

# JON'S BETTER WORKFORCE FOR VETERANS ACT

## The State of the VA Workforce

There are 45,000 vacant positions at the VA nationwide. Approximately 38,000 are roles like doctors, nurses and psychologists who provide critical health care services directly to veterans.

Doctors and other medical staff are leaving the VA at alarming rates, often for higher-paying private sector positions. According to the VA, one medical staff member leaves the VA for every two vacant positions that are filled.

The VA also faces human resources shortages that undermine its ability to recruit, hire and train staff.

The VA is increasingly relying on a qualified pool of Nurse Practitioners, Registered Nurses, Licensed Practical Nurses and Nursing Assistants to provide both direct and indirect care for veterans. The VA offers education, training and financial incentives to nurses, but many facilities report challenges like private sector competition and reduced pools of nurses in rural areas.

The VA has little oversight of its own recruitment incentives.

## Jon's Better Workforce for Veterans Act improves the VA's ability to recruit qualified medical staff by:

- **Creating a VA-wide database** for vacant & hard-to-fill positions.
- Formalizing the relationship between the VA and the U.S. Public Health Service Commission to **employ more veterans at the VA.**
- Expanding successful partnerships that **recruit recent graduates, veterans and private-sector employees to the VA.**
- **Strengthening training** for human resources staff who are tasked with recruiting and hiring medical professionals.
- Providing funding and flexibility to **hire dynamic regional and local VA leaders.**
- **Cutting red tape** to allow the VA to hire Licensed Professional Mental Health Counselors and Marriage and Family Therapists.

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***"We must empower the VA to hire the very best doctors, nurses and front line medical staff so this nation can live up to the promises we made to those who served."***

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## Jon's Better Workforce for Veterans Act helps keep employees serving veterans at the VA by:

- **Holding VA leaders accountable** for delivering essential human resources services, such as recruiting and training staff.
- **Assessing the effectiveness of communication** between the VA's central office, regional offices and local medical facilities.
- **Surveying employees** who choose to leave the VA.
- **Requiring the VA to provide guidance** on President Trump's Executive Order to reduce the federal workforce through attrition.

U.S. SENATOR FOR MONTANA

**JON TESTER**