



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

Office of Healthcare Inspections

VETERANS HEALTH ADMINISTRATION

OIG Report of Veterans Health Administration's Responses on Severe Occupational Staffing Shortages Fiscal Year 2026



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Executive Summary

The Veterans Access, Choice, and Accountability Act of 2014 and VA Choice and Quality Employment Act of 2017 mandates the VA Office of Inspector General (OIG) to identify, annually, a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations with the largest staffing shortages within each VHA medical center (facility).¹ Pursuant to this requirement, the OIG distributed a questionnaire to VHA officials and collected their opinions of severe staffing shortages by occupation. The OIG does not validate the accuracy of the information provided by the VHA in response to the questionnaire. As a result, this report is a descriptive review of VHA reporting and is intended for informational purposes based on a specific point in time.

A severe shortage refers to occupations that are difficult to fill based on the criteria in 5 C.F.R. § 337.204, Severe Shortage of Candidates. This designation does not necessarily indicate the presence of vacancies.² A vacancy, by contrast, is an individual, unfilled position and is separate from the severe-shortage classification. For example, a facility may designate an occupation as experiencing a severe shortage whether it has zero vacancies—or 100 vacancies. The severe-shortage criteria, as outlined in 5 C.F.R. § 337.204, are applied in this report pursuant to statutory requirements (see 38 U.S.C. § 7412), which direct the OIG to identify occupations with the largest staffing shortages so that the VA Secretary may consider special hiring authorities for those occupations.³ VHA's annual staffing shortage report uses the same definition of severe shortage.⁴

This is the 13th OIG annual report on occupational staffing shortages pursuant to the Congressional mandate and the 9th to report severe occupational staffing shortages as identified by staff for each facility. To maintain consistency with the prior reports, the OIG deployed a questionnaire to VHA-identified officials to respond on behalf of each facility. These VHA officials completed the questionnaire by selecting occupations considered to have severe staffing shortages by selecting from a list of occupations, using the criteria from C.F.R. § 337.204. The results reflect the selections of these VHA officials based on the perception of staffing shortages at the facility level, not an independent assessment by the OIG.

Key findings from this year's report include:

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

² Severe Shortage of Candidates, 5 C.F.R. § 337.204 (2026).

³ Severe Shortage of Candidates, 5 C.F.R. § 337.204 (2026). Annual determination of staffing shortages; recruitment and appointment for needed occupations, 38 U.S.C. § 7412 (2014).

⁴ VHA Workforce Management and Consulting, *2025 VHA Shortage Occupation Report*, accessed May 21, 2026, <https://dvagov.sharepoint.com/sites/vhaforce/SitePages/WFPReports.aspx>. (This site is not publicly accessible.)

- In fiscal year (FY) 2026, which runs from October 1, 2025, through September 30, 2026, VHA officials reported a total of 4,712 severe occupational staffing shortages.
- VHA officials identified severe shortages in 389 occupations.
- In FY 2026, 48 occupations were identified as severe staffing shortages for at least 20 percent of facilities by VHA officials.
- VHA officials reported that 97 percent of facilities had severe occupational staffing shortages for Medical Officer occupations, and 86 percent of facilities had severe shortages for Nurse occupations.
- Practical Nurse was the most frequently reported clinical severe occupational staffing shortage in FY 2026, the most frequently reported Hybrid Title 38 occupation, and the most frequently reported severe shortage occupation overall, with VHA officials reporting for 59 percent of facilities.
- Police was reported as a shortage by VHA officials for 57 percent of facilities, making it the most frequently reported nonclinical shortage occupation.

VHA officials for 139 VHA facilities identified staffing shortages.

The OIG made no recommendations based on this report.

VA Comments and OIG Response

The Under Secretary for Health concurred with the report (see [appendix E](#))⁵. No further action is required.



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⁵ Underlined terms are hyperlinks to another section of the report. To return to point of origin, press and hold the “alt” and “left arrow” keys together. The recommendation addressed to the Under Secretary for Health is directed to anyone in an acting status or performing the delegable duties of the position.

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Abbreviations

C.F.R.	Code of Federal Regulations
EHR	electronic health record
FY	fiscal year
OIG	Office of Inspector General
OPM	Office of Personnel Management
U.S.C.	United States Code
VACAA	Veterans Access, Choice, and Accountability Act
VCQEA	VA Choice and Quality Employment Act
VHA	Veterans Health Administration
VISN	Veterans Integrated Service Network



Introduction

The purpose of this review is for the VA Office of Inspector General (OIG) to report a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations that have the largest staffing shortages at each VHA medical center (facility) as required by the Veterans Access, Choice, and Accountability Act (VACAA) of 2014 and VA Choice and Quality Employment Act (VCQEA) of 2017.⁶ VACAA and VCQEA also established authority for the VA Secretary to directly recruit and appoint qualified personnel to occupations as identified by the OIG as having the largest staffing shortages.

The OIG deployed a questionnaire to VHA-selected officials to identify severe occupational staffing shortages at each facility. VHA officials for each facility identified severe staffing shortages by selecting from a list of occupations after applying the criteria from 5 C.F.R. § 337.204, Severe Shortage of Candidates.⁷ This is the 13th iteration in a series of annual OIG reports determining occupational staffing shortages in VHA and the 9th to identify severe occupational staffing shortages at the facility level.⁸ As in the past, the information in this report is based on what is reported by VHA officials in response to a questionnaire, and the OIG has not validated the accuracy of the information provided in response to the questionnaire. As a result, this report is a descriptive review and is intended for informational purposes.

⁶ Veterans Access, Choice, and Accountability Act of 2014, Pub. L. No. 113-146, 128 Stat. 1754 (2014); VA Choice and Quality Employment Act of 2017, Pub. L. No. 115-46, 131 Stat. 958 (2017) § 201.

⁷ Severe Shortage of Candidates, 5 C.F.R. § 337.204 (2026).

⁸ VA OIG: [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*](#), Report No. 15-00430-103, January 30, 2015; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*](#), Report No. 15-03063-511, September 1, 2015; [*OIG Determination of VHA Occupational Staffing Shortages*](#), Report No. 16-00351-453, September 28, 2016; [*OIG Determination of VHA Occupational Staffing Shortages, FY 2017*](#), Report No. 17-00936-385, September 27, 2017; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018*](#), Report No. 18-01693-196, June 14, 2018; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019*](#), Report No. 19-00346-241, September 30, 2019; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2020*](#), Report No. 20-01249-259, September 23, 2020; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2021*](#), Report No. 21-01357-271, September 28, 2021; [*OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2022*](#), Report No. 22-00722-187, July 7, 2022; [*OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages, Fiscal Year 2023*](#), Report No. 23-00659-186, August 22, 2023; [*OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages, Fiscal Year 2024*](#), Report No. 24-00803-222, August 7, 2024; [*OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages, Fiscal Year 2025*](#), Report No. 25-01135-196, August 12, 2025.

Background

In May 2014, the OIG reported ongoing concerns regarding access to VHA care, scheduling practices, and excessive wait times at the VA Phoenix Health Care System.⁹ Congress passed VACAA in response to these concerns. VACAA required the OIG to determine, annually, the five VHA occupations with the largest staffing shortages. VCQEA expanded the scope of the OIG's work to include a minimum of five clinical and five nonclinical VHA occupations with the largest reported staffing shortages at each facility.

Scope and Methodology

Staffing Questionnaire Development and Distribution

The OIG is required by 38 U.S.C. § 7412(a) to “determine, ... at a minimum, the five clinical and five nonclinical occupations” with severe shortages at each facility.¹⁰ The OIG distributed a link to a web-based questionnaire via email to one VHA-identified official per facility beginning on March 18, 2026, with a required completion date of April 1, 2026.¹¹ The questionnaire asked VHA officials to identify occupations with a severe shortage of candidates based on criteria from 5 C.F.R. § 337.204. The OIG confirmed receipt of completed questionnaires from 126 VHA officials on behalf of all 139 facilities on April 16, 2026.

The OIG provided VHA officials with the following criteria from 5 C.F.R. § 337.204 for determining a severe shortage of candidates:

- (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

⁹ VA OIG, [*Interim Report: Review of Patient Wait Times, Scheduling Practices, and Alleged Patient Deaths at the Phoenix Health Care System*](#), Report No. 14-02603-178, May 28, 2014.

¹⁰ 38 U.S.C § 7412(a). VA Choice and Quality Employment Act, § 201.VCQEA modified 38 U.S. Code § 7412 specifying that the OIG determine the five clinical and five nonclinical occupations with the largest staffing shortages. VHA National Workforce Planning, Workforce Management and Consulting, Workforce Solutions, FY 2024 VHA Workforce and Succession Strategic Plan for FY 2025-2028 defines clinical occupations to “include personnel who provide direct patient care or services incident to patient care and whose efforts have a therapeutic intent (e.g., physical, mental, social and spiritual).” VHA defines nonclinical occupations as “administrative and maintenance personnel who do not provide direct patient care or services incident to patient care.”

¹¹ The Manila station (358) was excluded, beginning with the *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018* report, as most of its staff were foreign nationals. VHA also excludes Manila from its annual shortage occupation report. VHA Workforce Management and Consulting, *2025 VHA Shortage Occupation Report*.

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.

The OIG did not assess whether VHA officials had documentation to support their determination that an occupation met the severe-shortage criteria.

The severe-shortage criteria can be used to inform the VA Secretary's authority under 38 U.S.C. § 7412 to recruit and directly appoint certain occupations based on the OIG's reporting of occupational staffing shortages. VHA hires specific occupations under different statutory authorities. VHA typically follows competitive hiring processes, including veterans' preference rules, when hiring for occupations appointed under Title 5. Under Title 38, VHA appoints individuals to occupations such as Medical Officer and Nurse without regard to Title 5 civil service requirements. VHA appoints Hybrid Title 38 occupations such as 0180 Psychology under Title 38 but typically follows Title 5 veterans' preference rules in hiring.

The OIG did not consider vacancy data when identifying occupations reported as severe staffing shortages across VHA. Designation as a severe staffing shortage does not necessarily mean an occupation has vacant positions. A vacancy is an authorized but unfilled position and is distinct from a severe staffing shortage designation. For example, a facility could identify an occupation as experiencing a severe staffing shortage regardless of whether it had no vacant positions or 100 vacant positions. The OIG uses the same definition of staffing shortages as VHA's annual shortage occupation report.¹²

The Office of Personnel Management (OPM), after consulting with federal agencies, created occupational series to classify positions with similar work specializations and qualifications; for instance, the 0602 Medical Officer series. VHA delineates Medical Officer and Nurse specialties using assignment codes within the corresponding OPM occupational series. For example, an Infection Control Nurse would have an OPM occupational series of 0610 Nurse, and a VHA assignment code of 74.

¹² VHA Workforce Management and Consulting, *2025 VHA Shortage Occupation Report*.

The OIG's questionnaire listed OPM occupational series used by VHA, as well as VHA assignment codes for Medical Officer and Nurse specialties.¹³ See [appendix A](#) for a complete list of OPM occupational series and VHA assignment codes included in the questionnaire. VHA officials were asked to indicate those occupations considered to have a severe occupational staffing shortage and also had the option to report that a facility had no severe occupational staffing shortages.

Questionnaire Categorization

The OIG reported an occupation as a severe occupational staffing shortage when it was designated as such by the VHA official. The OIG counted the total number of times the occupation was identified as a severe occupational staffing shortage among all responses to determine shortages across VHA.

VHA officials could identify severe shortages for Medical Officer and Nurse occupations at the Office of Personnel Management (OPM) occupational series level, the VHA assignment code level, or both. To provide greater detail, the OIG reported individual Medical Officer and Nurse assignment code occupations in its list of the most severe occupational staffing shortage. Separately, for purposes of summarizing shortages by occupational series, the OIG considered the Medical Officer or Nurse series to have a severe shortage if VHA officials identified either the OPM occupational series or any related VHA assignment code as having a severe shortage.

The OIG is required to identify at a minimum five clinical and five nonclinical occupations with severe occupational shortages.¹⁴ To better inform the VA Secretary's ability to recruit and directly appoint applicants into occupations with occupational shortages, the OIG identified severe staffing shortages reported by VHA officials for at least 20 percent of facilities. Reporting only occupations that were designated as a severe occupational staffing shortage for at least 20 percent of facilities is consistent with the criterion for a national shortage of occupations used by VA Workforce Management and Consulting in its annual shortage occupation report.

Authorities

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

Oversight authority to review the programs and operations of VA medical facilities is authorized by the Inspector General Act of 1978, as amended, 5 U.S.C. §§ 401–424. The OIG reviews

¹³ The list of 596 occupations included those provided by VHA Workforce Solutions. VHA reported that some occupations included in the questionnaire were consolidated at the VISN level, national level, or may have been employed at both the facility and VISN levels.

¹⁴ 38 U.S. Code § 7412(a).

available evidence within a specified scope and methodology and makes recommendations to VA leaders, if warranted. Findings and recommendations do not define a standard of care or establish legal liability.

Review Results

The OIG aggregated the number of severe occupational staffing shortages for all occupations reported by VHA officials. The OIG also categorized the top five clinical and five nonclinical shortages, as well as occupations reported as severe shortages by VHA officials for at least 20 percent of facilities (see [appendix D](#)). Finally, the OIG included a list of all reported occupations by facility (see [appendix B](#)).

Total Number of Severe Occupational Shortages

Between March and April 2026, VHA officials for 139 facilities reported a total of 4,712 severe occupational staffing shortages. Those 4,712 shortages were drawn from 389 occupations. Because each VHA official can identify shortages in any occupation for each facility, and multiple VHA officials often report shortages in the same occupation, the total number of shortages reflects repeated selections of the same occupations across facilities.

The OIG also counted severe occupational shortages reported at the facility level. VHA officials for all 139 facilities reported staffing shortages. The number of severe occupational staffing shortage designations by VHA official ranged from 4 (VA Gulf Coast Healthcare System) to 148 (Birmingham VA Health Care System), including both clinical and nonclinical occupations.¹⁵ The greatest number of clinical occupational shortages reported by an individual VHA official was 108 (Birmingham VA Health Care System), and the greatest number of nonclinical occupational shortages was 41 (VA North Texas Health Care System).¹⁶ (See [appendix C](#)).

Medical Officer and Nurse Occupational Staffing Shortages

Because VHA uses assignment codes to designate specialties within the corresponding OPM occupational series, Medical Officer and Nurse occupations were categorized separately from the other occupations. Using the information gathered via the questionnaire, the OIG derived the frequency of Medical Officer and Nurse severe occupational staffing shortages from VHA officials indicating either the OPM occupational series or any of its related VHA assignment codes as shortages. For FY 2026, Medical Officer was reported as a shortage for 97 percent of

¹⁵ VA Gulf Coast Healthcare System in Biloxi, Mississippi (VISN 16, Station 520) reported the fewest severe occupational staffing shortages and Birmingham VA Health Care System in Alabama (VISN 7, Station 521) reported the most severe occupational staffing shortages among all facilities.

¹⁶ Birmingham VA Health Care System in Alabama (VISN 7, Station 521) designated the most clinical severe occupational staffing shortages. VA North Texas Health Care System in Dallas (VISN 17, Station 549) designated the most nonclinical severe occupational staffing shortages.

facilities by VHA officials (135 of 139). The frequency for reported Nurse shortages was 86 percent (119 of 139 facilities).

Top Occupational Shortages

In FY 2026, VHA officials identified 48 occupations as severe staffing shortages for at least 20 percent of facilities. (See [appendix D](#) for the complete list).

Top Five Clinical Shortage Occupations

Practical Nurse was the most frequently reported clinical severe occupational staffing shortage in FY 2026, and the most frequent severe shortage occupation overall, with VHA officials reporting it as a shortage for 59 percent of facilities (82 of 139).

Table 1: Top Five Clinical Shortage Occupations

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
0620 Practical Nurse	Clinical - Other	Title 38 Hybrid	82	59
0180 Psychology	Clinical - Other	Title 38 Hybrid	80	58
31 Psychiatry*	Clinical - Medical Officer	Title 38	75	54
0185 Social Work	Clinical - Other	Title 38 Hybrid	71	51
0621 Nursing Assistant	Clinical - Other	Title 38 Hybrid	70	50

Source: OIG categorization of VHA officials' responses to the OIG's FY 2026 staffing questionnaire.

**Occupation within the Medical Officer occupational series.*

Top Five Nonclinical Shortage Occupations

In FY 2026, the OIG found that VHA officials for 57 percent of facilities (79 of 139) designated Police as a severe occupational staffing shortage, making it the most frequently reported shortage among nonclinical occupations.

Table 2. Top Five Nonclinical Shortage Occupations

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
0083 Police	Nonclinical	Title 5	79	57
3566 Custodial Worker	Nonclinical	Wage Grade [§]	74	53
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid	66	47
7408 Food Service Worker	Nonclinical	Wage Grade [§]	59	42
0801 Healthcare Engineer	Nonclinical	Title 38 Hybrid	38	27

Source: OIG categorization of VHA officials' responses to the OIG's FY 2026 staffing questionnaire.

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

Conclusion

In FY 2026, VHA officials reported a total of 4,712 severe occupational staffing shortages across 389 occupations. VHA officials identified at least one occupation as experiencing a severe staffing shortage for every facility. Overall, 48 occupations were identified as severe staffing shortages by VHA officials for at least 20 percent of facilities.

Ninety-seven percent of facilities were identified by VHA officials as having a severe staffing shortage for the Medical Officer occupational series, and 86 percent were identified as having a severe shortage for the Nurse occupational series. Among individual clinical occupations, Practical Nurse was the most frequently reported severe staffing shortage, identified by VHA officials for 59 percent of facilities. The remaining top five clinical occupations with severe staffing shortages were Psychology, Psychiatry, Social Work, and Nursing Assistant.

VHA officials for 57 percent of facilities noted severe occupational staffing shortages for Police, making it the most frequently reported nonclinical occupation. Other occupations reported in the top five nonclinical occupations included Custodial Worker, Medical Support Assistance, Food Service Worker, and Healthcare Engineer.

This report is a descriptive review and is intended for informational purposes. The OIG did not make any recommendations.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupation	Occupation Category	Hiring Authority
S5 RN, IV Therapy [‡]	Clinical - Nurse	Title 38
S6 RN – General Clinical Consultant [‡]	Clinical - Nurse	Title 38
S7 RN/Resident [‡]	Clinical - Nurse	Title 38
SC RN Staff-Spinal Cord Injury [‡]	Clinical - Nurse	Title 38
SP Chief Sterile Processing Service [‡]	Clinical - Nurse	Title 38
SS Assistant Chief Sterile Processing [‡]	Clinical - Nurse	Title 38
U1 CNS-Tele-ICU [‡]	Clinical - Nurse	Title 38
U2 RN-CNIO: VAMC [‡]	Clinical - Nurse	Title 38
U3 RN-CNIO: VISN/VACO [‡]	Clinical - Nurse	Title 38
U4 RN-Facility RNTTP Coordinator [‡]	Clinical - Nurse	Title 38
U5 RN Staff-Outpatient Primary Care: PACT [‡]	Clinical - Nurse	Title 38
U6 RN Staff-Outpatient Home Based Primary Care [‡]	Clinical - Nurse	Title 38
U7 RN Staff-Outpatient Primary Care: Clinical Resource Hub [‡]	Clinical - Nurse	Title 38
U8 RN Staff-Outpatient Primary Care: Specialty Care PACT [‡]	Clinical - Nurse	Title 38
U9 RN Staff-Outpatient Women's Health: PACT [‡]	Clinical - Nurse	Title 38
UM Utilization Management Chief [‡]	Clinical - Nurse	Title 38
V1 NA-Nurse Anesthetist [‡]	Clinical - Nurse	Title 38
V4 NA-Chief Nurse Anesthetist [‡]	Clinical - Nurse	Title 38
V5 NA-Administrative Nurse Anesthetist [‡]	Clinical - Nurse	Title 38
V6 NA-Educator-Coordinator [‡]	Clinical - Nurse	Title 38
VN RN-VISN Chief Nursing Officer [‡]	Clinical - Nurse	Title 38
0018 Safety and Occupational Health Management	Nonclinical	Title 5
0019 Safety Technician	Nonclinical	Title 5
0028 Environmental Protection Specialist	Nonclinical	Title 5
0060 Chaplain (Title 38H)	Clinical - Other	Title 38 Hybrid
0080 Security Administration	Nonclinical	Title 5
0081 Fire Protection and Prevention	Nonclinical	Title 5
0083 Police	Nonclinical	Title 5
0085 Security Guard	Nonclinical	Title 5
0086 Security Clerical and Assistance	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
0089 Emergency Management	Nonclinical	Title 5
0101 Social Science (Title 5)	Clinical - Other	Title 5
0101 Social Science/Dep Chf Readj Cnsl Svc Ofcr (55)	Clinical - Other	Title 38 Hybrid
0101 Social Science/Addiction Therapist (82, 83, 84, 85, 86)	Clinical - Other	Title 38 Hybrid
0101 Social Science/Health & Wellness Coach (95, 96, 97)	Clinical - Other	Title 38 Hybrid
0101 Social Science/Licensed Professional Mental Health Counselor	Clinical - Other	Title 38 Hybrid
0101 Social Service/Marriage and Family Therapist	Clinical - Other	Title 38 Hybrid
0101 Social Science/Rehabilitation Counselor	Clinical - Other	Title 38 Hybrid
0101 Social Science/Social Science Specialist (Crisis Responder)	Clinical - Other	Title 38 Hybrid
0102 Social Science Aid and Technician	Clinical - Other	Title 5
0110 Economist	Nonclinical	Title 5
0150 Geographer	Nonclinical	Title 5
0170 History	Nonclinical	Title 5
0180 Psychology	Clinical - Other	Title 38 Hybrid
0181 Psychology Aid and Technician	Clinical - Other	Title 5
0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)	Clinical - Other	Title 38 Hybrid
0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)	Clinical - Other	Title 38 Hybrid
0184 Sociology	Clinical - Other	Title 5
0185 Social Work	Clinical - Other	Title 38 Hybrid
0186 Social Services Aid and Assistant	Clinical - Other	Title 5
0187 Social Services	Clinical - Other	Title 5
0188 Recreation Specialist	Clinical - Other	Title 5
0188 Recreation Specialist/Yoga Therapy	Clinical - Other	Title 38 Hybrid
0189 Recreation Aid and Assistant	Clinical - Other	Title 5
0189 Recreation Assistant/Tai Chi_Qigong Inst	Clinical - Other	Title 38 Hybrid
0189 Recreation Assistant/Yoga Instructor	Clinical - Other	Title 38 Hybrid

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

Occupation	Occupation Category	Hiring Authority
0190 General Anthropology	Nonclinical	Title 5
0193 Archeology	Nonclinical	Title 5
0199 Social Science Student Trainee	Clinical - Other	Title 5
0201 Human Resources Management	Nonclinical	Title 5
0203 Human Resources Assistance	Nonclinical	Title 5
0260 Equal Employment Opportunity	Nonclinical	Title 5
0299 Human Resources Management Student Trainee	Nonclinical	Title 5
0301 Miscellaneous Administration and Program	Nonclinical	Title 5
0302 Messenger	Nonclinical	Title 5
0303 Miscellaneous Clerk and Assistant	Nonclinical	Title 5
0304 Information Receptionist	Nonclinical	Title 5
0305 Mail and File	Nonclinical	Title 5
0306 Government Information Specialist	Nonclinical	Title 5
0308 Records and Information Management	Nonclinical	Title 5
0309 Correspondence Clerk	Nonclinical	Title 5
0313 Work Unit Supervising	Nonclinical	Title 5
0318 Secretary	Nonclinical	Title 5
0322 Clerk-Typist	Nonclinical	Title 5
0326 Office Automation Clerical and Assistance	Nonclinical	Title 5
0332 Computer Operation	Nonclinical	Title 5
0335 Computer Clerk and Assistant	Nonclinical	Title 5
0340 Program Management	Nonclinical	Title 5
0341 Administrative Officer	Nonclinical	Title 5
0342 Support Services Administration	Nonclinical	Title 5
0343 Management and Program Analysis	Nonclinical	Title 5
0344 Management and Program Clerical and Assistance	Nonclinical	Title 5
0346 Logistics Management	Nonclinical	Title 5
0350 Equipment Operator	Nonclinical	Title 5
0356 Data Transcriber	Nonclinical	Title 5
0361 Equal Opportunity Assistance	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
0382 Telephone Operating	Nonclinical	Title 5
0390 Telecommunications Processing	Nonclinical	Title 5
0391 Telecommunications	Nonclinical	Title 5
0392 General Telecommunications	Nonclinical	Title 5
0394 Communications Clerical	Nonclinical	Title 5
0399 Administration and Office Support Student Trainee	Nonclinical	Title 5
0401 General Biological Science	Nonclinical	Title 5
0403 Microbiology	Nonclinical	Title 5
0404 Biological Science Technician	Nonclinical	Title 5
0405 Pharmacology	Nonclinical	Title 5
0413 Physiology	Nonclinical	Title 5
0415 Toxicology	Nonclinical	Title 5
0437 Horticulture	Nonclinical	Title 5
0440 Genetics	Clinical - Other	Title 5
0487 - Animal Science	Nonclinical	Title 5
0499 Biological Science Student Trainee	Nonclinical	Title 5
0501 Financial Administration and Program	Nonclinical	Title 5
0503 Financial Clerical and Assistance	Nonclinical	Title 5
0505 Financial Management	Nonclinical	Title 5
0510 Accounting	Nonclinical	Title 5
0511 Auditing	Nonclinical	Title 5
0525 Accounting Technician	Nonclinical	Title 5
0530 Cash Processing	Nonclinical	Title 5
0540 Voucher Examining	Nonclinical	Title 5
0544 Civilian Pay	Nonclinical	Title 5
0560 Budget Analysis	Nonclinical	Title 5
0561 Budget Clerical and Assistance	Nonclinical	Title 5
0593 Insurance Accounts	Nonclinical	Title 5
0599 Financial Management Student Trainee	Nonclinical	Title 5
0601 General Health Science (Title 5)	Clinical - Other	Title 5

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

Occupation	Occupation Category	Hiring Authority
0601 General Health Science/Chiropractor	Clinical - Other	Title 38
0601 General Health Science/Expanded Dental Function	Clinical - Other	Title 38
0601 General Health Science/Acupuncturist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Blind Rehab	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Genetic Counselor	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Nuclear Medicine Technologist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Registered Respiratory Therapist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Therapeutic Medical Physicist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Cytotechnologist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Histopathology Technologist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Clinical Perfusionist	Clinical - Other	Title 38 Hybrid
0601 General Health Science/Registered Radiologist Assistant	Clinical - Other	Title 38 Hybrid
0603 Physician Assistant	Clinical - Other	Title 38
0605 Nurse Anesthetist	Clinical - Other	Title 38
0620 Practical Nurse	Clinical - Other	Title 38 Hybrid
0621 Nursing Assistant	Clinical - Other	Title 38 Hybrid
0622 Medical Supply Aide and Technician/Sterile Processing	Nonclinical	Title 38 Hybrid
0622 Medical Supply Aide and Technician (Title 5)	Nonclinical	Title 5
0625 Autopsy Assistant	Nonclinical	Title 5
0630 Dietitian and Nutritionist	Clinical - Other	Title 38 Hybrid
0631 Occupational Therapist	Clinical - Other	Title 38 Hybrid
0633 Physical Therapist	Clinical - Other	Title 38 Hybrid
0635 Kinesiotherapy/02 Kinesiotherapist	Clinical - Other	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant (Title 5)	Clinical - Other	Title 5
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	Clinical - Other	Title 38 Hybrid

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

Occupation	Occupation Category	Hiring Authority
0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant	Clinical - Other	Title 38 Hybrid
0637 Manual Arts Therapist	Nonclinical	Title 5
0638 Recreation/Creative Arts Therapist	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician (Title 5)	Clinical - Other	Title 5
0640 Health Aid and Technician/Certified Respiratory Therapist	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Clinical Dietetic Technician	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Health Technician (Audiology)	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Telehealth	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Massage Therapy	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Optomety	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Ophthalmology	Clinical - Other	Title 38 Hybrid
0640 Health Aid and Technician/Health Technician(Pedorthist)	Clinical - Other	Title 38 Hybrid
0642 Nuclear Medicine Technician	Clinical - Other	Title 5
0644 Medical Technologist/Clinical Laboratory Scientist	Clinical - Other	Title 38 Hybrid
0645 Medical Technician (Title 5)	Clinical - Other	Title 5
0645 Medical Technician (Medical Laboratory Technician)	Clinical - Other	Title 38 Hybrid
0646 Pathology Technician (Title 5)	Clinical - Other	Title 5
0646 Histopathology Technician	Clinical - Other	Title 38 Hybrid
0647 Diagnostic Radiologic Technologist	Clinical - Other	Title 38 Hybrid
0648 Therapeutic Radiologic Technologist	Clinical - Other	Title 38 Hybrid
0649 Medical Instrument Technician	Clinical - Other	Title 38 Hybrid
0651 Respiratory Therapist	Clinical - Other	Title 5
0660 Pharmacist	Clinical - Other	Title 38 Hybrid
0661 Pharmacy Technician	Clinical - Other	Title 38 Hybrid
0662 Optometrist	Clinical - Other	Title 38

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

Occupation	Occupation Category	Hiring Authority
0665 Speech Pathology and Audiology	Clinical - Other	Title 38 Hybrid
0667 Orthotist and Prosthetist	Clinical - Other	Title 38 Hybrid
0668 Podiatrist	Clinical - Other	Title 38
0669 Medical Records Administration	Nonclinical	Title 38 Hybrid
0670 Health System Administration	Nonclinical	Title 5
0671 Health System Specialist	Nonclinical	Title 5
0672 Prosthetic Representative	Nonclinical	Title 38 Hybrid
0673 Hospital Housekeeping Management	Nonclinical	Title 5
0675 Medical Records Technician	Nonclinical	Title 38 Hybrid
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid
0680 Dental Officer	Clinical - Other	Title 38
0681 Dental Assistant	Clinical - Other	Title 38 Hybrid
0682 Dental Hygiene	Clinical - Other	Title 38 Hybrid
0683 Dental Laboratory Aid and Technician	Clinical - Other	Title 5
0690 Industrial Hygiene	Nonclinical	Title 5
0698 Environmental Health Technician	Nonclinical	Title 5
0699 Medical and Health Student Trainee	Clinical - Other	Title 5
0701 Veterinary Medical Science	Nonclinical	Title 5
0704 Animal Health Technician	Nonclinical	Title 5
0801 General Engineering	Nonclinical	Title 5
0801 Healthcare Engineer	Nonclinical	Title 38 Hybrid
0802 Engineering Technician	Nonclinical	Title 5
0803 Safety Engineering	Nonclinical	Title 5
0804 Fire Protection Engineering	Nonclinical	Title 5
0807 Landscape Architecture	Nonclinical	Title 5
0808 Architecture	Nonclinical	Title 5
0809 Construction Control	Nonclinical	Title 5
0810 Civil Engineering	Nonclinical	Title 5
0819 Environmental Engineering	Nonclinical	Title 5
0830 Mechanical Engineering	Nonclinical	Title 5
0850 Electrical Engineering	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
0854 Computer Engineering	Nonclinical	Title 5
0855 Electronics Engineering	Nonclinical	Title 5
0856 Electronics Technician	Nonclinical	Title 5
0858 Biomedical Engineering	Nonclinical	Title 38 Hybrid
0895 Industrial Engineering Technical	Nonclinical	Title 5
0896 Industrial Engineering	Nonclinical	Title 5
0899 Engineering and Architecture Student Trainee	Nonclinical	Title 5
0901 General Legal and Kindred Administration	Nonclinical	Title 5
0905 General Attorney	Nonclinical	Title 5
0950 Paralegal Specialist	Nonclinical	Title 5
0962 Contact Representative	Nonclinical	Title 5
0986 Legal Assistance	Nonclinical	Title 5
0996 Veterans Claims Examining	Nonclinical	Title 5
0998 Claims Assistance and Examining	Nonclinical	Title 5
0999 Legal Occupations Student Trainee	Nonclinical	Title 5
1001 General Arts and Information	Nonclinical	Title 5
1008 Interior Design	Nonclinical	Title 5
1020 Illustrating	Nonclinical	Title 5
1035 Public Affairs	Nonclinical	Title 5
1040 Language Specialist	Nonclinical	Title 5
1060 Photography	Nonclinical	Title 5
1071 Audiovisual Production	Nonclinical	Title 5
1082 Writing and Editing	Nonclinical	Title 5
1083 Technical Writing and Editing	Nonclinical	Title 5
1084 Visual Information	Nonclinical	Title 5
1087 Editorial Assistance	Nonclinical	Title 5
1099 Information and Arts Student Trainee	Nonclinical	Title 5
1101 General Business and Industry	Nonclinical	Title 5
1102 Contracting	Nonclinical	Title 5
1104 Property Disposal	Nonclinical	Title 5
1105 Purchasing	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
1106 Procurement Clerical and Technician	Nonclinical	Title 5
1107 Property Disposal Clerical and Technician	Nonclinical	Title 5
1109 Grants Management	Nonclinical	Title 5
1152 Production Control	Nonclinical	Title 5
1160 Financial Analysis	Nonclinical	Title 5
1170 Realty	Nonclinical	Title 5
1173 Housing Management	Nonclinical	Title 5
1176 Building Management	Nonclinical	Title 5
1199 Business and Industry Student Trainee	Nonclinical	Title 5
1301 General Physical Science	Clinical - Other	Title 5
1306 Health Physics	Clinical - Other	Title 5
1310 Physics	Clinical - Other	Title 5
1311 Physical Science Technician	Clinical - Other	Title 5
1320 Chemistry	Clinical - Other	Title 5
1410 Librarian	Nonclinical	Title 5
1411 Library Technician	Nonclinical	Title 5
1412 Technical Information Services	Nonclinical	Title 5
1499 Library and Archives Student Trainee	Nonclinical	Title 5
1515 Operations Research	Nonclinical	Title 5
1520 Mathematics	Nonclinical	Title 5
1529 Mathematical Statistician	Nonclinical	Title 5
1530 Statistician	Nonclinical	Title 5
1531 Statistical Assistant	Nonclinical	Title 5
1550 Computer Science	Nonclinical	Title 5
1560 Data Scientist	Nonclinical	Title 5
1601 General Facilities and Equipment (Title 5)	Nonclinical	Title 5
1601 General Facilities and Equipment/Biomedical Equipment Support Specialist	Nonclinical	Title 38 Hybrid
1603 Equipment, Facilities, and Service Assistance	Nonclinical	Title 5
1640 Facility Management	Nonclinical	Title 5
1654 Printing Management	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
1658 Laundry and Dry Cleaning Plant Management	Nonclinical	Title 5
1667 Steward	Nonclinical	Title 5
1670 Equipment Specialist	Nonclinical	Title 5
1699 Equipment and Facilities Management Student Trainee	Nonclinical	Title 5
1701 General Education and Training	Nonclinical	Title 5
1702 Education and Training Technician	Nonclinical	Title 5
1710 Education and Vocational Training	Nonclinical	Title 5
1712 Training Instruction	Nonclinical	Title 5
1715 Vocational Rehabilitation	Clinical - Other	Title 5
1720 Education Program	Nonclinical	Title 5
1725 Public Health Educator	Nonclinical	Title 5
1740 Education Services	Nonclinical	Title 5
1750 Instructional Systems	Nonclinical	Title 5
1810 General Investigating	Nonclinical	Title 5
1811 Criminal Investigating	Nonclinical	Title 5
1910 Quality Assurance	Nonclinical	Title 5
2001 General Supply	Nonclinical	Title 5
2003 Supply Program Management	Nonclinical	Title 5
2005 Supply Clerical and Technician	Nonclinical	Title 5
2010 Inventory Management	Nonclinical	Title 5
2030 Distribution Facilities and Storage Management	Nonclinical	Title 5
2091 Sales Store Clerical	Nonclinical	Title 5
2099 Supply Student Trainee	Nonclinical	Title 5
2101 Transportation Specialist	Nonclinical	Title 5
2102 Transportation Clerk and Assistant	Nonclinical	Title 5
2130 Traffic Management	Nonclinical	Title 5
2151 Dispatching	Nonclinical	Title 5
2210 Information Technology Management	Nonclinical	Title 5
2299 Information Technology Student Trainee	Nonclinical	Title 5
2502 Telecommunications Mechanic	Nonclinical	Wage Grade ^s

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

Occupation	Occupation Category	Hiring Authority
2604 Electronics Mechanic	Nonclinical	Wage Grade ^{\$}
2606 Electronic Industrial Controls Mechanic	Nonclinical	Wage Grade ^{\$}
2608 Digital Computer Mechanic	Nonclinical	Wage Grade ^{\$}
2610 Electronic Integrated Systems Mechanic	Nonclinical	Wage Grade ^{\$}
2614 Electronics Mechanic (Abolished)	Nonclinical	Wage Grade ^{\$}
2805 Electrician	Nonclinical	Wage Grade ^{\$}
2810 Electrician (High Voltage)	Nonclinical	Wage Grade ^{\$}
2854 Electrical Equipment Repairer	Nonclinical	Wage Grade ^{\$}
3105 Fabric Working	Nonclinical	Title 5
3111 Sewing Machine Operating	Nonclinical	Wage Grade ^{\$}
3359 Instrument Mechanic	Nonclinical	Wage Grade ^{\$}
3414 Machining	Nonclinical	Wage Grade ^{\$}
3501 Misc General Services And Support Work	Nonclinical	Wage Grade ^{\$}
3502 Laboring	Nonclinical	Wage Grade ^{\$}
3511 Laboratory Working	Nonclinical	Wage Grade ^{\$}
3566 Custodial Worker	Nonclinical	Wage Grade ^{\$}
3601 Miscellaneous Structural & Finishing Work	Nonclinical	Wage Grade ^{\$}
3603 Masonry	Nonclinical	Wage Grade ^{\$}
3604 Tile Setting	Nonclinical	Wage Grade ^{\$}
3605 Plastering	Nonclinical	Wage Grade ^{\$}
3610 Insulating	Nonclinical	Wage Grade ^{\$}
3703 Welding	Nonclinical	Wage Grade ^{\$}
3806 Sheet Metal Mechanic	Nonclinical	Wage Grade ^{\$}
4010 Prescription Eyeglass Making	Nonclinical	Wage Grade ^{\$}
4101 Painting & Paper Hanging	Nonclinical	Wage Grade ^{\$}
4102 Painting	Nonclinical	Wage Grade ^{\$}
4104 Sign Painting	Nonclinical	Wage Grade ^{\$}
4204 Pipefitting	Nonclinical	Wage Grade ^{\$}
4206 Plumbing	Nonclinical	Wage Grade ^{\$}
4352 Plastic Fabricating	Nonclinical	Wage Grade ^{\$}
4417 Offset Press Operating	Nonclinical	Title 5

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

Occupation	Occupation Category	Hiring Authority
4605 Wood Crafting	Nonclinical	Wage Grade ^{\$}
4607 Carpenter	Nonclinical	Wage Grade ^{\$}
4701 Miscellaneous General Maintenance and Operations Work	Nonclinical	Wage Grade ^{\$}
4703 Construction and Maintenance Supervisor	Nonclinical	Title 5
4737 General Equipment Mechanic	Nonclinical	Wage Grade ^{\$}
4742 Utility Systems Repairer-Operator	Nonclinical	Wage Grade ^{\$}
4749 Maintenance Mechanic	Nonclinical	Wage Grade ^{\$}
4801 Miscellaneous General Equipment Maintenance	Nonclinical	Wage Grade ^{\$}
4804 Locksmithing	Nonclinical	Wage Grade ^{\$}
4805 Medical Equipment Repairing	Nonclinical	Wage Grade ^{\$}
5003 Gardening	Nonclinical	Wage Grade ^{\$}
5026 Pest Controller	Nonclinical	Wage Grade ^{\$}
5048 Animal Caretaking	Nonclinical	Wage Grade ^{\$}
5301 Miscellaneous Industrial Equipment Maintenance	Nonclinical	Wage Grade ^{\$}
5306 Air Conditioning Equipment Mechanic	Nonclinical	Wage Grade ^{\$}
5309 Heating and Boiler Plant Equipment Mechanic	Nonclinical	Wage Grade ^{\$}
5313 Elevator Mechanic	Nonclinical	Wage Grade ^{\$}
5317 Laundry and Dry Cleaning Equipment Repairing	Nonclinical	Wage Grade ^{\$}
5352 Industrial Equipment Mechanic	Nonclinical	Wage Grade ^{\$}
5378 Powered Support Systems Mechanic	Nonclinical	Title 5
5402 Boiler Plant Operator	Nonclinical	Wage Grade ^{\$}
5406 Utility Systems Operator	Nonclinical	Wage Grade ^{\$}
5407 Electric Power Controlling	Nonclinical	Title 5
5408 Wastewater Treatment Plant Operator	Nonclinical	Wage Grade ^{\$}
5409 Water Treatment Plant Operator	Nonclinical	Wage Grade ^{\$}
5415 Air-Conditioning Equipment Operator	Nonclinical	Wage Grade ^{\$}
5703 Motor Vehicle Operator	Nonclinical	Wage Grade ^{\$}
5705 Tractor Operator	Nonclinical	Wage Grade ^{\$}
5716 Engineering Equipment Operating	Nonclinical	Wage Grade ^{\$}
5803 Heavy Mobile Equipment Mechanic	Nonclinical	Wage Grade ^{\$}

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

Occupation	Occupation Category	Hiring Authority
5806 Mobile Equipment Servicing	Nonclinical	Wage Grade [§]
5823 Automotive Mechanic	Nonclinical	Wage Grade [§]
6904 Tools and Parts Attending	Nonclinical	Wage Grade [§]
6907 Materials Handler	Nonclinical	Wage Grade [§]
6913 Hazardous Waste Disposer	Nonclinical	Wage Grade [§]
7301 Miscellaneous Laundry, Dry Cleaning, and Pressing	Nonclinical	Wage Grade [§]
7304 Laundry Working	Nonclinical	Wage Grade [§]
7305 Laundry Machine Operating	Nonclinical	Wage Grade [§]
7401 Miscellaneous Food Preparation and Serving	Nonclinical	Wage Grade [§]
7402 Baking	Nonclinical	Title 5
7404 Cook	Nonclinical	Wage Grade [§]
7408 Food Service Worker	Nonclinical	Wage Grade [§]
7601 Miscellaneous Personal Services	Nonclinical	Wage Grade [§]

Source: *OIG's FY 2026 staffing questionnaire.*

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

^{*}*Denotes assignment codes within the Medical Officer occupational series.*

[‡]*Denotes assignment codes within the Nurse occupational series.*

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

Appendix B: Facility-Specific Severe Occupational Staffing Shortages

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

- The information was obtained from VHA-identified officials who responded to the OIG's FY 2026 staffing questionnaire.
- Naming conventions for occupations provided in this appendix are as provided by VHA.
- 0602 Medical Officer associated VHA assignment codes are identified with an *.
- 0610 Nurse associated VHA assignment codes are identified with a ‡.

Table B.1. Facility-Specific Severe Occupational Staffing Shortages VA Maine Healthcare System in Augusta (VISN 1, Station 402)

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	17 Retinal Surgery*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	5 Medical Oncology*

Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	P4 Chief Officer In CO*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	80 RN/Nurse Executive‡
Clinical - Nurse	85 RN Educator‡
Clinical - Nurse	86 RN, Shift Supervisor‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CV RN Staff-Interventional‡
Clinical - Nurse	CY NP-Geriatrics‡
Clinical - Nurse	I2 NP-Cardiology‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	N1 NP/Long Term Care‡
Clinical - Nurse	O3 NP-Pain Clinic‡
Clinical - Nurse	Q4 RN Clinical Nurse Lead‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	Q7 Charge Nurse‡
Clinical - Nurse	S4 RN/Wound Care Spec‡
Clinical - Nurse	SS Assistant Chief Sterile Processing‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care‡
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work

Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0638 Recreation/Creative Arts Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0318 Secretary
Nonclinical	0510 Accounting
Nonclinical	0544 Civilian Pay
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician

Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table B.2. Facility-Specific Severe Occupational Staffing Shortages VA White River Junction Healthcare System in Vermont (VISN 1, Station 405)

Occupation Category	Occupation
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	79 CNS-Med/Surg†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0651 Respiratory Therapist
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook

Nonclinical	7408 Food Service Worker
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Table B.3. Facility-Specific Severe Occupational Staffing Shortages VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)

Occupation Category	Occupation
Clinical - Nurse	86 RN, Shift Supervisor†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CU RN Staff- Domiciliary†
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care†
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	87 RN, Manager/Head Nurse‡
Clinical - Nurse	IR RN Staff-Interventional Radiology‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	SC RN Staff-Spinal Cord Injury‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	75 NP-Primary Care [‡]
Clinical - Nurse	N5 NP-Other [‡]
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0651 Respiratory Therapist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0080 Security Administration
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0669 Medical Records Administration
Nonclinical	0672 Prosthetic Representative

Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0856 Electronics Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	4804 Locksmithing
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	N5 NP-Other†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care†
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0660 Pharmacist
Clinical - Other	0681 Dental Assistant
Nonclinical	0346 Logistics Management
Nonclinical	0671 Health System Specialist
Nonclinical	1105 Purchasing

Nonclinical	2003 Supply Program Management
Nonclinical	3502 Laboring
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	6907 Materials Handler
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

Table B.8. Facility-Specific Severe Occupational Staffing Shortages VA Connecticut Healthcare System in West Haven (VISN 1, Station 689)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	N5 NP-Other‡
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Nurse	Q3 RN-Telephone Triage‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡

Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Pedorthist)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	4804 Locksmithing
Nonclinical	5402 Boiler Plant Operator
Nonclinical	6907 Materials Handler
Nonclinical	7408 Food Service Worker

Table B.9. Facility-Specific Severe Occupational Staffing Shortages VA Bronx Healthcare System in New York (VISN 2, Station 526)

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	13 Psychiatry*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	ST Transplant Surgery*
Clinical - Nurse	71 RN, Recruiter‡
Clinical - Nurse	CT RN Staff- Women's Health Clinic‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	13 Psychiatry*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	K4 Nocturnist*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0681 Dental Assistant
Clinical - Other	1306 Health Physics
Nonclinical	0083 Police

Nonclinical	0089 Emergency Management
Nonclinical	0690 Industrial Hygiene
Nonclinical	2010 Inventory Management
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	57 Physician-Admin, Other*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	G6 RN/Program Manager/Coordinator‡
Clinical - Nurse	L8 NP-Urology‡
Clinical - Nurse	N1 NP/Long Term Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	R9 RN-Assistant/Associate/Deputy Chief of Service‡
Clinical - Nurse	S7 RN/Resident‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT‡
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant

Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	2805 Electrician
Nonclinical	5402 Boiler Plant Operator

Table B.12. Facility-Specific Severe Occupational Staffing Shortages VA Syracuse Healthcare System in New York (VISN 2, Station 528A7)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0346 Logistics Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer

Nonclinical	2805 Electrician
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38*
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	17 Retinal Surgery*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	59 Associate COS Ambulatory Care*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	67 Oral Surgery*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Nurse	0 Miscellaneous Title 38†
Clinical - Nurse	0610 Nurse
Clinical - Nurse	86 RN, Shift Supervisor†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†

Clinical - Nurse	CM RN Staff-Critical Care [‡]
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health [‡]
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care [‡]
Clinical - Nurse	DD RN Staff-Dialysis [‡]
Clinical - Nurse	I4 NP-Endocrinology [‡]
Clinical - Nurse	M2 RN/Case Manager/Care [‡]
Clinical - Nurse	O2 NP-Orthopedic Surgery [‡]
Clinical - Nurse	Q1 RN/Staff-Outpatient [‡]
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical - Nurse	S2 RN Informatics [‡]
Clinical - Nurse	S4 RN/Wound Care Spec [‡]
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT [‡]
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0188 Recreation Specialist
Clinical - Other	0601 General Health Science/Expanded Dental Function
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0019 Safety Technician
Nonclinical	0028 Environmental Protection Specialist

Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	0698 Environmental Health Technician
Nonclinical	1035 Public Affairs
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	17 Retinal Surgery*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	23 Allergy & Immunology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	67 Oral Surgery*

Clinical - Medical Officer	68 Periodontics*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	9 Plastic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	CC Pain Management*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	0 Miscellaneous Title 38‡
Clinical - Nurse	0610 Nurse
Clinical - Nurse	30 RN-Intermittent‡
Clinical - Nurse	74 RN, Infection Control‡
Clinical - Nurse	AB NP-Travel Nurse Corps (TNC)‡
Clinical - Nurse	DD RN Staff-Dialysis‡
Clinical - Nurse	H2 NP-HBPC‡
Clinical - Nurse	I2 NP-Cardiology‡
Clinical - Nurse	L4 NP-Rehab/SCI‡
Clinical - Nurse	Q5 RN, Travel Nurse Corps Staff‡
Clinical - Nurse	S5 RN, IV Therapy‡
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Blind Rehab

Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Clinical - Other	0683 Dental Laboratory Aid and Technician
Clinical - Other	1306 Health Physics
Clinical - Other	1310 Physics
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0083 Police
Nonclinical	0085 Security Guard
Nonclinical	0350 Equipment Operator
Nonclinical	0505 Financial Management
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	0804 Fire Protection Engineering
Nonclinical	1658 Laundry and Dry Cleaning Plant Management
Nonclinical	2101 Transportation Specialist
Nonclinical	2604 Electronics Mechanic
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	2805 Electrician
Nonclinical	2810 Electrician (High Voltage)
Nonclinical	3566 Custodial Worker

Nonclinical	4204 Pipefitting
Nonclinical	4206 Plumbing
Nonclinical	4737 General Equipment Mechanic
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator
Nonclinical	5408 Wastewater Treatment Plant Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7304 Laundry Working
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	52 Physician*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	82 RN, Senior Leadership [‡]
Clinical - Nurse	CM RN Staff-Critical Care [‡]
Clinical - Other	0601 General Health Science (Title 5)
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0801 Healthcare Engineer
Nonclinical	2010 Inventory Management
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P8 Dep Chief Of Staff*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	20 CNS-CLC/Geriatrics†
Clinical - Nurse	82 RN, Senior Leadership†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CW RN Staff- Peri-Op†
Clinical - Nurse	J3 RN, Clinical Analyst†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	PU RN Staff-PACU†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT†
Clinical - Nurse	U9 RN Staff-Outpatient Women's Health: PACT†
Clinical - Other	0060 Chaplain (Title 38H)

Clinical - Other	0180 Psychology
Clinical - Other	0603 Physician Assistant
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0651 Respiratory Therapist
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0501 Financial Administration and Program

Table B.19. Facility-Specific Severe Occupational Staffing Shortages VA Altoona Healthcare System in Pennsylvania (VISN 4, Station 503)

Occupation Category	Occupation
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	85 RN Educator‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	G5 RN Facility Admin‡
Clinical - Nurse	H2 NP-HBPC‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	S2 RN Informatics‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care‡
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Acupuncturist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist

Clinical - Other	0633 Physical Therapist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0660 Pharmacist
Clinical - Other	0665 Speech Pathology and Audiology
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0343 Management and Program Analysis
Nonclinical	0510 Accounting
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	1035 Public Affairs
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7601 Miscellaneous Personal Services

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

Occupation Category	Occupation
Clinical - Medical Officer	31 Psychiatry*
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0185 Social Work
Nonclinical	0679 Medical Support Assistance
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	71 RN, Recruiter‡
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	CU RN Staff- Domiciliary‡
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Nonclinical	0308 Records and Information Management
Nonclinical	0858 Biomedical Engineering
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	87 RN, Manager/Head Nurse†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	G9 RN-Supervisory Prog Mgr/Coord†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	QM Quality and or Safety Management Chief†
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant

Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0680 Dental Officer
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0669 Medical Records Administration
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	1035 Public Affairs
Nonclinical	4206 Plumbing
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	CU RN Staff- Domiciliary‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0180 Psychology

Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Blind Rehab
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Nurse	20 CNS-CLC/Geriatrics‡
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0646 Histopathology Technician
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	1306 Health Physics
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0679 Medical Support Assistance
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	67 Oral Surgery*
Clinical - Medical Officer	68 Periodontics*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	9 Plastic Surgery*

Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	N9 Cardiac Electrophysiology*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	ST Transplant Surgery*
Clinical - Nurse	20 CNS-CLC/Geriatrics†
Clinical - Nurse	C4 RN Staff-Cardiac Catheterization‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CU RN Staff- Domiciliary‡
Clinical - Nurse	DD RN Staff-Dialysis‡
Clinical - Nurse	S2 RN Informatics‡
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0185 Social Work
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician

Clinical - Other	0662 Optometrist
Clinical - Other	0681 Dental Assistant
Clinical - Other	0683 Dental Laboratory Aid and Technician
Clinical - Other	1306 Health Physics
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0690 Industrial Hygiene
Nonclinical	1105 Purchasing
Nonclinical	2805 Electrician
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CJ Resource/Float Pool†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Other	0180 Psychology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	CU RN Staff- Domiciliary†
Clinical - Nurse	DA NP-Surgical Special†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0081 Fire Protection and Prevention

Nonclinical	0083 Police
Nonclinical	0305 Mail and File
Nonclinical	0382 Telephone Operating
Nonclinical	0560 Budget Analysis
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1106 Procurement Clerical and Technician
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table B.28. Facility-Specific Severe Occupational Staffing Shortages VA Beckley Healthcare System in West Virginia (VISN 5, Station 517)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	20 CNS-CLC/Geriatrics†
Clinical - Nurse	79 CNS-Med/Surg†
Clinical - Nurse	AS RN Staff-Ambulatory Surgery†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)

Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0668 Podiatrist
Nonclinical	0308 Records and Information Management
Nonclinical	0671 Health System Specialist
Nonclinical	1035 Public Affairs

Table B.29. Facility-Specific Severe Occupational Staffing Shortages VA Clarksburg Healthcare System in West Virginia (VISN 5, Station 540)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician

Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management

**Table B.31. Facility-Specific Severe Occupational Staffing Shortages
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)**

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Blind Rehab
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0681 Dental Assistant
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing

Nonclinical	0669 Medical Records Administration
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0690 Industrial Hygiene
Nonclinical	0858 Biomedical Engineering
Nonclinical	2805 Electrician
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	5823 Automotive Mechanic
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	73 Associate Chief Of Staff*
Clinical - Medical Officer	9 Plastic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	G9 Radiation Oncology*

Clinical - Medical Officer	K4 Nocturnist*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	74 RN, Infection Control‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CP RN Staff- Progressive Care‡
Clinical - Nurse	CW RN Staff- Peri-Op‡
Clinical - Nurse	H5 NP-Emergency‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Nurse	PU RN Staff-PACU‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	S4 RN/Wound Care Spec‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0651 Respiratory Therapist

Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0525 Accounting Technician
Nonclinical	0544 Civilian Pay
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2805 Electrician
Nonclinical	4204 Pipefitting
Nonclinical	4206 Plumbing
Nonclinical	4607 Carpenter
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

**Table B.33. Facility-Specific Severe Occupational Staffing Shortages
Durham VA Health Care System in North Carolina (VISN 6, Station 558)**

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	AS RN Staff-Ambulatory Surgery‡
Clinical - Nurse	C4 RN Staff-Cardiac Catheterization‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	CM RN Staff-Critical Care‡

Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	G5 RN Facility Admin†
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	I5 NP-Hematology/Oncology†
Clinical - Nurse	I8 NP-Neurology†
Clinical - Nurse	IR RN Staff-Interventional Radiology†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	N1 NP/Long Term Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	N5 NP-Other†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Nurse	U9 RN Staff-Outpatient Women's Health: PACT†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Nonclinical	0083 Police
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Psychiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	67 Oral Surgery*
Clinical - Medical Officer	73 Associate Chief Of Staff*

Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	E9 Compensation/Pension*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	82 RN, Senior Leadership‡
Clinical - Nurse	85 RN Educator‡
Clinical - Nurse	87 RN, Manager/Head Nurse‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡

Clinical - Nurse	AS RN Staff-Ambulatory Surgery†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	G5 RN Facility Admin†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	S7 RN/Resident†
Clinical - Nurse	SC RN Staff-Spinal Cord Injury†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care†
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT†
Clinical - Nurse	U9 RN Staff-Outpatient Women's Health: PACT†
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0180 Psychology
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Chiropractor
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist

Clinical - Other	0636 Rehabilitation Therapy Assistant (Title 5)
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Pedorthist)
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optomety
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0667 Orthotist and Prosthetist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	0510 Accounting
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0670 Health System Administration
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician

Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing
Nonclinical	1640 Facility Management
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working

Table B.36. Facility-Specific Severe Occupational Staffing Shortages VA Asheville Health Care System in North Carolina (VISN 6, Station 637)

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CY NP-Geriatrics†
Clinical - Nurse	I5 NP-Hematology/Oncology†
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Nurse	CP RN Staff- Progressive Care†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0671 Health System Specialist
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	36 Preventive Medicine*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	AS RN Staff-Ambulatory Surgery‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡

Clinical - Other	0185 Social Work
Clinical - Other	0187 Social Services
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0346 Logistics Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	67 Oral Surgery*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	30 RN-Intermittent‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0603 Physician Assistant
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	82 RN, Senior Leadership‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	SC RN Staff-Spinal Cord Injury‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work

Clinical - Other	0620 Practical Nurse
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0665 Speech Pathology and Audiology
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	23 Allergy & Immunology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	63 General Practice*

Clinical - Medical Officer	68 Periodontics*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	9 Plastic Surgery*
Clinical - Medical Officer	CC Pain Management*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	E3 Associate Chief of Staff Men's Health/Behavioral Science*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	K4 Nocturnist*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	K9 Mohs Surgery*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	N9 Cardiac Electrophysiology*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	ST Transplant Surgery*
Clinical - Nurse	0 Miscellaneous Title 38†
Clinical - Nurse	0610 Nurse
Clinical - Nurse	30 RN-Intermittent†
Clinical - Nurse	74 RN, Infection Control†
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	80 RN/Nurse Executive†
Clinical - Nurse	82 RN, Senior Leadership†

Clinical - Nurse	85 RN Educator†
Clinical - Nurse	86 RN, Shift Supervisor†
Clinical - Nurse	87 RN, Manager/Head Nurse†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	AS RN Staff-Ambulatory Surgery†
Clinical - Nurse	C4 RN Staff-Cardiac Catheterization†
Clinical - Nurse	CJ Resource/Float Pool†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	CT RN Staff- Women's Health Clinic†
Clinical - Nurse	CV RN Staff-Interventional†
Clinical - Nurse	CW RN Staff- Peri-Op†
Clinical - Nurse	CZ NP-Medical Specialty†
Clinical - Nurse	DD RN Staff-Dialysis†
Clinical - Nurse	E8 Deputy Nurse Executive†
Clinical - Nurse	F1 Associate Chief Nursing Service†
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty†
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	PM RN Staff-Pain Management†
Clinical - Nurse	PU RN Staff-PACU†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q4 RN Clinical Nurse Lead†
Clinical - Nurse	Q7 Charge Nurse†
Clinical - Nurse	QM Quality and or Safety Management Chief†
Clinical - Nurse	R9 RN-Assistant/Associate/Deputy Chief of Service†

Clinical - Nurse	S2 RN Informatics [‡]
Clinical - Nurse	S4 RN/Wound Care Spec [‡]
Clinical - Nurse	S5 RN, IV Therapy [‡]
Clinical - Nurse	SP Chief Sterile Processing Service [‡]
Clinical - Nurse	SS Assistant Chief Sterile Processing [‡]
Clinical - Nurse	U2 RN-CNIO: VAMC [‡]
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT [‡]
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care [‡]
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT [‡]
Clinical - Nurse	U9 RN Staff-Outpatient Women's Health: PACT [‡]
Clinical - Nurse	V6 NA-Educator-Coordinator [‡]
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optomety
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0667 Orthotist and Prosthetist
Clinical - Other	0681 Dental Assistant

Clinical - Other	0682 Dental Hygiene
Clinical - Other	0683 Dental Laboratory Aid and Technician
Clinical - Other	1306 Health Physics
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0081 Fire Protection and Prevention
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0308 Records and Information Management
Nonclinical	0341 Administrative Officer
Nonclinical	0344 Management and Program Clerical and Assistance
Nonclinical	0346 Logistics Management
Nonclinical	0560 Budget Analysis
Nonclinical	0669 Medical Records Administration
Nonclinical	0672 Prosthetic Representative
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	1008 Interior Design
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing

Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	2001 General Supply
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker
Nonclinical	7601 Miscellaneous Personal Services

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	17 Retinal Surgery*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	23 Allergy & Immunology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*

Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	61 ACOS/Quality Assurance*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	9 Plastic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	K4 Nocturnist*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	N9 Cardiac Electrophysiology*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Medical Officer	ST Transplant Surgery*
Clinical - Nurse	CZ NP-Medical Specialty†
Clinical - Nurse	DA NP-Surgical Specialty†
Clinical - Nurse	H8 NP-Intensivist (ICU)†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	I5 NP-Hematology/Oncology†
Clinical - Nurse	L1 NP-Gastroenterology†
Clinical - Nurse	L6 NP-Vascular Surgery†

Clinical - Nurse	L7 NP-Cardiothoracic Surgery†
Clinical - Nurse	L9 NP-Neurosurgery†
Clinical - Nurse	O1 NP-General Surgery†
Clinical - Nurse	O2 NP-Orthopedic Surgery†
Clinical - Nurse	O4 NP-Peri-Op/Anesthesia†
Clinical - Nurse	O6 NP-Plastic Surgery†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Expanded Dental Function
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0668 Podiatrist
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0080 Security Administration

Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	1105 Purchasing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

**Table B.44. Facility-Specific Severe Occupational Staffing Shortages
Columbia VA Health Care System in South Carolina (VISN 7, Station 544)**

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	71 RN, Recruiter‡
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	86 RN, Shift Supervisor‡
Clinical - Nurse	87 RN, Manager/Head Nurse‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CY NP-Geriatrics‡

Clinical - Nurse	DA NP-Surgical Special†
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty†
Clinical - Nurse	H5 NP-Emergency†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	I5 NP-Hematology/Oncology†
Clinical - Nurse	L2 NP-Infectious Disease†
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy†
Clinical - Nurse	S2 RN Informatics†
Clinical - Other	0185 Social Work
Clinical - Other	0188 Recreation Specialist
Clinical - Other	0189 Recreation Aid and Assistant
Clinical - Other	0601 General Health Science (Title 5)
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0651 Respiratory Therapist
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0305 Mail and File
Nonclinical	0318 Secretary

Nonclinical	0343 Management and Program Analysis
Nonclinical	0346 Logistics Management
Nonclinical	2854 Electrical Equipment Repairer
Nonclinical	4607 Carpenter
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0669 Medical Records Administration
Nonclinical	0672 Prosthetic Representative
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	C1 ACOS Clinical*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	Q8 Health Informatics*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	87 RN, Manager/Head Nurse‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Chiropractor
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist

Clinical - Other	0635 Kinesiotherapy/02 Kinesiotherapist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0308 Records and Information Management
Nonclinical	0341 Administrative Officer
Nonclinical	0361 Equal Opportunity Assistance
Nonclinical	0560 Budget Analysis
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	2805 Electrician
Nonclinical	4102 Painting
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	80 RN/Nurse Executive‡
Clinical - Nurse	85 RN Educator‡
Clinical - Nurse	86 RN, Shift Supervisor‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	CU RN Staff- Domiciliary‡
Clinical - Nurse	CY NP-Geriatrics‡
Clinical - Nurse	G9 RN-Supervisory Prog Mgr/Coord‡
Clinical - Nurse	I8 NP-Neurology‡
Clinical - Nurse	I9 NP-Dermatology‡
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change‡
Clinical - Nurse	L9 NP-Neurosurgery‡
Clinical - Nurse	QM Quality and or Safety Management Chief‡
Clinical - Nurse	S4 RN/Wound Care Spec‡

Clinical - Other	0180 Psychology
Clinical - Other	0188 Recreation Specialist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0635 Kinesiotherapy/02 Kinesiotherapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0668 Podiatrist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0089 Emergency Management
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4737 General Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	13 Psychiatry*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	I5 NP-Hematology/Oncology‡
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Nurse	S4 RN/Wound Care Spec‡
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Radiologist Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38*
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*

Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	0 Miscellaneous Title 38†
Clinical - Nurse	71 RN, Recruiter†
Clinical - Nurse	85 RN Educator†
Clinical - Nurse	87 RN, Manager/Head Nurse†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	C4 RN Staff-Cardiac Catheterization†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CW RN Staff- Peri-Op†
Clinical - Nurse	G7 RN, Admin/Other†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	N1 NP/Long Term Care†
Clinical - Nurse	S4 RN/Wound Care Spec†
Clinical - Nurse	SP Chief Sterile Processing Service†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0180 Psychology

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

Nonclinical	0083 Police
Nonclinical	0089 Emergency Management
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0341 Administrative Officer
Nonclinical	0505 Financial Management
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	4805 Medical Equipment Repairing
Nonclinical	6907 Materials Handler
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CW RN Staff- Peri-Op‡
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty‡
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	S5 RN, IV Therapy‡
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist

Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0505 Financial Management
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	4804 Locksmithing
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	63 General Practice*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient [‡]
Clinical - Nurse	CM RN Staff-Critical Care [‡]
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health [‡]
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care [‡]
Clinical - Nurse	Q1 RN/Staff-Outpatient [‡]
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT [‡]
Clinical - Nurse	V1 NA-Nurse Anesthetist [‡]
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0601 General Health Science/Clinical Perfusionist

Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0662 Optometrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0858 Biomedical Engineering
Nonclinical	2010 Inventory Management
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	17 Retinal Surgery*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	23 Allergy & Immunology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*

Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	42 Paraplegia*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	67 Oral Surgery*
Clinical - Medical Officer	68 Periodontics*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	9 Plastic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	CC Pain Management*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	K9 Mohs Surgery*

Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	N9 Cardiac Electrophysiology*
Clinical - Medical Officer	P8 Dep Chief Of Staff*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Medical Officer	ST Transplant Surgery*
Clinical - Nurse	DA NP-Surgical Special†
Clinical - Nurse	DB NP-Joint Med/Surg†
Clinical - Nurse	H5 NP-Emergency†
Clinical - Nurse	H8 NP-Intensivist (ICU)†
Clinical - Nurse	H9 NP-Hospitalist†
Clinical - Nurse	I1 NP-Interventional Radiology†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	I3 NP-Rheumatology†
Clinical - Nurse	I4 NP-Endocrinology†
Clinical - Nurse	I5 NP-Hematology/Oncology†
Clinical - Nurse	I6 NP-Nephrology†
Clinical - Nurse	I7 NP-Pulmonary†
Clinical - Nurse	I8 NP-Neurology†
Clinical - Nurse	I9 NP-Dermatology†
Clinical - Nurse	L1 NP-Gastroenterology†
Clinical - Nurse	L2 NP-Infectious Disease†
Clinical - Nurse	L3 NP-Hospice/Palliative Care†
Clinical - Nurse	L4 NP-Rehab/SCI†
Clinical - Nurse	L5 NP-ENT†
Clinical - Nurse	L6 NP-Vascular Surgery†

Clinical - Nurse	L7 NP-Cardiothoracic Surgery†
Clinical - Nurse	L8 NP-Urology†
Clinical - Nurse	L9 NP-Neurosurgery†
Clinical - Nurse	O1 NP-General Surgery†
Clinical - Nurse	O2 NP-Orthopedic Surgery†
Clinical - Nurse	O3 NP-Pain Clinic†
Clinical - Nurse	O4 NP-Peri-Op/Anesthesia†
Clinical - Nurse	O5 NP-Ophthalmology†
Clinical - Nurse	O6 NP-Plastic Surgery†
Clinical - Nurse	S4 RN/Wound Care Spec†
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	17 Retinal Surgery*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	86 RN, Shift Supervisor‡
Clinical - Nurse	87 RN, Manager/Head Nurse‡
Clinical - Nurse	C4 RN Staff-Cardiac Catheterization‡
Clinical - Nurse	CP RN Staff- Progressive Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	CV RN Staff-Interventional‡
Clinical - Nurse	IR RN Staff-Interventional Radiology‡
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change‡

Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy†
Clinical - Nurse	S4 RN/Wound Care Spec†
Clinical - Nurse	SC RN Staff-Spinal Cord Injury†
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Histopathology Technician
Clinical - Other	0646 Pathology Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0683 Dental Laboratory Aid and Technician
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 Healthcare Engineer

Nonclinical	0858 Biomedical Engineering
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0640 Health Aid and Technician/Optomety
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist

Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer

**Table B.55. Facility-Specific Severe Occupational Staffing Shortages
Lexington VA Healthcare System in Kentucky (VISN 9, Station 596)**

Occupation Category	Occupation
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Nurse	79 CNS-Med/Surg†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	H3 Ambulatory Care Fellow*
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0681 Dental Assistant
Nonclinical	0318 Secretary
Nonclinical	0346 Logistics Management
Nonclinical	0690 Industrial Hygiene
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	9 Plastic Surgery*
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0665 Speech Pathology and Audiology

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38*
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	CC Pain Management*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	0610 Nurse

Clinical - Nurse	74 RN, Infection Control†
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	AS RN Staff-Ambulatory Surgery†
Clinical - Nurse	CU RN Staff- Domiciliary†
Clinical - Nurse	CY NP-Geriatrics†
Clinical - Nurse	DA NP-Surgical Special†
Clinical - Nurse	DD RN Staff-Dialysis†
Clinical - Nurse	H1 NP-Woman's Health†
Clinical - Nurse	H9 NP-Hospitalist†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	I3 NP-Rheumatology†
Clinical - Nurse	I4 NP-Endocrinology†
Clinical - Nurse	I5 NP-Hematology/Oncology†
Clinical - Nurse	I9 NP-Dermatology†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Other	0603 Physician Assistant
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0356 Data Transcriber
Nonclinical	0544 Civilian Pay

Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	2091 Sales Store Clerical
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	6907 Materials Handler
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Histopathology Technologist
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0180 Psychology
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	0858 Biomedical Engineering

Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Other	0185 Social Work

Clinical - Other	0631 Occupational Therapist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0681 Dental Assistant
Nonclinical	0671 Health System Specialist
Nonclinical	0801 Healthcare Engineer
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	4749 Maintenance Mechanic
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	L4 NP-Rehab/SCI‡
Clinical - Nurse	L7 NP-Cardiothoracic Surgery‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	SC RN Staff-Spinal Cord Injury‡
Clinical - Other	0180 Psychology
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0601 General Health Science/Therapeutic Medical Physicist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Histopathology Technician

Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	50 Admitting Physician*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	67 Oral Surgery*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	H1 Psychiatry Fellow*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R3 Hematology/Oncology*

Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Service/Marriage and Family Therapist
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0662 Optometrist
Nonclinical	0083 Police
Nonclinical	0530 Cash Processing
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0682 Dental Hygiene
Nonclinical	0080 Security Administration
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)

Table B.67. Facility-Specific Severe Occupational Staffing Shortages VA Indiana Healthcare System in Indianapolis (VISN 10, Station 583)

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CW RN Staff- Peri-Op†
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Nonclinical	0669 Medical Records Administration
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant

Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0662 Optometrist

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT‡
Clinical - Other	0102 Social Science Aid and Technician
Clinical - Other	0180 Psychology
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)

Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0642 Nuclear Medicine Technician
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0019 Safety Technician
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0505 Financial Management
Nonclinical	0510 Accounting
Nonclinical	0690 Industrial Hygiene
Nonclinical	0802 Engineering Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing
Nonclinical	4204 Pipefitting
Nonclinical	4607 Carpenter
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	4749 Maintenance Mechanic

Nonclinical	4804 Locksmithing
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	7408 Food Service Worker

Table B.70. Facility-Specific Severe Occupational Staffing Shortages VA Central Ohio Health Care System in Columbus (VISN 10, Station 757)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0633 Physical Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0660 Pharmacist
Nonclinical	0083 Police
Nonclinical	0343 Management and Program Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	CV RN Staff-Interventional‡
Clinical - Nurse	S5 RN, IV Therapy‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0180 Psychology
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police

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

Occupation Category	Occupation
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	49 Family Practice*
Clinical - Nurse	87 RN, Manager/Head Nurse‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Other	0180 Psychology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0651 Respiratory Therapist
Nonclinical	0083 Police
Nonclinical	0669 Medical Records Administration
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	2 Surgery*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	S2 RN Informatics‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5402 Boiler Plant Operator

**Table B.76. Facility-Specific Severe Occupational Staffing Shortages
William S. Middleton Memorial Veterans Hospital and Clinics in Madison,
Wisconsin (VISN 12, Station 607)**

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	S5 RN, IV Therapy‡
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene

Clinical - Other	1306 Health Physics
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	2604 Electronics Mechanic
Nonclinical	4102 Painting
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7301 Miscellaneous Laundry, Dry Cleaning, and Pressing

**Table B.77. Facility-Specific Severe Occupational Staffing Shortages
Tomah VA Health Care System in Wisconsin (VISN 12, Station 676)**

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CW RN Staff- Peri-Op†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Nonclinical	0672 Prosthetic Representative
Nonclinical	0801 General Engineering

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

Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	K9 Mohs Surgery*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	1306 Health Physics
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist

Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	88 RN Staff Nurse-Inpatient [‡]
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health [‡]
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Clinical Perfusionist
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist

Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0683 Dental Laboratory Aid and Technician
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0382 Telephone Operating
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P8 Dep Chief Of Staff*
Clinical - Nurse	74 RN, Infection Control‡
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	85 RN Educator‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CU RN Staff- Domiciliary‡
Clinical - Nurse	I5 NP-Hematology/Oncology‡
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	QM Quality and or Safety Management Chief‡
Clinical - Nurse	S2 RN Informatics‡

Clinical - Nurse	U2 RN-CNIO: VAMC [‡]
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT [‡]
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care [‡]
Clinical - Nurse	U9 RN Staff-Outpatient Women's Health: PACT [‡]
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0665 Speech Pathology and Audiology
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0343 Management and Program Analysis
Nonclinical	0346 Logistics Management
Nonclinical	0505 Financial Management
Nonclinical	0671 Health System Specialist
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician

Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	1702 Education and Training Technician
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2101 Transportation Specialist
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5317 Laundry and Dry Cleaning Equipment Repairing
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	5705 Tractor Operator
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0510 Accounting
Nonclinical	0560 Budget Analysis
Nonclinical	2810 Electrician (High Voltage)
Nonclinical	4206 Plumbing
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	10 Colon & Rectal Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*

Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	I7 NP-Pulmonary‡
Clinical - Nurse	L7 NP-Cardiothoracic Surgery‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	M4 RN, Federal Recovery Coordinator‡
Clinical - Nurse	O2 NP-Orthopedic Surgery‡
Clinical - Nurse	O6 NP-Plastic Surgery‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	S2 RN Informatics‡
Clinical - Other	0101 Social Science/Rehabilitation Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist

Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0304 Information Receptionist
Nonclinical	0305 Mail and File
Nonclinical	0308 Records and Information Management
Nonclinical	0318 Secretary
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0382 Telephone Operating
Nonclinical	0669 Medical Records Administration
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0801 Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1035 Public Affairs
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2101 Transportation Specialist

Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	4204 Pipefitting
Nonclinical	4206 Plumbing
Nonclinical	4607 Carpenter
Nonclinical	4701 Miscellaneous General Maintenance and Operations Work
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	4749 Maintenance Mechanic
Nonclinical	4805 Medical Equipment Repairing
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic
Nonclinical	5415 Air-Conditioning Equipment Operator
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Nurse	20 CNS-CLC/Geriatrics†
Clinical - Nurse	Q2 RN/Staff-Mixed‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0681 Dental Assistant
Nonclinical	0510 Accounting
Nonclinical	0669 Medical Records Administration
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5309 Heating and Boiler Plant Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CC Pain Management*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0660 Pharmacist
Clinical - Other	0665 Speech Pathology and Audiology

Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance

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

Occupation Category	Occupation
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health [‡]
Clinical - Nurse	CS RN Staff- Outpatient Mental Health [‡]
Clinical - Nurse	CU RN Staff- Domiciliary [‡]
Clinical - Nurse	CW RN Staff- Peri-Op [‡]
Clinical - Nurse	PU RN Staff-PACU [‡]
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0660 Pharmacist
Nonclinical	0305 Mail and File
Nonclinical	0306 Government Information Specialist
Nonclinical	0511 Auditing
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0669 Medical Records Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	1105 Purchasing
Nonclinical	2604 Electronics Mechanic

Nonclinical	3502 Laboring
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5705 Tractor Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Other	0180 Psychology

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*

Clinical - Medical Officer	K6 Hospitalist*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Other	0101 Social Service/Marriage and Family Therapist
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Histopathology Technician
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0856 Electronics Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	3566 Custodial Worker
Nonclinical	7304 Laundry Working

Nonclinical	7305 Laundry Machine Operating
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Table B.89. Facility-Specific Severe Occupational Staffing Shortages VA Houston Healthcare System in Texas (VISN 16, Station 580)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CP RN Staff- Progressive Care‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist

Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0667 Orthotist and Prosthetist
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0673 Hospital Housekeeping Management
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	32 Anatomic Pathology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	47 Research-Career Development*
Clinical - Medical Officer	48 Research*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	N9 Cardiac Electrophysiology*

Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Medical Officer	ST Transplant Surgery*
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0181 Psychology Aid and Technician
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0083 Police
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0305 Mail and File
Nonclinical	0382 Telephone Operating
Nonclinical	0510 Accounting
Nonclinical	0525 Accounting Technician
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	1410 Librarian
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	5306 Air Conditioning Equipment Mechanic

Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

**Table B.91. Facility-Specific Severe Occupational Staffing Shortages
Central Arkansas Veterans Healthcare System in Little Rock (VISN 16,
Station 598)**

Occupation Category	Occupation
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	N9 Cardiac Electrophysiology*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy‡
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0660 Pharmacist
Nonclinical	0080 Security Administration
Nonclinical	0081 Fire Protection and Prevention

Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0346 Logistics Management
Nonclinical	0510 Accounting
Nonclinical	0525 Accounting Technician
Nonclinical	0560 Budget Analysis
Nonclinical	0561 Budget Clerical and Assistance
Nonclinical	0675 Medical Records Technician
Nonclinical	0801 Healthcare Engineer
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	2003 Supply Program Management
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2854 Electrical Equipment Repairer
Nonclinical	3566 Custodial Worker
Nonclinical	5317 Laundry and Dry Cleaning Equipment Repairing
Nonclinical	5402 Boiler Plant Operator
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	G5 RN Facility Admin‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0341 Administrative Officer

Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	13 Psychiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0630 Dietitian and Nutritionist
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	1105 Purchasing
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	57 Physician-Admin, Other*

Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	ED Education*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	Q8 Health Informatics*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	80 RN/Nurse Executive†
Clinical - Nurse	87 RN, Manager/Head Nurse†
Clinical - Nurse	E8 Deputy Nurse Executive†
Clinical - Nurse	H5 NP-Emergency‡
Clinical - Nurse	H9 NP-Hospitalist‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician (Title 5)

Clinical - Other	0640 Health Aid and Technician/Clinical Dietetic Technician
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0640 Health Aid and Technician/Massage Therapy
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0640 Health Aid and Technician/Optometry
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0668 Podiatrist
Nonclinical	0080 Security Administration
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0670 Health System Administration
Nonclinical	0801 Healthcare Engineer
Nonclinical	2805 Electrician
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	36 Preventive Medicine*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	54 Associate Chief of Staff Resident & Development*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CB Anesthesiology Pain Management*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	ED Education*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	86 RN, Shift Supervisor‡
Clinical - Nurse	87 RN, Manager/Head Nurse‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡

Clinical - Nurse	CT RN Staff- Women's Health Clinic†
Clinical - Nurse	CU RN Staff- Domiciliary†
Clinical - Nurse	H1 NP-Woman's Health†
Clinical - Nurse	H2 NP-HBPC†
Clinical - Nurse	H4 NP-Occupational Health†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	I4 NP-Endocrinology†
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change†
Clinical - Nurse	L8 NP-Urology†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	N1 NP/Long Term Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care†
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT†
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Chiropractor
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0633 Physical Therapist
Clinical - Other	0638 Recreation/Creative Arts Therapist
Clinical - Other	0660 Pharmacist
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police

Nonclinical	0341 Administrative Officer
Nonclinical	0510 Accounting
Nonclinical	0525 Accounting Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	2102 Transportation Clerk and Assistant
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	9 Plastic Surgery*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	ED Education*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P8 Dep Chief Of Staff*

Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty‡
Clinical - Nurse	L4 NP-Rehab/SCI‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT‡
Clinical - Nurse	U9 RN Staff-Outpatient Women's Health: PACT‡
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Cytotechnologist
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0635 Kinesiotherapy/02 Kinesiotherapist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist

Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0683 Dental Laboratory Aid and Technician
Clinical - Other	0699 Medical and Health Student Trainee
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0305 Mail and File
Nonclinical	0346 Logistics Management
Nonclinical	0505 Financial Management
Nonclinical	0510 Accounting
Nonclinical	0525 Accounting Technician
Nonclinical	0560 Budget Analysis
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer

Nonclinical	0809 Construction Control
Nonclinical	0858 Biomedical Engineering
Nonclinical	1084 Visual Information
Nonclinical	1101 General Business and Industry
Nonclinical	1105 Purchasing
Nonclinical	1173 Housing Management
Nonclinical	1410 Librarian
Nonclinical	1702 Education and Training Technician
Nonclinical	2001 General Supply
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	2606 Electronic Industrial Controls Mechanic
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting
Nonclinical	4204 Pipefitting
Nonclinical	4607 Carpenter
Nonclinical	4701 Miscellaneous General Maintenance and Operations Work
Nonclinical	4804 Locksmithing
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	5705 Tractor Operator
Nonclinical	6907 Materials Handler
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	79 CNS-Med/Surg‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police

Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0858 Biomedical Engineering
Nonclinical	1105 Purchasing
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	20 CNS-CLC/Geriatrics†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Other	0180 Psychology
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Nonclinical	0698 Environmental Health Technician
Nonclinical	1658 Laundry and Dry Cleaning Plant Management
Nonclinical	3502 Laboring
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	E9 Compensation/Pension*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	20 CNS-CLC/Geriatrics†
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	85 RN Educator†
Clinical - Nurse	AS RN Staff-Ambulatory Surgery†
Clinical - Nurse	DA NP-Surgical Special†
Clinical - Nurse	J3 RN, Clinical Analyst†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder†
Clinical - Nurse	O2 NP-Orthopedic Surgery†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0083 Police
Nonclinical	0089 Emergency Management

Nonclinical	0201 Human Resources Management
Nonclinical	0203 Human Resources Assistance
Nonclinical	0260 Equal Employment Opportunity
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0305 Mail and File
Nonclinical	0306 Government Information Specialist
Nonclinical	0340 Program Management
Nonclinical	0341 Administrative Officer
Nonclinical	0403 Microbiology
Nonclinical	0437 Horticulture
Nonclinical	0505 Financial Management

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	CY NP-Geriatrics‡
Clinical - Nurse	I2 NP-Cardiology‡
Clinical - Nurse	I4 NP-Endocrinology‡

Clinical - Nurse	I8 NP-Neurology [‡]
Clinical - Nurse	I9 NP-Dermatology [‡]
Clinical - Nurse	L5 NP-ENT [‡]
Clinical - Nurse	L8 NP-Urology [‡]
Clinical - Nurse	M2 RN/Case Manager/Care [‡]
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder [‡]
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT [‡]
Clinical - Nurse	V1 NA-Nurse Anesthetist [‡]
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Nonclinical	0669 Medical Records Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38*
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	50 Admitting Physician*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Chiropractor

Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist
Clinical - Other	0640 Health Aid and Technician/Ophthalmology
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker

**Table B.102. Facility-Specific Severe Occupational Staffing Shortages
Cheyenne VA Health Care System in Wyoming (VISN 19, Station 442)**

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0083 Police
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science (Title 5)
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38*
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	67 Oral Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Nurse	0 Miscellaneous Title 38†
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	86 RN, Shift Supervisor†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	12 NP-Cardiology†
Clinical - Nurse	17 NP-Pulmonary†
Clinical - Nurse	18 NP-Neurology†
Clinical - Nurse	19 NP-Dermatology†
Clinical - Nurse	18 NP-Urology†

Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0662 Optometrist
Clinical - Other	0682 Dental Hygiene
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0505 Financial Management
Nonclinical	0669 Medical Records Administration
Nonclinical	0675 Medical Records Technician
Nonclinical	0690 Industrial Hygiene
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0185 Social Work
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0671 Health System Specialist
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	23 Allergy & Immunology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	K9 Mohs Surgery*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0603 Physician Assistant
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)

Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0501 Financial Administration and Program
Nonclinical	0505 Financial Management
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 General Engineering
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	3 Gynecology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	59 Associate COS Ambulatory Care*
Clinical - Medical Officer	63 General Practice*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	E2 Associate Chief of Staff Geriatrics/Long Term Care*
Clinical - Medical Officer	E4 Cardiovascular/Thoracic Surgeon*
Clinical - Medical Officer	K4 Nocturnist*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P6 Director Outpatient Clinic*
Clinical - Medical Officer	P8 Dep Chief Of Staff*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Medical Officer	R4 Vascular Surgery*

Clinical - Other	0180 Psychology
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	63 General Practice*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Nurse	20 CNS-CLC/Geriatrics‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	N5 NP-Other‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0185 Social Work
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Telehealth
Clinical - Other	0661 Pharmacy Technician
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0 Miscellaneous Title 38*
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0 Miscellaneous Title 38†
Clinical - Nurse	0610 Nurse
Clinical - Other	0185 Social Work
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	5703 Motor Vehicle Operator

Table B.110. Facility-Specific Severe Occupational Staffing Shortages VA Boise Healthcare System in Idaho (VISN 20, Station 531)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CM RN Staff-Critical Care [‡]
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health [‡]
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder [‡]
Clinical - Nurse	Q1 RN/Staff-Outpatient [‡]
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center [‡]
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic

Nonclinical	5306 Air Conditioning Equipment Mechanic
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Table B.111. Facility-Specific Severe Occupational Staffing Shortages VA Portland Health Care System in Oregon (VISN 20, Station 648)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	20 Dermatology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CY NP-Geriatrics†
Clinical - Other	0185 Social Work
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0671 Health System Specialist
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	3566 Custodial Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Other	0603 Physician Assistant
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†

Clinical - Nurse	CY NP-Geriatrics†
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty†
Clinical - Nurse	N1 NP/Long Term Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0640 Health Aid and Technician/Certified Respiratory Therapist
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0801 Healthcare Engineer
Nonclinical	2010 Inventory Management
Nonclinical	2805 Electrician

Table B.114. Facility-Specific Severe Occupational Staffing Shortages VA Spokane Healthcare System in Washington (VISN 20, Station 668)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	3566 Custodial Worker
Nonclinical	4749 Maintenance Mechanic
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Nurse	0610 Nurse
Clinical - Other	0185 Social Work
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0660 Pharmacist
Nonclinical	0080 Security Administration
Nonclinical	0343 Management and Program Analysis
Nonclinical	0669 Medical Records Administration
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Nurse	0610 Nurse
Clinical - Other	0185 Social Work
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0343 Management and Program Analysis
Nonclinical	0675 Medical Records Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Nonclinical	0083 Police
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	6907 Materials Handler

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	19 Infectious Diseases*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	71 RN, Recruiter [‡]
Clinical - Nurse	87 RN, Manager/Head Nurse [‡]
Clinical - Nurse	88 RN Staff Nurse-Inpatient [‡]

Clinical - Nurse	C4 RN Staff-Cardiac Catheterization†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health†
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care†
Clinical - Nurse	CW RN Staff- Peri-Op†
Clinical - Nurse	DA NP-Surgical Special†
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0101 Social Science/Addiction Therapist (82, 83, 84, 85, 86)
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Service/Marriage and Family Therapist
Clinical - Other	0180 Psychology
Clinical - Other	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0633 Physical Therapist
Clinical - Other	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
Clinical - Other	0636 Rehabilitation Therapy Assistant/Physical Therapy Assistant
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)

Clinical - Other	0640 Health Aid and Technician/Optomety
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0646 Histopathology Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0668 Podiatrist
Clinical - Other	1306 Health Physics
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator
Nonclinical	5409 Water Treatment Plant Operator
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	6907 Materials Handler

Table B.119. Facility-Specific Severe Occupational Staffing Shortages VA Southern Nevada Healthcare System in North Las Vegas (VISN 21, Station 593)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	S5 RN, IV Therapy†
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Histopathology Technologist
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0640 Health Aid and Technician (Title 5)
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0646 Histopathology Technician
Clinical - Other	0667 Orthotist and Prosthetist
Nonclinical	0083 Police

Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0343 Management and Program Analysis
Nonclinical	0671 Health System Specialist
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	23 NP-Leadership†
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Other	0180 Psychology
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant

Clinical - Other	0633 Physical Therapist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0679 Medical Support Assistance
Nonclinical	5402 Boiler Plant Operator
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene

Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0028 Environmental Protection Specialist
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0089 Emergency Management
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	1712 Training Instruction
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5402 Boiler Plant Operator
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Other	0180 Psychology
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Nonclinical	0083 Police
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5406 Utility Systems Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0610 Nurse
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	4102 Painting
Nonclinical	4607 Carpenter
Nonclinical	6907 Materials Handler

Nonclinical	7408 Food Service Worker
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Table B.124. Facility-Specific Severe Occupational Staffing Shortages VA New Mexico Healthcare System in Albuquerque (VISN 22, Station 501)

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	23 NP-Leadership‡
Clinical - Nurse	30 RN-Intermittent‡
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CP RN Staff- Progressive Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡

Clinical - Nurse	DD RN Staff-Dialysis†
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty†
Clinical - Nurse	H1 NP-Woman's Health†
Clinical - Nurse	H8 NP-Intensivist (ICU)†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	I5 NP-Hematology/Oncology†
Clinical - Nurse	I7 NP-Pulmonary†
Clinical - Nurse	I9 NP-Dermatology†
Clinical - Nurse	L1 NP-Gastroenterology†
Clinical - Nurse	L7 NP-Cardiothoracic Surgery†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	M3 RN, Transition Care Management Case Manager†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	O4 NP-Peri-Op/Anesthesia†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q2 RN/Staff-Mixed†
Clinical - Nurse	S5 RN, IV Therapy†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0644 Medical Technologist/Clinical Laboratory Scientist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0662 Optometrist

Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0382 Telephone Operating
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0679 Medical Support Assistance
Nonclinical	0690 Industrial Hygiene
Nonclinical	0801 Healthcare Engineer
Nonclinical	1008 Interior Design
Nonclinical	1105 Purchasing
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Other	0601 General Health Science (Title 5)
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	1715 Vocational Rehabilitation
Nonclinical	0675 Medical Records Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	4204 Pipefitting
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	11 Thoracic Surgery*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	45 Radiology-Interventional*
Clinical - Medical Officer	CF Dermatology Mohs*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	71 RN, Recruiter‡
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	91 Nurse Supervisor Surgical Service‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CY NP-Geriatrics‡
Clinical - Nurse	H1 NP-Woman's Health‡
Clinical - Nurse	H5 NP-Emergency‡
Clinical - Nurse	L1 NP-Gastroenterology‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	S4 RN/Wound Care Spec‡
Clinical - Other	0185 Social Work
Clinical - Other	0633 Physical Therapist
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician

Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0680 Dental Officer
Nonclinical	0083 Police
Nonclinical	0622 Medical Supply Aide and Technician (Title 5)
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0672 Prosthetic Representative
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	4804 Locksmithing
Nonclinical	5026 Pest Controller
Nonclinical	5406 Utility Systems Operator
Nonclinical	7304 Laundry Working
Nonclinical	7404 Cook
Nonclinical	7408 Food Service Worker

Table B.127. Facility-Specific Severe Occupational Staffing Shortages VA Phoenix Health Care System in Arizona (VISN 22, Station 644)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	39 Radiology-Therapeutic*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	E7 Radiology (Nuclear)*
Clinical - Medical Officer	K8 Critical Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Other	0180 Psychology
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0660 Pharmacist
Clinical - Other	0665 Speech Pathology and Audiology

Nonclinical	0083 Police
Nonclinical	0341 Administrative Officer
Nonclinical	0679 Medical Support Assistance

**Table B.128. Facility-Specific Severe Occupational Staffing Shortages
Northern Arizona VA Health Care System in Prescott (VISN 22, Station 649)**

Occupation Category	Occupation
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	29 Endocrine and Metabolism*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Other	0185 Social Work
Clinical - Other	0630 Dietitian and Nutritionist
Clinical - Other	0668 Podiatrist
Nonclinical	0083 Police
Nonclinical	0801 Healthcare Engineer
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	3566 Custodial Worker
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	73 Associate Chief Of Staff*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	Q9 Sleep Medicine*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	GI RN Staff-Gastrointestinal Specialty‡
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	Q1 RN/Staff-Outpatient‡
Clinical - Nurse	SC RN Staff-Spinal Cord Injury‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡

Clinical - Other	0180 Psychology
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0645 Medical Technician (Medical Laboratory Technician)
Clinical - Other	0649 Medical Instrument Technician
Nonclinical	0083 Police
Nonclinical	0086 Security Clerical and Assistance
Nonclinical	0341 Administrative Officer
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Other	0631 Occupational Therapist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0662 Optometrist
Clinical - Other	0668 Podiatrist
Clinical - Other	0682 Dental Hygiene
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment (Title 5)
Nonclinical	4204 Pipefitting
Nonclinical	7404 Cook

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	80 RN/Nurse Executive†
Clinical - Nurse	82 RN, Senior Leadership†
Clinical - Nurse	85 RN Educator†
Clinical - Nurse	86 RN, Shift Supervisor†
Clinical - Nurse	87 RN, Manager/Head Nurse†
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	AS RN Staff-Ambulatory Surgery†

Clinical - Nurse	C4 RN Staff-Cardiac Catheterization†
Clinical - Nurse	CJ Resource/Float Pool†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	CP RN Staff- Progressive Care†
Clinical - Nurse	CS RN Staff- Outpatient Mental Health†
Clinical - Nurse	CT RN Staff- Women's Health Clinic†
Clinical - Nurse	G6 RN/Program Manager/Coordinator†
Clinical - Nurse	H7 NP-Clinical Contact Center†
Clinical - Nurse	I2 NP-Cardiology†
Clinical - Nurse	IR RN Staff-Interventional Radiology†
Clinical - Nurse	J4 RN/Assistant Manager/Perm Change†
Clinical - Nurse	J5 RN, VISN, Other†
Clinical - Nurse	M2 RN/Case Manager/Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q3 RN-Telephone Triage†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	S6 RN – General Clinical Consultant†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care†
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT†
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist

Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0080 Security Administration
Nonclinical	0083 Police
Nonclinical	0201 Human Resources Management
Nonclinical	0203 Human Resources Assistance
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0671 Health System Specialist
Nonclinical	0679 Medical Support Assistance
Nonclinical	1101 General Business and Industry
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	5703 Motor Vehicle Operator
Nonclinical	7304 Laundry Working
Nonclinical	7305 Laundry Machine Operating
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	13 Physiatry*
Clinical - Medical Officer	16 Emergency Medicine*
Clinical - Medical Officer	22 Internal Medicine*
Clinical - Medical Officer	24 Cardiovascular Diseases*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	27 Nephrology*
Clinical - Medical Officer	28 Rheumatology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	33 Clinical Pathology*
Clinical - Medical Officer	4 Pain Management/Physical Medicine and Rehabilitation*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	43 Pathology*
Clinical - Medical Officer	46 Nuclear Medicine*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	50 Admitting Physician*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	CE Palliative Care*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*

Clinical - Medical Officer	P8 Dep Chief Of Staff*
Clinical - Medical Officer	P9 Orthopedic*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	AS RN Staff-Ambulatory Surgery‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	H4 NP-Occupational Health‡
Clinical - Nurse	I5 NP-Hematology/Oncology‡
Clinical - Nurse	I8 NP-Neurology‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	O3 NP-Pain Clinic‡
Clinical - Nurse	PM RN Staff-Pain Management‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Nurse	UM Utilization Management Chief‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0101 Social Science/Rehabilitation Counselor
Clinical - Other	0180 Psychology
Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0187 Social Services

Clinical - Other	0603 Physician Assistant
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0633 Physical Therapist
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0648 Therapeutic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0660 Pharmacist
Clinical - Other	0661 Pharmacy Technician
Clinical - Other	0668 Podiatrist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Clinical - Other	0682 Dental Hygiene
Nonclinical	0083 Police
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0341 Administrative Officer
Nonclinical	0510 Accounting
Nonclinical	0560 Budget Analysis
Nonclinical	0679 Medical Support Assistance
Nonclinical	0801 Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	1105 Purchasing
Nonclinical	2010 Inventory Management
Nonclinical	3566 Custodial Worker
Nonclinical	7408 Food Service Worker
Nonclinical	7601 Miscellaneous Personal Services

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R4 Vascular Surgery*
Clinical - Nurse	88 RN Staff Nurse-Inpatient†
Clinical - Nurse	AS RN Staff-Ambulatory Surgery†
Clinical - Nurse	CM RN Staff-Critical Care†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0660 Pharmacist
Nonclinical	0303 Miscellaneous Clerk and Assistant
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker
Nonclinical	7304 Laundry Working
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	18 Hematology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	20 Dermatology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	63 General Practice*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	0 Miscellaneous Title 38†
Clinical - Nurse	0610 Nurse
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	AS RN Staff-Ambulatory Surgery‡
Clinical - Nurse	CP RN Staff- Progressive Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	CU RN Staff- Domiciliary‡
Clinical - Nurse	CW RN Staff- Peri-Op‡

Clinical - Nurse	CY NP-Geriatrics†
Clinical - Nurse	H9 NP-Hospitalist†
Clinical - Nurse	I4 NP-Endocrinology†
Clinical - Nurse	I9 NP-Dermatology†
Clinical - Nurse	L3 NP-Hospice/Palliative Care†
Clinical - Nurse	L4 NP-Rehab/SCI†
Clinical - Nurse	L5 NP-ENT†
Clinical - Nurse	L8 NP-Urology†
Clinical - Nurse	N1 NP/Long Term Care†
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Clinical - Nurse	N5 NP-Other†
Clinical - Nurse	O2 NP-Orthopedic Surgery†
Clinical - Nurse	ON RN Staff-Oncology/Chemotherapy†
Clinical - Nurse	OR RN Staff-Operating Room†
Clinical - Nurse	PU RN Staff-PACU†
Clinical - Nurse	Q1 RN/Staff-Outpatient†
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Nurse	S5 RN, IV Therapy†
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT†
Clinical - Nurse	U6 RN Staff-Outpatient Home Based Primary Care†
Clinical - Nurse	U8 RN Staff-Outpatient Primary Care: Specialty Care PACT†
Clinical - Nurse	V1 NA-Nurse Anesthetist†
Clinical - Other	0101 Social Science/Addiction Therapist (82, 83, 84, 85, 86)
Clinical - Other	0101 Social Science/Licensed Professional Mental Health Counselor
Clinical - Other	0101 Social Science/Rehabilitation Counselor
Clinical - Other	0180 Psychology

Clinical - Other	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
Clinical - Other	0185 Social Work
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0603 Physician Assistant
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician/Health Technician(Audiology)
Clinical - Other	0640 Health Aid and Technician/Health Technician(Hearing Instrument Specialist)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0665 Speech Pathology and Audiology
Clinical - Other	0667 Orthotist and Prosthetist
Clinical - Other	0680 Dental Officer
Clinical - Other	0681 Dental Assistant
Nonclinical	0083 Police
Nonclinical	0308 Records and Information Management
Nonclinical	0675 Medical Records Technician
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	3566 Custodial Worker
Nonclinical	4204 Pipefitting
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	8 Otolaryngology*
Clinical - Medical Officer	G9 Radiation Oncology*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care†
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	CP RN Staff- Progressive Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡
Clinical - Nurse	V1 NA-Nurse Anesthetist‡
Clinical - Other	0601 General Health Science/Nuclear Medicine Technologist
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0018 Safety and Occupational Health Management
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0679 Medical Support Assistance
Nonclinical	4742 Utility Systems Repairer-Operator

Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5406 Utility Systems Operator
Nonclinical	5703 Motor Vehicle Operator

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

Occupation Category	Occupation
Clinical - Medical Officer	1 Anesthesiology*
Clinical - Medical Officer	40 Geriatrics*
Clinical - Medical Officer	E6 Cardiology Non-Interventionist*
Clinical - Medical Officer	M9 Cardiology-Interventional*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center‡
Clinical - Other	0605 Nurse Anesthetist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0682 Dental Hygiene
Nonclinical	0672 Prosthetic Representative
Nonclinical	0679 Medical Support Assistance
Nonclinical	2005 Supply Clerical and Technician
Nonclinical	3566 Custodial Worker
Nonclinical	5003 Gardening
Nonclinical	7408 Food Service Worker

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

Occupation Category	Occupation
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	30 Neurology*
Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Other	0060 Chaplain (Title 38H)
Clinical - Other	0180 Psychology
Nonclinical	0801 Healthcare Engineer
Nonclinical	4742 Utility Systems Repairer-Operator
Nonclinical	5306 Air Conditioning Equipment Mechanic

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

Occupation Category	Occupation
Clinical - Medical Officer	25 Gastroenterology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	41 Pain Management/Anesthesia*
Clinical - Medical Officer	42 Paraplegia*
Clinical - Medical Officer	CA Cardiology Non-Invasive*
Clinical - Medical Officer	E5 Neurosurgery*
Clinical - Medical Officer	K6 Hospitalist*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	88 RN Staff Nurse-Inpatient‡
Clinical - Nurse	CJ Resource/Float Pool‡
Clinical - Nurse	CM RN Staff-Critical Care‡
Clinical - Nurse	CQ RN Staff- Inpatient Mental Health‡
Clinical - Nurse	CR RN Staff- Emergency Dept/Urgent Care‡
Clinical - Nurse	CS RN Staff- Outpatient Mental Health‡
Clinical - Nurse	M2 RN/Case Manager/Care‡
Clinical - Nurse	OR RN Staff-Operating Room‡
Clinical - Nurse	U5 RN Staff-Outpatient Primary Care: PACT‡
Clinical - Other	0185 Social Work
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0640 Health Aid and Technician (Title 5)

Clinical - Other	0645 Medical Technician (Title 5)
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0649 Medical Instrument Technician
Clinical - Other	0661 Pharmacy Technician
Nonclinical	0301 Miscellaneous Administration and Program
Nonclinical	0340 Program Management
Nonclinical	0341 Administrative Officer
Nonclinical	0343 Management and Program Analysis
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
Nonclinical	0671 Health System Specialist
Nonclinical	0675 Medical Records Technician
Nonclinical	0679 Medical Support Assistance
Nonclinical	3566 Custodial Worker

Table B.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)

Occupation Category	Occupation
Clinical - Medical Officer	0602 Medical Officer
Clinical - Medical Officer	12 Urology*
Clinical - Medical Officer	2 Surgery*
Clinical - Medical Officer	21 General Internal Medicine*
Clinical - Medical Officer	26 Pulmonary Diseases*
Clinical - Medical Officer	30 Neurology*
Clinical - Medical Officer	31 Psychiatry*
Clinical - Medical Officer	38 Radiology-Diagnostic*
Clinical - Medical Officer	44 Physical Medicine & Rehabilitation*
Clinical - Medical Officer	49 Family Practice*
Clinical - Medical Officer	5 Medical Oncology*
Clinical - Medical Officer	51 Chief of Staff*
Clinical - Medical Officer	52 Physician*
Clinical - Medical Officer	6 Ophthalmology*
Clinical - Medical Officer	63 General Practice*
Clinical - Medical Officer	7 Orthopedic Surgery*
Clinical - Medical Officer	E9 Compensation/Pension*
Clinical - Medical Officer	P1 Primary Care*
Clinical - Medical Officer	P8 Dep Chief Of Staff*
Clinical - Medical Officer	Q8 Health Informatics*
Clinical - Medical Officer	R3 Hematology/Oncology*
Clinical - Nurse	75 NP-Primary Care‡
Clinical - Nurse	N1 NP/Long Term Care‡
Clinical - Nurse	N4 Nurse Practitioner – Mental Health/Substance Use Disorder‡

Clinical - Nurse	Q6 RN/Staff-Inpatient Community Living Center†
Clinical - Other	0180 Psychology
Clinical - Other	0601 General Health Science/Registered Respiratory Therapist
Clinical - Other	0620 Practical Nurse
Clinical - Other	0621 Nursing Assistant
Clinical - Other	0647 Diagnostic Radiologic Technologist
Clinical - Other	0680 Dental Officer
Nonclinical	0801 Healthcare Engineer
Nonclinical	0802 Engineering Technician
Nonclinical	0858 Biomedical Engineering
Nonclinical	1601 General Facilities and Equipment/Biomedical Equipment Support Specialist
Nonclinical	2805 Electrician
Nonclinical	3566 Custodial Worker
Nonclinical	5306 Air Conditioning Equipment Mechanic
Nonclinical	5402 Boiler Plant Operator

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

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA Maine Healthcare System in Augusta (VISN 1, Station 402)	57	16	73
VA White River Junction Healthcare System in Vermont (VISN 1, Station 405)	16	8	24
VA Bedford Healthcare System in Massachusetts (VISN 1, Station 518)	11	2	13
VA Boston Healthcare System in Jamaica Plain, Massachusetts (VISN 1, Station 523)	11	10	21
VA Manchester Healthcare System in New Hampshire (VISN 1, Station 608)	18	20	38
VA Central Western Massachusetts Healthcare System in Leeds (VISN 1, Station 631)	19	10	29
VA Providence Health Care System in Rhode Island (VISN 1, Station 650)	11	3	14
VA Connecticut Healthcare System in West Haven (VISN 1, Station 689)	34	8	42
VA Bronx Healthcare System in New York (VISN 2, Station 526)	17	4	21
VA Western New York Healthcare System in Buffalo (VISN 2, Station 528)	22	6	28
VA Finger Lakes Healthcare System in Bath, New York (VISN 2, Station 528A6)	23	4	27
VA Syracuse Healthcare System in New York (VISN 2, Station 528A7)	19	8	27
VA Albany Healthcare System in New York (VISN 2, Station 528A8)	48	10	58
VA New Jersey Healthcare System in East Orange (VISN 2, Station 561)	61	30	91
VA Hudson Valley Healthcare System in Montrose, New York (VISN 2, Station 620)	10	2	12

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA NY Harbor Healthcare System in New York (VISN 2, Station 630)	12	6	18
VA Northport Healthcare System in New York (VISN 2, Station 632)	10	6	16
VA Wilmington Healthcare System in Delaware (VISN 4, Station 460)	35	4	39
VA Altoona Healthcare System in Pennsylvania (VISN 4, Station 503)	26	20	46
Butler VA Health Care System in Pennsylvania (VISN 4, Station 529)	4	2	6
VA Coatesville Healthcare System in Pennsylvania (VISN 4, Station 542)	15	4	19
VA Erie Healthcare System in Pennsylvania (VISN 4, Station 562)	28	8	36
VA Lebanon Healthcare System in Pennsylvania (VISN 4, Station 595)	30	2	32
VA Philadelphia Healthcare System in Pennsylvania (VISN 4, Station 642)	18	5	23
VA Pittsburgh Healthcare System in Pennsylvania (VISN 4, Station 646)	54	12	66
VA Wilkes-Barre Healthcare System in Pennsylvania (VISN 4, Station 693)	19	2	21
VA Maryland Health Care System in Baltimore (VISN 5, Station 512)	21	19	40
VA Beckley Healthcare System in West Virginia (VISN 5, Station 517)	24	3	27
VA Clarksburg Healthcare System in West Virginia (VISN 5, Station 540)	13	6	19
Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)	20	7	27
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)	18	16	34
VA Washington DC Healthcare System (VISN 5, Station 688)	51	22	73

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Durham VA Health Care System in North Carolina (VISN 6, Station 558)	45	3	48
VA Fayetteville Coastal Healthcare System in North Carolina (VISN 6, Station 565)	28	0	28
VA Hampton Healthcare System in Virginia (VISN 6, Station 590)	64	22	86
VA Asheville Health Care System in North Carolina (VISN 6, Station 637)	15	5	20
Central Virginia VA Health Care System in Richmond, Virginia (VISN 6, Station 652)	15	0	15
VA Salem Healthcare System in Virginia (VISN 6, Station 658)	8	4	12
Salisbury VA Health Care System in North Carolina (VISN 6, Station 659)	33	6	39
VA Atlanta Healthcare System in Decatur, Georgia (VISN 7, Station 508)	20	2	22
VA Augusta Health Care System in Georgia (VISN 7, Station 509)	30	8	38
Birmingham VA Health Care System in Alabama (VISN 7, Station 521)	108	40	148
Ralph H. Johnson VA Health Care System in Charleston, South Carolina (VISN 7, Station 534)	74	12	86
Columbia VA Health Care System in South Carolina (VISN 7, Station 544)	46	9	55
VA Dublin Healthcare System in Georgia (VISN 7, Station 557)	12	7	19
VA Central Alabama Health Care System in Montgomery (VISN 7, Station 619)	24	11	35
VA Tuscaloosa Healthcare System in Alabama (VISN 7, Station 679)	30	9	39
Bay Pines VA Healthcare System in Florida (VISN 8, Station 516)	18	2	20
Miami VA Healthcare System in Florida (VISN 8, Station 546)	75	21	96

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
West Palm Beach VA Healthcare System in Florida (VISN 8, Station 548)	24	9	33
VA North Florida/South Georgia Veterans Health System in Gainesville, Florida (VISN 8, Station 573)	29	8	37
VA Caribbean Healthcare System in San Juan, Puerto Rico (VISN 8, Station 672)	88	2	90
VA Tampa Healthcare System in Florida (VISN 8, Station 673)	44	8	52
VA Orlando Healthcare System in Florida (VISN 8, Station 675)	31	4	35
Lexington VA Healthcare System in Kentucky (VISN 9, Station 596)	14	10	24
VA Louisville Healthcare System in Kentucky (VISN 9, Station 603)	8	5	13
VA Memphis Healthcare System in Tennessee (VISN 9, Station 614)	16	0	16
VA Mountain Home Healthcare System in Tennessee (VISN 9, Station 621)	48	13	61
VA Tennessee Valley Healthcare System in Nashville (VISN 9, Station 626)	5	8	13
VA Ann Arbor Healthcare System in Michigan (VISN 10, Station 506)	2	3	5
VA Battle Creek Healthcare System in Michigan (VISN 10, Station 515)	11	3	14
VA Chillicothe Healthcare System in Ohio (VISN 10, Station 538)	16	10	26
VA Cincinnati Healthcare System in Ohio (VISN 10, Station 539)	29	5	34
VA Northeast Ohio Healthcare System in Cleveland (VISN 10, Station 541)	27	6	33
VA Dayton Healthcare System in Ohio (VISN 10, Station 552)	34	7	41
VA Detroit Healthcare System in Michigan (VISN 10, Station 553)	8	3	11

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA Indiana Healthcare System in Indianapolis (VISN 10, Station 583)	9	3	12
VA Northern Indiana Healthcare System in Marion (VISN 10, Station 610)	26	0	26
VA Saginaw Healthcare System in Michigan (VISN 10, Station 655)	34	20	54
VA Central Ohio Health Care System in Columbus (VISN 10, Station 757)	12	4	16
VA Chicago Healthcare System in Illinois (VISN 12, Station 537)	11	1	12
VA Illiana Healthcare System in Danville, Illinois (VISN 12, Station 550)	13	5	18
Lovell Federal Healthcare System in North Chicago, Illinois (VISN 12, Station 556)	5	5	10
VA Hines Healthcare System in Illinois (VISN 12, Station 578)	5	8	13
VA Iron Mountain Healthcare System in Michigan (VISN 12, Station 585)	10	5	15
William S. Middleton Memorial Veterans Hospital and Clinics in Madison, Wisconsin (VISN 12, Station 607)	24	9	33
Tomah VA Health Care System in Wisconsin (VISN 12, Station 676)	13	5	18
VA Milwaukee Healthcare System in Wisconsin (VISN 12, Station 695)	19	2	21
VA Kansas City Healthcare System in Missouri (VISN 15, Station 589)	17	9	26
VA Columbia Missouri Healthcare System (VISN 15, Station 589A4)	30	13	43
VA Eastern Kansas Healthcare System in Topeka (VISN 15, Station 589A5)	40	30	70
VA Wichita Healthcare System in Kansas (VISN 15, Station 589A7)	13	7	20
VA St. Louis Health Care System in Missouri (VISN 15, Station 657)	52	37	89

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA Poplar Bluff Health Care System in Missouri (VISN 15, Station 657A4)	13	6	19
VA Marion Healthcare System in Illinois (VISN 15, Station 657A5)	24	2	26
VA Alexandria Healthcare System in Pineville, Louisiana (VISN 16, Station 502)	15	14	29
VA Gulf Coast Healthcare System in Biloxi, Mississippi (VISN 16, Station 520)	4	0	4
Veterans Health Care System of the Ozarks in Fayetteville, Arkansas (VISN 16, Station 564)	43	8	51
VA Houston Healthcare System in Texas (VISN 16, Station 580)	26	8	34
VA Jackson Healthcare System in Mississippi (VISN 16, Station 586)	38	15	53
Central Arkansas Veterans Healthcare System in Little Rock (VISN 16, Station 598)	21	21	42
VA Southeast Louisiana Healthcare System in New Orleans (VISN 16, Station 629)	20	8	28
VA Shreveport Healthcare System in Louisiana (VISN 16, Station 667)	12	7	19
VA Amarillo Healthcare System in Texas (VISN 17, Station 504)	63	7	70
VA West Texas Healthcare System in Big Spring (VISN 17, Station 519)	50	9	59
VA North Texas Health Care System in Dallas (VISN 17, Station 549)	63	41	104
South Texas Veterans Health Care System in San Antonio (VISN 17, Station 671)	23	11	34
VA Central Texas Healthcare System in Temple (VISN 17, Station 674)	11	6	17
VA Texas Valley Coastal Bend Healthcare System in Harlingen (VISN 17, Station 740)	20	14	34
VA El Paso Healthcare System in Texas (VISN 17, Station 756)	43	4	47

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Montana VA Healthcare System in Fort Harrison (VISN 19, Station 436)	29	5	34
Cheyenne VA Health Care System in Wyoming (VISN 19, Station 442)	4	4	8
VA Eastern Colorado Health Care System in Aurora (VISN 19, Station 554)	7	0	7
VA Western Colorado Healthcare System in Grand Junction (VISN 19, Station 575)	34	12	46
Eastern Oklahoma VA Health Care System in Muskogee (VISN 19, Station 623)	14	5	19
VA Oklahoma City Healthcare System in Oklahoma (VISN 19, Station 635)	30	12	42
VA Salt Lake City Healthcare System in Utah (VISN 19, Station 660)	27	3	30
Sheridan VA Health Care System in Wyoming (VISN 19, Station 666)	13	2	15
Alaska VA Healthcare System in Anchorage (VISN 20, Station 463)	8	5	13
VA Boise Healthcare System in Idaho (VISN 20, Station 531)	19	6	25
VA Portland Health Care System in Oregon (VISN 20, Station 648)	10	5	15
Roseburg VA Health Care System in Oregon (VISN 20, Station 653)	7	5	12
VA Puget Sound Health Care System in Seattle, Washington (VISN 20, Station 663)	36	5	41
VA Spokane Healthcare System in Washington (VISN 20, Station 668)	5	5	10
Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)	5	5	10
VA Southern Oregon Healthcare System in White City (VISN 20, Station 692)	5	5	10
VA Pacific Islands Health Care System in Honolulu, Hawaii (VISN 21, Station 459)	12	5	17

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
VA Central California Health Care System in Fresno (VISN 21, Station 570)	57	10	67
VA Southern Nevada Healthcare System in North Las Vegas (VISN 21, Station 593)	22	8	30
VA Northern California Health Care System in Mather (VISN 21, Station 612A4)	26	7	33
VA Palo Alto Health Care System in California (VISN 21, Station 640)	24	15	39
VA Sierra Nevada Health Care System in Reno (VISN 21, Station 654)	6	4	10
San Francisco VA Health Care System in California (VISN 21, Station 662)	15	10	25
VA New Mexico Healthcare System in Albuquerque (VISN 22, Station 501)	51	13	64
VA Long Beach Healthcare System in California (VISN 22, Station 600)	5	5	10
VA Loma Linda Healthcare System in California (VISN 22, Station 605)	27	13	40
VA Phoenix Health Care System in Arizona (VISN 22, Station 644)	24	3	27
Northern Arizona VA Health Care System in Prescott (VISN 22, Station 649)	16	6	22
VA San Diego Healthcare System in California (VISN 22, Station 664)	29	12	41
Southern Arizona VA Health Care System in Tucson (VISN 22, Station 678)	8	4	12
VA Greater Los Angeles Healthcare System in California (VISN 22, Station 691)	53	17	70
Fargo VA Health Care System in North Dakota (VISN 23, Station 437)	64	13	77
VA Sioux Falls Health Care System in South Dakota (VISN 23, Station 438)	17	5	22
VA Black Hills Health Care System in Fort Meade, South Dakota (VISN 23, Station 568)	63	8	71

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

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Minneapolis VA Health Care System in Minnesota (VISN 23, Station 618)	20	7	27
VA Nebraska-Western Iowa Health Care System in Omaha, Nebraska (VISN 23, Station 636)	11	6	17
VA Central Iowa Health Care System in Des Moines (VISN 23, Station 636A6)	5	3	8
VA Iowa City Healthcare System in Iowa (VISN 23, Station 636A8)	28	9	37
St. Cloud VA Health Care System in Minnesota (VISN 23, Station 656)	31	8	39

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2026 staffing questionnaire.

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

Table D.1. Frequency of Severe Occupational Staffing Shortages Designated by at Least 20 Percent of Facilities

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
0620 Practical Nurse	Clinical - Other	Title 38 Hybrid	82	59
0180 Psychology	Clinical - Other	Title 38 Hybrid	80	58
0083 Police	Nonclinical	Title 5	79	57
31 Psychiatry*	Clinical - Medical Officer	Title 38	75	54
3566 Custodial Worker	Nonclinical	Wage Grade ^s	74	53
0185 Social Work	Clinical - Other	Title 38 Hybrid	71	51
0621 Nursing Assistant	Clinical - Other	Title 38 Hybrid	70	50
38 Radiology-Diagnostic*	Clinical - Medical Officer	Title 38	68	49
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid	66	47
12 Urology*	Clinical - Medical Officer	Title 38	64	46
P1 Primary Care*	Clinical - Medical Officer	Title 38	64	46
0647 Diagnostic Radiologic Technologist	Clinical - Other	Title 38 Hybrid	61	44
7408 Food Service Worker	Nonclinical	Wage Grade ^s	59	42
1 Anesthesiology*	Clinical - Medical Officer	Title 38	58	42
25 Gastroenterology*	Clinical - Medical Officer	Title 38	57	41

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
Q6 RN/Staff-Inpatient Community Living Center‡	Clinical - Nurse	Title 38	51	37
88 RN Staff Nurse-Inpatient‡	Clinical - Nurse	Title 38	49	35
0644 Medical Technologist/Clinical Laboratory Scientist	Clinical - Other	Title 38 Hybrid	47	34
75 NP-Primary Care‡	Clinical - Nurse	Title 38	45	32
CQ RN Staff- Inpatient Mental Health‡	Clinical - Nurse	Title 38	44	32
30 Neurology*	Clinical - Medical Officer	Title 38	43	31
0649 Medical Instrument Technician	Clinical - Other	Title 38 Hybrid	40	29
7 Orthopedic Surgery*	Clinical - Medical Officer	Title 38	40	29
CA Cardiology Non-Invasive*	Clinical - Medical Officer	Title 38	40	29
CM RN Staff-Critical Care‡	Clinical - Nurse	Title 38	38	27
R3 Hematology/Oncology*	Clinical - Medical Officer	Title 38	38	27
2 Surgery*	Clinical - Medical Officer	Title 38	38	27
0801 Healthcare Engineer	Nonclinical	Title 38 Hybrid	38	27
16 Emergency Medicine*	Clinical - Medical Officer	Title 38	35	25
CR RN Staff- Emergency Dept/Urgent Care‡	Clinical - Nurse	Title 38	33	24
45 Radiology-Interventional*	Clinical - Medical Officer	Title 38	33	24
0681 Dental Assistant	Clinical - Other	Title 38 Hybrid	32	23
26 Pulmonary Diseases*	Clinical - Medical Officer	Title 38	32	23
2005 Supply Clerical and Technician	Nonclinical	Title 5	31	22

Occupation	Occupation Category	Hiring Authority	Number of Facilities that Identified the Occupation as a Severe Shortage	Percentage of Facilities that Identified the Occupation as a Severe Shortage
5306 Air Conditioning Equipment Mechanic	Nonclinical	Wage Grade [§]	31	22
7404 Cook	Nonclinical	Wage Grade [§]	31	22
40 Geriatrics*	Clinical - Medical Officer	Title 38	30	22
0622 Medical Supply Aide and Technician/Sterile Processing	Nonclinical	Title 38 Hybrid	30	22
0675 Medical Records Technician	Nonclinical	Title 38 Hybrid	30	22
0645 Medical Technician (Title 5)	Clinical - Other	Title 5	30	22
0660 Pharmacist	Clinical - Other	Title 38 Hybrid	30	22
20 Dermatology*	Clinical - Medical Officer	Title 38	30	22
N4 Nurse Practitioner – Mental Health/Substance Use Disorder [‡]	Clinical - Nurse	Title 38	30	22
0858 Biomedical Engineering	Nonclinical	Title 38 Hybrid	29	21
0661 Pharmacy Technician	Clinical - Other	Title 38 Hybrid	29	21
0640 Health Aid and Technician (Title 5)	Clinical - Other	Title 5	28	20
6 Ophthalmology*	Clinical - Medical Officer	Title 38	28	20
0603 Physician Assistant	Clinical - Other	Title 38	28	20

Source: *OIG analysis of VHA facilities' responses to the OIG's FY 2026 staffing questionnaire.*

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

*Denotes assignment codes within the Medical Officer occupational series.

[‡]Denotes assignment codes within the Nurse occupational series.

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

Appendix E: Office of the Under Secretary for Health Memorandum

Department of Veterans Affairs Memorandum

Date: August 27, 2026

From: Office of the Under Secretary for Health (10)

Subj: National Review—OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages Fiscal Year 2026 (VIEWS 15102742).

To: Assistant Inspector General for Healthcare Inspections (54)

1. Thank you for the opportunity to review and comment on OIG's draft report. The Veterans Health Administration (VHA) notes that the OIG did not make any recommendations. VHA has no comments and appreciates OIG's comprehensive review.
2. Comments regarding the contents of this memorandum may be directed to the GAO OIG Accountability Liaison Office.

(Original signed by:)

John Figueroa
Acting Under Secretary for Health

[OIG comment: The OIG received the above memorandum from VHA on August 27, 2026.]

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