clinical - Other	Title 38 Hybrid
0683 Dental Laboratory Aid and Technician	Clinical - Other	Title 5
0699 Medical and Health Student Trainee	Clinical - Other	Title 5
1301 General Physical Science	Clinical - Other	Title 5
1306 Health Physics	Clinical - Other	Title 5
1310 Physics	Clinical - Other	Title 5
1311 Physical Science Technician	Clinical - Other	Title 5
1320 Chemistry	Clinical - Other	Title 5
1715 Vocational Rehabilitation	Clinical - Other	Title 5
0018 Safety and Occupational Health Management	Nonclinical	Title 5
0019 Safety Technician	Nonclinical	Title 5
0028 Environmental Protection Specialist	Nonclinical	Title 5
0080 Security Administration	Nonclinical	Title 5
0081 Fire Protection and Prevention	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
0083 Police	Nonclinical	Title 5
0085 Security Guard	Nonclinical	Title 5
0086 Security Clerical and Assistance	Nonclinical	Title 5
0089 Emergency Management	Nonclinical	Title 5
0110 Economist	Nonclinical	Title 5
0150 Geographer	Nonclinical	Title 5
0170 History	Nonclinical	Title 5
0190 General Anthropology	Nonclinical	Title 5
0193 Archeology	Nonclinical	Title 5
0201 Human Resources Management	Nonclinical	Title 5
0203 Human Resources Assistance	Nonclinical	Title 5
0260 Equal Employment Opportunity	Nonclinical	Title 5
0299 Human Resources Management Student Trainee	Nonclinical	Title 5
0301 Miscellaneous Administration and Program	Nonclinical	Title 5
0302 Messenger	Nonclinical	Title 5
0303 Miscellaneous Clerk and Assistant	Nonclinical	Title 5
0304 Information Receptionist	Nonclinical	Title 5
0305 Mail and File	Nonclinical	Title 5
0306 Government Information Specialist	Nonclinical	Title 5
0308 Records and Information Management	Nonclinical	Title 5
0309 Correspondence Clerk	Nonclinical	Title 5
0313 Work Unit Supervising	Nonclinical	Title 5
0318 Secretary	Nonclinical	Title 5
0322 Clerk-Typist	Nonclinical	Title 5
0326 Office Automation Clerical and Assistance	Nonclinical	Title 5
0332 Computer Operation	Nonclinical	Title 5
0335 Computer Clerk and Assistant	Nonclinical	Title 5
0340 Program Management	Nonclinical	Title 5
0341 Administrative Officer	Nonclinical	Title 5
0342 Support Services Administration	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
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
0487 - Animal Science	Nonclinical	Title 5
0499 Biological Science Student Trainee	Nonclinical	Title 5
0501 Financial Administration and Program	Nonclinical	Title 5
0503 Financial Clerical and Assistance	Nonclinical	Title 5
0505 Financial Management	Nonclinical	Title 5
0510 Accounting	Nonclinical	Title 5
0511 Auditing	Nonclinical	Title 5
0525 Accounting Technician	Nonclinical	Title 5
0530 Cash Processing	Nonclinical	Title 5
0540 Voucher Examining	Nonclinical	Title 5
0544 Civilian Pay	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
0560 Budget Analysis	Nonclinical	Title 5
0561 Budget Clerical and Assistance	Nonclinical	Title 5
0593 Insurance Accounts	Nonclinical	Title 5
0599 Financial Management Student Trainee	Nonclinical	Title 5
0622 Medical Supply Aide and Technician (Title 5)	Nonclinical	Title 5
0622 Medical Supply Aide and Technician/Sterile Processing	Nonclinical	Title 38 Hybrid
0625 Autopsy Assistant	Nonclinical	Title 5
0637 Manual Arts Therapist	Nonclinical	Title 5
0669 Medical Records Administration	Nonclinical	Title 38 Hybrid
0670 Health System Administration	Nonclinical	Title 5
0671 Health System Specialist	Nonclinical	Title 5
0672 Prosthetic Representative	Nonclinical	Title 38 Hybrid
0673 Hospital Housekeeping Management	Nonclinical	Title 5
0675 Medical Records Technician	Nonclinical	Title 38 Hybrid
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid
0690 Industrial Hygiene	Nonclinical	Title 5
0698 Environmental Health Technician	Nonclinical	Title 5
0701 Veterinary Medical Science	Nonclinical	Title 5
0704 Animal Health Technician	Nonclinical	Title 5
0801 General Engineering	Nonclinical	Title 5
0801 General Engineering/Healthcare Engineer	Nonclinical	Title 38 Hybrid
0802 Engineering Technician	Nonclinical	Title 5
0803 Safety Engineering	Nonclinical	Title 5
0804 Fire Protection Engineering	Nonclinical	Title 5
0807 Landscape Architecture	Nonclinical	Title 5
0808 Architecture	Nonclinical	Title 5
0809 Construction Control	Nonclinical	Title 5
0810 Civil Engineering	Nonclinical	Title 5
0819 Environmental Engineering	Nonclinical	Title 5
0830 Mechanical Engineering	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
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
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

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

Occupation	Occupation Category	Hiring Authority
1105 Purchasing	Nonclinical	Title 5
1106 Procurement Clerical and Technician	Nonclinical	Title 5
1107 Property Disposal Clerical and Technician	Nonclinical	Title 5
1109 Grants Management	Nonclinical	Title 5
1152 Production Control	Nonclinical	Title 5
1160 Financial Analysis	Nonclinical	Title 5
1170 Realty	Nonclinical	Title 5
1173 Housing Management	Nonclinical	Title 5
1176 Building Management	Nonclinical	Title 5
1199 Business and Industry Student Trainee	Nonclinical	Title 5
1410 Librarian	Nonclinical	Title 5
1411 Library Technician	Nonclinical	Title 5
1412 Technical Information Services	Nonclinical	Title 5
1499 Library and Archives Student Trainee	Nonclinical	Title 5
1515 Operations Research	Nonclinical	Title 5
1520 Mathematics	Nonclinical	Title 5
1529 Mathematical Statistician	Nonclinical	Title 5
1530 Statistician	Nonclinical	Title 5
1531 Statistical Assistant	Nonclinical	Title 5
1550 Computer Science	Nonclinical	Title 5
1560 Data Scientist	Nonclinical	Title 5
1601 General Facilities and Equipment (Title 5)	Nonclinical	Title 5
1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	Nonclinical	Title 38 Hybrid
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

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

Occupation	Occupation Category	Hiring Authority
1701 General Education and Training	Nonclinical	Title 5
1702 Education and Training Technician	Nonclinical	Title 5
1710 Education and Vocational Training	Nonclinical	Title 5
1712 Training Instruction	Nonclinical	Title 5
1720 Education Program	Nonclinical	Title 5
1725 Public Health Educator	Nonclinical	Title 5
1740 Education Services	Nonclinical	Title 5
1750 Instructional Systems	Nonclinical	Title 5
1810 General Investigating	Nonclinical	Title 5
1811 Criminal Investigating	Nonclinical	Title 5
1910 Quality Assurance	Nonclinical	Title 5
2001 General Supply	Nonclinical	Title 5
2003 Supply Program Management	Nonclinical	Title 5
2005 Supply Clerical and Technician	Nonclinical	Title 5
2010 Inventory Management	Nonclinical	Title 5
2030 Distribution Facilities and Storage Management	Nonclinical	Title 5
2091 Sales Store Clerical	Nonclinical	Title 5
2099 Supply Student Trainee	Nonclinical	Title 5
2101 Transportation Specialist	Nonclinical	Title 5
2102 Transportation Clerk and Assistant	Nonclinical	Title 5
2130 Traffic Management	Nonclinical	Title 5
2151 Dispatching	Nonclinical	Title 5
2210 Information Technology Management	Nonclinical	Title 5
2299 Information Technology Student Trainee	Nonclinical	Title 5
2502 Telecommunications Mechanic	Nonclinical	Wage Grade [§]
2604 Electronics Mechanic	Nonclinical	Wage Grade [§]
2606 Electronic Industrial Controls Mechanic	Nonclinical	Wage Grade [§]
2608 Digital Computer Mechanic	Nonclinical	Wage Grade [§]
2610 Electronic Integrated Systems Mechanic	Nonclinical	Wage Grade [§]
2614 Electronics Mechanic (Abolished)	Nonclinical	Wage Grade [§]
2805 Electrician	Nonclinical	Wage Grade [§]

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

Occupation	Occupation Category	Hiring Authority
2810 Electrician (High Voltage)	Nonclinical	Wage Grade ^{\$}
2854 Electrical Equipment Repairer	Nonclinical	Wage Grade ^{\$}
3105 Fabric Working	Nonclinical	Title 5
3111 Sewing Machine Operating	Nonclinical	Wage Grade ^{\$}
3359 Instrument Mechanic	Nonclinical	Wage Grade ^{\$}
3414 Machining	Nonclinical	Wage Grade ^{\$}
3502 Laboring	Nonclinical	Wage Grade ^{\$}
3511 Laboratory Working	Nonclinical	Wage Grade ^{\$}
3566 Custodial Worker	Nonclinical	Wage Grade ^{\$}
3601 Miscellaneous Structural & Finishing Work	Nonclinical	Wage Grade ^{\$}
3603 Masonry	Nonclinical	Wage Grade ^{\$}
3604 Tile Setting	Nonclinical	Wage Grade ^{\$}
3605 Plastering	Nonclinical	Wage Grade ^{\$}
3610 Insulating	Nonclinical	Wage Grade ^{\$}
3703 Welding	Nonclinical	Wage Grade ^{\$}
3806 Sheet Metal Mechanic	Nonclinical	Wage Grade ^{\$}
4010 Prescription Eyeglass Making	Nonclinical	Wage Grade ^{\$}
4101 Painting & Paper Hanging	Nonclinical	Wage Grade ^{\$}
4102 Painting	Nonclinical	Wage Grade ^{\$}
4104 Sign Painting	Nonclinical	Wage Grade ^{\$}
4204 Pipefitting	Nonclinical	Wage Grade ^{\$}
4206 Plumbing	Nonclinical	Wage Grade ^{\$}
4352 Plastic Fabricating	Nonclinical	Wage Grade ^{\$}
4417 Offset Press Operating	Nonclinical	Title 5
4605 Wood Crafting	Nonclinical	Wage Grade ^{\$}
4607 Carpenter	Nonclinical	Wage Grade ^{\$}
4701 Miscellaneous General Maintenance and Operations Work	Nonclinical	Wage Grade ^{\$}
4703 - Construction and Maintenance Supervisor	Nonclinical	Title 5
4737 General Equipment Mechanic	Nonclinical	Wage Grade ^{\$}
4742 Utility Systems Repairer-Operator	Nonclinical	Wage Grade ^{\$}

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

Occupation	Occupation Category	Hiring Authority
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 ^{\$}
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 ^{\$}

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

Occupation	Occupation Category	Hiring Authority
7304 Laundry Working	Nonclinical	Wage Grade [§]
7305 Laundry Machine Operating	Nonclinical	Wage Grade [§]
7401 Miscellaneous Food Preparation and Serving	Nonclinical	Wage Grade [§]
7402 Baking	Nonclinical	Title 5
7404 Cook	Nonclinical	Wage Grade [§]
7408 Food Service Worker	Nonclinical	Wage Grade [§]
7601 Miscellaneous Personal Services	Nonclinical	Wage Grade [§]

Source: OIG's FY 2025 staffing questionnaire.

Note: Naming conventions for occupations provided in this table are as provided by VHA.

**Denotes assignment codes within the Medical Officer occupational series.*

‡Denotes assignment codes within the Nurse occupational series.

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

Appendix C: Facility-Specific Severe Occupational Staffing Shortages

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

Responses to the OIG's FY 2025 staffing questionnaire by VHA-identified points of contact at each facility were the source of this information.

Naming conventions for occupations provided in this appendix are as provided by VHA.

The OIG did not assess the validity of VHA's data.

Table C.1. Facility-Specific Severe Occupational Staffing Shortages VA Maine Healthcare System in Augusta (VISN 1, Station 402)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0180 Psychology
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0681 Dental Assistant
Nonclinical	0503 Financial Clerical and Assistance
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table C.2. Facility-Specific Severe Occupational Staffing Shortages VA White River Junction Healthcare System in Vermont (VISN 1, Station 405)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	H2 NP-HBPC
Clinical - Nurse	J3 RN, Clinical Analyst
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	OR RN Staff - Operating

Table C.2. Facility-Specific Severe Occupational Staffing Shortages VA White River Junction Healthcare System in Vermont (VISN 1, Station 405)	
Occupation Category	Occupation
Clinical - Nurse	PM RN Staff - Pain Mana
Clinical - Nurse	PU RN Staff - PACU
Clinical - Other	0601 General Health Science/Blind Rehab
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0660 Pharmacist
Clinical - Other	0665 Speech Pathology and Audiology
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0341 Administrative Officer
Nonclinical	0346 Logistics Management
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician

Table C.2. Facility-Specific Severe Occupational Staffing Shortages VA White River Junction Healthcare System in Vermont (VISN 1, Station 405)	
Occupation Category	Occupation
Nonclinical	2010 Inventory Management
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.3. Facility-Specific Severe Occupational Staffing Shortages VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)	
Occupation Category	Occupation
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	34 Advanced Geriatric Fellow
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	41 Pain Management/Anesthesia
Clinical - Medical Officer	47 Research-Career Development
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	59 Associate COS Ambulatory Care
Clinical - Medical Officer	CC Pain Management
Clinical - Medical Officer	E9 Compensation/Pension
Clinical - Medical Officer	H1 Psychiatry Fellow
Clinical - Medical Officer	H3 Ambulatory Care Fellow
Clinical - Medical Officer	H9 Women Veterans Health Fellow
Clinical - Medical Officer	K4 Nocturnist
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	20 CNS-CLC/Geriatrics
Clinical - Nurse	23 NP-Leadership
Clinical - Nurse	24 Graduate Nurse Technician
Clinical - Nurse	30 RN-Intermittent
Clinical - Nurse	71 RN, Recruiter

Table C.3. Facility-Specific Severe Occupational Staffing Shortages VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)	
Occupation Category	Occupation
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	77 RN, Researcher/Doctor
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CU RN Staff- Domiciliary
Clinical - Nurse	CY NP-Geriatrics
Clinical - Nurse	F1 Associate Chief Nursing Service
Clinical - Nurse	H4 NP-Occupational Health
Clinical - Nurse	I8 NP-Neurology
Clinical - Nurse	N1 NP/Long Term Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	N6 CNS-Outpatient
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	Q7 Charge Nurse
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Nurse	SS Assistant Chief Sterile Processing
Clinical - Nurse	U4 RN Facility RNTTP CO
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Nurse	U7 RN Staff Outpatient
Clinical - Nurse	U8 RN Staff Outpatient
Clinical - Nurse	U9 RN Staff Outpatient
Clinical - Other	0188 Recreation Specialist

Table C.3. Facility-Specific Severe Occupational Staffing Shortages VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)	
Occupation Category	Occupation
Clinical - Other	0189 Recreation Aid and Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0019 Safety Technician
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0510 Accounting
Nonclinical	0561 Budget Clerical and Assistance
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting

Table C.3. Facility-Specific Severe Occupational Staffing Shortages VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)	
Occupation Category	Occupation
Nonclinical	4206 Plumbing
Nonclinical	4607 Carpenter
Nonclinical	4701 Miscellaneous General Maintenance and Operations Work
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	82 RN, Senior Leadership
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	S1 RN/Polytrauma Rehab
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Other	0185 Social Work
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3502 Laboring
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	9 Plastic Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health

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

Occupation Category	Occupation
Clinical - Nurse	DD - RN Staff-Dialysis
Clinical - Nurse	G5 RN Facility Admin
Clinical - Nurse	G6 RN/Program Manager/Coordinator
Clinical - Nurse	IR RN Staff - Intervent
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	O1 NP-General Surgery
Clinical - Nurse	O8 CNS-Surgical Special
Clinical - Nurse	O9 CNS-Medicine Special
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Nurse	V1 NA - Nurse Anestheti
Nonclinical	0510 Accounting
Nonclinical	0560 Budget Analysis
Nonclinical	3502 Laboring
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.8. Facility-Specific Severe Occupational Staffing Shortages VA Connecticut Healthcare System in West Haven (VISN 1, Station 689)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0660 Pharmacist
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

Table C.8. Facility-Specific Severe Occupational Staffing Shortages VA Connecticut Healthcare System in West Haven (VISN 1, Station 689)	
Occupation Category	Occupation
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.9. Facility-Specific Severe Occupational Staffing Shortages VA Bronx Healthcare System in New York (VISN 2, Station 526)	
Occupation Category	Occupation
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	19 NP-Dermatology
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0660 Pharmacist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	5 Medical Oncology
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0704 Animal Health Technician
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

Table C.11. Facility-Specific Severe Occupational Staffing Shortages VA Finger Lakes Healthcare System in Bath, New York (VISN 2, Station 528A6)	
Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CB Anesthesiology Pain Management
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0 Miscellaneous Title 38
Clinical - Nurse	0610 Nurse
Clinical - Nurse	71 RN, Recruiter
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	N1 NP/Long Term Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	S2 RN Informatics
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work

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

Occupation Category	Occupation
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	0962 Contact Representative
Nonclinical	2805 Electrician
Nonclinical	2810 Electrician (High Voltage)
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Nonclinical	7408 Food Service Worker

Table C.12. Facility-Specific Severe Occupational Staffing Shortages VA Syracuse Healthcare System in New York (VISN 2, Station 528A7)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Other	0180 Psychology
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	23 Allergy & Immunology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	E7 Radiology (Nuclear)
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CJ Resource/Float Pool

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

Occupation Category	Occupation
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	DD - RN Staff-Dialysis
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	S7 RN/Resident
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Audio & SLP
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician (Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0649 Medical Instrument Technician

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

Occupation Category	Occupation
Clinical - Other	0668 Podiatrist
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0503 Financial Clerical and Assistance
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	7304 Laundry Working

Table C.14. Facility-Specific Severe Occupational Staffing Shortages VA New Jersey Healthcare System in East Orange (VISN 2, Station 561)	
Occupation Category	Occupation
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	G9 Radiation Oncology
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0638 Recreation/Creative Arts Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0083 Police
Nonclinical	0305 Mail and File
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0501 Financial Administration and Program
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0661 Pharmacy Technician

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	56 Physician in CO
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0080 Security Administration
Nonclinical	0201 Human Resources Management
Nonclinical	0203 Human Resources Assistance
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0326 Office Automation Clerical and Assistance

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	33 Clinical Pathology
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	0392 General Telecommunications
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	17 Retinal Surgery
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	73 Associate Chief Of Staff
Clinical - Medical Officer	K6 Hospitalist
Clinical - Nurse	0610 Nurse
Clinical - Nurse	74 RN, Infection Control
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Other	0180 Psychology
Clinical - Other	0603 Physician Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	1715 Vocational Rehabilitation

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

Occupation Category	Occupation
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0560 Budget Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	1105 Purchasing
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.19. Facility-Specific Severe Occupational Staffing Shortages VA Altoona Healthcare System in Pennsylvania (VISN 4, Station 503)	
Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	I9 NP-Dermatology
Clinical - Nurse	N5 NP-Other
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0185 Social Work
Nonclinical	0675 Medical Records Technician

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

Occupation Category	Occupation
Clinical - Medical Officer	31 Psychiatry
Clinical - Nurse	0610 Nurse
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	2001 General Supply
Nonclinical	2010 Inventory Management

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

Occupation Category	Occupation
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	QM Quality and or Safet
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0662 Optometrist
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0670 Health System Administration
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	5406 Utility Systems Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder
Clinical - Other	0180 Psychology
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0346 Logistics Management
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0858 Biomedical Engineering
Nonclinical	0895 Industrial Engineering Technical
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	K6 Hospitalist
Clinical - Nurse	OR RN Staff - Operating
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0185 Social Work
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	20 CNS-CLC/Geriatrics
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	AS - RN Staff-Ambulatory Surgery
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CU RN Staff- Domiciliary
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	DA NP-Surgical Special
Clinical - Nurse	DB NP-Joint Med/Surg
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist

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

Occupation Category	Occupation
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0501 Financial Administration and Program
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator
Nonclinical	5415 Air-Conditioning Equipment Operator

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

Occupation Category	Occupation
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.28. Facility-Specific Severe Occupational Staffing Shortages VA Beckley Healthcare System in West Virginia (VISN 5, Station 517)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	52 Physician
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	Q9 Sleep Medicine
Clinical - Nurse	0610 Nurse
Clinical - Other	0620 Practical Nurse
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Nonclinical	0679 Medical Support Assistance

Table C.29. Facility-Specific Severe Occupational Staffing Shortages VA Clarksburg Healthcare System in West Virginia (VISN 5, Station 540)	
Occupation Category	Occupation
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	7408 Food Service Worker

Table C.30. Facility-Specific Severe Occupational Staffing Shortages Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0669 Medical Records Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)

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

Occupation Category	Occupation
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management

Table C.31. Facility-Specific Severe Occupational Staffing Shortages Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)	
Occupation Category	Occupation
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	41 Pain Management/Anesthesia
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	67 Oral Surgery
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CB Anesthesiology Pain Management
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	K4 Nocturnist
Clinical - Medical Officer	K9 Mohs Surgery
Clinical - Medical Officer	N9 Cardiac Electrophysiology
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient

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

Occupation Category	Occupation
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	PM RN Staff - Pain Mana
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	SS Assistant Chief Sterile Processing
Clinical - Nurse	U9 RN Staff Outpatient
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science (Title 5)
Clinical - Other	0601 General Health Science/Acupuncturist
Clinical - Other	0601 General Health Science/Blind Rehab
Clinical - Other	0601 General Health Science/Chiropractor
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Expanded Dental Function
Clinical - Other	0601 General Health Science/Genetic Counselor
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Radiology Assistant
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist

Table C.32. Facility-Specific Severe Occupational Staffing Shortages VA Washington DC Healthcare System (VISN 5, Station 688)	
Occupation Category	Occupation
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Audio & SLP
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician(Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	1301 General Physical Science
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0304 Information Receptionist

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

Occupation Category	Occupation
Nonclinical	0511 Auditing
Nonclinical	0525 Accounting Technician
Nonclinical	0530 Cash Processing
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.33. Facility-Specific Severe Occupational Staffing Shortages Durham VA Health Care System in North Carolina (VISN 6, Station 558)	
Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	AS - RN Staff-Ambulatory Surgery
Clinical - Nurse	C4 - RN Staff-Cardiac Catheterization
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CX RN First Assist
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	PU RN Staff - PACU
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Blind Rehab
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist

Table C.33. Facility-Specific Severe Occupational Staffing Shortages Durham VA Health Care System in North Carolina (VISN 6, Station 558)	
Occupation Category	Occupation
Nonclinical	0083 Police
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	31 Psychiatry
Clinical - Other	0180 Psychology
Clinical - Other	0645 Medical Technician (Title 5)
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	E7 Radiology (Nuclear)
Clinical - Nurse	0610 Nurse
Clinical - Nurse	20 CNS-CLC/Geriatrics
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	AS - RN Staff-Ambulatory Surgery
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CT RN Staff- Women's Health Clinic
Clinical - Nurse	CU RN Staff- Domiciliary
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder

Table C.35. Facility-Specific Severe Occupational Staffing Shortages VA Hampton Healthcare System in Virginia (VISN 6, Station 590)	
Occupation Category	Occupation
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	PU RN Staff - PACU
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0667 Orthotist and Prosthetist
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0083 Police
Nonclinical	0085 Security Guard
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

Table C.36. Facility-Specific Severe Occupational Staffing Shortages VA Asheville Health Care System in North Carolina (VISN 6, Station 637)	
Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Nurse	0610 Nurse
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Audio & SLP
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0544 Civilian Pay
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3502 Laboring
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7305 Laundry Machine Operating

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

Occupation Category	Occupation
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0681 Dental Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0679 Medical Support Assistance
Nonclinical	0802 Engineering Technician
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	30 Neurology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	21 CNS-Other
Clinical - Nurse	23 NP-Leadership
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	AS - RN Staff-Ambulatory Surgery
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	H5 NP-Emergency
Clinical - Nurse	H9 NP-Hospitalist
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Other	0180 Psychology

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

Occupation Category	Occupation
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0341 Administrative Officer
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	2001 General Supply
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0188 Recreation Specialist/Yoga Therapy
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Radiology Assistant
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)

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

Occupation Category	Occupation
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Audio & SLP
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician(Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0667 Orthotist and Prosthetist

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

Occupation Category	Occupation
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Clinical - Other	0683 Dental Laboratory Aid and Technician
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0019 Safety Technician
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0085 Security Guard
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0089 Emergency Management
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0304 Information Receptionist
Nonclinical	0305 Mail and File
Nonclinical	0501 Financial Administration and Program
Nonclinical	0503 Financial Clerical and Assistance
Nonclinical	0505 Financial Management
Nonclinical	0510 Accounting
Nonclinical	0511 Auditing
Nonclinical	0525 Accounting Technician
Nonclinical	0544 Civilian Pay
Nonclinical	0669 Medical Records Administration

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

Occupation Category	Occupation
Nonclinical	0672 Prosthetic Representative
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0698 Environmental Health Technician
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	49 Family Practice
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	67 Oral Surgery
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CE Palliative Care
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	K4 Nocturnist
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	N9 Cardiac Electrophysiology
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0 Miscellaneous Title 38

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

Occupation Category	Occupation
Clinical - Nurse	0610 Nurse
Clinical - Nurse	23 NP-Leadership
Clinical - Nurse	24 Graduate Nurse Technician
Clinical - Nurse	30 RN-Intermittent
Clinical - Nurse	74 RN, Infection Control
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	80 RN/Nurse Executive
Clinical - Nurse	82 RN, Senior Leadership
Clinical - Nurse	85 RN Educator
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	AS - RN Staff-Ambulatory Surgery
Clinical - Nurse	C4 - RN Staff-Cardiac Catheterization
Clinical - Nurse	CG Nurse Practitioner Resident
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CT RN Staff- Women's Health Clinic
Clinical - Nurse	CV RN Staff-Interventional
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	DD - RN Staff-Dialysis

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

Occupation Category	Occupation
Clinical - Nurse	E8 Deputy Nurse Executive
Clinical - Nurse	F1 Associate Chief Nursing Service
Clinical - Nurse	F2 RN Administrative Trainee
Clinical - Nurse	G5 RN Facility Admin
Clinical - Nurse	G6 RN/Program Manager/Coordinator
Clinical - Nurse	G7 RN, Admin/Other
Clinical - Nurse	G9 RN-Supervisory Prog Mgr/Coord
Clinical - Nurse	G1 RN Staff - Gastroint
Clinical - Nurse	H4 NP-Occupational Health
Clinical - Nurse	H5 NP-Emergency
Clinical - Nurse	I9 NP-Dermatology
Clinical - Nurse	IR RN Staff - Intervent
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change
Clinical - Nurse	L2 NP-Infectious Diseases
Clinical - Nurse	M1 RN, Administrative/Discharge Coordinator
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	PU RN Staff - PACU
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q2 RN/Staff-Mixed
Clinical - Nurse	Q3 RN-Telephone Triage
Clinical - Nurse	QM Quality and or Safet
Clinical - Nurse	R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty
Clinical - Nurse	R9 - RN-Assistant/Associate/Deputy Chief of Service

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

Occupation Category	Occupation
Clinical - Nurse	S2 RN Informatics
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Nurse	S5 RN, IV Therapy
Clinical - Nurse	S7 RN/Resident
Clinical - Nurse	SP Chief Sterile Proces
Clinical - Nurse	SS Assistant Chief Sterile Processing
Clinical - Nurse	U1 CNS-Tele-ICU
Clinical - Nurse	U4 RN Facility RNTTP CO
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Nurse	U7 RN Staff Outpatient
Clinical - Nurse	U8 RN Staff Outpatient
Clinical - Nurse	U9 RN Staff Outpatient
Clinical - Nurse	UM Utilization Manageme
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Nurse	V4 NA - Chief Nurse Ane
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0642 Nuclear Medicine Technician

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

Occupation Category	Occupation
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0667 Orthotist and Prosthetist
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Clinical - Other	0683 Dental Laboratory Aid and Technician
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0346 Logistics Management
Nonclinical	0501 Financial Administration and Program
Nonclinical	0505 Financial Management
Nonclinical	0544 Civilian Pay
Nonclinical	0560 Budget Analysis
Nonclinical	0561 Budget Clerical and Assistance
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0669 Medical Records Administration
Nonclinical	0670 Health System Administration

Table C.42. Facility-Specific Severe Occupational Staffing Shortages Birmingham VA Health Care System in Alabama (VISN 7, Station 521)	
Occupation Category	Occupation
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing
Nonclinical	1106 Procurement Clerical and Technician
Nonclinical	2001 General Supply
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Medical Officer	ST Transplant Surgery
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Nurse	OR RN Staff - Operating
Clinical - Other	0180 Psychology

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

Occupation Category	Occupation
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Nonclinical	4804 Locksmithing
Nonclinical	7408 Food Service Worker

Table C.44. Facility-Specific Severe Occupational Staffing Shortages Columbia VA Health Care System in South Carolina (VISN 7, Station 544)	
Occupation Category	Occupation
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	41 Pain Management/Anesthesia
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	52 Physician
Clinical - Medical Officer	67 Oral Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CC Pain Management
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	23 NP-Leadership
Clinical - Nurse	74 RN, Infection Control
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	C4 - RN Staff-Cardiac Catheterization
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	G7 RN, Admin/Other

Table C.44. Facility-Specific Severe Occupational Staffing Shortages Columbia VA Health Care System in South Carolina (VISN 7, Station 544)	
Occupation Category	Occupation
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	I4 NP-Endocrinology
Clinical - Nurse	IR RN Staff - Intervent
Clinical - Nurse	L8 NP-Urology
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	PU RN Staff - PACU
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q2 RN/Staff-Mixed
Clinical - Nurse	S2 RN Informatics
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0188 Recreation Specialist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician

Table C.44. Facility-Specific Severe Occupational Staffing Shortages Columbia VA Health Care System in South Carolina (VISN 7, Station 544)	
Occupation Category	Occupation
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0668 Podiatrist
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	0346 Logistics Management
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	1640 Facility Management
Nonclinical	2101 Transportation Specialist
Nonclinical	2604 Electronics Mechanic
Nonclinical	2854 Electrical Equipment Repairer
Nonclinical	4605 Wood Crafting
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Chiropractor
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0662 Optometrist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	59 Associate COS Ambulatory Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0560 Budget Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	K6 Hospitalist
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CU RN Staff- Domiciliary
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene

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

Occupation Category	Occupation
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	5406 Utility Systems Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	41 Pain Management/Anesthesia
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	67 Oral Surgery
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	M9 Cardiology-Interventional

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

Occupation Category	Occupation
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	0 Miscellaneous Title 38
Clinical - Nurse	85 RN Educator
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	G7 RN, Admin/Other
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N1 NP/Long Term Care
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Nurse	SP Chief Sterile Proces
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Radiology Assistant
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist

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

Occupation Category	Occupation
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Health Technician(Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0667 Orthotist and Prosthetist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Clinical - Other	1306 Health Physics
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police

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

Occupation Category	Occupation
Nonclinical	0089 Emergency Management
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0505 Financial Management
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	4805 Medical Equipment Repairing
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0680 Dental Officer
Nonclinical	0505 Financial Management
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	2010 Inventory Management
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	63 General Practice
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	Q9 Sleep Medicine
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	V1 NA - Nurse Anestheti
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0858 Biomedical Engineering
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working

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

Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	23 Allergy & Immunology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	42 Paraplegia
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CB Anesthesiology Pain Management
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	N9 Cardiac Electrophysiology
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Other	0060 Chaplain (Title 38H)

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

Occupation Category	Occupation
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0660 Pharmacist
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Medical Officer	T0 Trainee
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	79 CNS-Med/Surg

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

Occupation Category	Occupation
Clinical - Nurse	80 RN/Nurse Executive
Clinical - Nurse	82 RN, Senior Leadership
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	89 RN/VACO, Other
Clinical - Nurse	C4 - RN Staff-Cardiac Catheterization
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CU RN Staff- Domiciliary
Clinical - Nurse	CV RN Staff-Interventional
Clinical - Nurse	DD - RN Staff-Dialysis
Clinical - Nurse	G6 RN/Program Manager/Coordinator
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	I5 NP-Hematology Oncolo
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change
Clinical - Nurse	L1 NP-Gastroenterology
Clinical - Nurse	L6 NP-Vascular Surgery
Clinical - Nurse	L8 NP-Urology
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	M3 RN, Transition Care Management Case Manager

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

Occupation Category	Occupation
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	O1 NP-General Surgery
Clinical - Nurse	O3 NP-Pain Clinic
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	PM RN Staff - Pain Mana
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q7 Charge Nurse
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Nurse	V4 NA - Chief Nurse Ane
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0101 Social Science/Health & Wellness Coach (95, 96, 97)
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Service/Marriage and Family Therapist
Clinical - Other	0101 Social Service/Rehab Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0188 Recreation Specialist
Clinical - Other	0601 General Health Science (Title 5)
Clinical - Other	0601 General Health Science/Registered Radiology Assistant

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

Occupation Category	Occupation
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0635 Corrective Therapist/Kinesiotherapist
Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Audio & SLP
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician(Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician

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

Occupation Category	Occupation
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Clinical - Other	0683 Dental Laboratory Aid and Technician
Nonclinical	0083 Police
Nonclinical	0308 Records and Information Management
Nonclinical	0350 Equipment Operator
Nonclinical	0675 Medical Records Technician
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2091 Sales Store Clerical
Nonclinical	2805 Electrician
Nonclinical	2854 Electrical Equipment Repairer
Nonclinical	3566 Custodial Worker
Nonclinical	5407 Electric Power Controlling
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	52 Physician
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0680 Dental Officer

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

Occupation Category	Occupation
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician

Table C.55. Facility-Specific Severe Occupational Staffing Shortages Lexington VA Healthcare System in Kentucky (VISN 9, Station 596)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	E7 Radiology (Nuclear)
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician

Table C.55. Facility-Specific Severe Occupational Staffing Shortages Lexington VA Healthcare System in Kentucky (VISN 9, Station 596)	
Occupation Category	Occupation
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Nonclinical	0346 Logistics Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5705 Tractor Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.57. Facility-Specific Severe Occupational Staffing Shortages VA Memphis Healthcare System in Tennessee (VISN 9, Station 614)	
Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	33 Clinical Pathology
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	9 Plastic Surgery
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	C4 - RN Staff-Cardiac Catheterization
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Clinical - Other	0667 Orthotist and Prosthetist
Nonclinical	0083 Police
Nonclinical	0525 Accounting Technician
Nonclinical	0544 Civilian Pay
Nonclinical	0669 Medical Records Administration
Nonclinical	0690 Industrial Hygiene

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

Occupation Category	Occupation
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	G9 Radiation Oncology
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0341 Administrative Officer
Nonclinical	0346 Logistics Management

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

Occupation Category	Occupation
Nonclinical	0501 Financial Administration and Program
Nonclinical	0544 Civilian Pay
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2091 Sales Store Clerical
Nonclinical	3566 Custodial Worker
Nonclinical	4701 Miscellaneous General Maintenance and Operations Work
Nonclinical	5003 Gardening
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7304 Laundry Working
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0560 Budget Analysis
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Optomety
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0341 Administrative Officer

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	P1 Primary Care
Clinical - Other	0101 Social Service/Rehab Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0662 Optometrist
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Other	0101 Social Science/Health & Wellness Coach (95, 96, 97)
Clinical - Other	0101 Social Service/Addiction Therapist
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0510 Accounting
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0680 Dental Officer
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0080 Security Administration
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0318 Secretary
Nonclinical	0679 Medical Support Assistance

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	32 Anatomic Pathology
Clinical - Medical Officer	33 Clinical Pathology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	46 Nuclear Medicine
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	K8 Critical Care
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	20 CNS-CLC/Geriatrics
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	CY NP-Geriatrics
Clinical - Nurse	N7 CNS-Long Term Care/Geriatrics
Clinical - Other	0180 Psychology
Clinical - Other	0181 Psychology Aid and Technician

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

Occupation Category	Occupation
Clinical - Other	0188 Recreation Specialist
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Service/Rehab Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0620 Practical Nurse
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting

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

Occupation Category	Occupation
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0668 Podiatrist
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.67. Facility-Specific Severe Occupational Staffing Shortages VA Indiana Healthcare System in Indianapolis, Indiana (VISN 10, Station 583)	
Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	OR RN Staff - Operating
Clinical - Other	0180 Psychology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	Q9 Sleep Medicine
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0620 Practical Nurse

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

Occupation Category	Occupation
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Optomety
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5705 Tractor Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	P1 Primary Care
Clinical - Other	0180 Psychology
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Nonclinical	0318 Secretary
Nonclinical	1105 Purchasing

Table C.70. Facility-Specific Severe Occupational Staffing Shortages VA Central Ohio Health Care System in Columbus, Ohio (VISN 10, Station 757)	
Occupation Category	Occupation
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	K9 Mohs Surgery
Clinical - Other	0180 Psychology
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	2005 Supply Clerical and Technician

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CV RN Staff-Interventional
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Nurse	S5 RN, IV Therapy
Clinical - Other	0180 Psychology
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator

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

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

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

Occupation Category	Occupation
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0544 Civilian Pay
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	20 CNS-CLC/Geriatrics
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	QM Quality and or Safet
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting

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

Occupation Category	Occupation
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0083 Police
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7404 Cook

Table C.76. Facility-Specific Severe Occupational Staffing Shortages William S. Middleton Memorial Veterans Hospital and Clinics in Madison, Wisconsin (VISN 12, Station 607)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	Q2 RN/Staff-Mixed
Clinical - Nurse	S5 RN, IV Therapy
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0680 Dental Officer

Table C.76. Facility-Specific Severe Occupational Staffing Shortages William S. Middleton Memorial Veterans Hospital and Clinics in Madison, Wisconsin (VISN 12, Station 607)	
Occupation Category	Occupation
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7301 Miscellaneous Laundry, Dry Cleaning, and Pressing
Nonclinical	7408 Food Service Worker

Table C.77. Facility-Specific Severe Occupational Staffing Shortages Tomah VA Health Care System in Wisconsin (VISN 12, Station 676)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	7404 Cook

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

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

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

Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	G9 Radiation Oncology
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene

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

Occupation Category	Occupation
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	87 RN, Manager/Head Nurse

Table C.80. Facility-Specific Severe Occupational Staffing Shortages VA Columbia Missouri Healthcare System (VISN 15, Station 589A4)	
Occupation Category	Occupation
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	O2 NP-Orthopedic Surgeon
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0101 Social Science (Title 5)
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Service/Marriage and Family Therapist
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science (Title 5)
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0638 Recreation/Creative Arts Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)

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

Occupation Category	Occupation
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0305 Mail and File
Nonclinical	0318 Secretary
Nonclinical	0343 Management and Program Analysis
Nonclinical	0501 Financial Administration and Program
Nonclinical	0560 Budget Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	58 Assistant Chief of Staff
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	85 RN Educator
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CT RN Staff- Women's Health Clinic
Clinical - Nurse	CU RN Staff- Domiciliary
Clinical - Nurse	CZ NP-Medical Specialty
Clinical - Nurse	DA NP-Surgical Special
Clinical - Nurse	G6 RN/Program Manager/Coordinator

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

Occupation Category	Occupation
Clinical - Nurse	GI RN Staff - Gastroint
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N1 NP/Long Term Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	PU RN Staff - PACU
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0101 Social Service/Addiction Therapist
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0185 Social Work
Clinical - Other	0186 Social Services Aid and Assistant
Clinical - Other	0601 General Health Science/Blind Rehab
Clinical - Other	0601 General Health Science/Chiropractor
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0633 Physical Therapist

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

Occupation Category	Occupation
Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0638 Recreation/Creative Arts Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Optomety
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0683 Dental Laboratory Aid and Technician
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0318 Secretary
Nonclinical	0326 Office Automation Clerical and Assistance
Nonclinical	0344 Management and Program Clerical and Assistance
Nonclinical	0413 Physiology
Nonclinical	0505 Financial Management
Nonclinical	0525 Accounting Technician
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)

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

Occupation Category	Occupation
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing
Nonclinical	1712 Training Instruction
Nonclinical	1811 Criminal Investigating
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting
Nonclinical	4204 Pipefitting
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5317 Laundry and Dry Cleaning Equipment Repairing
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Service/Rehab Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Audio & SLP
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician(Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer

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

Occupation Category	Occupation
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	10 Colon & Rectal Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	41 Pain Management/Anesthesia
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	50 Admitting Physician
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon

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

Occupation Category	Occupation
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	K8 Critical Care
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	Q8 Health Informatics
Clinical - Medical Officer	Q9 Sleep Medicine
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Medical Officer	ST Transplant Surgery
Clinical - Nurse	0 Miscellaneous Title 38
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	S1 RN/Polytrauma Rehab
Clinical - Nurse	S3 RN, Preventative/Occupational Health
Clinical - Nurse	S7 RN/Resident
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science (Title 5)

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

Occupation Category	Occupation
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Clinical - Other	1715 Vocational Rehabilitation

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

Occupation Category	Occupation
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0346 Logistics Management
Nonclinical	0669 Medical Records Administration
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5352 Industrial Equipment Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Nonclinical	0675 Medical Records Technician
Nonclinical	1105 Purchasing
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CC Pain Management
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0660 Pharmacist
Clinical - Other	0662 Optometrist

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

Occupation Category	Occupation
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	49 Family Practice
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0180 Psychology
Clinical - Other	0633 Physical Therapist
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	P1 Primary Care
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0180 Psychology
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0083 Police
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	10 Colon & Rectal Surgery
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	17 Retinal Surgery
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	45 Radiology-Interventional

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

Occupation Category	Occupation
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	67 Oral Surgery
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CB Anesthesiology Pain Management
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	E7 Radiology (Nuclear)
Clinical - Medical Officer	H3 Ambulatory Care Fellow
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	0 Miscellaneous Title 38
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	H2 NP-HBPC
Clinical - Nurse	H3 NP-C&P

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

Occupation Category	Occupation
Clinical - Nurse	H5 NP-Emergency
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	I5 NP-Hematology Oncolo
Clinical - Nurse	I7 NP-Pulmonary
Clinical - Nurse	L1 NP-Gastroenterology
Clinical - Nurse	L3 NP-Hospice Palliativ
Clinical - Nurse	N1 NP/Long Term Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	N5 NP-Other
Clinical - Nurse	O1 NP-General Surgery
Clinical - Nurse	O2 NP-Orthopedic Surger
Clinical - Other	0180 Psychology
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0662 Optometrist
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police

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

Occupation Category	Occupation
Nonclinical	3566 Custodial Worker
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating

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

Occupation Category	Occupation
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0341 Administrative Officer
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2010 Inventory Management
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0305 Mail and File
Nonclinical	0560 Budget Analysis
Nonclinical	0672 Prosthetic Representative
Nonclinical	2005 Supply Clerical and Technician

Table C.91. Facility-Specific Severe Occupational Staffing Shortages Central Arkansas Veterans Healthcare System in Little Rock, Arkansas (VISN 16, Station 598)	
Occupation Category	Occupation
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	CE Palliative Care
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	N9 Cardiac Electrophysiology
Clinical - Medical Officer	P9 Orthopedic
Clinical - Nurse	N5 NP-Other
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0660 Pharmacist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0346 Logistics Management

Table C.91. Facility-Specific Severe Occupational Staffing Shortages Central Arkansas Veterans Healthcare System in Little Rock, Arkansas (VISN 16, Station 598)	
Occupation Category	Occupation
Nonclinical	0510 Accounting
Nonclinical	0525 Accounting Technician
Nonclinical	0544 Civilian Pay
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0670 Health System Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician
Nonclinical	2854 Electrical Equipment Repairer
Nonclinical	3566 Custodial Worker
Nonclinical	5317 Laundry and Dry Cleaning Equipment Repairing
Nonclinical	5402 Boiler Plant Operator
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	82 RN, Senior Leadership
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Nurse	UM Utilization Manageme
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0660 Pharmacist
Nonclinical	0083 Police

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

Occupation Category	Occupation
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	K8 Critical Care
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0662 Optometrist
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Nurse	0610 Nurse
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Other	0185 Social Work
Clinical - Other	0621 Nursing Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	51 Chief of Staff
Clinical - Medical Officer	57 Physician-Admin, Other
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	Q9 Sleep Medicine
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	G6 RN/Program Manager/Coordinator
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	QM Quality and or Safet
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	U8 RN Staff Outpatient
Clinical - Nurse	U9 RN Staff Outpatient
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0662 Optometrist

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

Occupation Category	Occupation
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	10 Colon & Rectal Surgery
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Other	0101 Social Science (Title 5)
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0672 Prosthetic Representative

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

Occupation Category	Occupation
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0962 Contact Representative

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	79 CNS-Med/Surg
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	67 Oral Surgery
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	G9 Radiation Oncology
Clinical - Medical Officer	H3 Ambulatory Care Fellow
Clinical - Medical Officer	H9 Women Veterans Health Fellow
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Other	0180 Psychology
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Nonclinical	0083 Police
Nonclinical	0201 Human Resources Management

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

Occupation Category	Occupation
Nonclinical	0203 Human Resources Assistance
Nonclinical	0698 Environmental Health Technician
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	1658 Laundry and Dry Cleaning Plant Management
Nonclinical	4206 Plumbing
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7305 Laundry Machine Operating
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0101 Social Science (Title 5)
Clinical - Other	0102 Social Science Aid and Technician
Nonclinical	0083 Police
Nonclinical	0560 Budget Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	CY NP-Geriatrics
Clinical - Nurse	CZ NP-Medical Specialty
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	Q1 RN/Staff-Outpatient

Table C.100. Facility-Specific Severe Occupational Staffing Shortages VA El Paso Healthcare System in Texas (VISN 17, Station 756)	
Occupation Category	Occupation
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Nonclinical	0669 Medical Records Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	50 Admitting Physician
Clinical - Medical Officer	52 Physician
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	K6 Hospitalist
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist

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

Occupation Category	Occupation
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Nonclinical	0080 Security Administration
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0501 Financial Administration and Program
Nonclinical	0510 Accounting
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

Table C.102. Facility-Specific Severe Occupational Staffing Shortages Cheyenne VA Health Care System in Wyoming (VISN 19, Station 442)	
Occupation Category	Occupation
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0662 Optometrist
Clinical - Other	0682 Dental Hygiene
Nonclinical	0501 Financial Administration and Program
Nonclinical	0510 Accounting
Nonclinical	1105 Purchasing
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	41 Pain Management/Anesthesia
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	E7 Radiology (Nuclear)
Clinical - Medical Officer	K8 Critical Care
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder

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

Occupation Category	Occupation
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0670 Health System Administration
Nonclinical	0671 Health System Specialist
Nonclinical	0810 Civil Engineering
Nonclinical	0819 Environmental Engineering
Nonclinical	0850 Electrical Engineering
Nonclinical	0855 Electronics Engineering
Nonclinical	0856 Electronics Technician
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N7 CNS-Long Term Care/Geriatrics
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0645 Medical Technician (Title 5)
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0083 Police
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0856 Electronics Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	41 Pain Management/Anesthesia
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	46 Nuclear Medicine
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CB Anesthesiology Pain Management

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

Occupation Category	Occupation
Clinical - Medical Officer	Q9 Sleep Medicine
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	7304 Laundry Working

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

Occupation Category	Occupation
Clinical - Medical Officer	23 Allergy & Immunology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Other	0180 Psychology
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	13 Psychiatry
Clinical - Medical Officer	C1 - ACOS Clinical
Clinical - Medical Officer	P1 Primary Care
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0637 Manual Arts Therapist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Clinical - Medical Officer	13 Psychiatry
Clinical - Medical Officer	49 Family Practice
Clinical - Nurse	0610 Nurse
Clinical - Other	0185 Social Work
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist
Clinical - Other	0638 Recreation/Creative Arts Therapist
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0660 Pharmacist
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician

Table C.110. Facility-Specific Severe Occupational Staffing Shortages VA Boise Healthcare System in Idaho (VISN 20, Station 531)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	E7 Radiology (Nuclear)
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0681 Dental Assistant
Nonclinical	0525 Accounting Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic

Table C.111. Facility-Specific Severe Occupational Staffing Shortages VA Portland Health Care System in Oregon (VISN 20, Station 648)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	63 General Practice
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CZ NP-Medical Specialty
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	3566 Custodial Worker
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0185 Social Work
Clinical - Other	0640 Health Aid and Technician/Telehealth
Nonclinical	0671 Health System Specialist
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CU RN Staff- Domiciliary
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	CY NP-Geriatrics
Clinical - Nurse	N1 NP/Long Term Care

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

Occupation Category	Occupation
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2010 Inventory Management
Nonclinical	2805 Electrician

Table C.114. Facility-Specific Severe Occupational Staffing Shortages VA Spokane Healthcare System in Washington (VISN 20, Station 668)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	N9 Cardiac Electrophysiology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	V1 NA - Nurse Anesthetist
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0662 Optometrist
Nonclinical	0305 Mail and File
Nonclinical	0318 Secretary
Nonclinical	0560 Budget Analysis
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	49 Family Practice
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0660 Pharmacist
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	63 General Practice
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0671 Health System Specialist
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician

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

Occupation Category	Occupation
Clinical - Medical Officer	13 Physiatry
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Other	0101 Social Service/Addiction Therapist
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0341 Administrative Officer
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0670 Health System Administration
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table C.119. Facility-Specific Severe Occupational Staffing Shortages VA Southern Nevada Healthcare System in North Las Vegas, Nevada (VISN 21, Station 593)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	32 Anatomic Pathology
Clinical - Medical Officer	33 Clinical Pathology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	K8 Critical Care
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	S5 RN, IV Therapy
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist

Table C.119. Facility-Specific Severe Occupational Staffing Shortages VA Southern Nevada Healthcare System in North Las Vegas, Nevada (VISN 21, Station 593)	
Occupation Category	Occupation
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0667 Orthotist and Prosthetist
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0305 Mail and File
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2810 Electrician (High Voltage)
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	46 Nuclear Medicine
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CE Palliative Care
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Medical Officer	R7 Sports Medicine
Clinical - Nurse	0610 Nurse
Clinical - Nurse	71 RN, Recruiter
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	79 CNS-Med/Surg

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

Occupation Category	Occupation
Clinical - Nurse	82 RN, Senior Leadership
Clinical - Nurse	85 RN Educator
Clinical - Nurse	86 RN, Shift Supervisor
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	C4 - RN Staff-Cardiac Catheterization
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CV RN Staff-Interventional
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	CZ NP-Medical Specialty
Clinical - Nurse	DD - RN Staff-Dialysis
Clinical - Nurse	G5 RN Facility Admin
Clinical - Nurse	G7 RN, Admin/Other
Clinical - Nurse	GI RN Staff - Gastroint
Clinical - Nurse	H1 NP-Women's Health
Clinical - Nurse	H2 NP-HBPC
Clinical - Nurse	I5 NP-Hematology Oncolo
Clinical - Nurse	J3 RN, Clinical Analyst
Clinical - Nurse	L8 NP-Urology
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N1 NP/Long Term Care

Table C.120. Facility-Specific Severe Occupational Staffing Shortages VA Northern California Health Care System in Mather (VISN 21, Station 612A4)	
Occupation Category	Occupation
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	PM RN Staff - Pain Mana
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q3 RN-Telephone Triage
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	S7 RN/Resident
Clinical - Nurse	U4 RN Facility RNTTP CO
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Nurse	U8 RN Staff Outpatient
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0343 Management and Program Analysis
Nonclinical	0544 Civilian Pay
Nonclinical	0560 Budget Analysis
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	H2 NP-HBPC
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist

Table C.121. Facility-Specific Severe Occupational Staffing Shortages VA Palo Alto Health Care System in California (VISN 21, Station 640)	
Occupation Category	Occupation
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5406 Utility Systems Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	24 Graduate Nurse Technician
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	E8 Deputy Nurse Executive
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	S6 RN – General Clinical Consultant
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0665 Speech Pathology and Audiology
Nonclinical	0080 Security Administration

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

Occupation Category	Occupation
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0802 Engineering Technician
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0633 Physical Therapist
Clinical - Other	0662 Optometrist
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting
Nonclinical	4607 Carpenter

Table C.124. Facility-Specific Severe Occupational Staffing Shortages VA New Mexico Healthcare System in Albuquerque (VISN 22, Station 501)	
Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	CE Palliative Care
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	P9 Orthopedic
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	23 NP-Leadership
Clinical - Nurse	30 RN-Intermittent
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health

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

Occupation Category	Occupation
Clinical - Nurse	DD - RN Staff-Dialysis
Clinical - Nurse	GI RN Staff - Gastroint
Clinical - Nurse	H1 NP-Women's Health
Clinical - Nurse	H8 NP-Intensivist (ICU)
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	I5 NP-Hematology Oncolo
Clinical - Nurse	I7 NP-Pulmonary
Clinical - Nurse	I9 NP-Dermatology
Clinical - Nurse	L1 NP-Gastroenterology
Clinical - Nurse	L7 NP-Cardiothoracic Su
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	M3 RN, Transition Care Management Case Manager
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	O4 NP-Peri-OP Anesthesi
Clinical - Nurse	Q2 RN/Staff-Mixed
Clinical - Nurse	S5 RN, IV Therapy
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0649 Medical Instrument Technician

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

Occupation Category	Occupation
Clinical - Other	0662 Optometrist
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0341 Administrative Officer
Nonclinical	0382 Telephone Operating
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	1008 Interior Design
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.125. Facility-Specific Severe Occupational Staffing Shortages VA Long Beach Healthcare System in California (VISN 22, Station 600)	
Occupation Category	Occupation
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	68 Periodontics
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	77 RN, Researcher/Doctor
Clinical - Nurse	80 RN/Nurse Executive
Clinical - Nurse	82 RN, Senior Leadership
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	C4 - RN Staff-Cardiac Catheterization
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CT RN Staff- Women's Health Clinic
Clinical - Nurse	CV RN Staff-Interventional
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	CZ NP-Medical Specialty

Table C.125. Facility-Specific Severe Occupational Staffing Shortages VA Long Beach Healthcare System in California (VISN 22, Station 600)	
Occupation Category	Occupation
Clinical - Nurse	DB NP-Joint Med/Surg
Clinical - Nurse	DD - RN Staff-Dialysis
Clinical - Nurse	E8 Deputy Nurse Executive
Clinical - Nurse	F1 Associate Chief Nursing Service
Clinical - Nurse	G6 RN/Program Manager/Coordinator
Clinical - Nurse	H5 NP-Emergency
Clinical - Nurse	H9 NP-Hospitalist
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	I3 NP-Rheumatology
Clinical - Nurse	I5 NP-Hematology Oncolo
Clinical - Nurse	I6 NP-Nephrology
Clinical - Nurse	I9 NP-Dermatology
Clinical - Nurse	IR RN Staff - Intervent
Clinical - Nurse	J3 RN, Clinical Analyst
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change
Clinical - Nurse	L4 NP-Rehab SCI
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	O1 NP-General Surgery
Clinical - Nurse	O2 NP-Orthopedic Surger
Clinical - Nurse	ON RN Staff - Oncology
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	PM RN Staff - Pain Mana
Clinical - Nurse	PU RN Staff - PACU

Table C.125. Facility-Specific Severe Occupational Staffing Shortages VA Long Beach Healthcare System in California (VISN 22, Station 600)	
Occupation Category	Occupation
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q2 RN/Staff-Mixed
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Nurse	QM Quality and or Safet
Clinical - Nurse	R9 - RN-Assistant/Associate/Deputy Chief of Service
Clinical - Nurse	S2 RN Informatics
Clinical - Nurse	S3 RN, Preventative/Occupational Health
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Nurse	SP Chief Sterile Proces
Clinical - Nurse	SS Assistant Chief Sterile Processing
Clinical - Nurse	U4 RN Facility RNTTP CO
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Nurse	U7 RN Staff Outpatient
Clinical - Nurse	U8 RN Staff Outpatient
Clinical - Nurse	U9 RN Staff Outpatient
Clinical - Nurse	UM Utilization Manageme
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Nurse	V4 NA - Chief Nurse Ane
Clinical - Nurse	V5 NA-Administrative Nurse Anesthetist
Clinical - Nurse	V6 NA-Educator-Coordinator
Clinical - Nurse	VN RN - VISN Chief Nurse
Clinical - Other	0060 Chaplain (Title 38H)

Table C.125. Facility-Specific Severe Occupational Staffing Shortages VA Long Beach Healthcare System in California (VISN 22, Station 600)	
Occupation Category	Occupation
Clinical - Other	0101 Social Science/Health & Wellness Coach (95, 96, 97)
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Science/Social Science Specialist (Crisis Responder)
Clinical - Other	0101 Social Service/Addiction Therapist
Clinical - Other	0101 Social Service/Dep Chf Readj Cnsl Svc Ofcr
Clinical - Other	0101 Social Service/Marriage and Family Therapist
Clinical - Other	0101 Social Service/Rehab Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Acupuncturist
Clinical - Other	0601 General Health Science/Blind Rehab
Clinical - Other	0601 General Health Science/Chiropractor
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Expanded Dental Function
Clinical - Other	0601 General Health Science/Genetic Counselor
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Radiology Assistant
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0630 Dietitian and Nutritionist

Table C.125. Facility-Specific Severe Occupational Staffing Shortages VA Long Beach Healthcare System in California (VISN 22, Station 600)	
Occupation Category	Occupation
Clinical - Other	0633 Physical Therapist
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician (Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Hearing Instrument Specialist
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0301 Miscellaneous Administration and Program

Table C.125. Facility-Specific Severe Occupational Staffing Shortages VA Long Beach Healthcare System in California (VISN 22, Station 600)	
Occupation Category	Occupation
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0344 Management and Program Clerical and Assistance
Nonclinical	0501 Financial Administration and Program
Nonclinical	0503 Financial Clerical and Assistance
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2604 Electronics Mechanic

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

Occupation Category	Occupation
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CY NP-Geriatrics
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Other	0185 Social Work
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0638 Recreation/Creative Arts Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

Table C.127. Facility-Specific Severe Occupational Staffing Shortages VA Phoenix Health Care System in Arizona (VISN 22, Station 644)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7408 Food Service Worker

Table C.128. Facility-Specific Severe Occupational Staffing Shortages Northern Arizona VA Health Care System in Prescott (VISN 22, Station 649)	
Occupation Category	Occupation
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	P1 Primary Care
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Nonclinical	0083 Police

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	29 Endocrine and Metabolism
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	73 Associate Chief Of Staff
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	Q9 Sleep Medicine
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	GI RN Staff - Gastroint
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change
Clinical - Nurse	M1 RN, Administrative/Discharge Coordinator
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	Q1 RN/Staff-Outpatient

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

Occupation Category	Occupation
Clinical - Nurse	SC RN Staff Spinal Cord
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0344 Management and Program Clerical and Assistance
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	U6 RN Staff Outpatient
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0185 Social Work
Clinical - Other	0633 Physical Therapist
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0560 Budget Analysis
Nonclinical	0675 Medical Records Technician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	18 Hematology
Clinical - Medical Officer	19 Infectious Diseases
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	27 Nephrology
Clinical - Medical Officer	28 Rheumatology
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation
Clinical - Medical Officer	40 Geriatrics
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation
Clinical - Medical Officer	53 Associate Chief of Staff-Education
Clinical - Medical Officer	6 Ophthalmology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	0610 Nurse
Clinical - Nurse	74 RN, Infection Control
Clinical - Nurse	75 NP-Primary Care

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

Occupation Category	Occupation
Clinical - Nurse	82 RN, Senior Leadership
Clinical - Nurse	85 RN Educator
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CP RN Staff- Progressive Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CS RN Staff- Outpatient Mental Health
Clinical - Nurse	CT RN Staff- Women's Health Clinic
Clinical - Nurse	G6 RN/Program Manager/Coordinator
Clinical - Nurse	H2 NP-HBPC
Clinical - Nurse	H7 NP-Clinical Contact
Clinical - Nurse	I2 NP-Cardiology
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change
Clinical - Nurse	J5 RN, VISN , Other
Clinical - Nurse	M2 RN/Case Manager/Care
Clinical - Nurse	N5 NP-Other
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	PU RN Staff - PACU
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q3 RN-Telephone Triage
Clinical - Nurse	R9 - RN-Assistant/Associate/Deputy Chief of Service
Clinical - Nurse	S4 RN/Wound Care Spec
Clinical - Nurse	U5 RN Staff Outpatient
Clinical - Nurse	U6 RN Staff Outpatient

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

Occupation Category	Occupation
Clinical - Nurse	U8 RN Staff Outpatient
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Audio & SLP
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0667 Orthotist and Prosthetist
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant

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

Occupation Category	Occupation
Clinical - Other	0682 Dental Hygiene
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0306 Government Information Specialist
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0344 Management and Program Clerical and Assistance
Nonclinical	0346 Logistics Management
Nonclinical	0401 General Biological Science
Nonclinical	0671 Health System Specialist
Nonclinical	0858 Biomedical Engineering
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing
Nonclinical	1109 Grants Management
Nonclinical	1530 Statistician
Nonclinical	1811 Criminal Investigating
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2805 Electrician

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

Occupation Category	Occupation
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	13 Physiatry
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	3 Gynecology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	50 Admitting Physician
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	L8 NP-Urology
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist

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

Occupation Category	Occupation
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0505 Financial Management
Nonclinical	0510 Accounting
Nonclinical	0525 Accounting Technician
Nonclinical	0560 Budget Analysis
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	1105 Purchasing
Nonclinical	1530 Statistician
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	4204 Pipefitting

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

Occupation Category	Occupation
Nonclinical	4206 Plumbing
Nonclinical	4607 Carpenter
Nonclinical	4703 - Construction and Maintenance Supervisor
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7305 Laundry Machine Operating
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	26 Pulmonary Diseases
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	Q1 RN/Staff-Outpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0675 Medical Records Technician

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

Occupation Category	Occupation
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	63 General Practice
Clinical - Medical Officer	C1 - ACOS Clinical
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	N7 CNS-Long Term Care/Geriatrics
Clinical - Other	0101 Social Service/Addiction Therapist
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0638 Recreation/Creative Arts Therapist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0665 Speech Pathology and Audiology

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

Occupation Category	Occupation
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0080 Security Administration
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0305 Mail and File
Nonclinical	0341 Administrative Officer
Nonclinical	0503 Financial Clerical and Assistance
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3502 Laboring
Nonclinical	3566 Custodial Worker
Nonclinical	4701 Miscellaneous General Maintenance and Operations Work
Nonclinical	5402 Boiler Plant Operator
Nonclinical	6907 Materials Handler
Nonclinical	7305 Laundry Machine Operating
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology
Clinical - Medical Officer	11 Thoracic Surgery
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	20 Dermatology
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	22 Internal Medicine
Clinical - Medical Officer	24 Cardiovascular Diseases
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	32 Anatomic Pathology
Clinical - Medical Officer	33 Clinical Pathology
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	39 Radiology-Therapeutic
Clinical - Medical Officer	43 Pathology
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	46 Nuclear Medicine
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	50 Admitting Physician
Clinical - Medical Officer	67 Oral Surgery
Clinical - Medical Officer	68 Periodontics
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	8 Otolaryngology
Clinical - Medical Officer	9 Plastic Surgery

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

Occupation Category	Occupation
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	CF Dermatology Mohs
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon
Clinical - Medical Officer	E5 Neurosurgery
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Medical Officer	E7 Radiology (Nuclear)
Clinical - Medical Officer	G9 Radiation Oncology
Clinical - Medical Officer	K4 Nocturnist
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	K9 Mohs Surgery
Clinical - Medical Officer	M9 Cardiology-Interventional
Clinical - Medical Officer	N9 Cardiac Electrophysiology
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0 Miscellaneous Title 38
Clinical - Nurse	0610 Nurse
Clinical - Nurse	24 Graduate Nurse Technician
Clinical - Nurse	30 RN-Intermittent
Clinical - Nurse	74 RN, Infection Control
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	87 RN, Manager/Head Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	AS - RN Staff-Ambulatory Surgery
Clinical - Nurse	CJ Resource/Float Pool

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

Occupation Category	Occupation
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Nurse	CT RN Staff- Women's Health Clinic
Clinical - Nurse	CV RN Staff-Interventional
Clinical - Nurse	CW RN Staff- Peri-Op
Clinical - Nurse	IR RN Staff - Intervent
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	OR RN Staff - Operating
Clinical - Nurse	V1 NA - Nurse Anestheti
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0646 Pathology Technician/Histopathology

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

Occupation Category	Occupation
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0340 Program Management
Nonclinical	0341 Administrative Officer
Nonclinical	0346 Logistics Management
Nonclinical	0350 Equipment Operator
Nonclinical	0382 Telephone Operating
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0670 Health System Administration
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance

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

Occupation Category	Occupation
Nonclinical	0690 Industrial Hygiene
Nonclinical	0701 Veterinary Medical Science
Nonclinical	0801 General Engineering
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1035 Public Affairs
Nonclinical	1071 Audiovisual Production
Nonclinical	1102 Contracting
Nonclinical	1105 Purchasing
Nonclinical	1106 Procurement Clerical and Technician
Nonclinical	1658 Laundry and Dry Cleaning Plant Management
Nonclinical	1670 Equipment Specialist
Nonclinical	2001 General Supply
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4206 Plumbing
Nonclinical	4607 Carpenter
Nonclinical	4701 Miscellaneous General Maintenance and Operations Work
Nonclinical	4737 General Equipment Mechanic

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

Occupation Category	Occupation
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	5716 Engineering Equipment Operating
Nonclinical	5803 Heavy Mobile Equipment Mechanic
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	CA Cardiology Non-Invasive
Clinical - Medical Officer	E6 Cardiology Non-Interventionist
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	GI RN Staff - Gastroint
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0189 Recreation Assistant/Yoga Instructor
Clinical - Other	0621 Nursing Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	R4 Vascular Surgery
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0620 Practical Nurse
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0640 Health Aid and Technician/Telehealth
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator

Table C.138. Facility-Specific Severe Occupational Staffing Shortages VA Iowa City Healthcare System in Iowa (VISN 23, Station 636A8)	
Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	25 Gastroenterology
Clinical - Medical Officer	30 Neurology
Clinical - Medical Officer	45 Radiology-Interventional
Clinical - Medical Officer	CB Anesthesiology Pain Management
Clinical - Medical Officer	K6 Hospitalist
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient
Clinical - Nurse	CJ Resource/Float Pool
Clinical - Nurse	CM RN Staff-Critical Care
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance

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

Occupation Category	Occupation
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)	
Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	16 Emergency Medicine
Clinical - Medical Officer	2 Surgery
Clinical - Medical Officer	21 General Internal Medicine
Clinical - Medical Officer	31 Psychiatry
Clinical - Medical Officer	38 Radiology-Diagnostic
Clinical - Medical Officer	49 Family Practice
Clinical - Medical Officer	5 Medical Oncology
Clinical - Medical Officer	52 Physician
Clinical - Medical Officer	63 General Practice
Clinical - Medical Officer	7 Orthopedic Surgery
Clinical - Medical Officer	P1 Primary Care
Clinical - Medical Officer	R3 Hematology/Oncology
Clinical - Nurse	0 Miscellaneous Title 38
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care
Clinical - Nurse	N1 NP/Long Term Care
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant

Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)	
Occupation Category	Occupation
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0801 General Engineering/Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator

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

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA Maine Healthcare System in Augusta (VISN 1, Station 402)	10	6	16
VA White River Junction Healthcare System in Vermont (VISN 1, Station 405)	38	17	55
VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)	61	18	79
VA Boston Healthcare System in Jamaica Plain, Massachusetts (VISN 1, Station 523)	16	6	22
VA Manchester Healthcare System in New Hampshire (VISN 1, Station 608)	3	5	8
VA Central Western Massachusetts Healthcare System in Leeds (VISN 1, Station 631)	16	7	23
VA Providence Health Care System in Rhode Island (VISN 1, Station 650)	37	9	46
VA Connecticut Healthcare System in West Haven (VISN 1, Station 689)	21	7	28
VA Bronx Healthcare System in New York (VISN 2, Station 526)	8	2	10
VA Western New York Healthcare System in Buffalo (VISN 2, Station 528)	4	6	10
VA Finger Lakes Healthcare System in Bath, New York (VISN 2, Station 528A6)	34	15	49
VA Syracuse Healthcare System in New York (VISN 2, Station 528A7)	19	5	24
VA Albany Healthcare System in New York (VISN 2, Station 528A8)	49	9	58
VA New Jersey Healthcare System in East Orange (VISN 2, Station 561)	12	14	26
VA Hudson Valley Healthcare System in Montrose, New York (VISN 2, Station 620)	5	0	5

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA NY Harbor Healthcare System in New York (VISN 2, Station 630)	7	6	13
VA Northport Healthcare System in New York (VISN 2, Station 632)	16	5	21
VA Wilmington Healthcare System in Delaware (VISN 4, Station 460)	24	11	35
VA Altoona Healthcare System in Pennsylvania (VISN 4, Station 503)	13	1	14
VA Butler Healthcare System in Pennsylvania (VISN 4, Station 529)	2	4	6
VA Coatesville Healthcare System in Pennsylvania (VISN 4, Station 542)	2	0	2
VA Erie Healthcare System in Pennsylvania (VISN 4, Station 562)	16	7	23
VA Lebanon Healthcare System in Pennsylvania (VISN 4, Station 595)	10	12	22
VA Philadelphia Healthcare System in Pennsylvania (VISN 4, Station 642)	4	3	7
VA Pittsburgh Healthcare System in Pennsylvania (VISN 4, Station 646)	6	3	9
VA Wilkes-Barre Healthcare System in Pennsylvania (VISN 4, Station 693)	22	1	23
VA Maryland Health Care System in Baltimore (VISN 5, Station 512)	30	22	52
VA Beckley Healthcare System in West Virginia (VISN 5, Station 517)	13	1	14
VA Clarksburg Healthcare System in West Virginia (VISN 5, Station 540)	11	5	16
Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)	17	8	25
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)	15	5	20
VA Washington DC Healthcare System (VISN 5, Station 688)	67	17	84

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Durham VA Health Care System in North Carolina (VISN 6, Station 558)	24	2	26
VA Fayetteville Coastal Healthcare System in North Carolina (VISN 6, Station 565)	4	5	9
VA Hampton Healthcare System in Virginia (VISN 6, Station 590)	35	4	39
VA Asheville Health Care System in North Carolina (VISN 6, Station 637)	15	5	20
Central Virginia VA Health Care System in Richmond, Virginia (VISN 6, Station 652)	8	17	25
VA Salem Healthcare System in Virginia (VISN 6, Station 658)	17	8	25
Salisbury VA Health Care System in North Carolina (VISN 6, Station 659)	30	11	41
VA Atlanta Healthcare System in Decatur, Georgia (VISN 7, Station 508)	53	26	79
VA Augusta Health Care System in Georgia (VISN 7, Station 509)	8	4	12
Birmingham VA Health Care System in Alabama (VISN 7, Station 521)	107	28	135
Ralph H. Johnson VA Health Care System in Charleston, South Carolina (VISN 7, Station 534)	33	15	48
Columbia VA Health Care System in South Carolina (VISN 7, Station 544)	53	12	65
VA Dublin Healthcare System in Georgia (VISN 7, Station 557)	10	8	18
VA Central Alabama Health Care System in Montgomery (VISN 7, Station 619)	12	8	20
VA Tuscaloosa Healthcare System in Alabama (VISN 7, Station 679)	13	7	20
Bay Pines VA Healthcare System in Florida (VISN 8, Station 516)	18	14	32
Miami VA Healthcare System in Florida (VISN 8, Station 546)	69	26	95

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
West Palm Beach VA Healthcare System in Florida (VISN 8, Station 548)	15	5	20
VA North Florida/South Georgia Veterans Health System in Gainesville, Florida (VISN 8, Station 573)	20	5	25
VA Caribbean Healthcare System in San Juan, Puerto Rico (VISN 8, Station 672)	27	6	33
VA Tampa Healthcare System in Florida (VISN 8, Station 673)	101	14	115
VA Orlando Healthcare System in Florida (VISN 8, Station 675)	24	5	29
Lexington VA Healthcare System in Kentucky (VISN 9, Station 596)	19	9	28
VA Louisville Healthcare System in Kentucky (VISN 9, Station 603)	8	11	19
VA Memphis Healthcare System in Tennessee (VISN 9, Station 614)	19	10	29
VA Mountain Home Healthcare System in Tennessee (VISN 9, Station 621)	17	22	39
VA Tennessee Valley Healthcare System in Nashville (VISN 9, Station 626)	14	4	18
VA Ann Arbor Healthcare System in Michigan (VISN 10, Station 506)	5	1	6
VA Battle Creek Healthcare System in Michigan (VISN 10, Station 515)	10	3	13
VA Chillicothe Healthcare System in Ohio (VISN 10, Station 538)	17	7	24
VA Cincinnati Healthcare System in Ohio (VISN 10, Station 539)	5	4	9
VA Northeast Ohio Healthcare System in Cleveland (VISN 10, Station 541)	33	7	40
VA Dayton Healthcare System in Ohio (VISN 10, Station 552)	20	6	26
VA Detroit Healthcare System in Michigan (VISN 10, Station 553)	12	11	23

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA Indiana Healthcare System in Indianapolis (VISN 10, Station 583)	13	6	19
VA Northern Indiana Healthcare System in Marion (VISN 10, Station 610)	28	6	34
VA Saginaw Healthcare System in Michigan (VISN 10, Station 655)	13	2	15
VA Central Ohio Health Care System in Columbus (VISN 10, Station 757)	6	1	7
VA Chicago Healthcare System in Illinois (VISN 12, Station 537)	16	4	20
VA Illiana Healthcare System in Danville, Illinois (VISN 12, Station 550)	15	5	20
Lovell Federal Healthcare System in North Chicago, Illinois (VISN 12, Station 556)	5	8	13
VA Hines Healthcare System in Illinois (VISN 12, Station 578)	20	8	28
VA Iron Mountain Healthcare System in Michigan (VISN 12, Station 585)	14	5	19
William S. Middleton Memorial Veterans Hospital and Clinics in Madison, Wisconsin (VISN 12, Station 607)	25	11	36
Tomah VA Health Care System in Wisconsin (VISN 12, Station 676)	9	5	14
VA Milwaukee Healthcare System in Wisconsin (VISN 12, Station 695)	16	5	21
VA Kansas City Healthcare System in Missouri (VISN 15, Station 589)	18	12	30
VA Columbia Missouri Healthcare System (VISN 15, Station 589A4)	58	27	85
VA Eastern Kansas Healthcare System in Topeka (VISN 15, Station 589A5)	59	32	91
VA Wichita Healthcare System in Kansas (VISN 15, Station 589A7)	21	4	25

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA St. Louis Health Care System in Missouri (VISN 15, Station 657)	72	20	92
VA Poplar Bluff Health Care System in Missouri (VISN 15, Station 657A4)	7	4	11
VA Marion Healthcare System in Illinois (VISN 15, Station 657A5)	24	2	26
VA Alexandria Healthcare System in Pineville, Louisiana (VISN 16, Station 502)	15	5	20
VA Gulf Coast Healthcare System in Biloxi, Mississippi (VISN 16, Station 520)	6	5	11
Veterans Health Care System of the Ozarks in Fayetteville, Arkansas (VISN 16, Station 564)	68	4	72
VA Houston Healthcare System in Texas (VISN 16, Station 580)	16	5	21
VA Jackson Healthcare System in Mississippi (VISN 16, Station 586)	17	5	22
Central Arkansas Veterans Healthcare System in Little Rock (VISN 16, Station 598)	19	23	42
VA Southeast Louisiana Healthcare System in New Orleans (VISN 16, Station 629)	22	8	30
VA Shreveport Healthcare System in Louisiana (VISN 16, Station 667)	18	5	23
VA Amarillo Healthcare System in Texas (VISN 17, Station 504)	15	2	17
VA West Texas Healthcare System in Big Spring (VISN 17, Station 519)	25	6	31
VA North Texas Health Care System in Dallas (VISN 17, Station 549)	23	4	27
South Texas Veterans Health Care System in San Antonio (VISN 17, Station 671)	18	14	32
VA Central Texas Healthcare System in Temple (VISN 17, Station 674)	22	10	32
VA Texas Valley Coastal Bend Healthcare System in Harlingen (VISN 17, Station 740)	4	7	11

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA El Paso Healthcare System in Texas (VISN 17, Station 756)	36	4	40
Montana VA Healthcare System in Fort Harrison (VISN 19, Station 436)	27	9	36
Cheyenne VA Health Care System in Wyoming (VISN 19, Station 442)	12	6	18
VA Eastern Colorado Health Care System in Aurora (VISN 19, Station 554)	34	11	45
VA Western Colorado Healthcare System in Grand Junction (VISN 19, Station 575)	13	9	22
Eastern Oklahoma VA Health Care System in Muskogee (VISN 19, Station 623)	38	4	42
VA Oklahoma City Healthcare System in Oklahoma (VISN 19, Station 635)	15	6	21
VA Salt Lake City Healthcare System in Utah (VISN 19, Station 660)	4	5	9
Sheridan VA Health Care System in Wyoming (VISN 19, Station 666)	7	2	9
Alaska VA Healthcare System in Anchorage (VISN 20, Station 463)	10	4	14
VA Boise Healthcare System in Idaho (VISN 20, Station 531)	17	5	22
VA Portland Health Care System in Oregon (VISN 20, Station 648)	9	6	15
Roseburg VA Health Care System in Oregon (VISN 20, Station 653)	7	2	9
VA Puget Sound Health Care System in Seattle, Washington (VISN 20, Station 663)	33	6	39
VA Spokane Healthcare System in Washington (VISN 20, Station 668)	16	6	22
Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)	7	4	11
VA Southern Oregon Healthcare System in White City (VISN 20, Station 692)	12	7	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
VA Pacific Islands Health Care System in Honolulu, Hawaii (VISN 21, Station 459)	6	1	7
VA Central California Health Care System in Fresno (VISN 21, Station 570)	3	9	12
VA Southern Nevada Healthcare System in North Las Vegas (VISN 21, Station 593)	27	10	37
VA Northern California Health Care System in Mather (VISN 21, Station 612A4)	65	6	71
VA Palo Alto Health Care System in California (VISN 21, Station 640)	28	13	41
VA Sierra Nevada Health Care System in Reno (VISN 21, Station 654)	23	9	32
San Francisco VA Health Care System in California (VISN 21, Station 662)	5	7	12
VA New Mexico Healthcare System in Albuquerque (VISN 22, Station 501)	49	14	63
VA Long Beach Healthcare System in California (VISN 22, Station 600)	116	37	153
VA Loma Linda Healthcare System in California (VISN 22, Station 605)	19	8	27
VA Phoenix Health Care System in Arizona (VISN 22, Station 644)	12	6	18
Northern Arizona VA Health Care System in Prescott (VISN 22, Station 649)	9	1	10
VA San Diego Healthcare System in California (VISN 22, Station 664)	32	13	45
Southern Arizona VA Health Care System in Tucson (VISN 22, Station 678)	14	5	19
VA Greater Los Angeles Healthcare System in California (VISN 22, Station 691)	73	28	101
Fargo VA Health Care System in North Dakota (VISN 23, Station 437)	30	28	58
VA Sioux Falls Health Care System in South Dakota (VISN 23, Station 438)	21	6	27

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA Black Hills Health Care System in Fort Meade, South Dakota (VISN 23, Station 568)	25	14	39
Minneapolis VA Health Care System in Minnesota (VISN 23, Station 618)	78	52	130
VA Nebraska-Western Iowa Health Care System in Omaha, Nebraska (VISN 23, Station 636)	10	4	14
VA Central Iowa Health Care System in Des Moines (VISN 23, Station 636A6)	11	4	15
VA Iowa City Healthcare System in Iowa (VISN 23, Station 636A8)	22	7	29
St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)	26	8	34

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2025 staffing questionnaire.

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

Occupations designated by at least one in five facilities were included in table E.1. As a result, not all occupations designated as a severe shortage by each facility were included. For example, the Medical Officer assignment code 16 Emergency Medicine does not appear in the table but was identified by 27 facilities as a severe occupational staffing shortage. This table provides insight as to how often an occupation was reported as a severe occupational staffing shortage throughout VHA and can be used to bring awareness of systemic shortages.

Table 1 should not be considered the sole measure of VHA-wide severe occupational staffing shortages. It does not address all shortages throughout VHA and does not account for other dimensions that could be used to determine shortages such as the priority of a severe occupational staffing shortage at a given facility, or the number of staff on board at the facility. For example, one facility may consider an occupation as its number 1 shortage, despite having five staff on board, while another facility may consider that same occupation as its number 30 shortage with only two staff on board.

The OIG did not consider facility priority or number of staff on board when determining the frequency of occupations reported as severe staffing shortages across VHA. Further, the impact that filling a shortage might have on a facility cannot be assessed by the questionnaire results. Severe occupational shortages are not necessarily an indication of vacancies. A severe shortage refers to particular occupations that are difficult to fill, and a shortage exists when criteria set forth in 5 C.F.R. § 337.204, Severe Shortage of Candidates, are applied.²⁰ Vacancy refers to an unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

²⁰ 5 C.F.R. § 337.204.

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

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
0083 Police	Nonclinical	Title 5	80	58
3566 Custodial Worker	Nonclinical	Wage Grade ^s	79	57
0180 Psychology	Clinical - Other	Title 38 Hybrid	79	57
31 Psychiatry	Clinical - Medical Officer	Title 38	76	55
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid	72	52
0620 Practical Nurse	Clinical - Other	Title 38 Hybrid	69	50
P1 Primary Care	Clinical - Medical Officer	Title 38	67	48
0621 Nursing Assistant	Clinical - Other	Title 38 Hybrid	64	46
0185 Social Work	Clinical - Other	Title 38 Hybrid	62	45
7408 Food Service Worker	Nonclinical	Wage Grade ^s	58	42
88 RN Staff Nurse-Inpatient	Clinical - Nurse	Title 38	57	41
0644 Medical Technologist/Clinical Laboratory Scientist	Clinical - Other	Title 38 Hybrid	57	41
2005 Supply Clerical and Technician	Nonclinical	Title 5	52	37
38 Radiology-Diagnostic	Clinical - Medical Officer	Title 38	49	35
25 Gastroenterology	Clinical - Medical Officer	Title 38	49	35
0647 Diagnostic Radiologic Technologist	Clinical - Other	Title 38 Hybrid	48	35
CQ RN Staff- Inpatient Mental Health	Clinical - Nurse	Title 38	48	35
12 Urology	Clinical - Medical Officer	Title 38	47	34

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

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
1 Anesthesiology	Clinical - Medical Officer	Title 38	44	32
CM RN Staff-Critical Care	Clinical - Nurse	Title 38	44	32
75 NP-Primary Care	Clinical - Nurse	Title 38	39	28
Q6 RN/Staff-Inpatient Community Living Center	Clinical - Nurse	Title 38	37	27
0649 Medical Instrument Technician	Clinical - Other	Title 38 Hybrid	35	25
0801 General Engineering/Healthcare Engineer	Nonclinical	Title 38 Hybrid	35	25
7 Orthopedic Surgery	Clinical - Medical Officer	Title 38	34	24
7404 Cook	Nonclinical	Wage Grade ^s	34	24
30 Neurology	Clinical - Medical Officer	Title 38	34	24
0622 Medical Supply Aide and Technician/Sterile Processing	Nonclinical	Title 38 Hybrid	33	24
CA Cardiology Non-Invasive	Clinical - Medical Officer	Title 38	33	24
CR RN Staff- Emergency Dept/Urgent Care	Clinical - Nurse	Title 38	33	24
40 Geriatrics	Clinical - Medical Officer	Title 38	31	22
2010 Inventory Management	Nonclinical	Title 5	30	22
0661 Pharmacy Technician	Clinical - Other	Title 38 Hybrid	30	22
20 Dermatology	Clinical - Medical Officer	Title 38	29	21
0341 Administrative Officer	Nonclinical	Title 5	29	21

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

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
Q1 RN/Staff-Outpatient	Clinical - Nurse	Title 38	29	21
0640 Health Aid and Technician (Title 5)	Clinical - Other	Title 5	29	21
0645 Medical Technician (Medical Laboratory Technician)	Clinical - Other	Title 38 Hybrid	29	21
0675 Medical Records Technician	Nonclinical	Title 38 Hybrid	28	20
0681 Dental Assistant	Clinical - Other	Title 38 Hybrid	28	20
R3 Hematology/Oncology	Clinical - Medical Officer	Title 38	28	20

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2025 staffing questionnaire.

Note: Occupations designated by at least 20 percent facilities were included in this table. The OIG excludes the Medical Officer and Nurse OPM occupational series level occupations in this analysis because VHA uses assignment codes to designate specialties within the corresponding OPM occupational series. Assessing severe shortages at the assignment code level instead of the broader occupational series codes enabled the OIG to analyze severe shortages for the Medical Officer and Nurse series in more detail. Naming conventions for occupations provided in this table are as provided by VHA.

^{\$}Wage Grade refers to the pay plan for the given Federal Wage System occupation, regulated under Title 5.

Appendix F: Office of the Under Secretary for Health Memorandum

Department of Veterans Affairs Memorandum

Date: July 25, 2025

From: Acting Under Secretary for Health (10)

Subj: Office of Inspector General (OIG) Report, Determination of Veterans Health Administration's Severe Occupational Staffing Shortages, Fiscal Year 2025 (VIEWS 13401535)

To: Assistant Inspector General for Healthcare Inspections (54)

1. Thank you for the opportunity to review and comment on the OIG draft report. The Veterans Health Administration (VHA) notes that the OIG did not make any recommendations. VHA has no comments and appreciates the OIG's comprehensive review.

2. Comments regarding the contents of this memorandum may be directed to the GAO OIG Accountability Liaison Office at vha10oicgoalaction@va.gov.

(Original signed by:)

Steven L. Lieberman, M.D., MBA, FACHE

[OIG comment: The OIG received the above memorandum from VHA on July 28, 2025.]

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