

# 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



VA has affiliation agreements with 135 of 144 allopathic medical schools and 30 of 46 osteopathic medical school locations

Over 40 other health professions are represented by affiliations with over 1,800 unique colleges and universities

Among these institutions are Hispanic Serving Institutions, Historically Black Colleges and Universities, Asian American and Native American Pacific Islander Serving Institutions, and Native American Serving Institutions

Roughly 70% of current VA Optometrists, Physicians, and Psychologists participated in VA training programs prior to employment

