



DEPARTMENT OF VETERANS AFFAIRS
OFFICE OF INSPECTOR GENERAL

Office of Healthcare Inspections

VETERANS HEALTH ADMINISTRATION

OIG Determination of
Veterans Health
Administration's
Occupational Staffing
Shortages

FY 2018



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Executive Summary

The VA Office of Inspector General (OIG) conducted this review in response to newly established requirements in the VA Choice and Quality Employment Act of 2017 (VCQEA). The law requires the OIG to report a minimum of five clinical and five nonclinical VA occupations that have the largest staffing shortages at each medical facility. This is in contrast to the prior mandate to report the five largest staffing shortages throughout VHA. This is OIG's fifth annual determination of staffing shortages in VHA.

VCQEA outlines ways in which VHA may use the information presented in this report, including the recruitment and direct appointment of qualified applicants for the identified occupations. The direct hire authority outlined in the Act resides with VHA.

In light of the changes in law, the OIG adjusted its approach to this year's iteration of the mandated staffing report and conducted a facility-specific survey to determine current staffing levels and identify staffing shortages at the facility (local) level. The OIG relied on VHA facilities to produce accurate assessments of occupational shortages as of December 31, 2017. The OIG did not independently validate the information provided by the facilities. It is important to note that this was a general survey and not a compliance tool. This review and survey was designed to gather information and not assess facility adherence to VHA guidance on staffing.

The survey included a list of occupations developed from (1) Office of Personnel Management (OPM) occupational series codes and (2) VA assignment codes in order to provide further refinement to the physician (Medical Officer) and nursing occupations. Facility directors were asked questions specific to their facility for each occupation:

1. What was the number of staff within the occupation as of December 31, 2017?
2. Do you consider the occupation "clinical" or "nonclinical"?
3. Do you consider there to be a shortage in the occupation?
4. If yes to #3, why do you consider there to be a shortage?
5. How would you rank the designated shortages in priority order?¹

While the facility directors were free to delegate the task of populating the survey, they were ultimately responsible for sending the survey back to the OIG indicating their review and agreement with their submission.

¹ Facility directors were instructed to disregard clinical or nonclinical designation when ranking shortages.

The OIG found significant variation in the number and types of shortages reported, as well as the reasons why.

The most frequently cited shortages were in the Medical Officer and Nurse occupations. The OIG also found that several nonclinical occupations were frequently designated by VHA facilities as a shortage. For example, Human Resources Management had the second highest frequency, and Police had the seventh highest frequency. While this information captures the number of times a particular occupation was designated as a shortage by facilities at the local level, it does not consider other dimensions that would be needed in order to make a national ranking determination.

Ultimately, the number of facility staffing shortage designations ranged from one to 89 shortages, including both clinical and nonclinical occupations. Facilities designated between one to 76 clinical shortages and zero (no designated shortage) to 26 nonclinical shortages. Currently, VHA does not have a standardized list of which occupations are considered clinical and which are considered nonclinical beyond the appointing authority (Title 38, Hybrid Title 38, and Title 5). Due to the absence of a consistent standard, and in an effort to most accurately represent what is occurring at the local level, the OIG requested each facility director provide the clinical and nonclinical information for each of the designated shortages. As a result of the guidance provided to facilities regarding how to complete the survey, facilities might identify occupations differently based upon the skills and experience of the individual who holds the position and specific facility needs.

Facility responses to reasons why there was a shortage varied significantly. In addition, not all facilities chose to provide a reason for each designated shortage, and the level of detail and specificity differed among facilities. The OIG did not make a judgement with respect to the accuracy or strength of each reason provided. However, due to the difference in how facilities responded, the OIG used a thematic analysis approach in order to review the information.

The most commonly cited challenges to staffing fell into three categories:

- Lack of qualified applicants
- Non-competitive salary
- High staff turnover

The reasons provided by facilities in response to the 2018 survey were consistent with many of the barriers noted in OIG's 2017 staffing survey.

The 2018 survey highlights the need for a staffing model that identifies and prioritizes staffing needs at the national level while allowing flexibility at the facility level. The OIG has made recommendations related to the development and implementation of a staffing model in each of its previous staffing determination reports. The OIG does not repeat its recommendations for a

staffing model in this report as expected due dates for implementation of all recommendations published in the 2017 report are after the completion of data analysis for this report. However, the OIG re-emphasizes the need for VHA to develop and implement a robust and targeted staffing model and will continue to follow VHA's progress related to previous recommendations through its normal follow-up process.

The OIG recommended that the Under Secretary for Health refine and formalize VHA's position categorization of individuals (clinical and nonclinical) who are necessary to VHA's mission of delivering health care by looking at various dimensions of each occupation, including staff skill set and function, enabling identification of positions based on the specific role a person would fill. The OIG also recommended that the Under Secretary for Health ensure the consistent implementation and use of the position categorization approach across all facilities.²

Comments

The Executive in Charge, Office of the Under Secretary for Health, concurred with the recommendations and provided an acceptable action plan. (See Appendix D, pages 212–214 for the comments of the Executive in Charge.) The OIG will follow up on the planned actions until they are completed.



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² Recommendations directed to the Under Secretary for Health were submitted to the Executive in Charge who has the authority to perform the functions and duties of the Under Secretary for Health.

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Report Distribution216

Abbreviations

DHA	direct hire authority
EHR	electronic health record
FY	fiscal year
HR	Human Resources
HRML	Human Resources Management Letter
OIG	Office of Inspector General
OPM	Office of Personnel Management
PL	Public law
USH	Under Secretary for Health
VA	Department of Veterans Affairs
VACAA	Veterans Access, Choice, and Accountability Act
VCQEA	VA Choice and Quality Employment Act
VHA	Veterans Health Administration
WMC	Workforce Management and Consulting Office



Introduction

Purpose

The purpose of this review is for the VA Office of Inspector General (OIG) to report a minimum of five clinical and five nonclinical VA occupations that have the largest staffing shortages at each medical facility. Public Law 115-46 (PL 115-46), the VA Choice and Quality Employment Act of 2017 (VCQEA), was passed in August 2017 and established this requirement. This law amended Section 301 of the Veterans Access, Choice, and Accountability Act (VACAA) of 2014 and is codified in 38 USC, Section 7412, *Annual Determination of Staffing Shortages*. This report is the fifth iteration of OIG reports that outline VHA occupations with the largest staffing shortages.

Background

Legislative History

In May 2014, the OIG reported ongoing concerns regarding access to VHA care, scheduling practices, and excessive wait times.³ In response to these concerns, on August 7, 2014, Congress passed VACAA (Public Law 113-146). VACAA required the OIG to annually determine "...the five occupations of personnel of this title of the Department covered under section 7401 of this title for which there are the largest staffing shortages throughout the Department as calculated over the five-year period preceding the determination."⁴ As specified, the first determination was performed and published within 180 days of the passage of the law on January 30, 2015.⁵ Annual determinations were completed by September 30 in subsequent years thereafter.⁶

In August 2017, Congress passed VCQEA.⁷ The new law requires the OIG to report a minimum of five clinical and five nonclinical VA occupations that have the largest staffing shortages at

³ *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).

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

⁵ *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*, (Report no. 15-00430-103, January 30, 2015).

⁶ *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).

⁷ Previously known as the Veterans Access, Choice, and Accountability Act of 2014 (VACAA).

each medical facility. This is in contrast to the prior mandate to report the five largest staffing shortages throughout VHA.⁸

In light of the changes in law, the OIG adjusted its approach to this year's iteration of the staffing report and conducted a facility-specific survey to determine current staffing levels and identify staffing shortages at the facility (local) level.

Direct Hire Authority

Congress passed the Pendleton Act in 1883, establishing that federal employment should be based on merit.⁹ The merit system principles outlined in the Pendleton Act were later codified as part of the Civil Service Reform Act of 1978.¹⁰ Congress also created direct hire authority (DHA) to help agencies fill vacancies under certain circumstances. DHA is an appointing (hiring) authority that Congress grants to federal agencies for filling vacancies when a critical hiring need or severe shortage of candidates exists, as determined by the Office of Personnel Management (OPM).¹¹ VHA is also granted DHA for defined positions that the Secretary may find necessary for the health care of veterans.¹²

VCQEA also outlines ways in which VHA may use the information contained in this report, including the recruitment and direct appointment of qualified applicants for the identified occupations.¹³ The authority to use the information in this report resides with VHA.

DHA Changes since Initiation of this Review

After OIG initiated this review, VHA issued Human Resources Management Letter (HRML) #05-18-03 on February 12, 2018 that provided “guidance to Human Resources (HR) Professionals regarding the use of DHA...” The letter notified Human Resources professionals that the OPM had identified and granted DHA for 14 occupations:

- Accountant
- Boiler Plant Operator
- General Engineer
- Health Science Specialist (Veterans Crisis Line)

⁸ The VA Choice and Quality Employment Act of 2017, Pub. L. No. 115-46, 131 Stat. 958 (2017).

⁹ The Pendleton Civil Service Reform Act, Ch. 27, 22 Stat. 403 (1883).

¹⁰ The Civil Service Reform Act of 1978 (Pub. L. No. 95-454, October 13, 1978), codified at 5 U.S.C. Section 2301(b).

¹¹ 5 U.S.C. Section 3304 – *Competitive service; examinations*.

¹² 38 U.S.C. Section 7401.

¹³ The VA Choice and Quality Employment Act of 2017.

- Health Technician (all specialties)
- Histopathology Technician
- Human Resources Assistant (all specialties)
- Human Resources Specialist (all specialties)
- Information Technology Specialist (all specialties)
- Personnel Security Specialist
- Police Officer
- Realty Specialist
- Utility Systems Operator
- Utility System Repair

The OPM granted DHA to VA for these critical occupations, stating they are “essential to help VA expand its capacity to deliver care to Veterans and improve its medical facilities.” Of note, many of these essential nonclinical occupations fall outside of 38 U.S.C. Section 7401.¹⁴

In addition to the occupations outlined in the February 28, 2018 HRML, the VA Secretary has DHA authority for facility and network directors.

VHA's Determination of Staffing Shortages

The VHA Workforce Management and Consulting Office (WMC) annually generates a ranking of the 10 most difficult occupations to recruit and retain in order to assess VHA's workforce. This work is summarized in VHA's Mission Critical Occupation Report, which is developed and published annually. VHA utilizes OPM's criteria for supporting evidence that must be submitted to claim a “severe shortage of candidates” (see Figure 1) in generating its Mission Critical Occupation Report. For the purpose of this report, the OIG applied the same criteria.

¹⁴ 38 U.S.C. Section 7401 – *Appointments in Veterans Health Administration*.

**OPM Direct Hire Authority
Severe Shortage of Candidates**

(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.*
-

Figure 1: 5 CFR 337.204¹⁵

Occupational Categories

An “occupation” is a concept that includes a specific type of work, skills, education, and/or training held in common by those who work in a particular occupation. In contrast, a “job” is a set of work activities performed by an individual.¹⁶

In an effort to “provide equal pay for substantially equal work,” Congress passed the Classification Act of 1949 which established classification standards for federal positions.¹⁷ The Act required OPM to issue standards that

- Define the various classes of positions in terms of duties, responsibilities, and qualification requirements,
- Establish official class titles, and
- Set forth the grades in which the classes of positions have been placed.¹⁸

¹⁵ 5 CFR 337.204 – Severe Shortage of Candidates.

¹⁶ Bureau of Labor Statistics, Standard Occupational Classification Manual (2018). https://www.bls.gov/soc/2018/soc_2018_user_guide.pdf. (The website was accessed on May 31, 2018).

¹⁷ The General Schedule is the broadest subdivision of the classification system covered by Title 5 and includes a range of levels of difficulty and responsibility for covered positions from grades GS-1 to GS-15.

¹⁸ The Classification Act of 1949, codified in 5 U.S.C., Ch. 51 – Classification.

As a result, OPM developed the Handbook of Occupational Groups¹⁹ and Families which outlines an occupational structure and classification system.²⁰ The Handbook provides federal agencies a starting point from which to classify positions by listing and defining each occupational group and series²¹ in the classification system.²²

To provide further detail to the OPM occupational series, VHA has developed assignment codes for five of the OPM Occupational Series including Medical Officer, Nurse, Dentist, Social Worker, and Chaplain. Currently, the assignment codes exist as an administrative option within the VA Human Resource Information Systems and their use varies across facilities. VHA is currently in the process of updating and implementing new nurse assignment codes, and has recommended changes to the physician (Medical Officer) assignment codes.

Summary of Prior VA OIG Reports Responsive to VACAA

The OIG's first report in response to VACAA was published on January 30, 2015. At that time, the OIG determined the top five critical need occupations to be Medical Officer, Nurse, Physician Assistant, Physical Therapist, and Psychologist. OIG recommended the Interim Under Secretary for Health (USH) continue to develop and implement staffing models for these and other critical need occupations.²³

In its second report, published on September 1, 2015, the OIG determined the top five critical need occupations were unchanged from the initial January 2015 determination. The OIG recommended that the USH ensure VHA further develops staffing models for critical need occupations and review the data on regrettable losses noted in the report and VISN Workforce Succession Strategic Plans and, if appropriate, consider implementing measures to reduce such losses.²⁴

In OIG's third report, published on September 28, 2016, the top five critical need occupations for FY 2016 were determined to be Medical Officer, Nurse, Psychologist, Physician Assistant,

¹⁹ An occupational group is a major subdivision of the General Schedule which encompasses a group of associated or related occupations. 9

²⁰ OPM Handbook of Occupational Groups and Families (May 2009). <https://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/occupationalhandbook.pdf>. (The website was accessed on March 8, 2018.)

²¹ A series is a subdivision of an occupational group consisting of positions similar with respect to a specialized line of work and qualification requirements; series are designated by a title and number.

²² OPM Handbook of Occupational Groups and Families (May 2009).

²³ *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*, (Report No. 15-00430-103, January 30, 2015).

²⁴ *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*, (Report No. 15-03063-511, September 1, 2015).

Physical Therapist, and Medical Technologist.²⁵ The OIG restated its prior September 1, 2015 recommendations and further recommended that VHA set forth milestones and a timetable for further critical need occupations' staffing model development, piloting, and implementation. The OIG also recommended that the USH

- Consider incorporating data that predicts changes in veteran demand for health care into its staffing model, and
- Assess VHA's resources and expertise in developing staffing models and determine whether exploration of external options to develop the staffing model is necessary.²⁶

In the fourth report, published on September 27, 2017, the OIG determined the top five critical need occupations were Medical Officer, Nurse, Psychologist, Physician Assistant, and Medical Technologist. In each of the previous three rankings of staffing shortages, Medical Officer and Nurse had been the two largest critical need occupations. Administrative positions were not included in the ranking methodology due to VACAA excluding administrative positions; therefore, the OIG removed Human Resource Management from the VHA ranking when conducting a rules-based analysis. If included, Human Resource Management would have ranked in the Top 10 in VA and OIG determinations since fiscal year (FY) 2011. Four recommendations were made to the Acting USH:

- Ensure that the Veterans Health Administration implements staffing models for critical need occupations.
- Review the Veterans Health Administration report on regrettable losses and implement effective measures to reduce such losses.
- Continue incorporating data that predict changes in veteran demand for health care into its staffing model.
- Continue assessing the Veterans Health Administration's resources and expertise in developing staffing models and determine whether exploration of external options to develop the above staffing model is necessary.²⁷

Due to the accelerated publication schedule for this report, the expected due dates for all recommendations from the fourth iteration of the report published in 2017 are after the

²⁵ Because of a tie for 5th place, OIG's 3rd determination included six occupations.

²⁶ *OIG Determination of VHA Occupational Staffing Shortages*, (Report No.16-00351-453, September 28, 2016).

²⁷ *OIG Determination of VHA Occupational Staffing Shortages FY 2017*, (Report No. 17-00936-385, September 27, 2017).

completion of data analysis for this report. The OIG will continue to follow VHA's progress related to these recommendations through our normal follow-up process.

Scope and Methodology

In light of the changes in law, the OIG adjusted its approach to this year's iteration of the staffing report and conducted a facility-specific survey to determine current staffing levels and identify staffing shortages at the local level.

Staffing Survey Development and Distribution

This review was initiated on January 2, 2018 and the staffing survey was sent to 141 facilities on January 26, 2018.²⁸ The OIG conducted a national call with facility directors on January 29, 2018. On March 28, 2018, the OIG had survey responses from all 141 facilities.

The OIG developed the survey following interviews with staff at VA facilities and consulting with the WMC. Distribution of the survey was accomplished via e-mail and sent to each facility director and associated Veterans Integrated Service Network action groups. The distribution roster was provided by VHA. The OIG attempted to correct any mistakes or omissions identified in the provided roster. A national call was held with VHA facility directors in order to further explain the survey and respond to specific questions.

The survey included a list of occupations developed from (1) OPM occupational series codes and (2) VA assignment codes in order to provide further refinement to the physician (medical officer) and nursing occupations. The VA assignment codes provide greater granularity to the OPM occupational series codes. Nationwide, the application of the two coding systems is varied. See Appendix A for a full list of the occupational series and assignment codes included in the survey.

The OIG survey asked for the following facility information: Station Name, Station Number, and Director Name. Drop-down menus were formatted to auto-populate based off a contact list provided to OIG from VHA. Directors were asked the following questions specific to their facility for each occupation:

1. What was the number of staff within the occupation as of December 31, 2017?²⁹

²⁸ Manila, station number 353, was ultimately excluded as its staff are not comprised of VA employees but are employed by the State Department and are foreign nationals.

²⁹ This information is available in the facility-specific results (see Appendix C). Readers should interpret this information with prudence. Although these numbers provide context, there was variability in how facilities accounted for individuals in different occupations. Further, the actual impact on clinical care for a particular facility is difficult to measure. Accordingly, this information was not included in the summary results.

2. Do you consider the occupation “clinical” or “nonclinical”?³⁰
3. Do you consider there to be a shortage in the occupation?³¹
4. If yes to #3, why do you consider there to be a shortage?³²
5. How would you rank the designated shortages in priority order?³³

The OIG instructed facilities to have the most qualified staff member at the facility complete the survey, be it Human Resources personnel or the Chief of Staff. While the facility directors were free to delegate the task of populating the survey, they were ultimately responsible for sending the survey back to the OIG indicating their review and agreement with the submission.

Survey Response and Analysis

As of March 2018, the OIG had received a complete set of responses from all 141 facility directors. The data was self-reported and the OIG relied on the VHA facilities to produce accurate assessments of their occupational shortages.

Facility responses were reviewed and corrected for clear omissions or errors. The information was imported into SAS 9.4© software in order to produce the tables presented in this report, excluding the thematic analysis.

In the analysis, the OIG separated the Medical Officer and Nurse categories from the others due to differences in how this information was provided by the facilities. The OIG derived an overall frequency for Medical Officer using a facility designation of either the OPM occupational series of Medical Officer or any of the related VA assignment codes. Similarly, the OIG derived an overall frequency for Nurse using a facility designation of either the OPM Nurse occupational series or any of the related VA assignment codes. All other occupational series and assignment code frequencies were calculated based solely on instances where the specific occupation was designated as a shortage by the facility.

The free text responses provided by facilities for question #3, why the respondent considered there to be a shortage in this occupation, were analyzed using a thematic analysis approach.³⁴ All

³⁰ WMC advised the OIG that VHA does not have a standardized list of which occupations are clinical or nonclinical in VHA. As such, it is possible that facilities identify occupations differently based on how they are used at the local level. Merriam Webster defines “clinical” as “involving direct observation of the patient.” Merriam Webster defines “nonclinical” as “not relating to, involving, or concerned with the direct observation and treatment of living patients.”

³¹ OIG advised facilities to consider the requirements for evidence supporting a request to OPM for DHA as delineated in 5 C.F.R. Section 337.204, *Severe Shortage of Candidates* (see Figure 1) when responding to this question.

³² Facilities were limited to 300 characters for this response.

³³ Facilities were instructed to disregard clinical or nonclinical designation in their rankings.

of the responses from each facility were combined to eliminate duplicates and create a list of unique reasons. These reasons were then categorized into one of six themes:

- Lack of Qualified Applicants
- Non-competitive Salary
- High Staff Turnover
- Geographical Recruitment Challenges (rural environment or competition from a market saturated with other healthcare systems)
- Position Categorization (to include position classification and Veteran Preference³⁵)
- Other

The OIG recognizes that the ability to hire in the facilities depends significantly on the budget and monies that are available to the facilities. The directors may have DHA but without the financial resources to fund the positions, the DHA has little impact.³⁶

It is important to note that this was a general survey and not a compliance tool. This review and the survey were designed to gather information and not assess facility adherence to VHA guidance on staffing.

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).

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

³⁴ Thematic analysis is a method to analyze the free-text survey responses. The OIG identified the major themes for each question after reading through the responses. A team of two raters classified and reconciled a sample of responses.

³⁵ In accordance with title 5, United States Code, Section 2108 (5 USC 2108), veterans' preference eligibility is based on dates of active duty service, receipt of a campaign badge, Purple Heart, or a service-connected disability.

³⁶ The financial component, and its potential contribution to occupational shortages, was mentioned several times during the January 29, 2018 national call with the facility directors.

Survey Results

Item 1: Frequency of Designated Occupational Shortages

Table 1, Frequency of Facility-Designated Occupational Shortages, shows the frequency of VHA facilities designating select occupations in the survey as a shortage. Occupations designated by one in five facilities, or more, were included in this table. As a result, not all occupations that were designated a shortage by each facility are included. Responses from individual facilities can be found in Appendix C. Table 1 captures the number of times a particular occupation was designated as a shortage by facilities at the local level; it does not include or provide other dimensions that would be needed to calculate national ranking determinations. For example, one facility may have ranked an occupation as its #1 shortage, while another facility could have ranked that same occupation as its #30 shortage. Further, the relative impact of filling that shortage might have on a facility is impossible to assess by the survey responses.

As stated in the Scope and Methodology, two occupational series—Medical Officer and Nurse—were separated from the other occupations. The derived frequency for Medical Officer was 138 out of 140, meaning 138 facilities listed Medical Officer or a related VA assignment code as a shortage. The derived frequency for Nurse was 108 out of 140, meaning 108 facilities listed Nurse or a related VA assignment code as a shortage.

Table 1. Frequency of Facility-Designated Occupational Shortages

	Occupational Series or Assignment Code	Occupation	Number of Facilities Marked the Occupation as a Shortage
1	31	Psychiatry	98
2	0201	Human Resources Management	92
3	P1	Primary Care	66
4	0180	Psychology	58
5	0644	Medical Technologist	56
6	0801	General Engineering	55
7	0083	Police	52
8	K6	Hospitalist	49
9	16	Emergency Medicine	48
10	0620	Practical Nurse	46
11	3566	Custodial Worker	46
12	25	Gastroenterology	45
13	88	Staff Nurse	44
14	12	Urology	42
15	7	Orthopedic Surgery	42
16	0603	Physician's Assistant	39
17	0622	Medical Supply Aide and Technician	39
18	0647	Diagnostic Radiologic Technologist	39
19	75	Nurse Practitioner	39
20	0633	Physical Therapist	37
21	0649	Medical Instrument Technician	37
22	20	Dermatology	36
23	30	Neurology	35
24	38	Radiology-Diagnostic	33
25	0631	Occupational Therapist	31
26	1	Anesthesiology	31
27	7408	Food Service Worker	31
28	0858	Biomedical Engineering	30
29	21	General Internal Medicine	30
30	26	Pulmonary Diseases	29
31	40	Geriatrics	29

Source: VHA Facilities in response to the OIG's 2018 Staffing Survey

The OIG did not limit the survey to clinical positions due to the requirement to report on both clinical and nonclinical positions. The OIG found that several nonclinical occupations were frequently designated by VHA facilities as a shortage. For example, Human Resources Management had the second highest frequency with 92 facilities noting it as a shortage. Police had the seventh highest frequency with 52 facilities designating it as a shortage.

Item 2: Clinical, Nonclinical, and Total Staffing Shortages

VCQEA directs the OIG to “report a minimum of five clinical and five nonclinical VA occupations that have the largest staffing shortages at each medical facility.”³⁷ Currently, VHA does not have a standardized list of which occupations are considered clinical and which are considered nonclinical beyond the appointing authority (Title 38,³⁸ Hybrid Title 38,³⁹ and Title 5⁴⁰). Due to the absence of a consistent standard, and in an effort to most accurately represent what is occurring at the local level, the OIG requested each facility director provide the clinical and nonclinical information for each of their designated shortages. As a result of the guidance provided to facilities regarding how to complete the survey, facilities might identify occupations differently based upon the skills and experience of the individual who holds the position and specific facility needs.

Ultimately, the number of facility staffing shortage designations ranged from one to 89 staffing shortages, including both clinical and nonclinical occupations. Facilities designated between one to 76 clinical shortages and zero (no designated shortage) to 26 nonclinical shortages. Facility-specific clinical and nonclinical information can be found in Appendix B.

Item 3: Facility-Specific Designated Shortages and Rankings

The OIG requested that VHA facilities designate and rank each occupation for which there is a shortage at their facility. The OIG followed up with any facility director that designated fewer than 10 shortages in order to confirm that the submitted information was their intended response. The facility-specific information found in Appendix C indicates the specific occupational series and/or assignment codes designated by each facility. Some facilities did not rank their shortages sequentially (for example, rankings were provided as 1, 3, 6 vs. 1, 2, 3). In those instances, OIG ranked shortages sequentially. Some facilities chose not to rank all of their designated shortages. In those instances, shortage(s) were placed at the end of the facility list and rank was noted with a period.

³⁷ The VA Choice and Quality Employment Act of 2017, Pub. L. No. 115-46, 131 Stat. 958 (2017).

³⁸ 38 U.S.C., Subchapter 1 – *Appointments* (§§7401-7412).

³⁹ 38 U.S.C., Subchapter 1 – *Appointments* (§§7401-7412).

⁴⁰ 5 U.S.C. – *Administrative Personnel*.

Item 4: Textual Analysis of Reasons for Shortage Designations

In addition to designating and ranking all facility-specific staffing shortages, facility directors were asked to provide a reason, consistent with the reasons outlined in 5 CFR, Section 337.204, *Severe Shortage of Candidates* (see Figure 1), for each of the designated shortages.

Not all facilities chose to provide a reason for each of the designated staffing shortages. In addition, the level of detail and specificity for the provided reasons varied among facilities. For example, some facilities provided the same reason for each designated shortage while others provided a unique response for each shortage. The OIG did not make a judgement with respect to the accuracy or strength of each reason provided. However, due to this difference in how facilities responded, the OIG used a thematic analysis approach in order to review the information. As such, examples provided in this section are anecdotal. While they provide additional context, they should not be generalized across all VHA facilities.

The responses were categorized into one of the following six themes: Lack of Qualified Applicants, Non-competitive Salary, High Staff Turnover, Geographical Recruitment Challenges, Position Categorization (to include position classification and Veteran Preference), and Other.

Table 2. Thematic Analysis of Facility Reasons for Occupational Shortages

Theme	Number of Facilities with Reasons That Fall Within the Theme
Lack of Qualified Applicants	125
Non-competitive Salary	99
High Staff Turnover	64
Geographical Recruitment Challenges	47
Position Categorization	16
Other	66

Source: VA OIG

The most frequently cited reasons fell within the category of “lack of qualified applicants.” Facilities reported encountering recruitment challenges generally related to the competition for quality healthcare professionals. In their efforts, facilities have made use of multiple recruitment endeavors such as special salary rates, incentives (for recruitment, relocation, and retention), and the education debt reduction program. It was noted that even with these options, recruitment challenges continued for certain professions.

The survey results indicated that non-competitive salaries were also a top reason for staffing shortages. Facilities noted that many position descriptions and their associated pay determinations were too low to be competitive with private sector salaries. Of note, this

challenge was the most common reason provided when the Police occupation was designated as a shortage.

With respect to high staff turnover, one facility noted challenges in retaining high performers as they can go elsewhere for a higher salary. Another facility stated that when a position had high turnover, it resulted in significant overtime which resulted in even more turnover.

Similar to the 2017 review, the 2018 survey results indicated challenges with recruitment due to geographical factors. Some of the reasons submitted by facilities included

- The desirability of the geographic location of the position,
- A low supply of experienced candidates due to either a lack of candidates (for example rurality) or high competition for the same candidates, and
- A high cost of living.

In terms of position categorization, many facilities noted that both OPM classification appeal downgrade decisions and outdated OPM classifications affected their ability to offer competitive salaries and advancement opportunities within the organization. This resulted in facilities being less competitive in attracting new staff and retaining highly skilled staff. Specifically, some facilities noted that OPM has outdated qualification standards for Medical Laboratory Technicians and Medical Technicians. Several facilities stated that the custodial workers position is limited by law to be made available first to Veteran Preference candidates, and these applicants were often minimally qualified and blocked highly qualified non-Veteran candidates.

Other challenges noted by facilities included reasons such as undesirable duties and hours for Medical/Surgical RNs, a lack of work schedule flexibilities, and the length of time it takes to fill a position within VHA (6–12 months).

The reasons provided in this survey were consistent with many of the barriers noted in the OIG 2017 staffing survey.⁴¹ Similar to the 2017 survey, responses were gathered for contextual information and not to measure compliance with VHA guidance on staffing.

⁴¹*OIG Determination of VHA Occupational Staffing Shortages FY 2017*, (Report No. 17-00936-385, September 27, 2017).

Conclusion

This is the fifth annual determination of staffing shortages in VHA. Unlike prior reports, the OIG was directed to report a minimum of five clinical and five nonclinical VA occupations that have the largest staffing shortages at each medical facility. In addition to amending the reporting requirement, VCQEA outlines ways in which VHA may use the information included in this report, including the recruitment and direct appointment of qualified applicants for the identified occupations. The DHA outlined in VCQEA resides with VHA.

In light of the changes in law, the OIG adjusted its approach to this year's iteration of the staffing report and conducted a facility-specific survey to determine current staffing levels and identify staffing shortages at the local level. The OIG relied on VHA facilities to produce accurate assessments of their occupational shortages as of December 31, 2017 and did not independently confirm the information. It is important to note that this was a general survey and not a compliance tool. The review and survey was designed to gather information and not assess facility adherence to VHA guidance on staffing.

There was significant variation in the number and types of shortages reported, as well as in reasons for the shortages. Facilities designated between one and 89 staffing shortages. Of those overall shortages, facility designations ranged from one to 76 clinical shortages and zero (no designated shortage) to 26 nonclinical shortages. While diverse staffing needs exist across facilities, varied use of occupational categories and staffing methodologies at the local level amplify these differences.

Of note, many nonclinical positions were frequently designated as shortages by facilities, including Human Resources personnel, Police, and Custodial workers.

In broad strokes, the most commonly cited challenges to staffing fell into the following three categories: lack of qualified applicants, non-competitive salary, and high staff turnover. This 2018 survey highlights the need for a staffing model that identifies and prioritizes staffing needs at the national level while allowing flexibility at the facility level. The OIG has made recommendations related to the development and implementation of a staffing model in each of its previous staffing determination reports. The OIG does not repeat its recommendations for a staffing model in this report as expected due dates for implementation of all the recommendations published in the 2017 report are after the completion of data analysis for this report. However, OIG re-emphasizes the need for VHA to develop and implement a robust and targeted staffing model.

The OIG made two recommendations and will continue to follow up with recommendations made in previous reports. Recommendations directed to the Under Secretary for Health were submitted to the Executive in Charge who has the authority to perform the functions and duties of the Under Secretary for Health.

Recommendations 1–2

1. The Under Secretary for Health refines and formalizes VHA's position categorization of individuals (clinical and nonclinical) who are necessary to VHA's mission of delivering health care by looking at various dimensions of each occupation, including staff skill set and function, enabling identification of positions based on the specific role a person would fill.
2. The Under Secretary for Health ensures the consistent implementation and use of the position categorization approach across all facilities.

Appendix A: Occupational Series and VHA Assignment Codes Included in the Survey

Occupation
0602 Medical Officer*
CA Cardiology Non-Invasive*
CB Anesthesiology Pain Management*
CC Pain Management*
CD Physical Medicine & Rehabilitation Fellow*
CE Palliative Care*
CF Dermatology Mohs*
CN Consultant*
E1 Associate Chief of Staff Extended Care*
E2 Associate Chief of Staff Geriatrics/Long Term Care*
E3 Associate Chief of Staff Mental Health/Behavioral Science*
E4 Cardiovascular/Thoracic Surgeon*
E5 Neurosurgery*
E6 Cardiology Non-Interventional*
E7 Radiology (Nuclear)*
E9 Compensation/Pension*
F8 Director - Veterans Integrated Service Network*
G9 Radiation Oncology*
H1 Psychiatry Fellow*
H2 Schizophrenia Research Fellow*
H3 Ambulatory Care Fellow*
H4 Palliative Care Medicine Fellow*
H6 Neurology Fellow*
H7 Health Services Research Fellow*
H8 Neurology/Traumatic Brain Injury Fellow*
H9 Women Veterans Health Fellow*
K1 Chief Consultant*
K2 Psychosocial Rehabilitation Physician Fellow*
K3 National Quality Scholars*
K6 Hospitalist*
K8 Critical Care*
K9 Mohs Surgery*

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *). 0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

Occupation

M5 Medical and Health Informatics Post-Doctorate Fellow*
M9 Cardiology-Interventional*
N9 Cardiac Electrophysiology*
P1 Primary Care*
P3 Chief Medical Officer Veterans Integrated Service Network*
P4 Chief Officer In Central Office*
P5 Principle Deputy Under Secretary for Health*
P6 Director Office of Policy Coordination*
P7 Pharmacist Executive*
P8 Deputy Chief Of Staff*
P9 Orthopedic*
Q8 Health Informatics*
Q9 Sleep Medicine*
R1 Office of Regional Operations, Regional Director*
R2 Clinical Simulation Advanced Fellowship*
R3 Hematology/Oncology*
R4 Vascular Surgery*
R7 Sports Medicine*
R9 Telemedicine-Intensive Care Unit Program*
S8 Chief Officer*
1 Anesthesiology*
2 Surgery*
3 Gynecology*
4 Pain Management/Physical Medicine and Rehabilitation*
5 Medical Oncology*
6 Ophthalmology*
7 Orthopedic Surgery*
8 Otolaryngology*
9 Plastic Surgery*
10 Colon & Rectal Surgery*
11 Thoracic Surgery*
12 Urology*
13 Physiatry*
16 Emergency Medicine*
17 Retinal Surgery*
18 Hematology*
19 Infectious Diseases*
20 Dermatology*

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Occupation

- 21 General Internal Medicine*
- 22 Internal Medicine*
- 23 Allergy & Immunology*
- 24 Cardiovascular Diseases*
- 25 Gastroenterology*
- 26 Pulmonary Diseases*
- 27 Nephrology*
- 28 Rheumatology*
- 29 Endocrinology And Metabolic Medicine*
- 30 Neurology*
- 31 Psychiatry*
- 32 Anatomic Pathology*
- 33 Clinical Pathology*
- 34 Advanced Geriatric Fellow*
- 35 Clinical Scholar-Robert Wood Johnson*
- 36 Preventive Medicine*
- 37 Advanced Spinal Cord Fellow*
- 38 Radiology-Diagnostic*
- 39 Radiology-Therapeutic*
- 40 Geriatrics*
- 41 Pain Management/Anesthesiology*
- 42 Paraplegia*
- 43 Pathology*
- 44 Physical Medicine & Rehabilitation*
- 45 Radiology-Interventional*
- 46 Nuclear Medicine*
- 47 Research-Career Development*
- 48 Research*
- 49 Family Practice*
- 50 Admitting Physician*
- 51 Chief of Staff*
- 52 Chief of Staff Trainee*
- 53 Associate Chief of Staff-Education*
- 54 Associate Chief of Staff Research & Development*
- 55 Director*
- 56 Physician In Central Office*
- 57 Physician-Administrative, Other*
- 58 Assistant Chief of Staff*

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Occupation

59 Associate Chief of Staff Ambulatory Care*
 61 Associate Chief of Staff/Quality Assurance*
 62 Research-Career Development*
 63 General Practice*
 64 Executive Director*
 65 Assistant Under Secretary for Health*

0601 General Health Science/Expanded Dental Function
 0601 General Health Science/Chiropractor
 0603 Physician's Assistant
 0605 Nurse Anesthetist

0610 Nurse#
 CG Nurse Practitioner Resident#
 CH Inpatient Nurse#
 CJ Resource/Float Pool#
 CN Consultant#
 E8 Deputy Nurse Executive#
 F1 Associate Chief Nursing Services#
 F2 Registered Nurse Administrative Trainee#
 F3 Associate Chief Nurse Service Nursing Home Care#
 F4 Associate Clinical Nurse Specialist, Nursing Home Care Trainee#
 F5 Supervisor Nursing Home Care Unit Trainee#
 F6 Associate Clinical Nurse Specialist/Administrative/Quality Control#
 F7 Quality Management Coordinator#
 F9 Associate Clinical Nurse Specialist/Ambulatory Care/#
 G1 Associate Chief of Staff Clinical Informatics#
 G2 Supervisory Case Manager#
 G3 Associate Clinical Services Manager#
 G4 Director, Clinical Program Manager#
 G5 Registered Nurse Facility Administration#
 G6 Registered Nurse/Program Manager/Coordinator#
 G7 Registered Nurse, Administration/Other#
 G8 Registered Nurse, Program Managers for National Federal Recovery/Operation Enduring Freedom-Operation Iraqi Freedom#
 J1 Nurse(Women Veterans Coordinator)#
 J2 Lead Nurse#
 J3 Registered Nurse, Clinical Analyst#
 J4 Registered Nurse/Assistant Manager/Permanent Change#
 J5 Registered Nurse, Veterans Integrated Service Network, Other#

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Occupation

J6 Registered Nurse, Peer Advocate#
 J7 Patient Care Services Manager#
 J8 Associate Chief Medical Services#
 J9 Advanced Practice Nurse(Staff)#
 K4 Registered Nurse/Predoctoral Fellow#
 K5 Registered Nurse/Postdoctoral Fellow#
 K7 Supervisory#
 MR Medical Research#
 M1 Registered Nurse, Admission/Discharge Coordinator#
 M2 Registered Nurse/Case Manager/Care#
 M3 Registered Nurse, Operation Enduring Freedom-Operation Iraqi Freedom Case Manager#
 M4 Registered Nurse, Federal Recovery Coordinator#
 M6 Associate Director/Nursing Services#
 M7 Associate Chief Nurse Clinical Operations#
 M8 Post Baccalaureate Nurse Resident#
 N1 Nurse Practitioner/Long Term Care#
 N2 Nurse Practitioner/Women's Health#
 N3 Nurse Practitioner-Polytrauma/Rehabilitation#
 N4 Nurse Practitioner Mental Health Substance Use Disorder#
 N5 Nurse Practitioner-Other#
 N6 Clinical Nurse Specialist-Outpatient#
 N7 Clinical Nurse Specialist-Long Term Care/Geriatrics#
 N8 Certified Nurse Specialist-Mental Health/Substance Use Disorder#
 P2 Associate Director Patient Services#
 Q1 Registered Nurse/Staff-Outpatient#
 Q2 Register Nurse/Staff-Mixed#
 Q3 Registered Nurse-Telephone Triage#
 Q4 Registered Nurse Clinical Nurse Labor and Delivery#
 Q5 Registered Nurse, Travel Nurse Corps Staff#
 Q6 Registered Nurse/Staff-Inpatient Clinic#
 Q7 Charge Nurse#
 R5 Care Coordination Program Director#
 R6 Registered Nurse/Veterans Affairs Nursing Academy Faculty#
 R8 Chief Consult Nurse#
 S1 Registered Nurse/Polytrauma Rehabilitation#
 S2 Registered Nurse Informatics#
 S3 Registered Nurse, Preventive/Occupational Health#

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Occupation

S4 Registered Nurse/Wound Care Specialist#
S5 Registered Nurse, Intravenous Therapy#
S6 Registered Nurse, General Clinical Consultant#
S7 Registered Nurse/Resident#
S9 Social Work#
T0 Trainee#
T1 Trainee#
T2 Trainee#
T3 Trainee#
T4 Trainee#
T5 Trainee#
T6 Trainee#
T7 Trainee#
T8 Trainee#
T9 Trainee#
0 Miscellaneous Title 38/Wa/CI#
62 Research-Career Development#
71 Registered Nurse, Recruiter#
72 Maxillofacial Prosthetics#
73 Reusable Medical Equipment Cleaning Nurse#
74 Registered Nurse, Infection Control#
75 Nurse Practitioner#
76 Nurse Public Health Coordinator#
77 Registered Nurse, Researcher/Doctor#
78 Nurse Supervisor Ambulatory Care#
79 Clinical Nurse Specialist#
80 Registered Nurse/Nurse Executive#
81 Chief Nurse Trainee#
82 Registered Nurse, Senior Leadership#
83 Associate Chief/Nursing Service--Education#
84 Associate Chief/Nursing Service-Research#
85 Registered Nurse Educator#
86 Registered Nurse, Shift Supervisor#
87 Registered Nurse, Manager/Head Nurse#
88 Staff Nurse#
89 Registered Nurse/Veterans Affairs Central Office, Other#
90 Nurse Supervisor Medical Service#
91 Nurse Supervisor Surgical Service#

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Occupation

92 Nurse Supervisor Psychiatric Service#
 93 Nurse Supervisor Operating Room#
 94 Nurse Supervisor Outpatient Service#
 95 Assistant Chief Nurse Trainee#
 96 Nurse Supervisor Domiciliary Service#
 97 Supervisory Nursing Home Care Unit#
 98 Associate Clinical Nurse Specialist Education Trainee#
 99 Other#

0662 Optometrist
 0668 Podiatrist
 0680 Dental Officer
 0101 Social Science (Title 5)
 0101 Social Science/Licensed Professional Mental Health Counselor
 0101 Social Service/Marriage Family Therapist
 0180 Psychology
 0185 Social Work
 0601 General Health Science/Blind Rehabilitation
 0601 General Health Science/Nuclear Medicine Technologist
 0601 General Health Science/Registered Respiratory Therapist
 0601 General Health Science/Therapeutic Medical Physicist
 0620 Practical Nurse
 0621 Nursing Assistant
 0630 Dietitian and Nutritionist
 0631 Occupational Therapist
 0633 Physical Therapist
 0635 Corrective Therapist
 0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
 0640 Health Aid and Technician/Certified Respiratory Therapist
 0644 Medical Technologist
 0647 Diagnostic Radiologic Technologist
 0648 Therapeutic Radiologic Technologist
 0649 Medical Instrument Technician
 0660 Pharmacist
 0661 Pharmacy Technician
 0665 Speech Pathology and Audiology
 0667 Orthotist and Prosthetist
 0669 Medical Records Administration
 0672 Prosthetic Representative

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Occupation
0675 Medical Records Technician
0679 Medical Support Assistance
0681 Dental Assistant
0682 Dental Hygiene
0858 Biomedical Engineering
0018 Safety and Occupational Health Management
0019 Safety Technician
0028 Environmental Protection Specialist
0060 Chaplain
0080 Security Administration
0083 Police
0085 Security Guard
0086 Security Clerical and Assistance
0089 Emergency Management
0099 General Student Trainee
0110 Economist
0150 Geographer
0181 Psychology Aid and Technician
0184 Sociology
0186 Social Services Aid and Assistant
0187 Social Services
0188 Recreation Specialist
0189 Recreation Aid and Assistant
0193 Archeology
0199 Social Science Student Trainee
0201 Human Resources Management
0203 Human Resources Assistance
0260 Equal Employment Opportunity
0299 Human Resources Management Student Trainee
0301 Miscellaneous Administration and Program
0302 Messenger
0303 Miscellaneous Clerk and Assistant
0304 Information Receptionist
0305 Mail and File
0306 Government Information Specialist
0308 Records and Information Management
0309 Correspondence Clerk
0313 Work Unit Supervising

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Occupation
0318 Secretary
0322 Clerk-Typist
0326 Office Automation Clerical and Assistance
0332 Computer Operation
0335 Computer Clerk and Assistant
0340 Program Management
0341 Administrative Officer
0342 Support Services Administration
0343 Management and Program Analysis
0346 Logistics Management
0350 Equipment Operator
0356 Data Transcriber
0361 Equal Opportunity Assistance
0382 Telephone Operating
0390 Telecommunications Processing
0391 Telecommunications
0392 General Telecommunications
0394 Communications Clerical
0399 Administration and Office Support Student Trainee
0401 General Biological Science
0403 Microbiology
0404 Biological Science Technician
0405 Pharmacology
0413 Physiology
0437 Horticulture
0440 Genetics
0499 Biological Science Student Trainee
0501 Financial Administration and Program
0503 Financial Clerical and Assistance
0505 Financial Management
0510 Accounting
0511 Auditing
0525 Accounting Technician
0530 Cash Processing
0540 Voucher Examining
0544 Civilian Pay
0560 Budget Analysis
0561 Budget Clerical and Assistance

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Occupation
0599 Financial Management Student Trainee
0601 General Health Science (Title 5)
0622 Medical Supply Aide and Technician
0625 Autopsy Assistant
0636 Rehabilitation Therapy Assistant (Title 5)
0637 Manual Arts Therapist
0638 Recreation/Creative Arts Therapist
0639 Educational Therapist
0640 Health Aid and Technician (Title 5)
0642 Nuclear Medicine Technician
0645 Medical Technician
0646 Pathology Technician
0651 Respiratory Therapist
0670 Health System Administration
0671 Health System Specialist
0673 Hospital Housekeeping Management
0683 Dental Laboratory Aid and Technician
0690 Industrial Hygiene
0698 Environmental Health Technician
0699 Medical and Health Student Trainee
0701 Veterinary Medical Science
0704 Animal Health Technician
0801 General Engineering
0802 Engineering Technician
0803 Safety Engineering
0808 Architecture
0809 Construction Control
0810 Civil Engineering
0819 Environmental Engineering
0830 Mechanical Engineering
0850 Electrical Engineering
0854 Computer Engineering
0855 Electronics Engineering
0856 Electronics Technician
0896 Industrial Engineering
0899 Engineering and Architecture Student Trainee
0901 General Legal and Kindred Administration
0905 General Attorney

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Occupation
0962 Contact Representative
0986 Legal Assistance
0996 Veterans Claims Examining
0998 Claims Assistance and Examining
0999 Legal Occupations Student Trainee
1001 General Arts and Information
1008 Interior Design
1020 Illustrating
1035 Public Affairs
1040 Language Specialist
1082 Writing and Editing
1083 Technical Writing and Editing
1084 Visual Information
1099 Information and Arts Student Trainee
1101 General Business and Industry
1102 Contracting
1104 Property Disposal
1105 Purchasing
1106 Procurement Clerical and Technician
1107 Property Disposal Clerical and Technician
1109 Grants Management
1160 Financial Analysis
1173 Housing Management
1199 Business and Industry Student Trainee
1301 General Physical Science
1306 Health Physics
1310 Physics
1311 Physical Science Technician
1320 Chemistry
1410 Librarian
1411 Library Technician
1412 Technical Information Services
1515 Operations Research
1520 Mathematics
1529 Mathematical Statistician
1530 Statistician
1531 Statistical Assistant
1550 Computer Science

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Occupation
1601 General Facilities and Equipment
1603 Equipment, Facilities, and Service Assistance
1640 Facility Management
1654 Printing Management
1658 Laundry and Dry Cleaning Plant Management
1667 Steward
1670 Equipment Specialist
1701 General Education and Training
1702 Education and Training Technician
1712 Training Instruction
1715 Vocational Rehabilitation
1720 Education Program
1725 Public Health Educator
1740 Education Services
1750 Instructional Systems
1799 Education Student Trainee
1740 Education Services
1810 General Investigating
1811 Criminal Investigating
1910 Quality Assurance
3105 Fabric Working
3111 Sewing Machine Operating
3359 Instrument Mechanic
3414 Machining
3502 Laboring
3511 Laboratory Working
3566 Custodial Worker
3601 Miscellaneous Structural & Finishing Work
3603 Masonry
3604 Tile Setting
3605 Plastering
3610 Insulating
3703 Welding
3806 Sheet Metal Mechanic
4010 Prescription Eyeglass Making
4101 Painting & Paper Hanging
4102 Painting
4104 Sign Painting

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Occupation
4204 Pipefitting
4206 Plumbing
4352 Plastic Fabricating
4417 Offset Press Operating
4605 Wood Crafting
4607 Carpenter
4701 Miscellaneous General Maintenance and Operations Work
4737 General Equipment Mechanic
4742 Utility Systems Repairer-Operator
4749 Maintenance Mechanic
4754 Cemetery Caretaking
4801 Miscellaneous General Equipment Maintenance
4804 Locksmithing
4805 Medical Equipment Repairing
5003 Gardening
5026 Pest Controller
5048 Animal Caretaking
5301 Miscellaneous Industrial Equipment Maintenance
5306 Air Conditioning Equipment Mechanic
5309 Heating and Boiler Plant Equipment Mechanic
5310 Kitchen/Bakery Equipment Repairing
5313 Elevator Mechanic
5317 Laundry and Dry Cleaning Equipment Repairing
5352 Industrial Equipment Mechanic
5402 Boiler Plant Operator
5406 Utility Systems Operator
5407 Electric Power Controller
5408 Wastewater Treatment Plant Operator
5409 Water Treatment Plant Operator
5415 Air-Conditioning Equipment Operator
5703 Motor Vehicle Operator
5705 Tractor Operator
5716 Engineering Equipment Operating
5803 Heavy Mobile Equipment Mechanic
5806 Mobile Equipment Servicing
5823 Automotive Mechanic
6904 Tools and Parts Attending
6907 Materials Handler

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Occupation

6913 Hazardous Waste Disposer
7301 Miscellaneous Laundry, Dry Cleaning, and Pressing
7304 Laundry Working
7305 Laundry Machine Operating
7401 Miscellaneous Food Preparation and Serving
7404 Cook
7408 Food Service Worker
7601 Miscellaneous Personal Services

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Appendix B: Clinical, Nonclinical, and Total Staffing Shortages

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Positions Designated as a Shortage
<i>(VISN 01), (402), Augusta, ME</i>	9	2	11
<i>(VISN 01), (405), White River Junction, VT</i>	10	5	15
<i>(VISN 01), (518), Bedford, MA</i>	3	4	7
<i>(VISN 01), (523), Jamaica Plain, MA</i>	12	7	19
<i>(VISN 01), (608), Manchester, NH</i>	9	2	11
<i>(VISN 01), (631), Leeds, MA</i>	4	2	6
<i>(VISN 01), (650), Providence, RI</i>	20	11	31
<i>(VISN 01), (689), West Haven, CT</i>	1	.	1
<i>(VISN 02), (526), Bronx, NY</i>	12	9	21
<i>(VISN 02), (528), Buffalo, NY</i>	21	4	25
<i>(VISN 02), (528A5), Canandaigua, NY</i>	12	5	17
<i>(VISN 02), (528A6), Bath, NY</i>	15	5	20
<i>(VISN 02), (528A7), Syracuse, NY</i>	9	4	13
<i>(VISN 02), (528A8), Albany, NY</i>	12	3	15
<i>(VISN 02), (561), East Orange, NJ</i>	29	8	37
<i>(VISN 02), (620), Montrose, NY</i>	7	9	16
<i>(VISN 02), (630), New York, NY</i>	23	9	32
<i>(VISN 02), (632), Northport, NY</i>	8	4	12
<i>(VISN 04), (460), Wilmington, DE</i>	8	.	8
<i>(VISN 04), (503), Altoona, PA</i>	11	4	15
<i>(VISN 04), (529), Butler, PA</i>	5	.	5
<i>(VISN 04), (542), Coatesville, PA</i>	5	3	8
<i>(VISN 04), (562), Erie, PA</i>	7	4	11
<i>(VISN 04), (595), Lebanon, PA</i>	11	3	14
<i>(VISN 04), (642), Philadelphia, PA</i>	5	5	10
<i>(VISN 04), (646), Pittsburgh, PA</i>	41	14	55
<i>(VISN 04), (693), Wilkes-Barre, PA</i>	6	.	6
<i>(VISN 05), (512), Baltimore, MD</i>	41	16	57
<i>(VISN 05), (517), Beckley, WV</i>	12	1	13
<i>(VISN 05), (540), Clarksburg, WV</i>	12	1	13
<i>(VISN 05), (581), Huntington, WV</i>	12	2	14
<i>(VISN 05), (613), Martinsburg, WV</i>	10	4	14

The Medical Center Director for each facility is the source of this information.

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

Periods under "Clinical/Nonclinical Shortages" indicate there is no shortage.

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Positions Designated as a Shortage
<i>(VISN 05), (688), Washington, DC</i>	4	3	7
<i>(VISN 06), (558), Durham, NC</i>	45	6	51
<i>(VISN 06), (565), Fayetteville, NC</i>	34	9	43
<i>(VISN 06), (590), Hampton, VA</i>	10	8	18
<i>(VISN 06), (637), Asheville, NC</i>	6	4	10
<i>(VISN 06), (652), Richmond, VA</i>	44	9	53
<i>(VISN 06), (658), Salem, VA</i>	10	2	12
<i>(VISN 06), (659), Salisbury, NC</i>	13	7	20
<i>(VISN 07), (508), Decatur, GA</i>	76	13	89
<i>(VISN 07), (509), Augusta, GA</i>	6	4	10
<i>(VISN 07), (521), Birmingham, AL</i>	11	1	12
<i>(VISN 07), (534), Charleston, SC</i>	16	5	21
<i>(VISN 07), (544), Columbia, SC</i>	16	2	18
<i>(VISN 07), (557), Dublin, GA</i>	25	10	35
<i>(VISN 07), (619), Montgomery, AL</i>	11	.	11
<i>(VISN 07), (679), Tuscaloosa, AL</i>	6	2	8
<i>(VISN 08), (516), Bay Pines, FL</i>	4	14	18
<i>(VISN 08), (546), Miami, FL</i>	14	1	15
<i>(VISN 08), (548), West Palm Beach, FL</i>	13	8	21
<i>(VISN 08), (573), Gainesville, FL</i>	13	7	20
<i>(VISN 08), (672), San Juan, PR</i>	14	1	15
<i>(VISN 08), (673), Tampa, FL</i>	7	4	11
<i>(VISN 08), (675), Orlando, FL</i>	9	5	14
<i>(VISN 09), (596), Lexington, KY</i>	10	3	13
<i>(VISN 09), (603), Louisville, KY</i>	5	5	10
<i>(VISN 09), (614), Memphis, TN</i>	17	5	22
<i>(VISN 09), (621), Mountain Home, TN</i>	34	7	41
<i>(VISN 09), (626), Nashville, TN</i>	17	7	24
<i>(VISN 10), (506), Ann Arbor, MI</i>	5	6	11
<i>(VISN 10), (515), Battle Creek, MI</i>	5	.	5
<i>(VISN 10), (538), Chillicothe, OH</i>	7	1	8
<i>(VISN 10), (539), Cincinnati, OH</i>	2	2	4
<i>(VISN 10), (541), Cleveland, OH</i>	7	4	11
<i>(VISN 10), (552), Dayton, OH</i>	31	5	36
<i>(VISN 10), (553), Detroit, MI</i>	54	3	57

The Medical Center Director for each facility is the source of this information.

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

Periods under "Clinical/Nonclinical Shortages" indicate there is no shortage.

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Positions Designated as a Shortage
(VISN 10), (583), Indianapolis, IN	9	5	14
(VISN 10), (610), Fort Wayne, IN	9	.	9
(VISN 10), (655), Saginaw, MI	14	1	15
(VISN 10), (757), Columbus, OH	16	.	16
(VISN 12), (537), Chicago, IL	8	2	10
(VISN 12), (550), Danville, IL	66	17	83
(VISN 12), (556), North Chicago, IL	6	2	8
(VISN 12), (578), Hines, IL	9	3	12
(VISN 12), (585), Iron Mountain, MI	9	.	9
(VISN 12), (607), Madison, WI	8	5	13
(VISN 12), (676), Tomah, WI	6	.	6
(VISN 12), (695), Milwaukee, WI	5	5	10
(VISN 15), (589), Kansas City, MO	19	5	24
(VISN 15), (589A4), Columbia, MO	34	5	39
(VISN 15), (589A5), Leavenworth, KS	14	10	24
(VISN 15), (589A7), Wichita, KS	20	2	22
(VISN 15), (657), St. Louis, MO	9	5	14
(VISN 15), (657A4), Poplar Bluff, MO	10	3	13
(VISN 15), (657A5), Marion, IL	35	10	45
(VISN 16), (502), Pineville, LA	35	8	43
(VISN 16), (520), Biloxi, MS	12	2	14
(VISN 16), (564), Fayetteville, AR	51	6	57
(VISN 16), (580), Houston, TX	4	.	4
(VISN 16), (586), Jackson, MS	34	9	43
(VISN 16), (598), Little Rock, AR	16	5	21
(VISN 16), (629), New Orleans, LA	2	9	11
(VISN 16), (667), Shreveport, LA	14	5	19
(VISN 17), (504), West Amarillo, TX	17	1	18
(VISN 17), (519), Big Spring, TX	13	6	19
(VISN 17), (549), Dallas, TX	7	4	11
(VISN 17), (671), San Antonio, TX	7	5	12
(VISN 17), (674), Temple, TX	21	4	25
(VISN 17), (740), Harlingen, TX	11	4	15
(VISN 17), (756), El Paso, TX	45	.	45

The Medical Center Director for each facility is the source of this information.

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

Periods under "Clinical/Nonclinical Shortages" indicate there is no shortage.

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Positions Designated as a Shortage
(VISN 19), (436), Fort Harrison, MT	24	7	31
(VISN 19), (442), Cheyenne, WY	21	4	25
(VISN 19), (554), Denver, CO	19	3	22
(VISN 19), (575), Grand Junction, CO	18	5	23
(VISN 19), (623), Muskogee, OK	17	9	26
(VISN 19), (635), Oklahoma City, OK	62	7	69
(VISN 19), (660), Salt Lake City, UT	8	7	15
(VISN 19), (666), Sheridan, WY	9	1	10
(VISN 20), (463), Anchorage, AK	21	19	40
(VISN 20), (531), Boise, ID	5	5	10
(VISN 20), (648), Portland, OR	38	9	47
(VISN 20), (653), Roseburg, OR	20	12	32
(VISN 20), (663), Seattle, WA	50	12	62
(VISN 20), (668), Spokane, WA	40	4	44
(VISN 20), (687), Walla Walla, WA	6	1	7
(VISN 20), (692), White City, OR	13	2	15
(VISN 21), (459), Honolulu, HI	42	3	45
(VISN 21), (570), Fresno, CA	12	.	12
(VISN 21), (593), Las Vegas, NV	16	1	17
(VISN 21), (612), Mather, CA	9	8	17
(VISN 21), (640), Palo Alto, CA	32	26	58
(VISN 21), (654), Reno, NV	33	5	38
(VISN 21), (662), San Francisco, CA	6	4	10
(VISN 22), (501), Albuquerque, NM	14	6	20
(VISN 22), (600), Long Beach, CA	3	4	7
(VISN 22), (605), Loma Linda, CA	11	6	17
(VISN 22), (644), Phoenix, AZ	8	5	13
(VISN 22), (649), Prescott, AZ	5	1	6
(VISN 22), (664), San Diego, CA	19	5	24
(VISN 22), (678), Tucson, AZ	7	1	8
(VISN 22), (691), Los Angeles, CA	13	21	34
(VISN 23), (437), Fargo, ND	20	7	27
(VISN 23), (438), Sioux Falls, SD	8	3	11
(VISN 23), (568), Fort Meade, SD	13	1	14
(VISN 23), (618), Minneapolis, MN	28	5	33

The Medical Center Director for each facility is the source of this information.

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

Periods under "Clinical/Nonclinical Shortages" indicate there is no shortage.

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Positions Designated as a Shortage
<i>(VISN 23), (636), Omaha, NE</i>	12	6	18
<i>(VISN 23), (636A6), Des Moines, IA</i>	38	8	46
<i>(VISN 23), (636A8), Iowa City, IA</i>	22	5	27
<i>(VISN 23), (656), St. Cloud, MN</i>	14	5	19

The Medical Center Director for each facility is the source of this information.

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

Periods under "Clinical/Nonclinical Shortages" indicate there is no shortage.

Appendix C: Facility-Specific Designated Shortages and Rankings

(VISN 01), (402), Augusta, ME

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0645 Medical Technician	16	1
	31 Psychiatry*	11	2
	30 Neurology*	2	3
	38 Radiology-Diagnostic*	2	4
	0620 Practical Nurse	39	5
	45 Radiology-Interventional*	2	8
	25 Gastroenterology*	4	9
	0644 Medical Technologist	16	10
<i>Nonclinical</i>	0633 Physical Therapist	5	11
	0802 Engineering Technician	2	6
	0801 General Engineering	4	7

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 01), (405), White River Junction, VT

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	88 Staff Nurse#	77	2
	0603 Physician's Assistant	23	5
	75 Nurse Practitioner#	17	6
	Q1 Registered Nurse/Staff-Outpatient#	26	7
	16 Emergency Medicine*	1	8
	40 Geriatrics*	0	10
	20 Dermatology*	2	11
	12 Urology*	1	12
	0602 Medical Officer*	4	.
	0610 Nurse#	120	.
<i>Nonclinical</i>	5402 Boiler Plant Operator	8	1
	0201 Human Resources Management	13	3
	0622 Medical Supply Aide and Technician	10	4
	0802 Engineering Technician	2	9
	0203 Human Resources Assistance	6	13

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 01), (518), Bedford, MA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	40 Geriatrics*	4	1
	31 Psychiatry*	22	2
<i>Nonclinical</i>	0620 Practical Nurse	105	7
	5402 Boiler Plant Operator	7	3
	0801 General Engineering	5	4
	3566 Custodial Worker	71	5
	7408 Food Service Worker	48	6

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 01), (523), Jamaica Plain, MA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	17	2
	<i>R3 Hematology/Oncology*</i>	5	4
	<i>31 Psychiatry*</i>	73	7
	<i>1 Anesthesiology*</i>	24	8
	<i>0640 Health Aid and Technician (Title 5)</i>	51	9
	<i>E5 Neurosurgery*</i>	1	13
	<i>7 Orthopedic Surgery*</i>	3	14
	<i>20 Dermatology*</i>	10	15
	<i>0602 Medical Officer*</i>	376	16
	<i>6 Ophthalmology*</i>	11	17
	<i>0668 Podiatrist</i>	4	18
	<i>0649 Medical Instrument Technician</i>	35	19
	<i>Nonclinical</i>	<i>0801 General Engineering</i>	11
<i>0544 Civilian Pay</i>		10	3
<i>0201 Human Resources Management</i>		52	5
<i>5402 Boiler Plant Operator</i>		15	6
<i>5306 Air Conditioning Equipment Mechanic</i>		15	10
<i>4749 Maintenance Mechanic</i>		24	11
<i>4607 Carpenter</i>		3	12

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 01), (608), Manchester, NH

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	20 Dermatology*	1	1
	13 Physiatry*	1	2
	31 Psychiatry*	8	3
	0605 Nurse Anesthetist	2	4
	0610 Nurse#	0	5
	0601 General Health Science/Nuclear Medicine Technologist	1	7
	0620 Practical Nurse	29	8
	38 Radiology-Diagnostic*	3	9
	0602 Medical Officer*	0	.
<i>Nonclinical</i>	5402 Boiler Plant Operator	6	6
	0201 Human Resources Management	10	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 01), (631), Leeds, MA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	10	1
	75 Nurse Practitioner#	10	2
	0603 Physician's Assistant	5	3
	0620 Practical Nurse	42	6
<i>Nonclinical</i>	0801 General Engineering	4	4
	3566 Custodial Worker	37	5

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 01), (650), Providence, RI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0622 Medical Supply Aide and Technician	1	1
	5 Medical Oncology*	1	2
	16 Emergency Medicine*	11	3
	P1 Primary Care*	37	4
	0645 Medical Technician	8	5
	N5 Nurse Practitioner-Other#	21	7
	0649 Medical Instrument Technician	19	8
	CF Dermatology Mohs*	1	9
	0602 Medical Officer*	163	10
	74 Registered Nurse, Infection Control#	0	21
	12 Urology*	2	22
	30 Neurology*	3	23
	0605 Nurse Anesthetist	5	24
	0610 Nurse#	319	25
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	2	26
	Q2 ED Register Nurse/Staff-Mixed#	26	27
	88 Staff Nurse#	114	28
	0180 Psychology	53	29
	0620 Practical Nurse	19	30
	0647 Diagnostic Radiologic Technologist	22	31
<i>Nonclinical</i>	0675 Medical Records Technician	13	6
	5309 Heating and Boiler Plant Equipment Mechanic	2	11
	0201 Human Resources Management	11	12
	0203 Human Resources Assistance	5	13
	7404 Cook	5	14
	0810 Civil Engineering	5	15
	0801 General Engineering	8	16
	0382 Telephone Operating	1	17
	4749 Maintenance Mechanic	8	18
	4206 Plumbing	1	19
	0083 Police	20	20

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 01), (689), West Haven, CT

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>CF Dermatology Mohs*</i>	3	1

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (526), Bronx, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>N1 Nurse Practitioner/Long Term Care#</i>	3	1
	<i>N4 Nurse Practitioner Mental Health Substance Use Disorder#</i>	2	2
	<i>N5 Nurse Practitioner-Other#</i>	17	3
	39 Radiology-Therapeutic*	3	4
	<i>0647 Diagnostic Radiologic Technologist</i>	19	5
	<i>0644 Medical Technologist</i>	31	8
	<i>0603 Physician's Assistant</i>	1	11
	88 Staff Nurse#	138	12
	<i>0651 Respiratory Therapist</i>	1	13
	<i>0649 Medical Instrument Technician</i>	20	14
	<i>0403 Microbiology</i>	6	17
	<i>0661 Pharmacy Technician</i>	18	20
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	19	6
	<i>0083 Police</i>	25	7
	<i>4204 Pipefitting</i>	5	9
	<i>4742 Utility Systems Repairer-Operator</i>	4	10
	<i>5703 Motor Vehicle Operator</i>	11	15
	<i>0622 Medical Supply Aide and Technician</i>	15	16
	<i>0203 Human Resources Assistance</i>	5	18
	<i>4607 Carpenter</i>	6	19
	<i>1530 Statistician</i>	3	21

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (528), Buffalo, NY

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2017	Overall Rank of Shortages
Clinical	1 Anesthesiology*	10	1
	K6 Hospitalist*	8	2
	25 Gastroenterology*	3	3
	86 Registered Nurse, Shift Supervisor#	10	4
	S4 Registered Nurse/Wound Care Specialist #	2	5
	74 Registered Nurse, Infection Control#	3	6
	Q6 Registered Nurse/Staff-Inpatient Clinic#	31	7
	Q2 ED Register Nurse/Staff-Mixed#	53	8
	Q1 Registered Nurse/Staff-Outpatient#	87	9
	N7 Clinical Nurse Specialist-Long Term Care/Geriatrics#	2	10
	75 Nurse Practitioner#	7	11
	N8 Certified Nurse Specialist-Mental Health/Substance Use Disorder#	2	12
	N5 Nurse Practitioner-Other#	10	13
	N1 Nurse Practitioner/Long Term Care#	5	14
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	1	15
	N2 Nurse Practitioner/Women's Health#	4	16
	N3 Nurse Practitioner-Polytrauma/Rehabilitation#	1	17
	0603 Physician's Assistant	23	18
	0605 Nurse Anesthetist	3	19
88 Staff Nurse#	229	20	
87 Registered Nurse, Manager/Head Nurse#	19	21	
Nonclinical	5402 Boiler Plant Operator	11	22
	0201 Human Resources Management	16	23
	0203 Human Resources Assistance	3	24
	7408 Food Service Worker	55	25

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (528A5), Canandaigua, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	21	1
	0644 Medical Technologist	5	4
	0665 Speech Pathology and Audiology	4	5
	0180 Psychology	11	7
	N1 Nurse Practitioner/Long Term Care#	1	10
	21 General Internal Medicine*	12	.
	31 Psychiatry*	5	.
	38 Radiology-Diagnostic*	0	.
	CA Cardiology Non-Invasive*	2	.
	H1 Psychiatry Fellow*	2	.
	P1 Primary Care*	1	.
	R4 Vascular Surgery*	1	.
<i>Nonclinical</i>	0081 Fire Protection and Prevention	8	2
	0858 Biomedical Engineering	0	3
	0201 Human Resources Management	9	6
	0801 General Engineering	3	8
	5402 Boiler Plant Operator	5	9

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (528A6), Bath, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	21	1
	0644 Medical Technologist	9	2
	N7 Clinical Nurse Specialist-Long Term Care/Geriatrics#	34	3
	0180 Psychology	7	4
	0189 Recreation Aid and Assistant	2	5
	0603 Physician's Assistant	2	.
	16 Emergency Medicine*	1	.
	21 General Internal Medicine*	9	.
	31 Psychiatry*	4	.
	33 Clinical Pathology*	1	.
	38 Radiology-Diagnostic*	1	.
	40 Geriatrics**	1	.
	41 Pain Management/Anesthesiology*	1	.
	51 Chief Of Staff*	1	.
	P1 Primary Care*	2	.
<i>Nonclinical</i>	0801 General Engineering	1	6
	0201 Human Resources Management	8	7
	0802 Engineering Technician	1	8
	3566 Custodial Worker	33	9
	1601 General Facilities and Equipment	3	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (528A7), Syracuse, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>1 Anesthesiology*</i>	7	1
	<i>6 Ophthalmology*</i>	5	2
	<i>7 Orthopedic Surgery*</i>	4	3
	<i>8 Otolaryngology*</i>	1	4
	<i>16 Emergency Medicine*</i>	8	5
	<i>20 Dermatology*</i>	1	6
	<i>29 Endocrinology And Metabolic Medicine*</i>	2	7
	<i>25 Gastroenterology*</i>	3	8
	<i>0640 Health Aid and Technician (Title 5)</i>	27	9
<i>Nonclinical</i>	<i>0622 Medical Supply Aide and Technician</i>	17	10
	<i>0801 General Engineering</i>	5	11
	<i>0858 Biomedical Engineering</i>	0	12
	<i>0060 Chaplain</i>	4	13

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (528A8), Albany, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>K6 Hospitalist*</i>	4	1
	<i>31 Psychiatry*</i>	8	2
	<i>20 Dermatology*</i>	3	3
	<i>26 Pulmonary Diseases*</i>	4	4
	<i>1 Anesthesiology*</i>	7	5
	<i>P1 Primary Care*</i>	14	6
	<i>40 Geriatrics*</i>	6	7
	<i>88 Staff Nurse#</i>	101	8
	<i>87 Registered Nurse, Manager/Head Nurse#</i>	13	9
		<i>0605 Nurse Anesthetist</i>	1
	<i>0648 Therapeutic Radiologic Technologist</i>	9	11
	<i>0647 Diagnostic Radiologic Technologist</i>	22	12
<i>Nonclinical</i>	<i>0028 Environmental Protection Specialist</i>	0	13
	<i>0083 Police</i>	12	14
	<i>0858 Biomedical Engineering</i>	1	15

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (561), East Orange, NJ

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	3 Gynecology*	1	1
	43 Pathology*	3	2
	P1 Primary Care*	10	3
	31 Psychiatry*	37	4
	25 Gastroenterology*	4	6
	1 Anesthesiology*	10	7
	0631 Occupational Therapist	7	8
	2 Surgery*	3	9
	19 Infectious Diseases*	1	10
	0633 Physical Therapist	15	11
	0647 Diagnostic Radiologic Technologist	24	12
	0644 Medical Technologist	42	13
	0601 General Health Science (Title 5)	19	15
	6 Ophthalmology*	1	16
	7 Orthopedic Surgery*	2	17
	CA Cardiology Non-Invasive*	3	18
	R4 Vascular Surgery*	2	19
	0640 Health Aid and Technician/Certified Respiratory Therapist	5	20
	0646 Pathology Technician	2	21
	8 Otolaryngology*	3	22
	9 Plastic Surgery*	4	23
	12 Urology*	4	24
	20 Dermatology*	7	25
	0603 Physician's Assistant	14	26
	0648 Therapeutic Radiologic Technologist	9	27
	0640 Health Aid and Technician (Title 5)	74	28
	N5 Nurse Practitioner-Other#	17	29
	0605 Nurse Anesthetist	1	30
	75 Nurse Practitioner#	27	31

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (561), East Orange, NJ (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>5408 Wastewater Treatment Plant Operator</i>	2	5
	<i>0801 General Engineering</i>	6	14
	<i>0083 Police</i>	42	32
	<i>5406 Utility Systems Operator</i>	2	33
	<i>7408 Food Service Worker</i>	118	34
	<i>7404 Cook</i>	15	35
	<i>0673 Hospital Housekeeping Management</i>	2	36
	<i>3603 Masonry</i>	1	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (620), Montrose, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0610 Nurse#	219	1
	K6 Hospitalist*	7	2
	40 Geriatrics*	2	4
	30 Neurology*	1	6
	S4 Registered Nurse/Wound Care Specialist#	1	7
	0620 Practical Nurse	62	10
	99 Other #	1	13
<i>Nonclinical</i>	0505 Financial Management	1	3
	0858 Biomedical Engineering	3	5
	0201 Human Resources Management	18	8
	3566 Custodial Worker	75	9
	7408 Food Service Worker	67	11
	5402 Boiler Plant Operator	2	12
	0081 Fire Protection and Prevention	32	14
	0083 Police	30	15
	0675 Medical Records Technician	12	16

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (630), New York, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	74 Registered Nurse, Infection Control#	5	1
	0605 Nurse Anesthetist	4	2
	0603 Physician's Assistant	20	3
	0633 Physical Therapist	21	4
	0631 Occupational Therapist	10	5
	Q9 Sleep Medicine*	8	6
	0601 General Health Science/Registered Respiratory Therapist	34	8
	41 Pain Management/Anesthesiology*	1	9
	0647 Diagnostic Radiologic Technologist	32	13
	0858 Biomedical Engineering	5	15
	0681 Dental Assistant	21	16
	0682 Dental Hygiene	3	17
	0644 Medical Technologist	54	18
	0651 Respiratory Therapist	33	19
	CF Dermatology Mohs*	2	24
	K8 Critical Care*	4	25
	K6 Hospitalist*	8	26
	E5 Neurosurgery*	1	27
	E4 Cardiovascular/Thoracic Surgeon*	2	28
	R4 Vascular Surgery*	1	29
	7 Orthopedic Surgery*	4	30
	11 Thoracic Surgery*	0	31
	G9 Radiation Oncology*	0	32
<i>Nonclinical</i>	0083 Police	105	7
	5407 Electric Power Controller	0	10
	4206 Plumbing	0	11
	0544 Civilian Pay	9	12
	0675 Medical Records Technician	13	14

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (630), New York, NY (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	29	20
	<i>1640 Facility Management</i>	0	21
	<i>0801 General Engineering</i>	17	22
	<i>0850 Electrical Engineering</i>	0	23

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 02), (632), Northport, NY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	174	1
	0610 Nurse#	364	2
	31 Psychiatry*	19	3
	R4 Vascular Surgery*	2	4
	0649 Medical Instrument Technician	19	5
	0622 Medical Supply Aide and Technician	10	6
	0644 Medical Technologist	32	9
	0680 Dental Officer	7	.
<i>Nonclinical</i>	4204 Pipefitting	5	7
	5415 Air-Conditioning Equipment Operator	4	8
	0201 Human Resources Management	15	10
	0060 Chaplain	3	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (460), Wilmington, DE

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0649 Medical Instrument Technician</i>	9	1
	<i>E6 Cardiology Non-Interventional*</i>	1	2
	<i>99 Other#</i>	0	3
	<i>20 Dermatology*</i>	1	4
	<i>R4 Vascular Surgery*</i>	0	5
	<i>P9 Orthopedic*</i>	0	6
	<i>0602 Medical Officer*</i>	93	.
	<i>0610 Nurse#</i>	227	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (503), Altoona, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>	
<i>Clinical</i>	51 Chief Of Staff*	0	1	
	Q6 Registered Nurse/Staff-Inpatient Clinic#	8	2	
	K6 Hospitalist*	2	5	
	75 Nurse Practitioner#	6	6	
	0620 Practical Nurse	46	7	
	0180 Psychology	7	8	
	P1 Primary Care*	12	10	
	0603 Physician's Assistant	14	11	
	31 Psychiatry*	3	12	
	0660 Pharmacist	20	13	
	0668 Podiatrist	1	14	
	<i>Nonclinical</i>	0083 Police	17	3
		0679 Medical Support Assistance	75	4
0858 Biomedical Engineering		1	9	
0801 General Engineering		6	15	

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (529), Butler, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	51 Chief Of Staff*	1	1
	E3 Associate Chief of Staff Mental Health/Behavioral Science*	1	2
	E2 Associate Chief of Staff Geriatrics/Long Term Care*	1	3
	31 Psychiatry*	2	4
	58 Assistant Chief Of Staff*	1	5

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (542), Coatesville, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	14	1
	K6 Hospitalist*	0	2
	0640 Health Aid and Technician/Certified Respiratory Therapist	40	4
	0621 Nursing Assistant	72	5
	75 Nurse Practitioner#	4	6
<i>Nonclinical</i>	5402 Boiler Plant Operator	6	3
	0801 General Engineering	5	7
	1601 General Facilities and Equipment	4	8

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (562), Erie, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>K6 Hospitalist*</i>	5	1
	<i>P1 Primary Care*</i>	16	2
	<i>21 General Internal Medicine*</i>	4	3
	<i>0679 Medical Support Assistance</i>	70	6
	<i>0610 Nurse#</i>	176	8
	<i>87 Registered Nurse, Manager/Head Nurse#</i>	16	9
	<i>0858 Biomedical Engineering</i>	0	11
<i>Nonclinical</i>	<i>1601 General Facilities and Equipment</i>	1	4
	<i>0801 General Engineering</i>	4	5
	<i>0201 Human Resources Management</i>	12	7
	<i>5402 Boiler Plant Operator</i>	7	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (595), Lebanon, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	12	1
	P1 Primary Care*	26	2
	0603 Physician's Assistant	27	3
	75 Nurse Practitioner#	8	4
	88 Staff Nurse#	114	5
	30 Neurology*	0	6
	12 Urology*	5	7
	26 Pulmonary Diseases*	4	8
	7 Orthopedic Surgery*	4	9
	8 Otolaryngology*	1	10
	K8 Critical Care*	0	11
<i>Nonclinical</i>	0622 Medical Supply Aide and Technician	8	12
	0649 Medical Instrument Technician	17	13
	0858 Biomedical Engineering	2	14

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (642), Philadelphia, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0640 Health Aid and Technician/Certified Respiratory Therapist</i>	47	1
	<i>38 Radiology-Diagnostic*</i>	11	3
	<i>75 Nurse Practitioner#</i>	46	5
	<i>16 Emergency Medicine*</i>	16	6
	<i>0602 Medical Officer*</i>	113	.
<i>Nonclinical</i>	<i>0622 Medical Supply Aide and Technician</i>	25	2
	<i>0858 Biomedical Engineering</i>	4	4
	<i>0544 Civilian Pay</i>	4	7
	<i>5306 Air Conditioning Equipment Mechanic</i>	0	8
	<i>5402 Boiler Plant Operator</i>	4	9

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (646), Pittsburgh, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>E1 Associate Chief of Staff Extended Care*</i>	0	1
	<i>E3 Associate Chief of Staff Mental Health/Behavioral Science*</i>	0	2
	<i>CA Cardiology Non-Invasive*</i>	4	3
	<i>E4 Cardiovascular/Thoracic Surgeon*</i>	0	4
	<i>E6 Cardiology Non-Interventional*</i>	6	5
	<i>31 Psychiatry*</i>	39	6
	<i>E5 Neurosurgery*</i>	1	7
	<i>CB Anesthesiology Pain Management*</i>	0	8
	<i>K6 Hospitalist*</i>	16	9
	<i>CC Pain Management*</i>	0	10
	<i>R4 Vascular Surgery*</i>	2	11
	<i>1 Anesthesiology*</i>	10	12
	<i>CE Palliative Care*</i>	0	13
	<i>CF Dermatology Mohs*</i>	0	14
	<i>P9 Orthopedic*</i>	0	15
	<i>G9 Radiation Oncology*</i>	0	16
	<i>P8 Deputy Chief Of Staff*</i>	0	17
	<i>M9 Cardiology-Interventional*</i>	4	18
	<i>3 Gynecology*</i>	0	19
	<i>9 Plastic Surgery*</i>	2	20
	<i>11 Thoracic Surgery*</i>	2	21
	<i>12 Urology*</i>	2	22
	<i>17 Retinal Surgery*</i>	0	23
	<i>19 Infectious Diseases*</i>	5	24
	<i>20 Dermatology*</i>	2	25
	<i>0662 Optometrist</i>	5	26
	<i>23 Allergy & Immunology*</i>	0	27

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (646), Pittsburgh, PA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	51 Chief Of Staff*	0	28
	54 Associate Chief of Staff Research & Development*	1	29
	58 Assistant Chief Of Staff*	0	30
	61 Associate Chief of Staff/Quality Assurance*	0	31
	0601 General Health Science/Chiropractor	2	32
	0605 Nurse Anesthetist	31	33
	75 Nurse Practitioner#	42	34
	0601 General Health Science/Registered Respiratory Therapist	54	36
	88 Staff Nurse#	465	40
	0649 Medical Instrument Technician	30	46
	0621 Nursing Assistant	172	47
	0647 Diagnostic Radiologic Technologist	35	48
	0620 Practical Nurse	123	52
	0640 Health Aid and Technician/Certified Respiratory Therapist	3	53
	0620 Practical Nurse	123	52
	0640 Health Aid and Technician/Certified Respiratory Therapist	3	53
<i>Nonclinical</i>	5406 Utility Systems Operator	2	35
	0201 Human Resources Management	55	37
	0801 General Engineering	7	38
	0083 Police	53	39
	7404 Cook	10	41
	0505 Financial Management	0	42
	5306 Air Conditioning Equipment Mechanic	18	43
	4742 Utility Systems Repairer-Operator	11	44
	4206 Plumbing	12	45
	4804 Locksmithing	1	49
	3566 Custodial Worker	210	50
	7408 Food Service Worker	99	51
	4204 Pipefitting	3	54
	4607 Carpenter	8	55

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 04), (693), Wilkes-Barre, PA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	7	1
	P1 Primary Care*	6	2
	Q6 Registered Nurse/Staff-Inpatient Clinic#	16	3
	0603 Physician's Assistant	20	4
	40 Geriatrics*	1	5
	E6 Cardiology Non-Interventional*	2	6

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 05), (512), Baltimore, MD

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2017	Overall Rank of Shortages
Clinical	P1 Primary Care*	55	1
	0180 Psychology	162	2
	R3 Hematology/Oncology*	7	3
	29 Endocrinology And Metabolic Medicine*	2	4
	12 Urology*	2	5
	P9 Orthopedic*	1	6
	7 Orthopedic Surgery*	1	7
	27 Nephrology*	6	8
	25 Gastroenterology*	9	9
	CA Cardiology Non-Invasive*	6	10
	K8 Critical Care*	6	11
	E5 Neurosurgery*	1	12
	0668 Podiatrist	22	13
	0662 Optometrist	35	14
	30 Neurology*	23	15
	40 Geriatrics*	17	16
	2 Surgery*	5	17
	11 Thoracic Surgery*	0	18
	13 Physiatry*	1	19
	3 Gynecology*	0	20
	20 Dermatology*	6	21
	0648 Therapeutic Radiologic Technologist	5	22
	0633 Physical Therapist	33	23
	0647 Diagnostic Radiologic Technologist	48	24
	0660 Pharmacist	120	25
	0679 Medical Support Assistance	315	26
	45 Radiology-Interventional*	1	27
	0667 Orthotist and Prosthetist	3	28
	0631 Occupational Therapist	33	29
	0661 Pharmacy Technician	51	30

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 05), (512), Baltimore, MD (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>CB Anesthesiology Pain Management*</i>	0	31
	<i>38 Radiology-Diagnostic*</i>	7	32
	<i>0644 Medical Technologist</i>	61	33
	<i>0649 Medical Instrument Technician</i>	30	34
	<i>34 Advanced Geriatric Fellow*</i>	1	35
	<i>43 Pathology*</i>	7	36
	<i>28 Rheumatology*</i>	5	37
	<i>46 Nuclear Medicine*</i>	1	38
	<i>5 Medical Oncology*</i>	0	39
	<i>0185 Social Work</i>	300	40
	<i>18 Hematology*</i>	0	41
<i>Nonclinical</i>	<i>4742 Utility Systems Repairer-Operator</i>	26	42
	<i>5402 Boiler Plant Operator</i>	6	43
	<i>5409 Water Treatment Plant Operator</i>	4	44
	<i>0801 General Engineering</i>	26	45
	<i>0858 Biomedical Engineering</i>	3	46
	<i>5306 Air Conditioning Equipment Mechanic</i>	9	47
	<i>0201 Human Resources Management</i>	64	48
	<i>0083 Police</i>	71	49
	<i>7408 Food Service Worker</i>	168	50
	<i>0203 Human Resources Assistance</i>	25	51
	<i>5703 Motor Vehicle Operator</i>	17	52
	<i>3566 Custodial Worker</i>	257	53
	<i>0060 Chaplain</i>	20	54
	<i>1412 Technical Information Services</i>	7	55
	<i>77 Registered Nurse, Researcher/Doctor#</i>	1	56
	<i>61 Associate Chief of Staff/Quality Assurance*</i>	0	57

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 05), (517), Beckley, WV

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>K6 Hospitalist*</i>	1	1
	<i>P1 Primary Care*</i>	7	2
	<i>0602 Medical Officer*</i>	39	4
	<i>21 General Internal Medicine*</i>	1	5
	<i>0645 Medical Technician</i>	9	6
	<i>0180 Psychology</i>	2	7
	<i>31 Psychiatry*</i>	3	8
	<i>51 Chief Of Staff*</i>	1	9
	<i>38 Radiology-Diagnostic*</i>	2	10
	<i>26 Pulmonary Diseases*</i>	1	11
	<i>7 Orthopedic Surgery*</i>	1	12
	<i>CC Pain Management*</i>	1	13
<i>Nonclinical</i>	<i>5402 Boiler Plant Operator</i>	5	3

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 05), (540), Clarksburg, WV

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	68	1
	0603 Physician's Assistant	23	2
	0675 Medical Records Technician	12	3
	0610 Nurse#	236	4
	7 Orthopedic Surgery*	1	6
	1 Anesthesiology*	2	7
	2 Surgery*	3	8
	E6 Cardiology Non-Interventional*	2	9
	K6 Hospitalist*	3	10
	N1 Nurse Practitioner/Long Term Care#	3	11
	N5 Nurse Practitioner-Other#	3	12
	S4 Registered Nurse/Wound Care Specialist#	2	13
<i>Nonclinical</i>	0201 Human Resources Management	10	5

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 05), (581), Huntington, WV

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>K6 Hospitalist*</i>	4	1
	<i>E6 Cardiology Non-Interventional*</i>	2	2
	<i>31 Psychiatry*</i>	6	4
	<i>R3 Hematology/Oncology*</i>	1	5
	<i>27 Nephrology*</i>	1	6
	<i>16 Emergency Medicine*</i>	8	8
	<i>P1 Primary Care*</i>	8	9
	<i>38 Radiology-Diagnostic*</i>	4	10
	<i>26 Pulmonary Diseases*</i>	3	11
	<i>7 Orthopedic Surgery*</i>	2	12
	<i>25 Gastroenterology*</i>	1	13
	<i>30 Neurology*</i>	3	14
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	10	3
	<i>5402 Boiler Plant Operator</i>	6	7

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 05), (613), Martinsburg, WV

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>K6 Hospitalist*</i>	10	1
	<i>21 General Internal Medicine*</i>	27	2
	<i>31 Psychiatry*</i>	16	3
	<i>51 Chief Of Staff*</i>	0	5
	<i>0644 Medical Technologist</i>	23	6
	<i>38 Radiology-Diagnostic*</i>	3	7
	<i>75 Nurse Practitioner#</i>	14	8
	<i>0601 General Health Science/Registered Respiratory Therapist</i>	12	9
	<i>0620 Practical Nurse</i>	111	13
	<i>0647 Diagnostic Radiologic Technologist</i>	17	14
<i>Nonclinical</i>	<i>0858 Biomedical Engineering</i>	0	4
	<i>4742 Utility Systems Repairer-Operator</i>	13	10
	<i>0801 General Engineering</i>	8	11
	<i>1601 General Facilities and Equipment</i>	8	12

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 05), (688), Washington, DC

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0601 General Health Science/Expanded Dental Function</i>	45	1
	<i>0622 Medical Supply Aide and Technician</i>	0	3
	<i>0644 Medical Technologist</i>	36	4
	<i>0651 Respiratory Therapist</i>	1	5
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	19	2
	<i>0083 Police</i>	27	.
	<i>0260 Equal Employment Opportunity</i>	3	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (558), Durham, NC

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	39	1
	<i>N9 Cardiac Electrophysiology*</i>	5	2
	<i>31 Psychiatry*</i>	47	3
	<i>E6 Cardiology Non-Interventional*</i>	1	4
	<i>G9 Radiation Oncology*</i>	1	5
	<i>E5 Neurosurgery*</i>	3	6
	<i>16 Emergency Medicine*</i>	14	7
	<i>CA Cardiology Non-Invasive*</i>	11	8
	<i>R3 Hematology/Oncology*</i>	11	9
	<i>7 Orthopedic Surgery*</i>	10	10
	<i>25 Gastroenterology*</i>	14	11
	<i>N4 Nurse Practitioner Mental Health Substance Use Disorder#</i>	3	12
	<i>Q6 Registered Nurse/Staff-Inpatient Clinic#</i>	17	13
	<i>12 Urology*</i>	10	14
	<i>30 Neurology*</i>	14	15
	<i>6 Ophthalmology*</i>	16	16
	<i>10 Colon & Rectal Surgery*</i>	1	17
	<i>20 Dermatology*</i>	7	18
	<i>39 Radiology-Therapeutic*</i>	2	19
	<i>2 Surgery*</i>	13	20
	<i>M9 Cardiology-Interventional*</i>	5	21
	<i>K9 Mohs Surgery*</i>	0	22
	<i>1 Anesthesiology*</i>	12	23
	<i>47 Research-Career Development*</i>	3	24
	<i>82 Registered Nurse, Senior Leadership#</i>	7	25
	<i>88 Staff Nurse#</i>	411	26
	<i>0180 Psychology</i>	54	27
	<i>0620 Practical Nurse</i>	122	28

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (558), Durham, NC (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0621 Nursing Assistant	121	29
	0644 Medical Technologist	49	30
	0647 Diagnostic Radiologic Technologist	52	31
	0649 Medical Instrument Technician	55	32
	0645 Medical Technician	32	36
	1306 Health Physics	2	38
	0662 Optometrist	7	41
	74 Registered Nurse, Infection Control#	1	42
	77 Registered Nurse, Researcher/Doctor#	1	43
	S4 Registered Nurse/Wound Care Specialist#	2	44
	S2 Registered Nurse Informatics#	8	45
	51 Chief Of Staff*	1	46
	11 Thoracic Surgery*	3	47
	9 Plastic Surgery*	4	48
	8 Otolaryngology*	5	49
	58 Assistant Chief Of Staff*	1	50
	0602 Medical Officer*	382	.
<i>Nonclinical</i>	0858 Biomedical Engineering	2	33
	0083 Police	30	34
	0346 Logistics Management	1	35
	1160 Financial Analysis	1	37
	0203 Human Resources Assistance	7	39
	0201 Human Resources Management	30	40

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (565), Fayetteville, NC

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	10	1
	<i>31 Psychiatry*</i>	3	2
	<i>K8 Critical Care*</i>	0	3
	<i>2 Surgery*</i>	3	4
	<i>0645 Medical Technician</i>	21	6
	<i>0633 Physical Therapist</i>	11	7
	<i>0631 Occupational Therapist</i>	2	8
	<i>0180 Psychology</i>	5	.
	<i>0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant</i>	17	.
	<i>0640 Health Aid and Technician/Certified Respiratory Therapist</i>	1	.
	<i>0644 Medical Technologist</i>	38	.
	<i>0662 Optometrist</i>	6	.
	<i>0667 Orthotist and Prosthetist</i>	1	.
	<i>1 Anesthesiology*</i>	3	.
	<i>12 Urology*</i>	3	.
	<i>16 Emergency Medicine*</i>	3	.
	<i>19 Infectious Diseases*</i>	2	.
	<i>20 Dermatology*</i>	1	.
	<i>25 Gastroenterology*</i>	4	.
	<i>26 Pulmonary Diseases*</i>	2	.
	<i>27 Nephrology*</i>	1	.
	<i>30 Neurology*</i>	3	.
	<i>4 Pain Management/Physical Medicine and Rehabilitation*</i>	0	.
	<i>6 Ophthalmology</i>	4	.
	<i>7 Orthopedic Surgery*</i>	2	.
	<i>8 Otolaryngology*</i>	1	.
	<i>CA Cardiology Non-Invasive*</i>	1	.
	<i>E4 Cardiovascular/Thoracic Surgeon*</i>	0	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (565), Fayetteville, NC (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>E9 Compensation/Pension*</i>	24	.
	<i>H9 Women Veterans Health Fellow*</i>	2	.
	<i>K6 Hospitalist*</i>	9	.
	<i>M9 Cardiology-Interventional*</i>	0	.
	<i>Q6 Registered Nurse/Staff-Inpatient Clinic#</i>	16	.
	<i>Q9 Sleep Medicine*</i>	1	.
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	21	5
	<i>4206 Plumbing</i>	2	9
	<i>5306 Air Conditioning Equipment Mechanic</i>	1	10
	<i>0301 Miscellaneous Administration and Program</i>	31	.
	<i>0308 Records and Information Management</i>	0	.
	<i>0382 Telephone Operating</i>	2	.
	<i>1008 Interior Design</i>	0	.
	<i>4204 Pipefitting</i>	1	.
<i>4607 Carpenter</i>	1	.	

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (590), Hampton, VA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	16	1
	<i>25 Gastroenterology*</i>	2	2
	<i>0631 Occupational Therapist</i>	4	3
	<i>0633 Physical Therapist</i>	5	4
	<i>4 Pain Management/Physical Medicine and Rehabilitation*</i>	2	7
	<i>0602 Medical Officer*</i>	127	.
	<i>0668 Podiatrist</i>	2	.
	<i>13 Physiatry*</i>	0	.
	<i>R3 Hematology/Oncology*</i>	2	.
	<i>R4 Vascular Surgery*</i>	3	.
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	12	5
	<i>0083 Police</i>	11	6
	<i>5306 Air Conditioning Equipment Mechanic</i>	3	8
	<i>7408 Food Service Worker</i>	32	9
	<i>3566 Custodial Worker</i>	100	10
	<i>1001 General Arts and Information</i>	1	.
	<i>4204 Pipefitting</i>	1	.
	<i>5026 Pest Controller</i>	1	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (637), Asheville, NC

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	25 Gastroenterology*	2	1
	0668 Podiatrist	1	6
	0620 Practical Nurse	126	7
	Q9 Sleep Medicine*	1	8
	R3 Hematology/Oncology*	1	9
	30 Neurology*	2	10
<i>Nonclinical</i>	3566 Custodial Worker	60	2
	0201 Human Resources Management	18	3
	0083 Police	18	4
	7408 Food Service Worker	34	5

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (652), Richmond, VA

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2017	Overall Rank of Shortages
Clinical	E5 Neurosurgery*	5	1
	R3 Hematology/Oncology CF Dermatology Mohs*	3	2
	CF Dermatology Mohs*	2	3
	M9 Cardiology-Interventional*	3	4
	88 Staff Nurse#	496	5
	K6 Hospitalist*	25	6
	Q1 Registered Nurse/Staff-Outpatient#	107	7
	Q2 ED Register Nurse/Staff-Mixed#	53	8
	86 Registered Nurse, Shift Supervisor#	3	9
	CA Cardiology Non-Invasive*	4	10
	87 Registered Nurse, Manager/Head Nurse#	33	11
	7 Orthopedic Surgery*	3	12
	8 Otolaryngology*	6	13
	20 Dermatology*	5	14
	K8 Critical Care*	8	15
	E6 Cardiology Non-Interventional*	6	16
	P1 Primary Care*	47	17
	0647 Diagnostic Radiologic Technologist	53	18
	E7 Radiology (Nuclear)*	0	19
	23 Allergy & Immunology*	0	20
	25 Gastroenterology*	11	21
	37 Advanced Spinal Cord Fellow*	1	22
	38 Radiology-Diagnostic*	14	23
	40 Geriatrics*	9	24
	31 Psychiatry*	49	25
	0180 Psychology	50	26
	0610 Nurse#	41	27
	45 Radiology-Interventional*	6	31

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (652), Richmond, VA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	CB Anesthesiology Pain Management*	5	32
	27 Nephrology*	4	33
	6 Ophthalmology*	9	34
	0601 General Health Science/Therapeutic Medical Physicist	2	35
	0631 Occupational Therapist	38	36
	0620 Practical Nurse	15	37
	0648 Therapeutic Radiologic Technologist	7	38
	0649 Medical Instrument Technician	38	39
	0651 Respiratory Therapist	22	40
	0665 Speech Pathology and Audiology	13	41
	N9 Cardiac Electrophysiology*	2	42
	0642 Nuclear Medicine Technician	4	44
	0645 Medical Technician	4	45
	0682 Dental Hygiene	3	49
	0601 General Health Science/Registered Respiratory Therapist	26	52
	0640 Health Aid and Technician/Certified Respiratory Therapist	11	53
<i>Nonclinical</i>	0201 Human Resources Management	23	28
	1105 Purchasing	9	29
	5406 Utility Systems Operator	7	30
	3566 Custodial Worker	105	43
	1658 Laundry and Dry Cleaning Plant Management	0	46
	4742 Utility Systems Repairer-Operator	1	47
	0679 Medical Support Assistance	240	48
	7304 Laundry Working	38	50
	7305 Laundry Machine Operating	7	51

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (658), Salem, VA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	88 Staff Nurse#	193	1
	P1 Primary Care*	16	2
	21 General Internal Medicine*	11	3
	25 Gastroenterology*	3	4
	12 Urology*	2	5
	7 Orthopedic Surgery*	3	6
	16 Emergency Medicine*	7	7
	2 Surgery*	4	8
	31 Psychiatry*	24	9
	0649 Medical Instrument Technician	18	11
<i>Nonclinical</i>	0201 Human Resources Management	16	10
	0083 Police	12	12

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 06), (659), Salisbury, NC

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	33	1
	25 Gastroenterology*	6	2
	7 Orthopedic Surgery*	5	3
	K6 Hospitalist*	11	5
	0645 Medical Technician	36	6
	30 Neurology*	6	8
	17 Retinal Surgery*	1	9
	8 Otolaryngology*	5	10
	26 Pulmonary Diseases*	7	11
	27 Nephrology*	5	12
	12 Urology*	7	15
	28 Rheumatology*	2	17
	0602 Medical Officer*	244	.
<i>Nonclinical</i>	0201 Human Resources Management	27	4
	3566 Custodial Worker	91	7
	7404 Cook	16	13
	0083 Police	31	14
	7408 Food Service Worker	33	16
	0343 Management and Program Analysis	7	18
	0858 Biomedical Engineering	2	19

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (508), Decatur, GA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	30 Neurology*	11	1
	82 Registered Nurse, Senior Leader#	8	2
	Q2 ED Register Nurse/Staff-Mixed#	55	3
	Q1 Registered Nurse/Staff-Outpatient#	244	4
	0679 Medical Support Assistance	353	5
	0622 Medical Supply Aide and Technician	27	6
	16 Emergency Medicine*	19	8
	Q6 Registered Nurse/Staff-Inpatient Clinic#	15	9
	88 Staff Nurse#	298	10
	0633 Physical Therapist	20	11
	44 Physical Medicine & Rehabilitation*	8	12
	75 Nurse Practitioner#	16	13
	K6 Hospitalist*	13	14
	R3 Hematology/Oncology*	2	15
	R4 Vascular Surgery*	1	16
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	14	17
	N1 Nurse Practitioner/Long Term Care#	11	18
	N5 Nurse Practitioner-Other#	34	19
	9 Plastic Surgery*	1	20
	11 Thoracic Surgery*	1	21
	25 Gastroenterology*	10	22
	43 Pathology*	5	23
	0668 Podiatrist	15	24
	N2 Nurse Practitioner/Women's Health#	1	27
	N3 Nurse Practitioner-Polytrauma/Rehabilitation#	3	28
	0644 Medical Technologist	41	29
	Q3 Registered Nurse-Telephone Triage#	36	30
	0648 Therapeutic Radiologic Technologist	6	31
	0649 Medical Instrument Technician	63	32
	0647 Diagnostic Radiologic Technologist	43	33

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (508), Decatur, GA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	1 Anesthesiology*	15	34
	2 Surgery*	10	35
	74 Registered Nurse, Infection Control#	3	36
	7 Orthopedic Surgery*	8	39
	8 Otolaryngology*	5	40
	6 Ophthalmology*	19	41
	3 Gynecology	5	42
	12 Urology*	4	43
	18 Hematology*	6	44
	20 Dermatology*	12	45
	19 Infectious Diseases*	5	46
	26 Pulmonary Diseases*	11	47
	27 Nephrology*	7	48
	28 Rheumatology*	3	49
	29 Endocrinology And Metabolic Medicine*	10	50
	0858 Biomedical Engineering	3	52
	38 Radiology-Diagnostic*	17	54
	40 Geriatrics*	13	55
	23 Allergy & Immunology*	1	56
	M9 Cardiology-Interventional*	1	57
	Q9 Sleep Medicine*	1	58
	E6 Cardiology Non-Interventional*	8	59
	E4 Cardiovascular/Thoracic Surgeon*	2	60
	E5 Neurosurgery*	2	61
	CA Cardiology Non-Invasive*	1	62
	46 Nuclear Medicine*	5	63
	0605 Nurse Anesthetist	15	64
	0675 Medical Records Technician	32	67
	0680 Dental Officer	24	68
	0180 Psychology	109	69

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (508), Decatur, GA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0185 Social Work</i>	285	70
	<i>0631 Occupational Therapist</i>	10	71
	<i>0660 Pharmacist</i>	97	72
	<i>0661 Pharmacy Technician</i>	55	73
	<i>0665 Speech Pathology and Audiology</i>	26	74
	<i>0681 Dental Assistant</i>	28	75
	<i>0682 Dental Hygiene</i>	6	76
	<i>0630 Dietitian and Nutritionist</i>	24	77
	<i>0101 Social Science/Licensed Professional Mental Health Counselor</i>	16	78
	<i>0640 Health Aid and Technician/Certified Respiratory Therapist</i>	110	79
	<i>0186 Social Services Aid and Assistant</i>	0	82
	<i>0189 Recreation Aid and Assistant</i>	0	83
	<i>0645 Medical Technician</i>	53	86
	<i>0651 Respiratory Therapist</i>	1	87
	<i>0640 Health Aid and Technician (Title 5)</i>	110	88
	<i>0601 General Health Science (Title 5)</i>	68	.
<i>Nonclinical</i>	<i>0801 General Engineering</i>	6	7
	<i>3566 Custodial Worker</i>	129	25
	<i>0201 Human Resources Management</i>	62	26
	<i>5703 Motor Vehicle Operator</i>	49	37
	<i>0501 Financial Administration and Program</i>	0	38
	<i>0510 Accounting</i>	0	51
	<i>0083 Police</i>	104	53
	<i>0511 Auditing</i>	0	65
	<i>1101 General Business and Industry</i>	18	66
	<i>0101 Social Science (Title 5)</i>	16	80
	<i>0102 Social Science Aid and Technician</i>	25	81
	<i>7404 Cook</i>	19	84
	<i>7408 Food Service Worker</i>	63	85

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (509), Augusta, GA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0610 Nurse#	593	1
	S4 Registered Nurse/Wound Care Specialist#	3	2
	88 Staff Nurse#	394	3
	7 Orthopedic Surgery*	3	5
	E5 Neurosurgery*	1	6
	26 Pulmonary Diseases*	3	7
<i>Nonclinical</i>	0201 Human Resources Management	21	4
	0858 Biomedical Engineering	0	8
	5402 Boiler Plant Operator	1	9
	4102 Painting	3	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (521), Birmingham, AL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	294	1
	0610 Nurse#	581	2
	K6 Hospitalist*	6	3
	P1 Primary Care*	12	4
	0631 Occupational Therapist	9	6
	0633 Physical Therapist	14	7
	0180 Psychology	40	8
	0644 Medical Technologist	39	9
	0682 Dental Hygiene	3	10
	0680 Dental Officer	11	11
	0603 Physician's Assistant	8	12
<i>Nonclinical</i>	0201 Human Resources Management	24	5

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (534), Charleston, SC

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>G9 Radiation Oncology*</i>	0	1
	<i>E7 Radiology (Nuclear)*</i>	1	2
	<i>10 Colon & Rectal Surgery*</i>	1	3
	<i>18 Hematology*</i>	1	4
	<i>45 Radiology-Interventional*</i>	3	5
	<i>0180 Psychology</i>	78	.
	<i>0181 Psychology Aid and Technician</i>	4	.
	<i>0603 Physician's Assistant</i>	29	.
	<i>0645 Medical Technician</i>	2	.
	<i>0646 Pathology Technician</i>	3	.
	<i>6 Ophthalmology*</i>	11	.
	<i>7 Orthopedic Surgery*</i>	6	.
	<i>8 Otolaryngology*</i>	8	.
	<i>9 Plastic Surgery*</i>	4	.
	<i>N4 Nurse Practitioner Mental Health Substance Use Disorder#</i>	2	.
	<i>R3 Hematology/Oncology*</i>	3	.
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	21	6
	<i>3566 Custodial Worker</i>	151	7
	<i>0083 Police</i>	17	8
	<i>0819 Environmental Engineering</i>	0	9
	<i>5406 Utility Systems Operator</i>	3	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (544), Columbia, SC

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	26	1
	0180 Psychology	41	2
	0647 Diagnostic Radiologic Technologist	41	3
	R4 Vascular Surgery*	1	4
	1 Anesthesiology*	5	5
	11 Thoracic Surgery*	1	6
	13 Physiatry*	3	7
	20 Dermatology*	1	8
	4 Pain Management/Physical Medicine and Rehabilitation*	1	9
	0680 Dental Officer	11	10
	0603 Physician's Assistant	20	11
	0668 Podiatrist	5	12
	0631 Occupational Therapist	13	13
	0633 Physical Therapist	19	14
	0638 Recreation/Creative Arts Therapist	2	16
	P9 Orthopedic*	3	.
<i>Nonclinical</i>	0201 Human Resources Management	22	15
	0675 Medical Records Technician	35	17

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (557), Dublin, GA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	82	1
	0610 Nurse#	280	2
	0180 Psychology	19	3
	0185 Social Work	75	4
	0679 Medical Support Assistance	95	5
	0662 Optometrist	8	8
	0668 Podiatrist	5	9
	0644 Medical Technologist	18	10
	0665 Speech Pathology and Audiology	13	12
	0622 Medical Supply Aide and Technician	9	16
	0645 Medical Technician	7	19
	0603 Physician's Assistant	5	.
	0605 Nurse Anesthetist	3	.
	12 Urology*	2	.
	16 Emergency Medicine*	2	.
	21 General Internal Medicine*	18	.
	31 Psychiatry*	11	.
	40 Geriatrics*	1	.
	49 Family Practice*	11	.
	50 Admitting Physician*	1	.
	51 Chief Of Staff*	1	.
	75 Nurse Practitioner#	30	.
	88 Staff Nurse#	191	.
	K6 Hospitalist*	2	.
	P1 Primary Care*	3	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (557), Dublin, GA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>0083 Police</i>	17	6
	<i>0673 Hospital Housekeeping Management</i>	1	7
	<i>0201 Human Resources Management</i>	12	11
	<i>0341 Administrative Officer</i>	8	13
	<i>0503 Financial Clerical and Assistance</i>	0	14
	<i>0544 Civilian Pay</i>	4	15
	<i>0511 Auditing</i>	1	17
	<i>0561 Budget Clerical and Assistance</i>	2	18
	<i>0998 Claims Assistance and Examining</i>	8	20
	<i>0203 Human Resources Assistance</i>	4	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (619), Montgomery, AL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	15	1
	0180 Psychology	25	2
	26 Pulmonary Diseases*	0	3
	K6 Hospitalist*	3	4
	13 Physiatry*	0	5
	0633 Physical Therapist	5	6
	25 Gastroenterology*	0	7
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	7	8
	30 Neurology*	1	9
	51 Chief Of Staff*	0	10
	0602 Medical Officer*	93	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 07), (679), Tuscaloosa, AL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	41 Pain Management/Anesthesiology*	0	1
	38 Radiology-Diagnostic*	0	2
	P7 Pharmacist Executive*	0	5
	31 Psychiatry*	13	6
	K6 Hospitalist*	4	7
	0602 Medical Officer*	32	.
<i>Nonclinical</i>	0858 Biomedical Engineering	0	3
	0201 Human Resources Management	11	4

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 08), (516), Bay Pines, FL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	85	1
	<i>31 Psychiatry*</i>	44	2
	<i>0180 Psychology</i>	69	3
	<i>0644 Medical Technologist</i>	48	4
<i>Nonclinical</i>	<i>0622 Medical Supply Aide and Technician</i>	57	5
	<i>4742 Utility Systems Repairer-Operator</i>	13	6
	<i>4204 Pipefitting</i>	7	7
	<i>0201 Human Resources Management</i>	43	8
	<i>0801 General Engineering</i>	7	9
	<i>0671 Health System Specialist</i>	8	10
	<i>0690 Industrial Hygiene</i>	0	11
	<i>3566 Custodial Worker</i>	191	12
	<i>3703 Welding</i>	1	13
	<i>5306 Air Conditioning Equipment Mechanic</i>	12	14
	<i>4804 Locksmithing</i>	0	15
	<i>5409 Water Treatment Plant Operator</i>	1	16
	<i>7408 Food Service Worker</i>	57	17
	<i>7404 Cook</i>	10	18

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 08), (546), Miami, FL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>E4 Cardiovascular/Thoracic Surgeon*</i>	5	1
	<i>7 Orthopedic Surgery*</i>	4	2
	<i>0622 Medical Supply Aide and Technician</i>	20	3
	<i>R3 Hematology/Oncology*</i>	4	4
	<i>E5 Neurosurgery*</i>	0	5
	<i>0620 Practical Nurse</i>	131	6
	<i>0621 Nursing Assistant</i>	117	7
	<i>Q2 ED Register Nurse/Staff-Mixed#</i>	51	8
	<i>Q1 Registered Nurse/Staff-Outpatient#</i>	96	9
	<i>Q6 Registered Nurse/Staff-Inpatient Clinic#</i>	28	10
	<i>0602 Medical Officer*</i>	284	.
	<i>0649 Medical Instrument Technician</i>	47	.
	<i>12 Urology*</i>	1	.
	<i>88 Staff Nurse#</i>	219	.
<i>Nonclinical</i>	<i>0679 Medical Support Assistance</i>	223	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 08), (548), West Palm Beach, FL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	20	1
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	1	2
	20 Dermatology*	2	3
	3 Gynecology*	0	4
	0601 General Health Science/Therapeutic Medical Physicist	1	5
	0679 Medical Support Assistance	145	6
	7 Orthopedic Surgery*	4	7
	1306 Health Physics	1	10
	S4 Registered Nurse/Wound Care Specialist#	1	13
	74 Registered Nurse, Infection Control#	1	14
	F7 Quality Management Coordinator#	1	15
	S2 Registered Nurse Informatics#	2	16
	0602 Medical Officer*	192	.
<i>Nonclinical</i>	0801 General Engineering	4	8
	0201 Human Resources Management	22	9
	0858 Biomedical Engineering	1	11
	0671 Health System Specialist	10	12
	0018 Safety and Occupational Health Management	2	17
	0560 Budget Analysis	3	18
	1008 Interior Design	1	19
	1035 Public Affairs	1	20

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 08), (573), Gainesville, FL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0605 Nurse Anesthetist	8	1
	75 Nurse Practitioner#	45	2
	88 Staff Nurse#	436	3
	31 Psychiatry*	62	5
	0180 Psychology	52	6
	P1 Primary Care	74	7
	0620 Practical Nurse	226	9
	0647 Diagnostic Radiologic Technologist	117	12
	13 Physiatry*	1	13
	20 Dermatology*	4	14
	0631 Occupational Therapist	25	18
	0633 Physical Therapist	28	19
	12 Urology*	8	.
<i>Nonclinical</i>	0675 Medical Records Technician	41	4
	0858 Biomedical Engineering	6	8
	0801 General Engineering	7	10
	0640 Health Aid and Technician (Title 5)	191	11
	3566 Custodial Worker	287	15
	0644 Medical Technologist	93	16
	0201 Human Resources Management	45	17

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 08), (672), San Juan, PR

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>E4 Cardiovascular/Thoracic Surgeon*</i>	0	1
	<i>E5 Neurosurgery*</i>	3	2
	<i>G9 Radiation Oncology*</i>	1	3
	<i>P9 Orthopedic*</i>	0	4
	<i>K8 Critical Care*</i>	5	5
	<i>0660 Pharmacist</i>	93	6
	<i>M9 Cardiology-Interventional*</i>	1	7
	<i>27 Nephrology*</i>	5	8
	<i>0601 General Health Science/Therapeutic Medical Physicist</i>	1	9
	<i>0648 Therapeutic Radiologic Technologist</i>	5	10
	<i>0640 Health Aid and Technician/Certified Respiratory Therapist</i>	129	11
	<i>43 Pathology*</i>	5	12
	<i>S4 Registered Nurse/Wound Care Specialist#</i>	3	13
	<i>N9 Cardiac Electrophysiology*</i>	0	15
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	36	14

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 08), (673), Tampa, FL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0610 Nurse#	1242	2
	E4 Cardiovascular/Thoracic Surgeon*	2	3
	0679 Medical Support Assistance	348	5
	0622 Medical Supply Aide and Technician	44	6
	16 Emergency Medicine*	19	8
	0621 Nursing Assistant	205	9
	0602 Medical Officer *	428	.
<i>Nonclinical</i>	3566 Custodial Worker	184	1
	0083 Police	66	4
	7408 Food Service Worker	82	7
	0801 General Engineering	7	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 08), (675), Orlando, FL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	9 Cardiac Electrophysiology*	0	1
	S4 Registered Nurse/Wound Care Specialist#	4	2
	R3 Hematology/Oncology*	7	3
	25 Gastroenterology*	6	4
	31 Psychiatry*	44	5
	8 Otolaryngology*	3	6
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	4	7
	Q1 Registered Nurse/Staff-Outpatient#	442	8
	88 Staff Nurse#	183	9
<i>Nonclinical</i>	7408 Food Service Worker	100	10
	3566 Custodial Worker	132	11
	0201 Human Resources Management	32	12
	0679 Medical Support Assistance	338	13
	0083 Police	40	14

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 09), (596), Lexington, KY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	172	1
	0610 Nurse#	458	2
	0622 Medical Supply Aide and Technician	21	4
	0660 Pharmacist	63	6
	0647 Diagnostic Radiologic Technologist	29	8
	0644 Medical Technologist	40	9
	0633 Physical Therapist	16	10
	1 Anesthesiology*	9	.
	2 Surgery*	16	.
	40 Geriatrics*	2	.
<i>Nonclinical</i>	0201 Human Resources Management	16	3
	3566 Custodial Worker	81	5
	0675 Medical Records Technician	94	7

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 09), (603), Louisville, KY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	32	1
	<i>0644 Medical Technologist</i>	37	2
	<i>N5 Nurse Practitioner-Other#</i>	33	5
	<i>7 Orthopedic Surgery*</i>	2	6
	<i>30 Neurology*</i>	1	8
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	20	3
	<i>0083 Police</i>	17	4
	<i>0675 Medical Records Technician</i>	13	7
	<i>3566 Custodial Worker</i>	56	9
	<i>0318 Secretary</i>	13	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 09), (614), Memphis, TN

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>CH Inpatient Nurse#</i>	0	1
	<i>Q1 Registered Nurse/Staff-Outpatient#</i>	2	2
	<i>22 Internal Medicine*</i>	0	3
	<i>50 Admitting Physician*</i>	0	4
	<i>16 Emergency Medicine*</i>	3	6
	<i>K6 Hospitalist*</i>	6	7
	<i>K8 Critical Care*</i>	0	8
	<i>7 Orthopedic Surgery*</i>	1	10
	<i>CC Pain Management*</i>	0	11
	<i>P9 Orthopedic*</i>	0	12
	<i>5 Medical Oncology*</i>	0	13
	<i>10 Colon & Rectal Surgery*</i>	0	14
	<i>13 Physiatry*</i>	0	15
	<i>G9 Radiation Oncology*</i>	0	16
	<i>CE Palliative Care*</i>	0	17
	<i>4 Pain Management/Physical Medicine and Rehabilitation*</i>	0	18
	<i>CB Anesthesiology Pain Management*</i>	0	19
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	23	5
	<i>0203 Human Resources Assistance</i>	10	9
	<i>3566 Custodial Worker</i>	102	20
	<i>0303 Miscellaneous Clerk and Assistant</i>	69	21
	<i>0083 Police</i>	24	22

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 09), (621), Mountain Home, TN

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	12 Urology*	4	1
	K8 Critical Care*	1	2
	30 Neurology*	3	3
	25 Gastroenterology*	7	4
	R4 Vascular Surgery*	2	5
	6 Ophthalmology*	2	6
	P1 Primary Care*	43	7
	20 Dermatology*	1	8
	7 Orthopedic Surgery*	7	9
	CC Pain Management*	2	10
	K6 Hospitalist*	15	11
	31 Psychiatry*	26	12
	E6 Cardiology Non-Interventional*	5	13
	M9 Cardiology-Interventional*	4	14
	8 Otolaryngology*	0	15
	Q9 Sleep Medicine*	0	16
	16 Emergency Medicine*	6	17
	E5 Neurosurgery*	0	18
	27 Nephrology*	4	19
	28 Rheumatology*	1	20
	26 Pulmonary Diseases*	4	21
	21 General Internal Medicine*	9	22
	2 Surgery*	7	23
	G9 Radiation Oncology*	2	24
	R3 Hematology/Oncology*	3	25
	0180 Psychology	45	26
	0631 Occupational Therapist	6	28
	0648 Therapeutic Radiologic Technologist	4	30

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 09), (621), Mountain Home, TN (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0601 General Health Science/Therapeutic Medical Physicist</i>	1	31
	<i>0649 Medical Instrument Technician</i>	17	32
	<i>0622 Medical Supply Aide and Technician</i>	25	35
	<i>0601 General Health Science (Title 5)</i>	0	36
	<i>0668 Podiatrist</i>	4	37
	<i>0602 Medical Officer*</i>	188	.
<i>Nonclinical</i>	<i>0675 Medical Records Technician</i>	18	27
	<i>0201 Human Resources Management</i>	16	29
	<i>1601 General Facilities and Equipment</i>	10	33
	<i>0203 Human Resources Assistance</i>	6	34
	<i>0858 Biomedical Engineering</i>	1	38
	<i>3566 Custodial Worker</i>	75	39
	<i>4749 Maintenance Mechanic</i>	26	40

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 09), (626), Nashville, TN

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	16 Emergency Medicine*	34	1
	31 Psychiatry*	50	2
	88 Staff Nurse#	401	3
	0649 Medical Instrument Technician	47	4
	6 Ophthalmology*	16	5
	0602 Medical Officer*	457	.
	0610 Nurse#	1015	.
	0620 Practical Nurse	223	.
	0621 Nursing Assistant	140	.
	0622 Medical Supply Aide and Technician	37	.
	0640 Health Aid and Technician (Title 5)	104	.
	0644 Medical Technologist	68	.
	1 Anesthesiology*	25	.
	20 Dermatology*	5	.
	43 Pathology*	6	.
	CA Cardiology Non-Invasive*	1	.
	P1 Primary Care*	42	.
<i>Nonclinical</i>	0083 Police	57	6
	0560 Budget Analysis	5	7
	3566 Custodial Worker	129	8
	4204 Pipefitting	5	9
	0303 Miscellaneous Clerk and Assistant	162	10
	7404 Cook	15	.
	7408 Food Service Worker	67	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (506), Ann Arbor, MI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0610 Nurse#</i>	557	1
	<i>0620 Practical Nurse</i>	92	2
	<i>0649 Medical Instrument Technician</i>	52	3
	<i>0644 Medical Technologist</i>	40	4
	<i>0621 Nursing Assistant</i>	55	5
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	15	6
	<i>0505 Financial Management</i>	2	7
	<i>0801 General Engineering</i>	7	8
	<i>1105 Purchasing</i>	4	9
	<i>0083 Police</i>	18	10
	<i>0622 Medical Supply Aide and Technician</i>	26	11

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (515), Battle Creek, MI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	27	1
	0633 Physical Therapist	11	2
	Q6 Registered Nurse/Staff-Inpatient Clinic#	36	3
	0644 Medical Technologist	13	4
	0645 Medical Technician	10	5

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (538), Chillicothe, OH

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	10	1
	CA Cardiology Non-Invasive*	1	2
	12 Urology*	0	3
	26 Pulmonary Diseases*	1	4
	4 Pain Management/Physical Medicine and Rehabilitation*	1	5
	0644 Medical Technologist	9	6
	16 Emergency Medicine*	5	8
<i>Nonclinical</i>	4805 Medical Equipment Repairing	1	7

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (539), Cincinnati, OH

<i>Clinical/Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	88 Staff Nurse#	247	1
	P1 Primary Care*	38	3
<i>Nonclinical</i>	0675 Medical Records Technician	20	2
	0201 Human Resources Management	26	4

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (541), Cleveland, OH

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	7	1
	<i>31 Psychiatry*</i>	41	2
	<i>12 Urology*</i>	12	3
	<i>R3 Hematology/Oncology*</i>	4	4
	<i>K6 Hospitalist*</i>	16	6
	<i>0622 Medical Supply Aide and Technician</i>	35	7
	<i>0601 General Health Science/Therapeutic Medical Physicist</i>	1	9
<i>Nonclinical</i>	<i>0544 Civilian Pay</i>	7	5
	<i>3566 Custodial Worker</i>	145	8
	<i>7408 Food Service Worker</i>	106	10
	<i>0083 Police</i>	27	11

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (552), Dayton, OH

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	15	1
	E6 Cardiology Non-Interventional*	2	2
	25 Gastroenterology*	2	3
	CF Dermatology Mohs*	0	4
	20 Dermatology*	2	5
	16 Emergency Medicine*	7	6
	4 Pain Management/Physical Medicine and Rehabilitation*	1	7
	12 Urology*	2	8
	G9 Radiation Oncology*	1	9
	P1 Primary Care*	31	10
	0631 Occupational Therapist	7	11
	0633 Physical Therapist	16	12
	32 Anatomic Pathology*	2	13
	33 Clinical Pathology*	0	14
	27 Nephrology*	3	15
	8 Otolaryngology*	1	16
	6 Ophthalmology*	2	17
	P9 Orthopedic*	0	18
	40 Geriatrics*	0	19
	43 Pathology*	1	20
	0680 Dental Officer	12	21
	0630 Dietitian and Nutritionist	15	22
	0640 Health Aid and Technician/Certified Respiratory Therapist	5	23
	0644 Medical Technologist	25	24
	0647 Diagnostic Radiologic Technologist	36	25
	0649 Medical Instrument Technician	20	26
	0660 Pharmacist	41	27
	0675 Medical Records Technician	15	29

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (552), Dayton, OH (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0403 Microbiology</i>	1	32
	<i>0645 Medical Technician</i>	18	34
	<i>1320 Chemistry</i>	1	36
<i>Nonclinical</i>	<i>0669 Medical Records Administration</i>	1	28
	<i>0201 Human Resources Management</i>	26	30
	<i>0203 Human Resources Assistance</i>	6	31
	<i>0622 Medical Supply Aide and Technician</i>	16	33
	<i>0646 Pathology Technician</i>	2	35

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (553), Detroit, MI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	1	1
	88 Staff Nurse#	175	2
	K6 Hospitalist*	9	3
	0679 Medical Support Assistance	169	6
	R4 Vascular Surgery*	0	7
	Q6 Registered Nurse/Staff-Inpatient Clinic#	25	8
	19 Infectious Diseases*	3	9
	20 Dermatology*	12	10
	21 General Internal Medicine*	15	11
	22 Internal Medicine*	1	12
	25 Gastroenterology*	5	13
	26 Pulmonary Diseases*	11	14
	27 Nephrology*	5	15
	E6 Cardiology Non-Interventional*	4	16
	29 Endocrinology And Metabolic Medicine*	1	17
	30 Neurology*	6	18
	31 Psychiatry*	25	19
	38 Radiology-Diagnostic*	10	20
	41 Pain Management/Anesthesiology*	0	21
	0605 Nurse Anesthetist	7	22
	M1 Registered Nurse, Admission/Discharge Coordinator#	3	23
	M2 Registered Nurse/Case Manager/Care#	15	24
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	0	25
	N5 Nurse Practitioner-Other#	0	26
	Q1 Registered Nurse/Staff-Outpatient#	49	27
	Q2 ED Register Nurse/Staff-Mixed#	39	28
	2 Surgery*	15	29
	S3 Registered Nurse, Preventive/Occupational Health#	0	30

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (553), Detroit, MI (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	74 Registered Nurse, Infection Control#	2	31
	75 Nurse Practitioner#	50	32
	85 Registered Nurse Educator#	3	33
	86 Registered Nurse, Shift Supervisor#	3	34
	87 Registered Nurse, Manager/Head Nurse#	20	35
	CB Anesthesiology Pain Management*	0	36
	0680 Dental Officer	9	37
	0180 Psychology	40	38
	0601 General Health Science/Registered Respiratory Therapist	16	39
	0631 Occupational Therapist	7	40
	0633 Physical Therapist	9	41
	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	8	42
	0640 Health Aid and Technician/Certified Respiratory Therapist	1	43
	0644 Medical Technologist	33	44
	0660 Pharmacist	47	45
	K8 Critical Care*	8	46
	G9 Radiation Oncology*	2	47
	28 Rheumatology*	3	49
	9 Plastic Surgery*	0	50
	8 Otolaryngology*	4	51
	6 Ophthalmology*	12	52
	3 Gynecology*	0	53
	12 Urology*	7	54
	16 Emergency Medicine*	15	55
	46 Nuclear Medicine*	0	56
	0610 Nurse#	409	.
<i>Nonclinical</i>	0201 Human Resources Management	19	4
	0525 Accounting Technician	3	5
	0203 Human Resources Assistance	10	48

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (583), Indianapolis, IN

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P9 Orthopedic*</i>	0	1
	<i>31 Psychiatry*</i>	17	2
	<i>88 Staff Nurse#</i>	259	3
	<i>E4 Cardiovascular/Thoracic Surgeon*</i>	3	4
	<i>E6 Cardiology Non-Interventional*</i>	2	5
	<i>0602 Medical Officer*</i>	245	.
	<i>16 Emergency Medicine*</i>	11	.
	<i>N8 Certified Nurse Specialist-Mental Health/Substance Use Disorder#</i>	6	.
	<i>P8 Deputy Chief Of Staff*</i>	0	.
<i>Nonclinical</i>	<i>0083 Police</i>	17	6
	<i>0201 Human Resources Management</i>	21	7
	<i>1306 Health Physics</i>	1	8
	<i>0690 Industrial Hygiene</i>	1	9
	<i>0669 Medical Records Administration</i>	3	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (610), Fort Wayne, IN

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	Q6 Registered Nurse/Staff-Inpatient Clinic#	16	1
	Q1 Registered Nurse/Staff-Outpatient#	30	2
	88 Staff Nurse#	162	3
	P1 Primary Care*	6	4
	31 Psychiatry*	9	5
	0644 Medical Technologist	19	6
	0180 Psychology	29	7
	0645 Medical Technician	20	8
	12 Urology*	2	9

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (655), Saginaw, MI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	10	1
	0180 Psychology	15	2
	K6 Hospitalist*	6	3
	0644 Medical Technologist	16	4
	40 Geriatrics*	1	5
	16 Emergency Medicine*	6	6
	0633 Physical Therapist	18	7
	38 Radiology-Diagnostic*	1	8
	30 Neurology*	1	9
	0680 Dental Officer	5	10
	0662 Optometrist	6	11
	0665 Speech Pathology and Audiology	9	12
	51 Chief Of Staff*	1	14
	80 Registered Nurse/Nurse Executive#	1	15
<i>Nonclinical</i>	0801 General Engineering	3	13

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 10), (757), Columbus, OH

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	7 Orthopedic Surgery*	2	1
	1 Anesthesiology*	3	2
	0605 Nurse Anesthetist	3	3
	R3 Hematology/Oncology*	0	4
	0622 Medical Supply Aide and Technician	7	5
	0645 Medical Technician	4	6
	31 Psychiatry*	16	7
	0631 Occupational Therapist	5	8
	0633 Physical Therapist	8	9
	49 Family Practice*	21	10
	21 General Internal Medicine*	20	11
	0647 Diagnostic Radiologic Technologist	15	12
	41 Pain Management/Anesthesiology*	2	13
	40 Geriatrics*	0	14
	0646 Pathology Technician	3	15
	0602 Medical Officer*	143	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (537), Chicago, IL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0610 Nurse#	677	1
	0602 Medical Officer*	359	2
	0621 Nursing Assistant	132	4
	0679 Medical Support Assistance	238	5
	0640 Health Aid and Technician/Certified Respiratory Therapist	131	6
	0185 Social Work	228	7
	0620 Practical Nurse	96	8
	0180 Psychology	80	9
<i>Nonclinical</i>	3566 Custodial Worker	159	3
	7408 Food Service Worker	73	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (550), Danville, IL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	56	1
	31 Psychiatry*	11	2
	K6 Hospitalist*	5	3
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	1	4
	0180 Psychology	28	5
	30 Neurology*	0	6
	CA Cardiology Non-Invasive*	1	7
	Q4 Registered Nurse Clinical Nurse Labor and Delivery#	0	8
	7 Orthopedic Surgery*	1	9
	26 Pulmonary Diseases*	0	10
	40 Geriatrics*	1	11
	51 Chief Of Staff*	1	12
	75 Nurse Practitioner#	19	14
	N5 Nurse Practitioner-Other#	5	15
	J9 Advanced Practice Nurse(Staff)#	1	16
	N1 Nurse Practitioner/Long Term Care#	4	17
	0603 Physician's Assistant	10	18
	87 Registered Nurse, Manager/Head Nurse#	9	19
	74 Registered Nurse, Infection Control#	1	20
	0662 Optometrist	7	21
	44 Physical Medicine & Rehabilitation*	1	22
	12 Urology*	1	23
	P1 Primary Care*	2	24
	49 Family Practice*	1	25
	21 General Internal Medicine*	20	26
	2 Surgery*	2	27
	0181 Psychology Aid and Technician	3	28
	0858 Biomedical Engineering	1	29

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (550), Danville, IL (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>73 Reusable Medical Equipment Cleaning Nurse#</i>	1	71
	<i>0601 General Health Science/Nuclear Medicine Technologist</i>	2	72
	<i>0101 Social Service/Marriage Family Therapist</i>	2	73
	<i>0635 Corrective Therapist</i>	5	74
	<i>0649 Medical Instrument Technician</i>	14	75
	<i>0102 Social Science Aid and Technician</i>	5	76
	<i>0630 Dietitian and Nutritionist</i>	15	78
	<i>0682 Dental Hygiene</i>	2	79
	<i>0681 Dental Assistant</i>	6	82
	<i>0060 Chaplain</i>	5	83
<i>Nonclinical</i>	<i>0801 General Engineering</i>	5	13
	<i>4206 Plumbing</i>	4	30
	<i>4204 Pipefitting</i>	0	31
	<i>4607 Carpenter</i>	6	46
	<i>4749 Maintenance Mechanic</i>	4	47
	<i>0201 Human Resources Management</i>	17	57
	<i>0670 Health System Administration</i>	1	58
	<i>0671 Health System Specialist</i>	9	59
	<i>5402 Boiler Plant Operator</i>	6	60
	<i>4701 Miscellaneous General Maintenance and Operations Work</i>	3	61
	<i>4742 Utility Systems Repairer-Operator</i>	2	63
	<i>5306 Air Conditioning Equipment Mechanic</i>	4	64
	<i>5823 Automotive Mechanic</i>	1	65
	<i>0203 Human Resources Assistance</i>	6	66
	<i>0308 Records and Information Management</i>	1	77
	<i>0306 Government Information Specialist</i>	1	80
	<i>1035 Public Affairs</i>	1	81

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (556), North Chicago, IL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0603 Physician's Assistant</i>	20	3
	<i>0644 Medical Technologist</i>	31	4
	<i>0680 Dental Officer</i>	37	5
	<i>0610 Nurse#</i>	382	6
	<i>0602 Medical Officer*</i>	158	7
	<i>0660 Pharmacist</i>	57	8
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	31	1
	<i>0801 General Engineering</i>	7	2

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (578), Hines, IL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0610 Nurse#	806	1
	0602 Medical Officer*	499	2
	0644 Medical Technologist	77	3
	0631 Occupational Therapist	12	7
	31 Psychiatry*	46	8
	0603 Physician's Assistant	15	9
	E5 Neurosurgery*	5	10
	0669 Medical Records Administration	4	11
	0633 Physical Therapist	26	.
<i>Nonclinical</i>	7408 Food Service Worker	106	4
	5703 Motor Vehicle Operator	14	5
	5402 Boiler Plant Operator	6	6

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (585), Iron Mountain, MI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	29	1
	49 Family Practice*	3	2
	31 Psychiatry*	4	3
	21 General Internal Medicine*	6	4
	0180 Psychology	14	5
	0680 Dental Officer	2	6
	51 Chief Of Staff*	1	7
	59 Associate Chief of Staff Ambulatory Care*	1	8
	53 Associate Chief of Staff-Education*	0	9

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (607), Madison, WI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	11	1
	<i>31 Psychiatry*</i>	20	2
	<i>0605 Nurse Anesthetist</i>	5	3
	<i>1 Anesthesiology*</i>	9	4
	<i>E4 Cardiovascular/Thoracic Surgeon*</i>	1	5
	<i>4 Pain Management/Physical Medicine and Rehabilitation*</i>	0	9
	<i>5 Medical Oncology*</i>	10	10
	<i>Q9 Sleep Medicine*</i>	0	11
<i>Nonclinical</i>	<i>1601 General Facilities and Equipment</i>	7	6
	<i>0622 Medical Supply Aide and Technician</i>	14	7
	<i>3566 Custodial Worker</i>	64	8
	<i>0201 Human Resources Management</i>	11	12
	<i>0675 Medical Records Technician</i>	29	13

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (676), Tomah, WI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	30	1
	75 Nurse Practitioner#	23	2
	0603 Physician's Assistant	10	3
	0610 Nurse#	277	4
	0180 Psychology	17	5
	31 Psychiatry*	8	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 12), (695), Milwaukee, WI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	369	1
	0180 Psychology	84	2
	0610 Nurse#	984	3
	0633 Physical Therapist	50	4
	0631 Occupational Therapist	20	5
<i>Nonclinical</i>	0801 General Engineering	7	6
	0018 Safety and Occupational Health Management	5	7
	0622 Medical Supply Aide and Technician	39	8
	0679 Medical Support Assistance	285	9
	0201 Human Resources Management	68	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (589), Kansas City, MO

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>20 Dermatology*</i>	2	1
	<i>26 Pulmonary Diseases*</i>	3	2
	<i>31 Psychiatry*</i>	10	3
	<i>0644 Medical Technologist</i>	27	4
	<i>0649 Medical Instrument Technician</i>	27	5
	<i>E5 Neurosurgery*</i>	1	6
	<i>8 Otolaryngology*</i>	0	7
	<i>4 Pain Management/Physical Medicine and Rehabilitation*</i>	1	8
	<i>88 Staff Nurse#</i>	221	9
	<i>30 Neurology*</i>	4	10
	<i>1 Anesthesiology*</i>	3	11
	<i>25 Gastroenterology*</i>	7	12
	<i>45 Radiology-Interventional*</i>	1	13
	<i>74 Registered Nurse, Infection Control#</i>	1	14
	<i>0601 General Health Science/Therapeutic Medical Physicist</i>	1	15
	<i>0647 Diagnostic Radiologic Technologist</i>	29	16
	<i>Nonclinical</i>	<i>0602 Medical Officer*</i>	135
<i>0610 Nurse#</i>		511	.
<i>F1 Associate Chief Nursing Services#</i>		2	.
<i>0083 Police</i>		15	17
<i>0801 General Engineering</i>		4	18
<i>3566 Custodial Worker</i>		113	19
<i>0201 Human Resources Management</i>		18	20
<i>0858 Biomedical Engineering</i>		2	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (589A4), Columbia, MO

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	26 Pulmonary Diseases*	11	2
	CA Cardiology Non-Invasive*	1	3
	E6 Cardiology Non-Interventional*	6	4
	E4 Cardiovascular/Thoracic Surgeon*	4	5
	0602 Medical Officer*	143	6
	0665 Speech Pathology and Audiology	17	7
	16 Emergency Medicine*	5	10
	27 Nephrology*	3	11
	30 Neurology*	3	12
	31 Psychiatry*	8	13
	7 Orthopedic Surgery*	2	14
	6 Ophthalmology*	3	15
	9 Plastic Surgery*	1	16
	20 Dermatology*	3	17
	19 Infectious Diseases*	1	18
	2 Surgery*	5	19
	11 Thoracic Surgery*	1	20
	0647 Diagnostic Radiologic Technologist	23	21
	R3 Hematology/Oncology*	2	22
	13 Physiatry*	1	23
	M9 Cardiology-Interventional*	4	24
	12 Urology*	2	25
	0631 Occupational Therapist	6	26
	R4 Vascular Surgery*	2	27
	P1 Primary Care*	13	28
	29 Endocrinology And Metabolic Medicine*	2	29
	0633 Physical Therapist	11	30
	0644 Medical Technologist	28	31

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (589A4), Columbia, MO (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	43 Pathology*	2	32
	44 Physical Medicine & Rehabilitation*	3	33
	0601 General Health Science/Nuclear Medicine Technologist	3	34
	45 Radiology-Interventional*	3	35
	46 Nuclear Medicine*	1	37
	0180 Psychology	35	.
<i>Nonclinical</i>	0649 Medical Instrument Technician	27	1
	0083 Police	17	8
	0201 Human Resources Management	15	9
	0856 Electronics Technician	1	36
	0801 General Engineering	7	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (589A5), Leavenworth, KS

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	17	1
	0644 Medical Technologist	25	2
	88 Staff Nurse#	103	3
	P1 Primary Care*	14	4
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	7	6
	0649 Medical Instrument Technician	24	8
	0180 Psychology	49	9
	0645 Medical Technician	18	11
	0631 Occupational Therapist	7	13
	0633 Physical Therapist	12	14
	0622 Medical Supply Aide and Technician	10	15
	0060 Chaplain	6	22
	0602 Medical Officer*	101	.
	0610 Nurse#	425	.
<i>Nonclinical</i>	0801 General Engineering	7	5
	0083 Police	20	7
	5402 Boiler Plant Operator	11	10
	4805 Medical Equipment Repairing	1	12
	0201 Human Resources Management	19	16
	0341 Administrative Officer	10	17
	4204 Pipefitting	5	18
	0501 Financial Administration and Program	3	19
	0510 Accounting	3	20
	0675 Medical Records Technician	20	21

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (589A7), Wichita, KS

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>N4 Nurse Practitioner Mental Health Substance Use Disorder#</i>	3	2
	<i>12 Urology*</i>	1	3
	<i>41 Pain Management/Anesthesiology*</i>	0	4
	<i>CB Anesthesiology Pain Management*</i>	0	5
	<i>1 Anesthesiology*</i>	5	6
	<i>30 Neurology*</i>	0	7
	<i>49 Family Practice*</i>	1	8
	<i>CC Pain Management*</i>	0	9
	<i>M9 Cardiology-Interventional*</i>	0	11
	<i>P1 Primary Care*</i>	0	12
	<i>R3 Hematology/Oncology*</i>	0	13
	<i>3 Gynecology*</i>	0	14
	<i>5 Medical Oncology*</i>	0	15
	<i>6 Ophthalmology*</i>	2	16
	<i>8 Otolaryngology*</i>	0	17
	<i>18 Hematology*</i>	0	18
	<i>0605 Nurse Anesthetist</i>	3	19
	<i>0620 Practical Nurse</i>	45	20
	<i>38 Radiology-Diagnostic*</i>	2	21
	<i>45 Radiology-Interventional*</i>	0	.
<i>Nonclinical</i>	<i>31 Psychiatry*</i>	6	1
	<i>K8 Critical Care*</i>	1	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (657), St. Louis, MO

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	16 Emergency Medicine*	9	1
	0649 Medical Instrument Technician	50	2
	88 Staff Nurse#	452	4
	P1 Primary Care*	20	5
	7 Orthopedic Surgery*	11	6
	0603 Physician's Assistant	32	7
	8 Otolaryngology*	6	9
	0667 Orthotist and Prosthetist	6	10
	0101 Social Science/Licensed Professional Mental Health Counselor	14	11
<i>Nonclinical</i>	0644 Medical Technologist	38	3
	0622 Medical Supply Aide and Technician	21	8
	0083 Police	34	12
	1105 Purchasing	11	13
	7408 Food Service Worker	70	14

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (657A4), Poplar Bluff, MO

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	29	2
	P1 Primary Care*	14	3
	K6 Hospitalist*	1	4
	31 Psychiatry*	5	5
	0610 Nurse#	163	6
	0680 Dental Officer	1	7
	25 Gastroenterology*	1	10
	12 Urology*	2	11
	74 Registered Nurse, Infection Control#	1	12
	0631 Occupational Therapist	1	13
	<i>Nonclinical</i>	51 Chief Of Staff*	0
0201 Human Resources Management		6	8
0801 General Engineering		3	9

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (657A5), Marion, IL

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	80 Registered Nurse/Nurse Executive#	0	1
	51 Chief Of Staff*	0	2
	0602 Medical Officer*	116	3
	K6 Hospitalist*	7	4
	R3 Hematology/Oncology*	3	5
	0620 Practical Nurse	107	6
	16 Emergency Medicine*	9	7
	25 Gastroenterology*	3	8
	F7 Quality Management Coordinator#	0	9
	31 Psychiatry*	14	10
	P1 Primary Care*	32	11
	26 Pulmonary Diseases*	4	12
	30 Neurology*	0	13
	38 Radiology-Diagnostic*	4	14
	0180 Psychology	10	15
	0858 Biomedical Engineering	1	19
	88 Staff Nurse#	46	20
	N1 Nurse Practitioner/Long Term Care#	1	21
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	0	22
	N5 Nurse Practitioner-Other#	4	23
	75 Nurse Practitioner#	23	24
	12 Urology*	1	25
	27 Nephrology*	2	26
	0605 Nurse Anesthetist	4	27
	0101 Social Science/Licensed Professional Mental Health Counselor	4	28
	0185 Social Work	79	29
	2 Surgery*	8	30
	0631 Occupational Therapist	6	31

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 15), (657A5), Marion, IL (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0633 Physical Therapist</i>	7	32
	<i>0644 Medical Technologist</i>	19	33
	<i>0647 Diagnostic Radiologic Technologist</i>	27	34
	<i>0675 Medical Records Technician</i>	15	35
	<i>4805 Medical Equipment Repairing</i>	2	43
	<i>20 Dermatology*</i>	1	44
	<i>3 Gynecology*</i>	1	45
<i>Nonclinical</i>	<i>5402 Boiler Plant Operator</i>	7	16
	<i>5306 Air Conditioning Equipment Mechanic</i>	3	17
	<i>5352 Industrial Equipment Mechanic</i>	5	18
	<i>0671 Health System Specialist</i>	9	36
	<i>0028 Environmental Protection Specialist</i>	0	37
	<i>0018 Safety and Occupational Health Management</i>	1	38
	<i>0083 Police</i>	19	39
	<i>0341 Administrative Officer</i>	11	40
	<i>0670 Health System Administration</i>	1	41
	<i>0801 General Engineering</i>	9	42

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (502), Pineville, LA

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2017	Overall Rank of Shortages
Clinical	P1 Primary Care*	23	1
	31 Psychiatry*	8	2
	K6 Hospitalist*	2	3
	0662 Optometrist	2	4
	0605 Nurse Anesthetist	5	5
	0603 Physician's Assistant	10	6
	43 Pathology*	1	7
	12 Urology*	0	8
	1 Anesthesiology*	1	9
	2 Surgery*	2	10
	17 Retinal Surgery*	0	11
	38 Radiology-Diagnostic*	2	12
	40 Geriatrics*	1	13
	CA Cardiology Non-Invasive*	1	14
	E6 Cardiology Non-Interventional*	1	15
	CE Palliative Care*	0	16
	P9 Orthopedic*	0	17
	16 Emergency Medicine*	5	18
	3 Gynecology*	1	19
	6 Ophthalmology*	5	20
	7 Orthopedic Surgery*	1	21
	13 Physiatry*	2	22
	G6 Registered Nurse/Program Manager/Coordinator#	1	25
	0668 Podiatrist	2	27
	0680 Dental Officer	4	28
	0180 Psychology	28	29
	0644 Medical Technologist	18	30
	0647 Diagnostic Radiologic Technologist	11	31

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (502), Pineville, LA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0660 Pharmacist</i>	26	32
	<i>0667 Orthotist and Prosthetist</i>	3	33
	<i>0672 Prosthetic Representative</i>	2	34
	<i>0661 Pharmacy Technician</i>	21	40
	<i>0602 Medical Officer*</i>	0	.
	<i>0610 Nurse#</i>	0	.
	<i>44 Physical Medicine & Rehabilitation*</i>	2	.
<i>Nonclinical</i>	<i>0690 Industrial Hygiene</i>	1	23
	<i>0801 General Engineering</i>	3	24
	<i>3566 Custodial Worker</i>	46	26
	<i>0083 Police</i>	22	35
	<i>0086 Security Clerical and Assistance</i>	0	36
	<i>0201 Human Resources Management</i>	17	37
	<i>0203 Human Resources Assistance</i>	3	38
	<i>0301 Miscellaneous Administration and Program</i>	18	39

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (520), Biloxi, MS

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>	
<i>Clinical</i>	0602 Medical Officer*	145	1	
	0610 Nurse#	481	2	
	0180 Psychology	62	3	
	0620 Practical Nurse	167	4	
	0185 Social Work	132	5	
	K6 Hospitalist*	4	7	
	16 Emergency Medicine*	2	8	
	R3 Hematology/Oncology*	3	9	
	0667 Orthotist and Prosthetist	5	11	
	75 Nurse Practitioner#	13	12	
	31 Psychiatry*	21	13	
	P8 Deputy Chief Of Staff*	0	14	
	<i>Nonclinical</i>	0201 Human Resources Management	21	6
		0083 Police	38	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (564), Fayetteville, AR

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	104	1
	0603 Physician's Assistant	12	2
	0610 Nurse#	363	3
	0644 Medical Technologist	28	4
	0180 Psychology	14	6
	0605 Nurse Anesthetist	3	7
	0185 Social Work	73	10
	0620 Practical Nurse	62	12
	0647 Diagnostic Radiologic Technologist	25	13
	0649 Medical Instrument Technician	23	14
	0680 Dental Officer	5	16
	0601 General Health Science/Registered Respiratory Therapist	22	17
	0601 General Health Science/Nuclear Medicine Technologist	2	18
	0640 Health Aid and Technician/Certified Respiratory Therapist	35	19
	0682 Dental Hygiene	2	20
	0631 Occupational Therapist	3	22
	0633 Physical Therapist	6	23
	0668 Podiatrist	1	24
	1 Anesthesiology*	1	.
	12 Urology*	1	.
	13 Physiatry*	1	.
	16 Emergency Medicine*	6	.
	2 Surgery*	1	.
	21 General Internal Medicine*	10	.
	25 Gastroenterology*	1	.
	26 Pulmonary Diseases*	3	.
	27 Nephrology*	1	.
	28 Rheumatology*	1	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer* and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (564), Fayetteville, AR (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	30 Neurology*	2	.
	31 Psychiatry*	12	.
	33 Clinical Pathology*	0	.
	38 Radiology-Diagnostic*	3	.
	43 Pathology*	2	.
	45 Radiology-Interventional*	4	.
	46 Nuclear Medicine*	1	.
	49 Family Practice*	17	.
	51 Chief Of Staff*	1	.
	58 Assistant Chief Of Staff*	1	.
	6 Ophthalmology*	1	.
	7 Orthopedic Surgery*	1	.
	75 Nurse Practitioner#	19	.
	8 Otolaryngology*	2	.
	CA Cardiology Non-Invasive*	2	.
	E5 Neurosurgery*	1	.
	J9 Advanced Practice Nurse(Staff)#	4	.
	K6 Hospitalist*	1	.
	N1 Nurse Practitioner/Long Term Care#	0	.
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	1	.
N5 Nurse Practitioner-Other#	2	.	
P1 Primary Care*	27	.	
Q4 Registered Nurse Clinical Nurse Labor and Delivery#	0	.	
<i>Nonclinical</i>	0675 Medical Records Technician	15	5
	0858 Biomedical Engineering	1	8
	0083 Police	15	9
	0998 Claims Assistance and Examining	18	11
	0201 Human Resources Management	16	15
	0505 Financial Management	0	21

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (580), Houston, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	70	1
	P1 Primary Care*	72	2
	0602 Medical Officer*	113	.
	0610 Nurse#	110	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (586), Jackson, MS

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0610 Nurse#	451	1
	0602 Medical Officer*	155	2
	0620 Practical Nurse	63	4
	0621 Nursing Assistant	98	5
	71 Registered Nurse, Recruiter#	1	6
	0180 Psychology	34	7
	0660 Pharmacist	55	14
	0661 Pharmacy Technician	29	15
	0644 Medical Technologist	36	16
	0647 Diagnostic Radiologic Technologist	37	17
	0185 Social Work	76	18
	0 Miscellaneous Title 38/Wa/CI#	19	.
	12 Urology*	5	.
	13 Physiatry*	13	.
	16 Emergency Medicine*	1	.
	19 Infectious Diseases*	4	.
	2 Surgery*	5	.
	21 General Internal Medicine*	20	.
	31 Psychiatry*	15	.
	44 Physical Medicine & Rehabilitation*	2	.
	63 General Practice*	0	.
	7 Orthopedic Surgery*	3	.
	74 Registered Nurse, Infection Control#	2	.
	75 Nurse Practitioner#	64	.
	82 Registered Nurse, Senior Leadership#	1	.
	88 Staff Nurse#	269	.
	CA Cardiology Non-Invasive*	0	.
	F3 Associate Chief Nurse Service Nursing Home Care#	1	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (586), Jackson, MS (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>N5 Nurse Practitioner-Other#</i>	2	.
	<i>P1 Primary Care*</i>	3	.
	<i>Q1 Registered Nurse/Staff-Outpatient#</i>	2	.
	<i>Q2 ED Register Nurse/Staff-Mixed#</i>	6	.
	<i>Q4 Registered Nurse Clinical Nurse Labor and Delivery#</i>	1	.
	<i>R4 Vascular Surgery*</i>	3	.
<i>Nonclinical</i>	<i>0679 Medical Support Assistance</i>	108	3
	<i>0260 Equal Employment Opportunity</i>	0	8
	<i>0201 Human Resources Management</i>	26	9
	<i>0622 Medical Supply Aide and Technician</i>	23	10
	<i>0640 Health Aid and Technician (Title 5)</i>	50	11
	<i>3566 Custodial Worker</i>	72	12
	<i>7408 Food Service Worker</i>	45	13
	<i>0203 Human Resources Assistance</i>	6	19
	<i>0675 Medical Records Technician</i>	20	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (598), Little Rock, AR

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	37	1
	<i>88 Staff Nurse#</i>	319	2
	<i>59 Associate Chief of Staff Ambulatory Care*</i>	0	3
	<i>Q6 Registered Nurse/Staff-Inpatient Clinic#</i>	44	4
	<i>0858 Biomedical Engineering</i>	2	5
	<i>CC Pain Management*</i>	0	6
	<i>87 Registered Nurse, Manager/Head Nurse#</i>	36	7
	<i>31 Psychiatry*</i>	26	9
	<i>30 Neurology*</i>	9	12
	<i>N9 Cardiac Electrophysiology*</i>	1	14
	<i>20 Dermatology*</i>	6	15
	<i>CJ Resource/Float Pool#</i>	0	16
	<i>0640 Health Aid and Technician (Title 5)</i>	75	17
	<i>0180 Psychology</i>	59	18
	<i>36 Preventive Medicine*</i>	0	20
	<i>R4 Vascular Surgery*</i>	1	21
<i>Nonclinical</i>	<i>0675 Medical Records Technician</i>	29	8
	<i>5306 Air Conditioning Equipment Mechanic</i>	10	10
	<i>4742 Utility Systems Repairer-Operator</i>	10	11
	<i>0801 General Engineering</i>	3	13
	<i>0018 Safety and Occupational Health Management</i>	3	19

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (629), New Orleans, LA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	88 Staff Nurse#	257	1
	K6 Hospitalist*	6	6
<i>Nonclinical</i>	3566 Custodial Worker	99	2
	0083 Police	57	3
	4742 Utility Systems Repairer-Operator	14	4
	0510 Accounting	3	5
	0801 General Engineering	6	7
	4749 Maintenance Mechanic	13	8
	5306 Air Conditioning Equipment Mechanic	7	9
	0201 Human Resources Management	26	10
	0301 Miscellaneous Administration and Program	47	11

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 16), (667), Shreveport, LA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	138	1
	0610 Nurse#	376	2
	P1 Primary Care*	30	3
	31 Psychiatry*	11	4
	13 Physiatry*	0	5
	88 Staff Nurse#	152	6
	R4 Vascular Surgery*	0	7
	Q2 ED Register Nurse/Staff-Mixed#	20	8
	12 Urology*	2	9
	M9 Cardiology-Interventional*	2	10
	45 Radiology-Interventional*	3	11
	0644 Medical Technologist	35	12
	0649 Medical Instrument Technician	12	17
	0662 Optometrist	1	19
<i>Nonclinical</i>	0083 Police	14	13
	5406 Utility Systems Operator	2	14
	3566 Custodial Worker	62	15
	0675 Medical Records Technician	16	16
	0690 Industrial Hygiene	1	18

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (504), West Amarillo, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>CA Cardiology Non-Invasive*</i>	1	1
	<i>7 Orthopedic Surgery*</i>	1	2
	<i>12 Urology*</i>	1	3
	<i>0180 Psychology</i>	8	4
	<i>K6 Hospitalist*</i>	3	5
	<i>40 Geriatrics*</i>	2	6
	<i>0610 Nurse#</i>	261	7
	<i>25 Gastroenterology*</i>	1	8
	<i>0680 Dental Officer</i>	3	9
	<i>79 Clinical Nurse Specialist#</i>	0	11
	<i>0631 Occupational Therapist</i>	4	12
	<i>0633 Physical Therapist</i>	8	13
	<i>0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant</i>	12	14
	<i>0647 Diagnostic Radiologic Technologist</i>	16	15
	<i>0649 Medical Instrument Technician</i>	6	16
	<i>0602 Medical Officer*</i>	67	.
	<i>31 Psychiatry*</i>	5	.
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	14	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (519), Big Spring, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	51 Chief Of Staff*	0	1
	21 General Internal Medicine*	11	2
	0180 Psychology	8	3
	75 Nurse Practitioner#	8	4
	Q1 Registered Nurse/Staff-Outpatient#	19	5
	0620 Practical Nurse	37	6
	M2 Registered Nurse/Case Manager/Care#	18	7
	0185 Social Work	31	8
	0667 Orthotist and Prosthetist	0	9
	6 Ophthalmology*	1	10
	0621 Nursing Assistant	10	11
	0682 Dental Hygiene	1	14
	0681 Dental Assistant	3	15
	<i>Nonclinical</i>	0675 Medical Records Technician	8
1105 Purchasing		0	13
0679 Medical Support Assistance		33	16
0060 Chaplain		1	17
0086 Security Clerical and Assistance		0	18
3566 Custodial Worker		20	19

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (549), Dallas, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0610 Nurse#	1296	1
	S4 Registered Nurse/Wound Care Specialist#	6	2
	0648 Therapeutic Radiologic Technologist	9	3
	E5 Neurosurgery*	0	4
	E4 Cardiovascular/Thoracic Surgeon*	0	5
	P1 Primary Care*	11	7
	31 Psychiatry*	56	8
<i>Nonclinical</i>	0203 Human Resources Assistance	19	6
	0679 Medical Support Assistance	415	9
	3566 Custodial Worker	173	10
	7408 Food Service Worker	129	11

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (671), San Antonio, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>16 Emergency Medicine*</i>	10	1
	<i>P1 Primary Care*</i>	49	3
	<i>0631 Occupational Therapist</i>	22	5
	<i>0633 Physical Therapist</i>	23	6
	<i>0180 Psychology</i>	97	10
	<i>0602 Medical Officer*</i>	320	.
	<i>0610 Nurse#</i>	109	.
<i>Nonclinical</i>	<i>3566 Custodial Worker</i>	166	2
	<i>0622 Medical Supply Aide and Technician</i>	49	4
	<i>7408 Food Service Worker</i>	45	7
	<i>4749 Maintenance Mechanic</i>	5	8
	<i>0801 General Engineering</i>	12	9

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (674), Temple, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	319	1
	0610 Nurse#	758	2
	0086 Security Clerical and Assistance	8	.
	0401 General Biological Science	5	.
	0620 Practical Nurse	345	.
	0645 Medical Technician	47	.
	0646 Pathology Technician	3	.
	0667 Orthotist and Prosthetist	6	.
	0680 Dental Officer	19	.
	0682 Dental Hygiene	5	.
	10 Colon & Rectal Surgery*	1	.
	20 Dermatology*	9	.
	21 General Internal Medicine*	53	.
	31 Psychiatry*	51	.
	88 Staff Nurse#	425	.
	P1 Primary Care*	22	.
	Q1 Registered Nurse/Staff-Outpatient#	60	.
	Q2 ED Register Nurse/Staff-Mixed#	20	.
	Q4 Registered Nurse Clinical Nurse Labor and Delivery#	5	.
	Q6 Registered Nurse/Staff-Inpatient Clinic#	29	.
	S4 Registered Nurse/Wound Care Specialist#	1	.
<i>Nonclinical</i>	0672 Prosthetic Representative	7	.
	0683 Dental Laboratory Aid and Technician	5	.
	3566 Custodial Worker	179	.
	7408 Food Service Worker	133	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (740), Harlingen, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	4	1
	<i>49 Family Practice*</i>	7	2
	<i>0602 Medical Officer*</i>	63	3
	<i>CA Cardiology Non-Invasive*</i>	0	4
	<i>31 Psychiatry*</i>	16	5
	<i>22 Internal Medicine*</i>	0	6
	<i>3 Gynecology*</i>	0	7
	<i>0180 Psychology</i>	44	8
	<i>0667 Orthotist and Prosthetist</i>	1	10
	<i>E9 Compensation/Pension*</i>	1	14
	<i>0665 Speech Pathology and Audiology</i>	2	.
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	8	9
	<i>0308 Records and Information Management</i>	0	11
	<i>0306 Government Information Specialist</i>	0	12
	<i>1101 General Business and Industry</i>	2	13

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (756), El Paso, TX

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0602 Medical Officer*</i>	80	1
	<i>CA Cardiology Non-Invasive*</i>	3	2
	<i>E9 Compensation/Pension*</i>	12	3
	<i>P8 Deputy Chief Of Staff*</i>	0	4
	<i>P9 Orthopedic*</i>	2	5
	<i>1 Anesthesiology*</i>	2	6
	<i>3 Gynecology*</i>	1	7
	<i>5 Medical Oncology*</i>	1	8
	<i>6 Ophthalmology*</i>	4	9
	<i>7 Orthopedic Surgery*</i>	2	10
	<i>12 Urology*</i>	2	11
	<i>19 Infectious Diseases*</i>	1	12
	<i>21 General Internal Medicine*</i>	20	13
	<i>26 Pulmonary Diseases*</i>	1	14
	<i>27 Nephrology*</i>	1	15
	<i>29 Endocrinology And Metabolic Medicine*</i>	1	16
	<i>30 Neurology*</i>	3	17
	<i>31 Psychiatry*</i>	17	18
	<i>38 Radiology-Diagnostic*</i>	5	19
	<i>41 Pain Management/Anesthesiology*</i>	1	20
	<i>43 Pathology*</i>	1	21
	<i>51 Chief Of Staff*</i>	0	22
	<i>0603 Physician's Assistant</i>	4	23
	<i>0610 Nurse#</i>	161	24
	<i>G5 Registered Nurse Facility Administration#</i>	2	25
	<i>G6 Registered Nurse/Program Manager/Coordinator#</i>	1	26
	<i>G7 Registered Nurse, Administration/Other#</i>	2	27

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 17), (756), El Paso, TX (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>J4 Registered Nurse/Assistant Manager/Permanent Change#</i>	3	28
	<i>M2 Registered Nurse/Case Manager/Care#</i>	18	29
	<i>M3 Registered Nurse, Operation Enduring Freedom-Operation Iraqi Freedom Case Manager#</i>	5	30
	<i>Q1 Registered Nurse/Staff-Outpatient#</i>	78	31
	<i>Q3 Registered Nurse-Telephone Triage#</i>	6	32
	<i>S2 Registered Nurse Informatics#</i>	1	33
	<i>S3 Registered Nurse, Preventive/Occupational Health#</i>	2	34
	<i>75 Nurse Practitioner#</i>	25	35
	<i>80 Registered Nurse/Nurse Executive#</i>	1	36
	<i>85 Registered Nurse Educator#</i>	2	37
	<i>87 Registered Nurse, Manager/Head Nurse#</i>	13	38
	<i>0662 Optometrist</i>	3	39
	<i>0668 Podiatrist</i>	3	40
	<i>0680 Dental Officer</i>	6	41
	<i>0180 Psychology</i>	26	42
	<i>0620 Practical Nurse</i>	66	43
	<i>0631 Occupational Therapist</i>	5	44
	<i>0605 Nurse Anesthetist</i>	2	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (436), Fort Harrison, MI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	P1 Primary Care*	13	1
	0679 Medical Support Assistance	137	2
	0180 Psychology	14	3
	0620 Practical Nurse#	55	4
	75 Nurse Practitioner	23	5
	0185 Social Work	55	6
	Q1 Registered Nurse/Staff-Outpatient#	68	7
	0630 Dietitian and Nutritionist	9	11
	0649 Medical Instrument Technician	9	12
	38 Radiology-Diagnostic*	1	14
	25 Gastroenterology*	2	15
	88 Staff Nurse#	57	16
	Q2 ED Register Nurse/Staff-Mixed#	38	17
	Q6 Registered Nurse/Staff-Inpatient Clinic#	10	18
	Q4 Registered Nurse Clinical Nurse Labor and Delivery#	2	19
	N1 Nurse Practitioner/Long Term Care#	6	20
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	0	21
	0631 Occupational Therapist	5	22
	0633 Physical Therapist	14	23
	0644 Medical Technologist	24	24
	0665 Speech Pathology and Audiology	3	26
	0603 Physician's Assistant	7	29
	0602 Medical Officer*	81	.
	0610 Nurse#	270	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (436), Fort Harrison, MI (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>0622 Medical Supply Aide and Technician</i>	9	8
	<i>0083 Police</i>	15	9
	<i>0640 Health Aid and Technician (Title 5)</i>	32	10
	<i>0646 Pathology Technician</i>	2	13
	<i>0510 Accounting</i>	2	25
	<i>0201 Human Resources Management</i>	11	27
	<i>0203 Human Resources Assistance</i>	6	28

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (442), Cheyenne, WY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>K6 Hospitalist*</i>	5	1
	<i>38 Radiology-Diagnostic*</i>	1	3
	<i>31 Psychiatry*</i>	7	6
	<i>25 Gastroenterology*</i>	1	7
	<i>26 Pulmonary Diseases*</i>	0	8
	<i>29 Endocrinology And Metabolic Medicine*</i>	0	9
	<i>R3 Hematology/Oncology*</i>	0	10
	<i>0602 Medical Officer*</i>	52	.
	<i>0605 Nurse Anesthetist</i>	2	.
	<i>1 Anesthesiology*</i>	1	.
	<i>12 Urology*</i>	1	.
	<i>16 Emergency Medicine*</i>	7	.
	<i>2 Surgery*</i>	2	.
	<i>3 Gynecology*</i>	1	.
	<i>30 Neurology*</i>	1	.
	<i>51 Chief Of Staff*</i>	1	.
	<i>6 Ophthalmology*</i>	3	.
	<i>7 Orthopedic Surgery*</i>	3	.
	<i>8 Otolaryngology*</i>	1	.
	<i>CA Cardiology Non-Invasive*</i>	1	.
<i>E9 Compensation/Pension*</i>	1	.	
<i>Nonclinical</i>	<i>0644 Medical Technologist</i>	16	2
	<i>0201 Human Resources Management</i>	12	4
	<i>0801 General Engineering</i>	2	5
	<i>0645 Medical Technician</i>	3	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (554), Denver, CO

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	334	1
	0610 Nurse#	723	2
	88 Staff Nurse#	492	3
	0180 Psychology	87	4
	0679 Medical Support Assistance	300	6
	0649 Medical Instrument Technician	45	7
	0185 Social Work	222	10
	11 Thoracic Surgery*	0	.
	16 Emergency Medicine*	15	.
	25 Gastroenterology*	7	.
	49 Family Practice*	8	.
	75 Nurse Practitioner#	59	.
	79 Clinical Nurse Specialist#	7	.
	CA Cardiology Non-Invasive*	5	.
	K6 Hospitalist*	14	.
	K8 Critical Care*	1	.
	M9 Cardiology-Interventional*	3	.
	P1 Primary Care*	15	.
	R4 Vascular Surgery*	2	.
<i>Nonclinical</i>	0083 Police	37	5
	0201 Human Resources Management	34	8
	3566 Custodial Worker	91	9

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (575), Grand Junction, CO

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	4	1
	16 Emergency Medicine*	1	2
	K6 Hospitalist*	5	3
	P1 Primary Care*	9	4
	0620 Practical Nurse	39	5
	12 Urology*	8	6
	40 Geriatrics*	1	7
	30 Neurology*	1	8
	CA Cardiology Non-Invasive*	1	9
	8 Otolaryngology*	0	10
	0645 Medical Technician	6	12
	0601 General Health Science/Registered Respiratory Therapist	14	13
	0644 Medical Technologist	14	14
	51 Chief Of Staff*	1	15
	26 Pulmonary Diseases*	1	16
	0630 Dietitian and Nutritionist	5	17
	0631 Occupational Therapist	4	18
0633 Physical Therapist	6	19	
<i>Nonclinical</i>	0201 Human Resources Management	8	11
	0060 Chaplain	1	20
	0203 Human Resources Assistance	4	21
	4742 Utility Systems Repairer-Operator	3	22
	5406 Utility Systems Operator	3	23

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (623), Muskogee, OK

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	14	1
	13 Physiatry*	0	2
	CH Inpatient Nurse#	84	3
	K6 Hospitalist*	5	4
	P1 Primary Care*	5	5
	CJ Resource/Float Pool#	0	9
	16 Emergency Medicine*	2	12
	7 Orthopedic Surgery*	2	13
	12 Urology*	1	14
	27 Nephrology*	2	15
	J4 Registered Nurse/Assistant Manager/Permanent Change#	10	17
	82 Registered Nurse, Senior Leadership#	2	18
	86 Registered Nurse, Shift Supervisor#	4	19
	88 Staff Nurse#	130	20
	38 Radiology-Diagnostic*	3	23
	0602 Medical Officer*	305	.
0610 Nurse#	98	.	
<i>Nonclinical</i>	0679 Medical Support Assistance	127	6
	0083 Police	14	7
	0201 Human Resources Management	16	8
	0801 General Engineering	3	10
	0669 Medical Records Administration	0	11
	0858 Biomedical Engineering	0	16
	3566 Custodial Worker	49	21
	5402 Boiler Plant Operator	7	22
	7304 Laundry Working	1	24

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (635), Oklahoma, OK

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	88 Staff Nurse#	349	3
	P1 Primary Care*	40	4
	E3 Associate Chief of Staff Mental Health/Behavioral Science*	0	6
	0602 Medical Officer*	1	8
	0647 Diagnostic Radiologic Technologist	35	9
	CA Cardiology Non-Invasive*	1	10
	1310 Physics	0	11
	0667 Orthotist and Prosthetist	4	13
	E5 Neurosurgery*	1	14
	E4 Cardiovascular/Thoracic Surgeon*	4	15
	E6 Cardiology Non-Interventional*	4	16
	E7 Radiology (Nuclear)*	1	18
	G9 Radiation Oncology*	1	19
	K6 Hospitalist*	6	20
	K9 Mohs Surgery*	0	21
	M9 Cardiology-Interventional*	3	22
	P8 Deputy Chief Of Staff*	0	23
	R3 Hematology/Oncology*	2	24
	2 Surgery*	4	26
	R4 Vascular Surgery*	0	27
	1 Anesthesiology*	8	28
	3 Gynecology*	0	29
	4 Pain Management/Physical Medicine and Rehabilitation*	0	30
	8 Otolaryngology*	4	31
	16 Emergency Medicine*	15	32
	9 Plastic Surgery*	1	33
	7 Orthopedic Surgery*	4	34
	19 Infectious Diseases*	4	35

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (635), Oklahoma, OK (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>20 Dermatology*</i>	4	36
	<i>12 Urology*</i>	8	37
	<i>6 Ophthalmology*</i>	2	38
	<i>23 Allergy & Immunology*</i>	1	39
	<i>22 Internal Medicine*</i>	0	40
	<i>27 Nephrology*</i>	7	41
	<i>21 General Internal Medicine*</i>	2	42
	<i>29 Endocrinology And Metabolic Medicine*</i>	3	43
	<i>26 Pulmonary Diseases*</i>	10	44
	<i>30 Neurology*</i>	5	45
	<i>31 Psychiatry*</i>	25	46
	<i>28 Rheumatology*</i>	2	47
	<i>38 Radiology-Diagnostic*</i>	6	48
	<i>40 Geriatrics*</i>	7	49
	<i>41 Pain Management/Anesthesiology*</i>	0	50
	<i>43 Pathology*</i>	8	51
	<i>44 Physical Medicine & Rehabilitation*</i>	3	52
	<i>25 Gastroenterology*</i>	10	53
	<i>45 Radiology-Interventional*</i>	1	54
	<i>46 Nuclear Medicine*</i>	2	55
	<i>54 Associate Chief of Staff Research & Development*</i>	0	56
	<i>53 Associate Chief of Staff-Education*</i>	1	57
	<i>0601 General Health Science/Chiropractor</i>	1	58
	<i>51 Chief Of Staff*</i>	1	59
	<i>0603 Physician's Assistant</i>	36	60
	<i>N1 Nurse Practitioner/Long Term Care#</i>	4	61
	<i>N4 Nurse Practitioner Mental Health Substance Use Disorder#</i>	1	62
	<i>S4 Registered Nurse/Wound Care Specialist#</i>	1	63

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (635), Oklahoma, OK (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0662 Optometrist</i>	5	64
	<i>0680 Dental Officer</i>	11	65
	<i>0180 Psychology</i>	41	66
	<i>0601 General Health Science/Therapeutic Medical Physicist</i>	1	67
	<i>0644 Medical Technologist</i>	39	68
	<i>E2 Associate Chief of Staff Geriatrics/Long Term Care*</i>	1	.
<i>Nonclinical</i>	<i>0801 General Engineering</i>	4	1
	<i>0670 Health System Administration</i>	1	2
	<i>0510 Accounting</i>	1	5
	<i>0201 Human Resources Management</i>	16	7
	<i>0819 Environmental Engineering</i>	1	12
	<i>0669 Medical Records Administration</i>	1	17
	<i>0830 Mechanical Engineering</i>	1	25

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (660), Salt Lake City, UT

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	33	1
	P1 Primary Care*	6	2
	0620 Practical Nurse	67	3
	0644 Medical Technologist	20	4
	0610 Nurse#	561	5
	0668 Podiatrist	4	9
	0647 Diagnostic Radiologic Technologist	34	10
	0602 Medical Officer*	304	.
<i>Nonclinical</i>	0201 Human Resources Management	26	6
	0083 Police	20	7
	0856 Electronics Technician	5	8
	0622 Medical Supply Aide and Technician	14	11
	0203 Human Resources Assistance	8	12
	0645 Medical Technician	16	13
	3566 Custodial Worker	63	14

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 19), (666), Sheridan, WY

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0620 Practical Nurse</i>	31	1
	<i>31 Psychiatry*</i>	5	2
	<i>0180 Psychology</i>	14	3
	<i>0602 Medical Officer*</i>	20	4
	<i>75 Nurse Practitioner#</i>	7	5
	<i>0603 Physician's Assistant</i>	5	6
	<i>0645 Medical Technician</i>	3	7
	<i>0189 Recreation Aid and Assistant</i>	3	8
	<i>0186 Social Services Aid and Assistant</i>	18	9
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	9	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (463), Anchorage, AK

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	21 General Internal Medicine*	1	1
	P1 Primary Care*	10	2
	K6 Hospitalist*	4	3
	31 Psychiatry*	7	4
	75 Nurse Practitioner#	4	5
	0620 Practical Nurse	38	6
	0682 Dental Hygiene	1	7
	CH Inpatient Nurse#	8	9
	0633 Physical Therapist	1	11
	88 Staff Nurse#	1	14
	0660 Pharmacist	15	16
	0101 Social Science (Title 5)	8	.
	0180 Psychology	17	.
	0602 Medical Officer*	13	.
	0603 Physician's Assistant	4	.
	0605 Nurse Anesthetist	1	.
	0610 Nurse#	115	.
	0644 Medical Technologist	1	.
	0645 Medical Technician	2	.
	0661 Pharmacy Technician	10	.
0681 Dental Assistant	4	.	
<i>Nonclinical</i>	0801 General Engineering	2	8
	0675 Medical Records Technician	3	10
	0083 Police	9	12
	0201 Human Resources Management	10	13
	0679 Medical Support Assistance	114	15
	1603 Equipment, Facilities, and Service Assistance	1	17
	0186 Social Services Aid and Assistant	1	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (463), Anchorage, AK (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>0203 Human Resources Assistance</i>	4	.
	<i>0301 Miscellaneous Administration and Program</i>	10	.
	<i>0303 Miscellaneous Clerk and Assistant</i>	18	.
	<i>0341 Administrative Officer</i>	6	.
	<i>0343 Management and Program Analysis</i>	3	.
	<i>0382 Telephone Operating</i>	1	.
	<i>0669 Medical Records Administration</i>	1	.
	<i>0809 Construction Control</i>	1	.
	<i>1035 Public Affairs</i>	1	.
	<i>1106 Procurement Clerical and Technician</i>	2	.
	<i>1601 General Facilities and Equipment</i>	1	.
	<i>4749 Maintenance Mechanic</i>	1	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (531), Boise, ID

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	25 Gastroenterology*	1	1
	31 Psychiatry*	11	2
	0610 Nurse#	323	3
	0644 Medical Technologist	23	4
	0649 Medical Instrument Technician	14	5
<i>Nonclinical</i>	0083 Police	14	6
	0201 Human Resources Management	13	7
	0203 Human Resources Assistance	4	8
	0544 Civilian Pay	3	9
	3566 Custodial Worker	57	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (648), Portland, OR

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	21 General Internal Medicine	55	1
	75 Nurse Practitioner	40	2
	0620 Practical Nurse	171	3
	0621 Nursing Assistant	136	4
	31 Psychiatry*	37	5
	25 Gastroenterology*	7	6
	0644 Medical Technologist	58	8
	87 Registered Nurse, Manager/Head Nurse#	42	9
	CE Palliative Care*	0	11
	0681 Dental Assistant	22	12
	0682 Dental Hygiene	1	13
	7 Orthopedic Surgery*	7	14
	0603 Physician's Assistant	18	15
	88 Staff Nurse	526	16
	0640 Health Aid and Technician (Title 5)	106	17
	49 Family Practice*	21	18
	16 Emergency Medicine*	14	19
	0645 Medical Technician	9	20
	40 Geriatrics*	8	21
	S1 Registered Nurse/Polytrauma Rehabilitation#	5	22
	P1 Primary Care*	2	23
	M2 Registered Nurse/Case Manager/Care#	38	25
	79 Clinical Nurse Specialist#	12	27
	0605 Nurse Anesthetist	10	28
	J9 Advanced Practice Nurse(Staff)#	3	29
	11 Thoracic Surgery*	0	30

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (648), Portland, OR (Continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2017	Overall Rank of Shortages
Clinical	K9 Mohs Surgery*	1	31
	43 Pathology*	5	32
	85 Registered Nurse Educator#	5	33
	Q1 Registered Nurse/Staff-Outpatient#	118	35
	1 Anesthesiology*	16	36
	G7 Registered Nurse, Administration/Other#	1	37
	Q6 Registered Nurse/Staff-Inpatient Clinic#	18	39
	0185 Social Work	200	.
	0602 Medical Officer*	395	.
	0610 Nurse#	935	.
	0649 Medical Instrument Technician	63	.
	M3 Registered Nurse, Operation Enduring Freedom-Operation Iraqi Freedom Case Manager#	1	.
Nonclinical	3566 Custodial Worker	139	7
	0083 Police	30	10
	7408 Food Service Worker	51	24
	7404 Cook	16	26
	0679 Medical Support Assistance	377	34
	0080 Security Administration	5	38
	0669 Medical Records Administration	3	40
	0260 Equal Employment Opportunity	1	41
	0382 Telephone Operating	6	42

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (653), Roseburg, OR

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	12	1
	<i>31 Psychiatry*</i>	9	2
	<i>2 Surgery*</i>	9	3
	<i>1 Anesthesiology*</i>	1	4
	<i>P9 Orthopedic*</i>	1	5
	<i>CA Cardiology Non-Invasive*</i>	2	6
	<i>0633 Physical Therapist</i>	10	7
	<i>0631 Occupational Therapist</i>	5	8
	<i>0180 Psychology</i>	15	9
	<i>21 General Internal Medicine*</i>	6	10
	<i>0647 Diagnostic Radiologic Technologist</i>	12	12
	<i>0644 Medical Technologist</i>	14	14
	<i>0620 Practical Nurse</i>	62	15
	<i>0661 Pharmacy Technician</i>	19	16
	<i>0660 Pharmacist</i>	33	17
	<i>3 Gynecology*</i>	1	22
	<i>0610 Nurse#</i>	117	27
	<i>S4 Registered Nurse/Wound Care Specialist#</i>	1	29
<i>Nonclinical</i>	<i>0602 Medical Officer*</i>	50	.
	<i>38 Radiology-Diagnostic*</i>	2	.
	<i>0201 Human Resources Management</i>	11	11
	<i>0801 General Engineering</i>	5	13
	<i>3566 Custodial Worker</i>	47	18
	<i>1601 General Facilities and Equipment</i>	5	19
	<i>5306 Air Conditioning Equipment Mechanic</i>	3	20
<i>5003 Gardening</i>	3	21	

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (653), Roseburg, OR (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>7404 Cook</i>	10	23
	<i>7408 Food Service Worker</i>	15	24
	<i>4204 Pipefitting</i>	1	25
	<i>0675 Medical Records Technician</i>	7	26
	<i>F7 Quality Management Coordinator#</i>	1	28
	<i>0669 Medical Records Administration</i>	2	30

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (663), Seattle, WA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>P1 Primary Care*</i>	30	1
	<i>0621 Nursing Assistant</i>	102	2
	<i>16 Emergency Medicine*</i>	13	4
	<i>0620 Practical Nurse</i>	177	5
	<i>0679 Medical Support Assistance</i>	319	8
	<i>0681 Dental Assistant</i>	22	9
	<i>0610 Nurse#</i>	917	12
	<i>0622 Medical Supply Aide and Technician</i>	26	14
	<i>0644 Medical Technologist</i>	53	15
	<i>0675 Medical Records Technician</i>	19	17
	<i>40 Geriatrics*</i>	10	18
	<i>0649 Medical Instrument Technician</i>	37	20
	<i>0682 Dental Hygiene</i>	5	21
	<i>0647 Diagnostic Radiologic Technologist</i>	33	25
	<i>20 Dermatology*</i>	2	26
	<i>31 Psychiatry*</i>	56	27
	<i>25 Gastroenterology*</i>	11	28
	<i>27 Nephrology*</i>	5	29
	<i>12 Urology*</i>	10	30
	<i>1 Anesthesiology*</i>	16	31
	<i>E5 Neurosurgery*</i>	2	32
	<i>E6 Cardiology Non-Interventional*</i>	6	33
	<i>K6 Hospitalist*</i>	23	34
	<i>M9 Cardiology-Interventional*</i>	3	35
	<i>R3 Hematology/Oncology*</i>	3	36
	<i>R4 Vascular Surgery*</i>	2	37
	<i>2 Surgery*</i>	7	38
	<i>3 Gynecology*</i>	3	39

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (663), Seattle, WA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	7 Orthopedic Surgery*	4	40
	8 Otolaryngology*	8	41
	21 General Internal Medicine*	27	42
	26 Pulmonary Diseases*	10	43
	28 Rheumatology*	6	44
	29 Endocrinology And Metabolic Medicine*	5	45
	30 Neurology*	9	46
	33 Clinical Pathology*	1	47
	38 Radiology-Diagnostic*	11	48
	43 Pathology*	2	49
	44 Physical Medicine & Rehabilitation*	21	50
	45 Radiology-Interventional*	1	51
	0603 Physician's Assistant	29	52
	0180 Psychology	158	53
	0601 General Health Science/Registered Respiratory Therapist	14	54
	0631 Occupational Therapist	30	55
	0633 Physical Therapist	36	56
0640 Health Aid and Technician/Certified Respiratory Therapist	5	57	
0640 Health Aid and Technician (Title 5)	123	59	
0645 Medical Technician	19	60	
0646 Pathology Technician	2	61	
0602 Medical Officer*	350	.	
<i>Nonclinical</i>	0858 Biomedical Engineering	5	3
	0201 Human Resources Management	22	6
	1306 Health Physics	2	7
	5402 Boiler Plant Operator	4	10
	5306 Air Conditioning Equipment Mechanic	5	11

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (663), Seattle, WA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>0801 General Engineering</i>	8	13
	<i>0203 Human Resources Assistance</i>	14	16
	<i>3566 Custodial Worker</i>	122	19
	<i>0544 Civilian Pay</i>	10	22
	<i>0510 Accounting</i>	4	23
	<i>0083 Police</i>	33	24
	<i>0080 Security Administration</i>	3	58

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (668), Spokane, WA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0602 Medical Officer*</i>	68	1
	<i>P1 Primary Care*</i>	6	2
	<i>49 Family Practice*</i>	4	3
	<i>26 Pulmonary Diseases*</i>	0	4
	<i>31 Psychiatry*</i>	8	5
	<i>21 General Internal Medicine*</i>	11	6
	<i>K6 Hospitalist*</i>	7	7
	<i>75 Nurse Practitioner#</i>	8	8
	<i>N5 Nurse Practitioner-Other#</i>	15	9
	<i>N4 Nurse Practitioner Mental Health Substance Use Disorder#</i>	5	10
	<i>N1 Nurse Practitioner/Long Term Care#</i>	2	11
	<i>16 Emergency Medicine*</i>	3	12
	<i>0180 Psychology</i>	17	13
	<i>0603 Physician's Assistant</i>	7	14
	<i>45 Radiology-Interventional*</i>	1	15
	<i>18 Hematology*</i>	0	16
	<i>12 Urology*</i>	2	17
	<i>25 Gastroenterology*</i>	0	18
	<i>6 Ophthalmology*</i>	1	19
	<i>38 Radiology-Diagnostic*</i>	4	20
	<i>30 Neurology*</i>	2	21
	<i>7 Orthopedic Surgery*</i>	1	22
	<i>44 Physical Medicine & Rehabilitation*</i>	2	23
	<i>0620 Practical Nurse</i>	48	25
	<i>0645 Medical Technician</i>	14	27
	<i>0640 Health Aid and Technician (Title 5)</i>	25	28
	<i>0649 Medical Instrument Technician</i>	10	30
	<i>0638 Recreation/Creative Arts Therapist</i>	1	32

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (668), Spokane, WA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0622 Medical Supply Aide and Technician</i>	6	33
	<i>43 Pathology*</i>	0	34
	<i>CA Cardiology Non-Invasive*</i>	1	35
	<i>1 Anesthesiology*</i>	1	36
	<i>10 Colon & Rectal Surgery*</i>	1	37
	<i>2 Surgery*</i>	3	38
	<i>29 Endocrinology And Metabolic Medicine*</i>	0	39
	<i>E6 Cardiology Non-Interventional*</i>	2	40
	<i>20 Dermatology*</i>	1	41
	<i>28 Rheumatology*</i>	1	42
	<i>3 Gynecology*</i>	1	43
	<i>19 Infectious Diseases*</i>	2	44
<i>Nonclinical</i>	<i>0083 Police</i>	10	24
	<i>0801 General Engineering</i>	2	26
	<i>0201 Human Resources Management</i>	12	29
	<i>0080 Security Administration</i>	2	31

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (687), Walla Walla, WA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0180 Psychology</i>	6	1
	<i>0602 Medical Officer*</i>	18	2
	<i>0603 Physician's Assistant</i>	4	3
	<i>0633 Physical Therapist</i>	1	5
	<i>0647 Diagnostic Radiologic Technologist</i>	4	6
	<i>0620 Practical Nurse</i>	23	7
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	7	4

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 20), (692), White City OR

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	26	1
	75 Nurse Practitioner#	10	2
	0180 Psychology	17	3
	0644 Medical Technologist	4	4
	0647 Diagnostic Radiologic Technologist	4	5
	13 Physiatry*	1	.
	21 General Internal Medicine*	10	.
	31 Psychiatry*	6	.
	38 Radiology-Diagnostic*	3	.
	49 Family Practice*	2	.
	51 Chief Of Staff*	1	.
	59 Associate Chief of Staff Ambulatory Care*	2	.
	E3 Associate Chief of Staff Mental Health/Behavioral Science*	1	.
<i>Nonclinical</i>	0669 Medical Records Administration	1	6
	0201 Human Resources Management	7	7

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (459), Honolulu, HI

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	22	1
	0620 Practical Nurse	45	2
	40 Geriatrics*	6	3
	0644 Medical Technologist	9	4
	0180 Psychology	40	5
	0665 Speech Pathology and Audiology	4	6
	Q1 Registered Nurse/Staff-Outpatient#	29	8
	28 Rheumatology*	0	9
	26 Pulmonary Diseases*	0	10
	CC Pain Management*	0	11
	27 Nephrology*	1	12
	P1 Primary Care*	2	13
	75 Nurse Practitioner#	27	14
	E6 Cardiology Non-Interventional*	1	15
	Q9 Sleep Medicine*	0	16
	R3 Hematology/Oncology*	0	17
	25 Gastroenterology*	2	18
	0185 Social Work	93	19
	44 Physical Medicine & Rehabilitation	0	20
	CE Palliative Care*	0	21
	8 Otolaryngology*	0	22
	4 Pain Management/Physical Medicine and Rehabilitation*	1	23
	19 Infectious Diseases*	0	24
	20 Dermatology*	0	25
	0668 Podiatrist	1	26
	12 Urology*	0	27

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (459), Honolulu, HI (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	23 Allergy & Immunology*	0	28
	R4 Vascular Surgery*	0	29
	P9 Orthopedic*	1	30
	10 Colon & Rectal Surgery*	0	31
	22 Internal Medicine*	9	32
	0601 General Health Science/Registered Respiratory Therapist	1	33
	2 Surgery*	0	34
	0601 General Health Science/Chiropractor	0	35
	9 Plastic Surgery*	0	36
	29 Endocrinology And Metabolic Medicine*	3	37
	E4 Cardiovascular/Thoracic Surgeon*	0	38
	E5 Neurosurgery*	0	39
	21 General Internal Medicine*	37	40
	0640 Health Aid and Technician (Title 5)	17	43
	CJ Resource/Float Pool#	5	.
<i>Nonclinical</i>	M1 Registered Nurse, Admission/Discharge Coordinator#	1	.
	0801 General Engineering	3	7
	0858 Biomedical Engineering	0	41
	0201 Human Resources Management	12	42

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (570), Fresno, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
Clinical	N5 Nurse Practitioner-Other#	9	1
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	0	2
	75 Nurse Practitioner#	32	3
	79 Clinical Nurse Specialist#	2	4
	0644 Medical Technologist	19	5
	16 Emergency Medicine*	23	6
	20 Dermatology*	4	7
	21 General Internal Medicine*	37	8
	25 Gastroenterology*	9	9
	31 Psychiatry*	23	10
	0603 Physician's Assistant	18	11
	Q4 Registered Nurse Clinical Nurse Labor and Delivery#	0	12

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (593), Las Vegas, NV

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	26 Pulmonary Diseases*	1	1
	8 Otolaryngology*	1	2
	99 Other#	2	3
	12 Urology*	4	4
	25 Gastroenterology*	2	5
	31 Psychiatry*	16	6
	9 Plastic Surgery*	2	7
	20 Dermatology*	1	8
	P1 Primary Care*	23	9
	2 Surgery*	5	10
	R4 Vascular Surgery*	4	11
	16 Emergency Medicine*	14	12
	0647 Diagnostic Radiologic Technologist	41	13
	38 Radiology-Diagnostic*	6	14
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	5	15
	0180 Psychology	29	16
<i>Nonclinical</i>	0201 Human Resources Management	19	17

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (612), Mather, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>16 Emergency Medicine*</i>	12	1
	<i>K6 Hospitalist*</i>	12	2
	<i>31 Psychiatry*</i>	31	3
	<i>30 Neurology*</i>	10	4
	<i>25 Gastroenterology*</i>	25	5
	<i>M2 Registered Nurse/Case Manager/Care#</i>	57	12
	<i>75 Nurse Practitioner#</i>	39	13
	<i>0602 Medical Officer*</i>	375	.
	<i>0610 Nurse#</i>	619	.
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	39	6
	<i>0544 Civilian Pay</i>	9	7
	<i>0622 Medical Supply Aide and Technician</i>	15	8
	<i>0505 Financial Management</i>	1	9
	<i>0510 Accounting</i>	4	10
	<i>0690 Industrial Hygiene</i>	3	11
	<i>0801 General Engineering</i>	10	14
	<i>4742 Utility Systems Repairer-Operator</i>	3	15

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (640), Palo Alto, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0661 Pharmacy Technician	42	1
	0660 Pharmacist	96	2
	Q2 ED Register Nurse/Staff-Mixed#	83	4
	0640 Health Aid and Technician/Certified Respiratory Therapist	2	5
	P1 Primary Care*	67	6
	31 Psychiatry*	47	7
	0647 Diagnostic Radiologic Technologist	21	11
	0644 Medical Technologist	55	12
	0645 Medical Technician	26	14
	0649 Medical Instrument Technician	38	15
	0651 Respiratory Therapist	29	16
	38 Radiology-Diagnostic*	11	18
	K8 Critical Care*	4	20
	0180 Psychology	102	21
	P7 Pharmacist Executive*	1	30
	CB Anesthesiology Pain Management*	4	31
	1 Anesthesiology*	25	32
	20 Dermatology*	11	33
	0601 General Health Science/Nuclear Medicine Technologist	5	37
	40 Geriatrics*	10	40
	34 Advanced Geriatric Fellow*	0	41
	23 Allergy & Immunology*	1	42
	0680 Dental Officer	16	43
	0681 Dental Assistant	15	44
	0682 Dental Hygiene	1	45
	0646 Pathology Technician	3	49
	0665 Speech Pathology and Audiology	31	50

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (640), Palo Alto, CA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0185 Social Work</i>	223	51
	<i>0181 Psychology Aid and Technician</i>	8	52
	<i>0683 Dental Laboratory Aid and Technician</i>	1	53
	<i>0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant</i>	19	54
	<i>0102 Social Science Aid and Technician</i>	12	55
<i>Nonclinical</i>	<i>0679 Medical Support Assistance</i>	195	3
	<i>0201 Human Resources Management</i>	40	8
	<i>0856 Electronics Technician</i>	3	9
	<i>3566 Custodial Worker</i>	141	10
	<i>7408 Food Service Worker</i>	76	13
	<i>0083 Police</i>	46	17
	<i>4749 Maintenance Mechanic</i>	10	19
	<i>5306 Air Conditioning Equipment Mechanic</i>	8	22
	<i>0303 Miscellaneous Clerk and Assistant</i>	97	23
	<i>0301 Miscellaneous Administration and Program</i>	88	24
	<i>0344 Management and Program Clerical and Assistance</i>	17	25
	<i>0503 Financial Clerical and Assistance</i>	8	26
	<i>0540 Voucher Examining</i>	21	27
	<i>0544 Civilian Pay</i>	22	28
	<i>7404 Cook</i>	40	29
	<i>0802 Engineering Technician</i>	3	34
	<i>1601 General Facilities and Equipment</i>	9	35
	<i>0801 General Engineering</i>	8	36
	<i>0080 Security Administration</i>	7	38

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (640), Palo Alto, CA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>0858 Biomedical Engineering</i>	10	39
	<i>3502 Laboring</i>	2	46
	<i>4607 Carpenter</i>	11	47
	<i>4204 Pipefitting</i>	9	48
	<i>0086 Security Clerical and Assistance</i>	3	56
	<i>1008 Interior Design</i>	7	57
	<i>0808 Architecture</i>	15	58

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (654), Reno, NV

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	16 Emergency Medicine*	9	1
	31 Psychiatry*	10	2
	R3 Hematology/Oncology*	1	3
	E6 Cardiology Non-Interventional*	2	4
	P1 Primary Care*	24	5
	M9 Cardiology-Interventional*	0	6
	26 Pulmonary Diseases*	2	7
	29 Endocrinology And Metabolic Medicine*	2	8
	30 Neurology*	2	9
	25 Gastroenterology*	2	10
	40 Geriatrics*	5	11
	7 Orthopedic Surgery*	2	12
	8 Otolaryngology*	1	13
	0602 Medical Officer*	109	14
	11 Thoracic Surgery*	1	15
	12 Urology*	3	16
	2 Surgery*	3	17
	1 Anesthesiology*	9	18
	3 Gynecology*	1	19
	R4 Vascular Surgery*	2	20
	45 Radiology-Interventional*	1	21
	49 Family Practice*	2	22
	21 General Internal Medicine*	3	23
	K6 Hospitalist*	9	24
	19 Infectious Diseases*	1	25
	51 Chief Of Staff*	1	26
	58 Assistant Chief Of Staff*	1	27
	0603 Physician's Assistant	6	28

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (654), Reno, NV (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>Q4 Registered Nurse Clinical Nurse Labor and Delivery#</i>	1	29
	<i>0601 General Health Science/Nuclear Medicine Technologist</i>	3	30
	<i>0633 Physical Therapist</i>	9	31
	<i>0638 Recreation/Creative Arts Therapist</i>	3	32
	<i>0640 Health Aid and Technician (Title 5)</i>	27	33
<i>Nonclinical</i>	<i>0801 General Engineering</i>	6	34
	<i>1008 Interior Design</i>	2	35
	<i>0083 Police</i>	16	36
	<i>0510 Accounting</i>	1	37
	<i>7404 Cook</i>	5	38

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 21), (662), San Francisco, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	88 Staff Nurse#	419	1
	31 Psychiatry*	37	2
	0679 Medical Support Assistance	164	3
	0621 Nursing Assistant	159	4
	0649 Medical Instrument Technician	32	5
	0647 Diagnostic Radiologic Technologist	32	6
<i>Nonclinical</i>	3566 Custodial Worker	78	7
	7408 Food Service Worker	62	8
	0671 Health System Specialist	27	9
	0083 Police	18	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (501), Albuquerque, NM

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	34	1
	R3 Hematology/Oncology*	0	2
	20 Dermatology*	1	4
	75 Nurse Practitioner#	43	5
	7 Orthopedic Surgery*	5	7
	0649 Medical Instrument Technician	50	8
	6 Ophthalmology*	4	9
	0610 Nurse#	664	11
	0647 Diagnostic Radiologic Technologist	37	12
	N9 Cardiac Electrophysiology*	0	14
	0185 Social Work	103	.
	0601 General Health Science/Registered Respiratory Therapist	20	.
	0602 Medical Officer*	239	.
	88 Staff Nurse#	527	.
<i>Nonclinical</i>	0622 Medical Supply Aide and Technician	23	3
	0201 Human Resources Management	23	6
	3566 Custodial Worker	82	10
	0640 Health Aid and Technician (Title 5)	121	13
	0858 Biomedical Engineering	3	15
	7408 Food Service Worker	46	16

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (600), Long Beach, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0668 Podiatrist</i>	3	1
	<i>CF Dermatology Mohs*</i>	4	2
	<i>4 Pain Management/Physical Medicine and Rehabilitation*</i>	14	3
<i>Nonclinical</i>	<i>0083 Police</i>	37	4
	<i>0201 Human Resources Management</i>	38	5
	<i>0544 Civilian Pay</i>	6	6
	<i>0801 General Engineering</i>	7	7

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (605), Loma Linda, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	16 Emergency Medicine*	10	1
	31 Psychiatry*	31	2
	K6 Hospitalist*	16	3
	P1 Primary Care*	6	4
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	8	6
	0610 Nurse#	720	7
	0622 Medical Supply Aide and Technician	25	11
	S2 Registered Nurse Informatics#	1	14
	43 Pathology*	3	15
	25 Gastroenterology*	9	16
	E7 Radiology (Nuclear)*	3	17
<i>Nonclinical</i>	3566 Custodial Worker	101	5
	4742 Utility Systems Repairer-Operator	7	8
	0801 General Engineering	7	9
	7408 Food Service Worker	59	10
	0201 Human Resources Management	23	12
	0675 Medical Records Technician	19	13

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (644), Phoenix, AZ

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	29 Endocrinology And Metabolic Medicine*	5	1
	K8 Critical Care*	1	2
	0601 General Health Science/Registered Respiratory Therapist	34	3
	31 Psychiatry	47	5
	0603 Physician's Assistant	46	6
	0660 Pharmacist	2	7
	0602 Medical Officer*	241	.
	0610 Nurse#	114	.
<i>Nonclinical</i>	3566 Custodial Worker	70	4
	0540 Voucher Examining	46	8
	0201 Human Resources Management	33	9
	0083 Police	36	10
	5703 Motor Vehicle Operator	7	11

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (649), Prescott, AZ

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0603 Physician's Assistant</i>	10	1
	<i>0620 Practical Nurse</i>	56	2
	<i>0858 Biomedical Engineering</i>	1	3
	<i>P1 Primary Care*</i>	10	4
	<i>0633 Physical Therapist</i>	3	5
<i>Nonclinical</i>	<i>5402 Boiler Plant Operator</i>	5	6

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (664), San Diego, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	51	1
	0620 Practical Nurse	156	2
	0647 Diagnostic Radiologic Technologist	43	4
	E4 Cardiovascular/Thoracic Surgeon*	7	5
	0622 Medical Supply Aide and Technician	27	9
	0640 Health Aid and Technician (Title 5)	90	11
	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	15	12
	0649 Medical Instrument Technician	53	13
	7 Orthopedic Surgery*	14	14
	25 Gastroenterology*	13	15
	12 Urology*	10	16
	30 Neurology*	14	17
	44 Physical Medicine & Rehabilitation*	10	18
	45 Radiology-Interventional*	3	19
	38 Radiology-Diagnostic*	15	20
	40 Geriatrics*	2	21
	16 Emergency Medicine*	13	22
	0642 Nuclear Medicine Technician	4	23
	0601 General Health Science/Blind Rehabilitation	3	24
<i>Nonclinical</i>	0201 Human Resources Management	36	3
	0675 Medical Records Technician	24	6
	5406 Utility Systems Operator	12	7
	5402 Boiler Plant Operator	1	8
	0510 Accounting	3	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (678), Tucson, AZ

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>K6 Hospitalist*</i>	17	1
	<i>31 Psychiatry*</i>	24	2
	<i>P1 Primary Care*</i>	1	3
	<i>49 Family Practice*</i>	10	4
	<i>16 Emergency Medicine*</i>	15	5
	<i>0620 Practical Nurse</i>	116	6
	<i>0667 Orthotist and Prosthetist</i>	0	8
<i>Nonclinical</i>	<i>0201 Human Resources Management</i>	21	7

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (691), Los Angeles, CA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0605 Nurse Anesthetist</i>	21	1
	<i>88 Staff Nurse#</i>	485	4
	<i>0185 Social Work</i>	432	.
	<i>0602 Medical Officer*</i>	536	.
	<i>0610 Nurse#</i>	0	.
	<i>0621 Nursing Assistant</i>	368	.
	<i>0640 Health Aid and Technician/Certified Respiratory Therapist</i>	141	.
	<i>0647 Diagnostic Radiologic Technologist</i>	41	.
	<i>0661 Pharmacy Technician</i>	54	.
	<i>0681 Dental Assistant</i>	25	.
	<i>87 Registered Nurse, Manager/Head Nurse#</i>	69	.
	<i>CH Inpatient Nurse#</i>	0	.
	<i>Q7 Charge Nurse#</i>	0	.
<i>Nonclinical</i>	<i>0622 Medical Supply Aide and Technician</i>	76	2
	<i>0801 General Engineering</i>	7	3
	<i>5402 Boiler Plant Operator</i>	0	5
	<i>0640 Health Aid and Technician (Title 5)</i>	138	.
	<i>0802 Engineering Technician</i>	3	.
	<i>0808 Architecture</i>	1	.
	<i>0819 Environmental Engineering</i>	1	.
	<i>0850 Electrical Engineering</i>	1	.
	<i>1640 Facility Management</i>	4	.
	<i>3566 Custodial Worker</i>	216	.
	<i>3806 Sheet Metal Mechanic</i>	1	.
	<i>4204 Pipefitting</i>	14	.
	<i>4605 Wood Crafting</i>	4	.
	<i>4607 Carpenter</i>	12	.
	<i>4701 Miscellaneous General Maintenance and Operations Work</i>	3	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 22), (691), Los Angeles, CA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>4749 Maintenance Mechanic</i>	12	.
	<i>4804 Locksmithing</i>	3	.
	<i>5306 Air Conditioning Equipment Mechanic</i>	7	.
	<i>5406 Utility Systems Operator</i>	11	.
	<i>5803 Heavy Mobile Equipment Mechanic</i>	2	.
	<i>7408 Food Service Worker</i>	267	.

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (437), Fargo, ND

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	25 Gastroenterology*	1	1
	8 Otolaryngology*	1	2
	30 Neurology*	3	3
	29 Endocrinology And Metabolic Medicine*	1	4
	16 Emergency Medicine*	6	5
	26 Pulmonary Diseases*	1	6
	7 Orthopedic Surgery*	2	7
	R3 Hematology/Oncology*	1	8
	CA Cardiology Non-Invasive*	2	9
	K6 Hospitalist*	7	11
	20 Dermatology*	1	12
	31 Psychiatry*	8	14
	0620 Practical Nurse	92	15
	Q6 Registered Nurse/Staff-Inpatient Clinic#	20	16
	0180 Psychology	16	17
	75 Nurse Practitioner#	10	19
	0672 Prosthetic Representative	2	20
	0668 Podiatrist	2	21
	0640 Health Aid and Technician/Certified Respiratory Therapist	16	24
	0602 Medical Officer*	110	27
<i>Nonclinical</i>	0201 Human Resources Management	10	10
	7408 Food Service Worker	17	13
	0801 General Engineering	3	18
	0673 Hospital Housekeeping Management	2	22
	0382 Telephone Operating	4	23
	7404 Cook	9	25
	0060 Chaplain	4	26

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (438), Sioux Falls, SD

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0620 Practical Nurse	82	1
	K6 Hospitalist*	12	2
	CA Cardiology Non-Invasive*	0	4
	0180 Psychology	12	5
	16 Emergency Medicine*	8	6
	31 Psychiatry*	7	7
	29 Endocrinology And Metabolic Medicine*	1	9
	0602 Medical Officer*	71	.
<i>Nonclinical</i>	5402 Boiler Plant Operator	5	3
	0801 General Engineering	5	8
	0201 Human Resources Management	11	10

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (568), Fort Meade, SD

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	50	1
	0603 Physician's Assistant	15	2
	75 Nurse Practitioner#	15	3
	0610 Nurse#	251	4
	0180 Psychology	15	5
	0620 Practical Nurse	64	6
	0601 General Health Science/Registered Respiratory Therapist	10	7
	0647 Diagnostic Radiologic Technologist	12	8
	0633 Physical Therapist	8	9
	0660 Pharmacist	36	10
	0631 Occupational Therapist	4	11
	0185 Social Work	41	12
	0644 Medical Technologist	12	13
<i>Nonclinical</i>	0801 General Engineering	7	14

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (618), Minneapolis, MN

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	<i>0602 Medical Officer*</i>	405	1
	<i>21 General Internal Medicine*</i>	60	2
	<i>6 Ophthalmology*</i>	29	3
	<i>16 Emergency Medicine*</i>	11	4
	<i>7 Orthopedic Surgery*</i>	15	5
	<i>0610 Nurse#</i>	1165	6
	<i>88 Staff Nurse#</i>	790	7
	<i>0605 Nurse Anesthetist</i>	35	8
	<i>75 Nurse Practitioner#</i>	49	9
	<i>0679 Medical Support Assistance</i>	334	10
	<i>25 Gastroenterology*</i>	9	12
	<i>38 Radiology-Diagnostic*</i>	18	13
	<i>31 Psychiatry*</i>	44	14
	<i>R3 Hematology/Oncology*</i>	8	15
	<i>K9 Mohs Surgery*</i>	1	16
	<i>40 Geriatrics*</i>	9	17
	<i>N5 Nurse Practitioner-Other#</i>	11	18
	<i>N4 Nurse Practitioner Mental Health Substance Use Disorder#</i>	4	19
	<i>N8 Certified Nurse Specialist-Mental Health/Substance Use Disorder#</i>	4	20
	<i>0180 Psychology</i>	107	22
	<i>0620 Practical Nurse</i>	159	23
	<i>0603 Physician's Assistant</i>	25	24
	<i>0601 General Health Science/Blind Rehabilitation</i>	6	27
	<i>0649 Medical Instrument Technician</i>	54	28
	<i>0640 Health Aid and Technician (Title 5)</i>	84	29
	<i>0647 Diagnostic Radiologic Technologist</i>	73	30
	<i>0661 Pharmacy Technician</i>	66	32
	<i>0645 Medical Technician</i>	26	33

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (618), Minneapolis, MN (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Nonclinical</i>	<i>0622 Medical Supply Aide and Technician</i>	44	11
	<i>0201 Human Resources Management</i>	39	21
	<i>0083 Police</i>	35	25
	<i>1105 Purchasing</i>	9	26
	<i>0203 Human Resources Assistance</i>	27	31

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (636), Omaha, NE

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0185 Social Work	95	3
	31 Psychiatry*	15	4
	88 Staff Nurse#	275	7
	P1 Primary Care*	6	8
	40 Geriatrics*	4	9
	49 Family Practice*	10	10
	0603 Physician's Assistant	36	11
	J9 Advanced Practice Nurse(Staff)#	1	12
	0620 Practical Nurse	131	13
	0667 Orthotist and Prosthetist	2	15
	25 Gastroenterology*	3	17
	20 Dermatology*	1	18
<i>Nonclinical</i>	0201 Human Resources Management	21	1
	0203 Human Resources Assistance	7	2
	5402 Boiler Plant Operator	13	5
	0622 Medical Supply Aide and Technician	20	6
	0645 Medical Technician	9	14
	5048 Animal Caretaking	1	16

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (636A6), Des Moines, IA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	0602 Medical Officer*	79	1
	31 Psychiatry*	4	2
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	2	3
	26 Pulmonary Diseases*	1	4
	N5 Nurse Practitioner-Other#	9	5
	0668 Podiatrist	1	6
	29 Endocrinology And Metabolic Medicine*	0	7
	75 Nurse Practitioner#	18	8
	0644 Medical Technologist	22	9
	25 Gastroenterology*	0	10
	0640 Health Aid and Technician (Title 5)	40	11
	21 General Internal Medicine*	22	12
	0621 Nursing Assistant	74	13
	16 Emergency Medicine*	8	14
	0647 Diagnostic Radiologic Technologist	20	15
	8 Otolaryngology*	1	16
	40 Geriatrics*	2	18
	CE Palliative Care*	1	20
	30 Neurology*	1	22
	44 Physical Medicine & Rehabilitation*	1	24
	0180 Psychology	22	25
	13 Physiatry*	1	26
	0620 Practical Nurse	87	27
	12 Urology*	2	28
	18 Hematology*	1	30
	20 Dermatology*	1	32
	M9 Cardiology-Interventional*	3	34
	0605 Nurse Anesthetist	5	35

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (636A6), Des Moines, IA (Continued)

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	1 Anesthesiology*	1	36
	0603 Physician's Assistant	17	37
	K6 Hospitalist*	10	38
	0631 Occupational Therapist	11	39
	46 Nuclear Medicine*	1	40
	0633 Physical Therapist	17	41
	45 Radiology-Interventional*	1	42
	38 Radiology-Diagnostic*	6	43
	R4 Vascular Surgery*	2	45
	2 Surgery*	4	46
<i>Nonclinical</i>	0203 Human Resources Assistance	5	17
	0201 Human Resources Management	16	19
	0675 Medical Records Technician	20	21
	0801 General Engineering	4	23
	0544 Civilian Pay	7	29
	0622 Medical Supply Aide and Technician	11	31
	0343 Management and Program Analysis	16	33
	7408 Food Service Worker	38	44

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (636A8), Iowa City, IA

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	K6 Hospitalist*	24	1
	31 Psychiatry*	18	2
	0180 Psychology	19	3
	1 Anesthesiology*	1	5
	30 Neurology*	9	6
	E6 Cardiology Non-Interventional*	8	7
	R3 Hematology/Oncology*	5	8
	0622 Medical Supply Aide and Technician	17	9
	E5 Neurosurgery	0	11
	0633 Physical Therapist	19	12
	26 Pulmonary Diseases*	13	13
	16 Emergency Medicine*	9	14
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	7	15
	0605 Nurse Anesthetist	11	16
	25 Gastroenterology*	9	17
	3 Gynecology*	1	18
	0644 Medical Technologist	42	19
	0649 Medical Instrument Technician	26	20
	N5 Nurse Practitioner-Other#	6	21
	75 Nurse Practitioner#	26	22
	88 Staff Nurse#	138	23
	86 Registered Nurse, Shift Supervisor#	8	27
<i>Nonclinical</i>	0201 Human Resources Management	20	4
	0801 General Engineering	5	10
	0850 Electrical Engineering	1	24
	5402 Boiler Plant Operator	7	25
	1601 General Facilities and Equipment	6	26

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

(VISN 23), (656), St. Cloud, MN

<i>Clinical/ Nonclinical</i>	<i>Occupation</i>	<i>Number of Staff in this Occupation as of 12/31/2017</i>	<i>Overall Rank of Shortages</i>
<i>Clinical</i>	31 Psychiatry*	7	3
	N4 Nurse Practitioner Mental Health Substance Use Disorder#	5	4
	Q6 Registered Nurse/Staff-Inpatient Clinic#	67	5
	21 General Internal Medicine*	12	6
	41 Pain Management/Anesthesiology*	0	7
	59 Associate Chief of Staff Ambulatory Care*	0	8
	88 Staff Nurse#	26	11
	40 Geriatrics*	0	12
	0620 Practical Nurse	223	13
	75 Nurse Practitioner#	24	14
	N6 Clinical Nurse Specialist-Outpatient#	2	15
	N5 Nurse Practitioner-Other#	2	16
	0602 Medical Officer*	74	.
	0610 Nurse#	335	.
<i>Nonclinical</i>	5402 Boiler Plant Operator	6	1
	4805 Medical Equipment Repairing	2	2
	0201 Human Resources Management	14	9
	0083 Police	14	10
	0801 General Engineering	7	17

The Medical Center Director for each facility is the source of this information.

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

Periods in the column, "Overall Rank of Shortages," indicate the facility did not rank the shortage.

0602 Medical Officer and associated VHA assignment codes are highlighted in orange (with an *).

0610 Nurse and associated VHA assignment codes are highlighted in gray (with a #).

The information in the column titled "Number of Staff in this Occupation as of 12/31/2017" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

Appendix D: Under Secretary for Health Comments⁴²

Department of Veterans Affairs Memorandum

Date: May 25, 2017

From: Executive in Charge, Office of the Under Secretary for Health (10N)

Subj: Healthcare Inspection—OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018

To: Assistant Inspector General for Healthcare Inspections (54)

1. Thank you for the opportunity to review the Office of Inspector General (OIG) draft report, *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages FY 2018*. The Veterans Health Administration (VHA) concurs in principle with recommendation 1, concurs with recommendation 2, and provides the attached action plan. VHA also provides a technical comment for your consideration.
2. We found that OIG's survey of staffing shortages at VHA medical facilities is very informative. The addition of non-clinical fields into the analysis of mission-critical occupations is particularly useful and will support VHA staffing planning and priorities.
3. VHA agrees that an updated, efficiently aligned position categorization structure will enable VHA facilities to more precisely define their clinical and non-clinical staffing requirements. VHA is moving forward with refinement of assignment codes and will also research potential benefits for other occupations.
4. VHA also agrees that a position management system will enable VHA to consistently evaluate, establish, sustain and forecast both non-clinical and clinical staffing. Such a system will also enable enterprise-wide support for national recruitment strategies and budget formulation. VHA is partnering with the Department to implement a manpower structure, policy and technical solution.
5. If you have any questions, please email Karen Rasmussen, M.D., Director, Management Review Service at VHA10E1DMRSAction@va.gov.

(Original signed by:)

Carolyn M. Clancy, M.D.

Executive in Charge, Veterans Health Administration

⁴² Recommendations directed to the Under Secretary for Health were submitted to the Executive in Charge who has the authority to perform the functions and duties of the Under Secretary for Health.

Comments to OIG's Report

Recommendation 1

The Under Secretary for Health refines and formalizes VHA's position categorization of those individuals (clinical and nonclinical) who are necessary to VHA's mission of delivering health care by looking at various dimensions of each occupation, including staff skill set and function, enabling identification of positions based on the specific role a person would fill.

Concur in principle.

VHA Executive in Charge Comments

The Veterans Health Administration (VHA) agrees with the intent of the OIG's recommendation, with the understanding that as a healthcare system, VHA already complies with all health care profession licensing, credentialing and standards/requirements for personnel needed to care for Veterans.

An updated, efficiently aligned position categorization structure will enable VHA facilities to more precisely define their clinical and non-clinical staffing requirements. Such a structure will also enable staffing predictive power on the part of facilities and Veterans Integrated Service Networks, and will simultaneously enable the flow of staffing requirements to the enterprise level, facilitating national recruitment efforts and budget formulation.

VHA will provide the following documentation at completion of this action:

- Completed implementation of revised nurse assignment codes,
- Complete revision of physician assignment codes, and implementation plan,
- Process for the governance of assignment codes (changes/updates) and implementation process of assignment codes in the field, and
- Analysis of other occupations with assignment codes and determination if revision/update is needed.

Target date for completion: May 2019

Recommendation 2

The Under Secretary for Health ensures the consistent implementation and use of the position categorization approach across all facilities.

Concur.

VHA Executive in Charge Comments

The Department of Veterans Affairs is establishing a manpower capacity for the entire department, with the creation of a permanent manpower office, and the leveraging of HR Smart as a technical solution enabling position management. VHA is closely integrated with the Department's efforts and is committed to deploying a position management solution for both clinical and non-clinical requirements.

VHA will provide the following documentation at completion of this action:

- Documentation of establishment of a VHA manpower office that is capable of developing and implementing a consistent organizational and position management structure, and
- This office will include a documented control process for position management.

Target date for completion: May 2019

Staff Acknowledgments

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