URGENT - ACTION NEEDED!

RECRUIT AND APPOINT
VA HEALTH PROFESSIONS TRAINEES
TO TITLE 38 AND HYBRID TITLE 38 VACANCIES

HOW TO LEVERAGE HIRING FLEXIBILITIES

- VA loses the majority of trainees to private sector competitors
- Hiring current or former VA health professions trainees into Hybrid or Title 38 positions can be quick and easy
- Once internal employee job posting requirements in local bargaining unit agreements are met, current or former trainees can be appointed to Hybrid and Title 38 vacancies **without posting any type of vacancy announcement**
- Title 38/Hybrid Title 38 allows selection of current trainees who will meet qualification standards at the time of appointment as well as former graduates
- Trainees may be selected and tentatively offered positions prior to graduation
  - Offers may be made contingent upon meeting qualifications at the time of appointment
  - Graduates who still have pending credentials (licensure, certification, etc.) may be hired as graduate technicians in their occupations, in accordance with VA Handbook 5005 procedures for the occupation
- The VAOIG has designated 5 critical shortage occupations for FY16:
  - Physicians (all specialties)
  - Nurses (RN, CRNA, NP)
  - Physician Assistants
  - Physical Therapists
  - Psychologists

*Note: During FY16, Hybrid Title 38 Veterans’ Preference rules do not apply to Physical Therapists and Psychologists; normal Title 38 Veterans’ Preference procedures should be followed for the 38 U.S.C. 7401(1) occupations – Physicians, Nurses and Physician Assistants*

- Trainee hiring flexibilities apply to all Title 38 and Hybrid Title 38 occupations and are not limited just to the VAOIG top 5 critical shortage occupations

CONSULTATIVE/STRATEGIC APPROACH

- Selecting officials and Human Resources should recognize current and former VA health professions trainees as a **priority applicant pool** for Title 38 and Hybrid Title 38 vacancies
- This pool of talent can help VA achieve local and national hiring goals
- Early consultation between HR and internal clinical service chiefs and/or training directors should occur to identify viable candidates (current or former graduates) before initiating recruitment
- Fully utilize Hybrid Title 38 and Title 38 flexibilities; don’t bog down the recruitment and hiring process with external USAJOB announcements when these types of announcements are not required to hire upcoming or former graduates
- Commit upcoming graduates/graduates to positions as quickly as possible

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Questions about hiring upcoming graduates/graduates may be forwarded to Linda.Dailey2@va.gov