

VA'S COMMITMENT TO



# WORKFORCE DIVERSITY, EQUITY, AND INCLUSION

JOIN A TEAM WHERE ALL VOICES ARE HEARD

VA



U.S. Department  
of Veterans Affairs

Find an

# innovative, supportive environment

where you can thrive at VA



As the nation's largest and most advanced health care system, we have a longstanding commitment to hiring a culturally competent workforce and fostering an inclusive workplace where everyone is valued.



## Reflecting the diversity of America

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



### HIRE

staff that reflects that diversity



### ENSURE

employees feel supported



### PROVIDE

equitable health care access



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



### Sterling Akins

*VA Office of Resolution Management, Diversity and Inclusion*

# A Shared Purpose

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

**“I CARE.”**



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



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



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

## Join the Team

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



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



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

# The Best Benefits

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



## GENEROUS PTO

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



## GROUP HEALTH INSURANCE

Including dental, vision, and long-term care



## TERM LIFE INSURANCE

Family and additional coverage options available



## FLEXIBLE SPENDING ACCOUNTS

For health and dependent care expenses



## FEDERAL RETIREMENT

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



## TRANSFER BENEFITS

Take your benefits with you if you transfer to another VA facility

# Lifetime of Learning

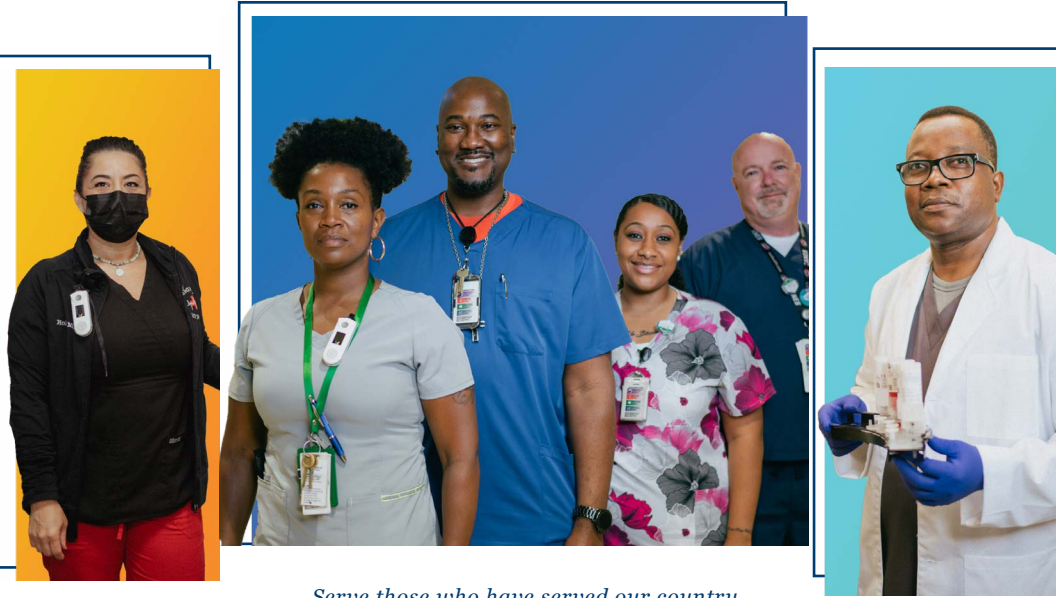
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To help you advance your career, VA provides robust continuing education opportunities and exceptional programs for training and leadership development, including:

- **THE PATHWAYS INTERNSHIP PROGRAM**  
Allows high school, college, and trade school students to get a glimpse into a future at VA and gain hands-on work experience — and pay — while completing their education
- **VA NATIONAL DIVERSITY INTERNSHIP PROGRAM**  
Provides internships to diverse undergraduate and graduate students enrolled in degree-seeking programs
- **WORKFORCE RECRUITMENT PROGRAM**  
Connects federal and private sector employers nationwide with college students and recent graduates with disabilities
- **OFFICE OF ACADEMIC AFFILIATION HEALTH PROFESSIONS TRAINING AND SCHOLARSHIP PROGRAMS**  
Designed to increase job opportunities at VA for racial and ethnic minorities



For more information, visit the Office of Resolution Management, Diversity & Inclusion (ORMDI) website at <https://www.va.gov/ormdi>.



*Serve those who have served our country.*

**APPLY TODAY**

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

**VA**



U.S. Department  
of Veterans Affairs

**VISIT**

[vacareers.va.gov](https://vacareers.va.gov)