

WORKFORCE MANAGEMENT & CONSULTING
SCHOLARSHIPS & CLINICAL EDUCATION

VA Student Trainee Experience Program (VA-STEP)

FY 2024 Annual Report

The purpose of the VA Student Trainee Experience Program (VA-STEP) is to serve as a recruitment/retention tool. The program provides opportunities for outstanding students to develop competencies in clinical areas while at an approved VA health care facility. Opportunities for learning include didactic or classroom experiences, competency-based clinical practice with a qualified preceptor, and participation in clinical conferences. VA-STEP is an honors program and students must have a minimum cumulative grade point average (CGPA) of 3.0 on a 4.0 scale, be able to complete a minimum of 400 hours as a VA-STEP student in a VA facility, be a United States citizen and meet physical examination standards at the time of entry in the VA-STEP program.

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FY 2024 PROGRAM OVERVIEW

FY2024 Cohort

During FY 2024, the Scholarships & Clinical Education (S&CE) office provided support to 109 facilities (9 Rural Facilities) and 207 new participants. These students started the VA-STEP from January 2024 through September 2024 and will graduate during FY2025.

Table 1. FY 2024 Cohort

VA-STEP Program	Participants (All)	Participants (Rural)
Nurse	195	6
Med Lab	12	0
Total	207	6

FY2023 Cohort

The FY2023 VA-STEP had 255 students that participated. Of those students, 126 were hired into permanent positions, pending placement, or entered VA residences. There were 119 Nurses and 9 Medical Laboratory Scientist hired. Withdrawals 6-months prior to graduation because of duty fitness were removed from the placement calculation below in the column "Rate Minus Withdrawals". Overall Placement rate minus Withdrawal is 50.81%.

Table 2. FY 2023 Cohort

V-STEP Program	Participants	Retained	Placement Rate	Rate Minus Withdrawals
Nurse	242	117	48%	49%
Med Lab	13	9	60%	82%

Barriers to hiring. In FY 2024 there were three primary barriers to achieving a higher retain rate for VA-STEP Nurses/Med Lab. (1) VA Level position leveling and hiring pause caused positions to be deleted and in some cases delayed onboarding due to increased facility/VISN approval requirements to place STEP students post-graduation, (2) significant delays in the HR hiring/onboarding processes, and (3) student unexpectedly moving out of state after graduation.

Budget

During FY 2024, VA-STEP administered an annual budget of \$5.119 million and an additional \$5.2 million. Table 3 shows funding expenditures by program and participants for FY 2024.

Table 3. FY 2024 VA-STEP Budget Execution

Program	Total Budget	2023 Participants	2024 Participants	Funding Executed	Execution Rate
VA-STEP	\$10.319M	255	207	\$10,307M	99.9%

Total Awards

Since 2007 through September 30, 2024, VA has awarded 6972 awards to VA-STEP participants.

Table 4. Total Awards Since 2007

Program	Participants	Funding
VA-STEP	7179	\$98,655,357.86

Customer Service

At the end of FY 2024, S&CE conducted its annual customer satisfaction survey of scholarship coordinators and participants. The purpose of the survey was to solicit feedback from stakeholders on satisfaction with program administration and areas requiring improvement.

Participant Response: VA-STEP Participant Respondents – 138

Successes

Positive Impact on Goals	97.83% Positive Feedback
Recommend the VA	98.56% Positive Feedback
Positive Impact on VA Career	97.81% Positive Feedback

Comments:

- “My direct supervisors are very accommodating and listen to my needs. They ensure I am getting the experience I need to be successful in my rotations.”
- “The VA does a great job staffing their units and ensuring there is an active support system to support nurses and VA-STEP participants alike.”
- “The nurses are supportive preceptors and advocate for learning opportunities/chances to practice skills.”
- “It’s an amazing opportunity to gain experience with everything they don’t teach you in nursing school and I felt really supported during my time in the program.”
- “I have learned so much this summer and feel way more confident and comfortable giving patient care. I have been able to apply the material that I have learned in school. I completely feel that I now have a step ahead of fellow nursing students.”
- “Hands-on education during nursing school through the STEP program is unparalleled compared to other hospitals.”
- “The staff at the VA made me feel very encouraged and supported during my time as a VA-STEP student!”
- “This program has been a great opportunity to grow and learn as an upcoming nurse. I was able to get real life experience as a nurse, and it is this experience that will give me the comfort to pursue this career path in the future.”
- “Every person/employee/preceptor involved in the VA-STEP program was encouraging and supportive of my education and growth. They took the time to

provide constructive feedback, and help me towards my goal of being an RN employed at the VA.”

- “The VA STEP program is an amazing opportunity for growth and it gives nursing students a real life picture of what caring for veterans is like. The program was extremely rewarding.”
- “The variety of learning opportunities across units was highly beneficial for improvement on nursing related skills and processes. This alone tailored with the unique veteran patient population base not only improved upon established skills in curriculum from education but allowed for refinement that put me leaps and bounds above my peers and launched me into my career!”

Improvements

Support During Participation 91.30% Positive Feedback

Remain with VA 91.31% Positive Feedback

Comments:

- 15 Comments on faster on-boarding
- 12 Comments on Broader Experiences:
 - More Flexibility
 - More Shadowing Experiences
 - More Floor Opportunities
- 13 Comments about communications to students and to prepare sections on expectations for STEPs that are assigned to the floors.
- 2 Comments on earlier notifications of transition type programs.
- 11 Comments either increasing or decreasing training requirements in both the classroom and on the floor.
- 2 Comments on making sure that staffing shortages don't negatively impact the STEP student and increased encouragement to get through the training.
- 3 Comments on delayed scheduling and handing out schedules.
- 3 Comments on increasing advertising on the campuses and increasing the number of slots available at the facility.
- 2 Comments on VA Wide Facility Level networking to offer opportunities at VAs not in the area.
- 3 Comments on more flexible work schedules and timekeeper tracking requirements.
- 1 Comment for the National Level Office: Move VA-STEP to a stipend program.
- 1 Comment for the National Level Office: Offer more positions.

This year's survey asked students what would be their primary deciding factor on staying with the VA or not. While responses were varied, the two primary reasons a student would not stay with the VA are delayed HR onboarding and specialty availability post-graduation.

Coordinator Responses: VALOR Coordinator Respondents – 110

Successes:

Overall Satisfaction 96.36% Positive Feedback

Marketing & Advertising Material 93.64% Positive Feedback

Comments: None

Improvements:

Training 90% Positive Feedback

Information & Tools 90% Positive Feedback

Comments: Below are areas addressed by facility coordinators and the action plan in FY2025 to address these issues:

- More flexibility in Deleting Entries (**Develop**)
- HR Access to Documents (**In-Place**)
- Improved Navigation Tools (**Develop**)
- Clean Up Access Issues (**Develop**)
- Additional Information for HR (**In-Place**)
- HR Onboarding Guidance (**In-Place**)
- Cradle to Grave Timeline (**Develop**)
- Open Forum (**In-Place**)
- More New Coordinator Orientations (**Develop**)
- Expand Training Opportunities (**Develop**)
- Modernize Marketing Material (**Develop**)
- Expansion into ADN (**Research**)
- Expand SOP to encompass the non-traditional school schedules (**Develop**)
- Salary replacement for 1st year of RN (**Research**)
- GAP between STEP completion and GNT/Residency (**Research**)
- Service Obligation (STEP to GNT to Residency) (**Research**)
- Remove Commitment to Hire (**Research**)
- More than 400 hours of funding per FY (**Research**)
- More authorizations for less than 400 hours per FY (**In-Place**)
- Local SOP Requirement (**Process will not Change**)
- Slow coordinator replacement timeframes (**Facility Internal**)
- Workload (**Facility Internal**)
- HPSP Local support (**Facility Internal**)

Opportunities for Improvement

Participant Responses: As identified in comments and the general question about the reasons they would not stay with the VA, coordinators at all facilities will need to make sure that students know what specific specialty they will have available post-graduation and to ensure the students want to work in those areas.

Along those interview topics, the facility coordinator also needs to address student plans to stay in the areas post-graduation. Many student's selected are not planning to stay in the areas.

Coordinator Responses: HR onboarding and transition program remains the number one concern for our coordinators. Even with the hiring guides that have been created and distributed to the facilities, HR remains behind the curve on timely position creation and onboarding causing delays in start dates that impact the availability of the student to complete 400 hours before the end of the Summer. The program office will continue to train coordinators on the processes and make every opportunity to involve facility HR representatives. In addition, we will look at potentially allowing STEP participants to stay in the program till they pass the NCLEX not to exceed 6-month.

In addition, the national program office will be tasked to creating new guidance and offering more training opportunities for Initial and Just-In-Time needs.

2024 Initiatives

During FY2024, VA-STEP started expansion efforts to include Doctor of Pharmacy Students. Worked with Pharmacy subject-matter-experts across the VA to develop guidance, create marketing material, establish pay setting, and soliciting facilities with successful STEP program and a high need for Pharmacy employees to participate in an FY2025 pilot program.

During 2024, the program manager for VA-STEP, collaborated with ONS and OAA leaders in creating new student nursing guidance and updating existing guidance to transition VALOR references to VA-STEP. The collaboration also cleared up confusion in guidance concerning functional statements. Recently published as part ONS SNT/GNT guidance can be found at: [Student Nurse Technician/Graduate Nurse Technician \(SNT/GNT\)](#).

During FY2024, the VA-STEP worked with the Office of Nursing Services (ONS) to bolster the bridge of VA-STEP nursing students into facility Registered Nurse Transition to Practice (RNTP) and Post Baccalaureate Registered Nurse Residency (PBRNR) programs across the US by funding facility level Graduate Nurse Trainee (GNT) positions. During FY2024, the VASTEP Program office was able to fund 107 VA-STEP student transitions to GNT totaling \$2,803,319.18. These bridge programs are effective tools for the 39 facilities that partook in the funding to transition student to trainees and then to employees. Without these transition steps, the VA loses potential employee candidates to other competing non-federal entities at a detriment to our Veterans. In this highly competitive nursing market, continuous engagement is essential to securing employment.

During FY2024, the VA-STEP continued to push the cross awarding of VA Health Professional Scholarship Program participation to all those selected to receive VA-STEP awards. The HPSP scholarship award students with a monthly stipend, an annual books stipend, and 100% tuition coverage starting the semester after their final contract is signed. This initiative is vital to increasing the placement rates of STEP participants as HPSP participants also have a service obligation to stay with the VA 2-years. FY2023 HPSP Participants in VA-STEP of 37 and in FY 2024, 36 HPSP students were selected. We will continue to integrate these two programs to increase the VA-STEP placement rate moving forward.

During FY2024, the virtual audit challenged facilities to produce local guidance on the functions of managing VA-STEP at the facility level. The driving decision to address this area was in efforts to ensure continuity of operation could be maintained at a facility in the absence of the facility coordinator.

2025 Initiatives

FY2025 will be the year of training and guidance improvement efforts. Development of timeline guidance and PowerPoint instruction across all aspect of the VA-STEP program will be a priority.

In FY2025, the virtual audit will revolve around reviewing marketing material being produced at facilities.

In FY2025, the expansion of VA-STEP into Pharmacy will come to fruition with the selection of 11 Pharmacy students. The national program office will continue to update guidance and material to include this expansion.



J. Scott Dixon, MBA
VA-STEP Program Manager

Facility & VISN Level Reports

2023 Facility Breakdown

Program	VISN	Station (Yellow = Rural)	Authorized	Selected	Execution Rate	Total Placed	Withdrawal	Placement Rate	Funding By Facility
Nursing	1	405	1	1	100.00%	1	0	100.00%	\$ 11,121.08
Nursing	19	436	3	3	100.00%	0	0	0.00%	\$ 33,748.14
Nursing	23	437	1	1	100.00%	0	0	0.00%	\$ 9,324.00
Nursing	23	438	3	3	100.00%	1	0	33.33%	\$ 60,562.42
Nursing	19	442	1	1	100.00%	1	0	100.00%	\$ 22,063.87
Nursing	4	460	0	0	0.00%	0	0	0.00%	\$ -
Nursing	22	501	1	1	100.00%	1	0	100.00%	\$ 50,204.19
Nursing	16	502	0	0	0.00%	0	0	0.00%	\$ -
Nursing	10	506	4	3	75.00%	1	0	33.33%	\$ 88,360.68
Nursing	7	508	2	2	100.00%	2	0	100.00%	\$ 51,237.46
Nursing	7	509	4	2	50.00%	2	0	100.00%	\$ 39,177.04
Nursing	5	512	0	0	0.00%	0	0	0.00%	\$-
Nursing	10	515	0	0	0.00%	0	0	0.00%	\$-
Nursing	8	516	2	2	100.00%	1	0	50.00%	\$ 41,742.16
Nursing	5	517	3	3	100.00%	0	0	0.00%	\$ 87,193.70
Nursing	1	518	0	0	0.00%	0	0	0.00%	\$-
Nursing	2	526	4	4	100.00%	1	0	25.00%	\$ 100,734.30
Nursing	2	528	2	2	100.00%	0	0	0.00%	\$ 41,377.23
Nursing	20	531	4	4	100.00%	4	0	100.00%	\$ 101,873.39
Nursing	7	534	2	2	100.00%	0	0	0.00%	\$ 18,657.24
Nursing	12	537	2	2	100.00%	1	0	50.00%	\$ 75,708.57
Nursing	10	539	4	4	100.00%	3	0	75.00%	\$ 175,432.95
Nursing	5	540	2	2	100.00%	1	0	50.00%	\$ 90,088.46
Nursing	10	541	2	1	50.00%	1	0	100.00%	\$ 36,414.33
Nursing	4	542	0	0	0.00%	0	0	0.00%	\$-
Nursing	7	544	3	1	33.33%	1	0	100.00%	\$ 9,967.23
Nursing	17	549	1	1	100.00%	1	0	100.00%	\$ 31,826.66
Nursing	12	550	1	1	100.00%	1	0	100.00%	\$ 18,836.81
Nursing	10	552	0	0	0.00%	0	0	0.00%	\$-
Nursing	10	553	1	0	0.00%	0	0	0.00%	\$-
Nursing	19	554	4	2	50.00%	0	0	0.00%	\$ 115,045.39
Nursing	7	557	5	4	80.00%	0	0	0.00%	\$ 77,662.86
Nursing	6	558	6	6	100.00%	1	0	16.67%	\$ 123,359.02
Nursing	2	561	1	0	0.00%	0	0	0.00%	\$-
Nursing	16	564	1	1	100.00%	0	0	0.00%	\$ 9,850.62
Nursing	23	568	1	1	100.00%	0	0	0.00%	\$ 16,674.34
Nursing	21	570	6	6	100.00%	5	0	83.33%	\$ 233,604.56
Nursing	19	575	2	2	100.00%	0	1	0.00%	\$ 66,728.48
Nursing	12	578	5	5	100.00%	0	0	0.00%	\$ 220,402.88
Nursing	16	580	3	3	100.00%	2	0	66.67%	\$ 36,720.93
Nursing	5	581	1	1	100.00%	1	0	100.00%	\$ 16,007.14

Nursing	10	583	3	3	100.00%	3	0	100.00%	\$ 123,674.68
Nursing	16	586	2	1	50.00%	0	0	0.00%	\$ 8,599.23
Nursing	15	589	3	2	66.67%	1	0	50.00%	\$ 37,480.58
Nursing	6	590	1	0	0.00%	0	0	0.00%	\$-
Nursing	22	593	5	3	60.00%	2	0	66.67%	\$ 82,091.23
Nursing	4	595	5	5	100.00%	4	0	80.00%	\$ 195,804.57
Nursing	9	596	2	2	100.00%	1	0	50.00%	\$ 50,288.38
Nursing	16	598	10	10	100.00%	8	0	80.00%	\$ 407,897.80
Nursing	22	600	2	1	50.00%	0	0	0.00%	\$ 18,895.87
Nursing	9	603	0	0	0.00%	0	0	0.00%	\$-
Nursing	22	605	6	6	100.00%	4	0	66.67%	\$ 82,332.00
Nursing	12	607	9	9	100.00%	6	0	66.67%	\$ 158,250.90
Nursing	10	610	4	0	0.00%	0	0	0.00%	\$-
Nursing	21	612	2	2	100.00%	0	0	0.00%	\$ 71,545.56
Nursing	21	612	0	2	0.00%	0	0	0.00%	\$ 71,545.56
Nursing	5	613	3	3	100.00%	1	0	33.33%	\$ 68,562.08
Nursing	9	614	1	1	100.00%	1	0	100.00%	\$ 20,986.31
Nursing	23	618	0	0	0.00%	0	0	0.00%	\$-
Nursing	9	621	2	2	100.00%	1	0	50.00%	\$ 69,255.03
Nursing	19	623	1	1	100.00%	1	0	100.00%	\$ 15,518.27
Nursing	9	626	9	8	88.89%	4	1	57.14%	\$ 202,551.60
Nursing	16	629	0	0	0.00%	0	0	0.00%	\$-
Nursing	2	630	3	3	100.00%	0	0	0.00%	\$ 44,604.92
Nursing	2	632	1	1	100.00%	0	0	0.00%	\$ 29,075.73
Nursing	19	635	6	6	100.00%	3	1	60.00%	\$ 69,487.88
Nursing	23	636	3	3	100.00%	2	0	66.67%	\$ 122,307.05
Nursing	6	637	5	5	100.00%	2	0	40.00%	\$ 94,014.62
Nursing	21	640	11	10	90.91%	5	0	50.00%	\$ 732,615.25
Nursing	22	644	3	3	100.00%	3	0	100.00%	\$ 165,433.38
Nursing	4	646	5	3	60.00%	1	0	33.33%	\$ 63,574.62
Nursing	20	648	6	0	0.00%	0	0	0.00%	\$-
Nursing	22	649	0	0	0.00%	0	0	0.00%	\$-
Nursing	1	650	2	0	0.00%	0	0	0.00%	\$-
Nursing	21	654	2	2	100.00%	2	0	100.00%	\$ 50,406.42
Nursing	15	657	1	1	100.00%	1	0	100.00%	\$ 49,302.76
Nursing	6	658	1	1	100.00%	1	0	100.00%	\$ 13,430.43
Nursing	6	659	2	0	0.00%	0	0	0.00%	\$-
Nursing	19	660	7	5	71.43%	3	0	60.00%	\$ 89,178.49
Nursing	20	663	6	4	66.67%	1	0	25.00%	\$ 105,106.17
Nursing	22	664	5	5	100.00%	0	0	0.00%	\$ 135,721.43
Nursing	20	668	1	0	0.00%	0	0	0.00%	\$-
Nursing	17	671	6	6	100.00%	5	0	83.33%	\$ 229,510.43
Nursing	8	672	2	2	100.00%	1	0	50.00%	\$ 12,980.00
Nursing	8	673	2	1	50.00%	0	0	0.00%	\$ 53,519.27

Nursing	17	674	5	0	0.00%	0	0	0.00%	\$-
Nursing	8	675	8	8	100.00%	6	0	75.00%	\$ 321,010.29
Nursing	12	676	0	0	0.00%	0	0	0.00%	\$-
Nursing	22	678	3	3	100.00%	0	0	0.00%	\$ 32,565.69
Nursing	7	679	0	0	0.00%	0	0	0.00%	\$-
Nursing	5	688	1	0	0.00%	0	0	0.00%	\$-
Nursing	1	689	4	3	75.00%	1	0	33.33%	\$ 164,422.17
Nursing	22	691	3	3	100.00%	1	0	33.33%	\$ 209,930.85
Nursing	4	693	1	1	100.00%	0	0	0.00%	\$ 12,048.27
Nursing	12	695	12	12	100.00%	6	0	50.00%	\$ 389,918.88
Nursing	2	528A8	4	4	100.00%	0	1	0.00%	\$ 39,006.15
Nursing	15	589A4	3	3	100.00%	1	0	33.33%	\$ 40,731.95
Nursing	15	589A5	3	3	100.00%	0	1	0.00%	\$ 96,300.08
Nursing	15	589A6	2	0	0.00%	0	0	0.00%	\$-
Nursing	15	589A7	0	0	0.00%	0	0	0.00%	\$-
Nursing	9	626A4	2	1	50.00%	1	0	100.00%	\$ 38,999.23
Nursing	23	636A6	1	0	0.00%	0	0	0.00%	\$-
Nursing	23	636A8	2	2	100.00%	1	0	50.00%	\$ 37,659.46
Nursing	15	657A4	0	0	0.00%	0	0	0.00%	\$-
MLS	16	520	2	0	0.00%	0	0	0.00%	\$-
MLS	7	521	0	0	0.00%	0	0	0.00%	\$-
MLS	5	540	1	0	0.00%	0	0	0.00%	\$-
MLS	17	549	0	0	0.00%	0	0	0.00%	\$-
MLS	10	552	1	1	100.00%	1	0	100.00%	\$ 17,259.38
MLS	6	590	3	3	100.00%	3	0	100.00%	\$ 48,040.87
MLS	9	626	0	0	0.00%	0	0	0.00%	\$-
MLS	6	652	2	2	100.00%	2	0	100.00%	\$ 77,501.86
MLS	21	662	2	2	100.00%	2	0	100.00%	\$ 35,631.50
MLS	1	689	0	0	0.00%	0	0	0.00%	\$-
MLS	15	589A4	5	5	100.00%	1	2	33.33%	\$ 75,219.71
MLS	15	657A4	3	0	0.00%	0	0	0.00%	\$-
		TOTAL	311	255	81.99%	126	7	50.81%	\$7,493,502.99
All		Nurse Total	292	242	82.88%	117	5	49%	\$7,239,849.66
		Med Lab Total	19	13	68.42%	9	2	82%	\$253,653.33

2023 VISN Breakdown

VISN	Funding by VISN	% Overall Funding
1	\$175,543.25	2.37%
2	\$254,798.34	3.43%
4	\$271,427.46	3.66%
5	\$261,851.39	3.53%
6	\$356,346.80	4.80%
7	\$196,701.82	2.65%
8	\$429,251.73	5.78%
9	\$382,080.55	5.15%
10	\$441,142.03	5.94%
12	\$863,118.03	11.63%
15	\$299,035.08	4.03%
16	\$463,068.58	6.24%
17	\$261,337.09	3.52%
19	\$411,770.52	5.55%
20	\$206,979.56	2.79%
21	\$1,123,803.28	15.14%
22	\$777,174.65	10.47%
23	\$246,527.28	3.32%
TOTAL	\$7,421,957.43	100.00%

VISN	Authorization	Selected	Selection Rate	Placed	Withdrawals	Placement Rate
1	7	4	57.14%	2	0	50.00%
2	15	14	93.33%	1	1	7.69%
4	11	9	81.82%	5	0	55.56%
5	11	9	81.82%	3	0	33.33%
6	20	17	85.00%	9	0	52.94%
7	16	11	68.75%	5	0	45.45%
8	14	13	92.86%	8	0	61.54%
9	16	14	87.50%	8	1	61.54%
10	19	12	63.16%	9	0	75.00%
12	29	29	100.00%	14	0	48.28%
15	20	14	70.00%	4	3	36.36%
16	18	15	83.33%	10	0	66.67%
17	12	7	58.33%	6	0	85.71%
19	24	20	83.33%	8	2	44.44%
20	17	8	47.06%	5	0	62.50%
21	23	24	104.35%	14	0	58.33%
22	28	25	89.29%	11	0	44.00%
23	11	10	90.91%	4	0	40.00%
TOTAL	311	255	81.99%	126	7	50.81%

2024 Facility Breakdown

Program	VISN	Station (Yellow = Rural)	Authorized	Selected	Execution Rate	Funding By Facility
Nursing	1	405	3	0	0.00%	\$ -
Nursing	19	436	4	3	75.00%	\$ 37,101.23
Nursing	23	437	1	1	100.00%	\$ 9,762.15
Nursing	23	438	2	2	100.00%	\$ 19,005.54
Nursing	19	442	2	0	0.00%	\$-
Nursing	4	460	1	0	0.00%	\$-
Nursing	22	501	3	1	33.33%	\$ 11,358.15
Nursing	16	502	1	0	0.00%	\$-
Nursing	10	506	3	3	100.00%	\$ 35,544.92
Nursing	7	508	5	4	80.00%	\$ 51,838.15
Nursing	7	509	4	3	75.00%	\$ 32,640.00
Nursing	5	512	0	0	0.00%	\$-
Nursing	10	515	2	2	100.00%	\$ 24,543.69
Nursing	8	516	0	0	0.00%	\$-
Nursing	5	517	3	3	100.00%	\$ 27,167.54
Nursing	1	518	1	0	0.00%	\$-
Nursing	2	526	4	4	100.00%	\$ 62,268.31
Nursing	2	528	3	3	100.00%	\$ 30,876.92
Nursing	20	531	5	5	100.00%	\$ 52,486.15
Nursing	7	534	4	4	100.00%	\$ 40,914.46
Nursing	12	537	5	4	80.00%	\$ 47,939.69
Nursing	10	539	3	0	0.00%	\$-
Nursing	5	540	2	1	50.00%	\$ 10,454.31
Nursing	10	541	4	4	100.00%	\$ 49,291.08
Nursing	4	542	1	0	0.00%	\$-
Nursing	7	544	2	1	50.00%	\$ 12,001.08
Nursing	8	548	3	0	0.00%	\$-
Nursing	17	549	3	0	0.00%	\$-
Nursing	12	550	1	0	0.00%	\$-
Nursing	10	552	1	0	0.00%	\$-
Nursing	10	553	1	0	0.00%	\$-
Nursing	19	554	1	0	0.00%	\$-
Nursing	7	557	5	2	40.00%	\$ 23,180.31
Nursing	6	558	5	5	100.00%	\$ 62,021.54
Nursing	2	561	1	1	100.00%	\$ 14,414.77
Nursing	16	564	1	0	0.00%	\$-
Nursing	23	568	0	0	0.00%	\$-
Nursing	21	570	6	5	83.33%	\$ 66,819.23
Nursing	19	575	0	0	0.00%	\$-
Nursing	12	578	4	0	0.00%	\$-
Nursing	16	580	2	2	100.00%	\$ 25,631.08
Nursing	5	581	0	0	0.00%	\$-
Nursing	10	583	5	4	80.00%	\$ 41,167.38

Nursing	16	586	2	0	0.00%	\$-
Nursing	15	589	3	2	66.67%	\$ 20,295.69
Nursing	6	590	2	0	0.00%	\$-
Nursing	22	593	4	4	100.00%	\$ 45,350.15
Nursing	4	595	9	9	100.00%	\$ 99,155.08
Nursing	9	596	0	0	0.00%	\$-
Nursing	16	598	7	7	100.00%	\$ 83,274.15
Nursing	22	600	0	0	0.00%	\$-
Nursing	9	603	0	0	0.00%	\$-
Nursing	22	605	7	7	100.00%	\$ 108,356.77
Nursing	12	607	8	8	100.00%	\$ 85,790.77
Nursing	10	610	2	0	0.00%	\$-
Nursing	21	612	0	0	0.00%	\$-
Nursing	21	612	0	0	0.00%	\$-
Nursing	5	613	3	3	100.00%	\$ 31,874.77
Nursing	9	614	1	0	0.00%	\$-
Nursing	23	618	2	2	100.00%	\$ 27,100.31
Nursing	9	621	3	3	100.00%	\$ 27,125.54
Nursing	19	623	0	0	0.00%	\$-
Nursing	9	626	6	2	33.33%	\$ 21,162.15
Nursing	16	629	5	5	100.00%	\$ 53,615.38
Nursing	2	630	2	0	0.00%	\$-
Nursing	2	632	2	0	0.00%	\$-
Nursing	19	635	7	0	0.00%	\$-
Nursing	23	636	4	4	100.00%	\$ 37,372.92
Nursing	6	637	7	5	71.43%	\$ 56,676.15
Nursing	21	640	2	2	100.00%	\$ 46,097.23
Nursing	22	644	3	3	100.00%	\$ 40,306.15
Nursing	4	646	2	1	50.00%	\$ 10,753.69
Nursing	20	648	3	0	0.00%	\$-
Nursing	22	649	0	0	0.00%	\$-
Nursing	1	650	2	0	0.00%	\$-
Nursing	21	654	2	2	100.00%	\$ 15,720.19
Nursing	15	657	3	0	0.00%	\$-
Nursing	6	658	3	2	66.67%	\$ 21,687.08
Nursing	6	659	2	0	0.00%	\$-
Nursing	19	660	10	3	30.00%	\$ 33,634.15
Nursing	20	663	8	3	37.50%	\$ 39,219.69
Nursing	22	664	4	4	100.00%	\$ 62,294.77
Nursing	20	668	2	0	0.00%	\$-
Nursing	17	671	7	6	85.71%	\$ 76,933.85
Nursing	8	672	1	0	0.00%	\$-
Nursing	8	673	3	0	0.00%	\$-
Nursing	17	674	0	0	0.00%	\$-
Nursing	8	675	5	5	100.00%	\$ 51,302.31
Nursing	12	676	2	0	0.00%	\$-
Nursing	22	678	3	2	66.67%	\$ 26,219.69

Nursing	7	679	1	0	0.00%	\$-
Nursing	5	688	1	1	100.00%	\$ 12,328.00
Nursing	1	689	3	3	100.00%	\$ 38,462.31
Nursing	22	691	3	3	100.00%	\$ 50,101.38
Nursing	4	693	1	0	0.00%	\$-
Nursing	12	695	15	15	100.00%	\$ 157,250.77
Nursing	2	528A8	0	0	0.00%	\$-
Nursing	15	589A4	2	2	100.00%	\$ 19,442.58
Nursing	15	589A5	0	0	0.00%	\$-
Nursing	15	589A6	1	0	0.00%	\$-
Nursing	15	589A7	4	5	125.00%	\$ 53,626.15
Nursing	9	626A4	1	1	100.00%	\$ 10,581.08
Nursing	2	630A4	2	0	0.00%	\$-
Nursing	23	636A6	0	0	0.00%	\$-
Nursing	23	636A8	4	4	100.00%	\$ 42,865.23
Nursing	15	657A4	5	0	0.00%	\$ -
MLS	10	506	1	1	100.00%	\$ 7,915.85
MLS	16	520	2	0	0.00%	\$-
MLS	7	521	1	0	0.00%	\$-
MLS	5	540	0	0	0.00%	\$-
MLS	17	549	2	0	0.00%	\$-
MLS	10	552	2	2	100.00%	\$ 16,402.77
MLS	6	590	2	2	100.00%	\$ 22,109.32
MLS	9	626	2	1	50.00%	\$ 8,484.46
MLS	6	652	3	2	66.67%	\$ 18,839.08
MLS	21	662	2	0	0.00%	\$-
MLS	1	689	1	0	0.00%	\$-
MLS	15	589A4	6	4	66.67%	\$ 38,885.17
MLS	15	657A4	3	0	0.00%	\$-
TOTAL			330	207	62.73%	\$2,407,040.50
All	Nurse Total		303	195	64.36%	\$2,294,403.85
	Med Lab Total		27	12	44.44%	\$112,636.65

2024 VISN Breakdown

VISN	Funding by VISN	% Overall Funding
1	\$38,462.31	1.60%
2	\$107,560.00	4.47%
4	\$109,908.77	4.57%
5	\$81,824.62	3.40%
6	\$181,333.17	7.53%
7	\$160,574.00	6.67%
8	\$51,302.31	2.13%
9	\$67,353.23	2.80%
10	\$174,865.69	7.26%
12	\$290,981.23	12.09%
15	\$132,249.60	5.49%
16	\$162,520.62	6.75%
17	\$76,933.85	3.20%
19	\$70,735.38	2.94%
20	\$91,705.85	3.81%
21	\$128,636.65	5.34%
22	\$343,987.08	14.29%
23	\$136,106.15	5.65%
TOTAL	\$2,407,040.50	100.00%

VISN	Authorization	Selected	Selection Rate
1	10	3	30.00%
2	14	8	57.14%
4	14	10	71.43%
5	9	8	88.89%
6	24	16	66.67%
7	22	14	63.64%
8	12	5	41.67%
9	13	7	53.85%
10	24	16	66.67%
12	35	27	77.14%
15	27	13	48.15%
16	20	14	70.00%
17	12	6	50.00%
19	24	6	25.00%
20	18	8	44.44%
21	12	9	75.00%
22	27	24	88.89%
23	13	13	100.00%
TOTAL	330	207	62.73%

2024 Approved Additional Hours

Station #	Occupation (Nurse or MLS)	Student Last Name	Student First Name	Qtr 1 (Oct-Dec)	Qtr 2 (Jan-Mar)	Qtr 3 (Apr-Jun)	Total Payments
436	Nurse	Windle	Jesse	152	0	0	\$5,058.56
436	Nurse	Sayer	Keetyn	4	0	0	\$133.12
436	Nurse	Champney	Michael	159	0	0	\$5,291.52
436	Nurse	Windle	Jesse	130	119	0	\$8,365.93
436	Nurse	Sayer	Keetyn	56	0	0	\$1,863.68
436	Nurse	Champney	Michael	94	0	0	\$3,128.32
437	Nurse	Lee	Joseph	150	150	100	\$10,639.35
506	Nurse	Milliman	Alyssa	100	0	0	\$3,189.00
506	Nurse	Formella	Abigail	100	0	0	\$3,189.00
506	Nurse	Deters	Sydney	100	100	50	\$8,068.17
506	Nurse	Formella	Abigail	350	0	0	\$11,161.50
506	Nurse	Milliman	Alyssa	350	0	0	\$11,161.50
515	Nurse	Neal	Collin	50	40	10	\$3,336.03
515	Nurse	Reynolds	Grace	120	0	0	\$3,963.60
517	Nurse	Ellis	Logan	156	120	100	\$9,270.35
517	Nurse	Griffith	Larisa	156	120	100	\$9,270.35
517	Nurse	Sizemore	Kaitlyn	156	120	100	\$9,270.35
526	Nurse	Bah	Mariam	130	130	120	\$16,127.65
526	Nurse	Bennett	Chantal	120	120	96	\$14,256.00
526	Nurse	Joseph	Sereena	60	60	60	\$7,640.74
526	Nurse	Eldho	Aleena	60	60	60	\$7,640.74

528	Nurse	Joseph	Jeremy	133	133	134	\$11,227.92
528	Nurse	Perfanis	Gianna	133	133	134	\$11,227.92
531	Nurse	Ngure	Lucy	50	0	0	\$1,412.50
531	Nurse	Hill	Ellee	240	0	0	\$6,780.00
531	Nurse	Ogden	Holly	50	0	0	\$1,412.50
531	Nurse	Zillmer	Jonathan	50	0	0	\$1,412.50
531	Nurse	Carrillo	Savannah	50	0	0	\$1,412.50
534	Nurse	Byrne	Madison	100	100	100	\$8,384.32
534	Nurse	Rockefeller	Zachary	100	100	100	\$8,384.32
534	Nurse	Coplo	Ashley	100	100	100	\$8,384.32
534	Nurse	Capers	Amanda	100	100	100	\$8,384.32
541	Nurse	Innes	James	60	60	60	\$6,048.38
541	Nurse	Pacheco	Noel	60	60	60	\$6,048.38
541	Nurse	Eckstein	Lindsay	60	60	60	\$6,048.38
541	Nurse	Rainbolt	Eden	60	60	60	\$6,048.38
552	MLS	Boney	Sierra	80	80	25	\$4,129.30
552	MLS	Mittenthal	Amanda	80	80	25	\$4,129.30
557	Nurse	Harris	Naiija	300	100	0	\$12,538.38
557	Nurse	Merritt	Lauren	300	100	0	\$12,538.38
558	Nurse	Daniels	Haley	200	150	50	\$13,485.52
558	Nurse	Hardy	Elizabeth	130	130	130	\$13,191.78
558	Nurse	Martin	Nicole Anne	50	50	200	\$10,180.90
558	Nurse	Mwathi	Immanuel	80	40	0	\$4,032.30
558	Nurse	Parham	Morgan	200	100	100	\$13,485.52
570	Nurse	Grigsby	Marjorie Rachael	204	150	46	\$14,529.00
570	Nurse	Allen	Christina	240	160	0	\$14,503.10
570	Nurse	Richardson	Mariah	200	200	0	\$14,531.88
570	Nurse	Alvarez	Caroline	176	160	64	\$14,549.15
570	Nurse	Souza	Kaylee	150	150	100	\$14,567.85
580	Nurse	Onyebueke	Divine	400	0	0	\$13,796.00
580	Nurse	Bell	Tori	0	200	200	\$14,071.92
583	Nurse	Lantis	Toni	170	170	60	\$11,207.42
583	Nurse	Shaffer	Charles	170	170	60	\$11,207.42
583	Nurse	Fisher	Sarah	170	170	60	\$11,207.42
583	Nurse	Osazogie	Enagbare	170	170	60	\$11,207.42
589	Nurse	Richards	Jordan	400	0	0	\$10,924.00
589	Nurse	Hodson	Jenifer	156	88	156	\$11,057.27
590	MLS	Levesque	Angel	100	0	0	\$3,365.00

590	MLS	Guillama	Leah	103	0	0	\$3,465.95
593	Nurse	Johnson	Ashley	36	0	0	\$1,098.36
593	Nurse	Nunez	Maria	113	0	0	\$3,447.63
593	Nurse	Singleary	Sokenya	180	185	0	\$11,249.04
595	Nurse	Byler	Christopher	200	100	100	\$11,978.60
595	Nurse	Lafranchise	Willow	200	100	100	\$11,978.60
595	Nurse	Lewis	Jayden	200	100	100	\$11,978.60
595	Nurse	Zimmer	Austin	200	100	100	\$11,978.60
595	Nurse	Irizarry	David	200	100	100	\$11,978.60
595	Nurse	Miller	Paige	200	100	100	\$11,978.60
595	Nurse	Huey	Claudia	200	100	100	\$11,978.60
595	Nurse	Brooks	Ryan	200	100	100	\$11,978.60
595	Nurse	Bomgardner	Jessica	150	0	0	\$4,447.50
598	Nurse	Alexis	Nicolas	150	150	100	\$12,968.10
598	Nurse	Chaney	Danna	150	150	100	\$12,968.10
598	Nurse	Dostie	Navidad	150	150	100	\$12,968.10
598	Nurse	Escobar	Ricardo	150	150	100	\$12,968.10
598	Nurse	Goad	Mattie	200	0	0	\$6,404.00
598	Nurse	Murphy	Arneshia	150	150	100	\$12,968.10
598	Nurse	Wiley	Lauren	150	150	100	\$12,968.10
605	Nurse	Vong	Duyen	400	0	0	\$16,664.00
605	Nurse	Medina	Johanna	400	0	0	\$16,664.00
605	Nurse	Flores	Jesstina	136	0	0	\$5,665.76
605	Nurse	Agas	Juliana	300	0	0	\$12,498.00
605	Nurse	Barron	Herandi	400	0	0	\$16,664.00
605	Nurse	Carpio	Maria	400	0	0	\$16,664.00
605	Nurse	Friese	Chelsea	400	0	0	\$16,664.00
607	Nurse	Tuescher	Jevon	200	200	0	\$11,659.44
607	Nurse	Hornung	Ashley	133	133	134	\$11,698.11
607	Nurse	Goebel	Elise	150	150	0	\$8,744.58
607	Nurse	Overby	William	200	200	0	\$11,659.44
607	Nurse	Hinkle	Alexis	150	150	0	\$8,744.58
607	Nurse	Ackerman	Grace	133	133	134	\$11,698.11
607	Nurse	Vandigo	Georgia	80	80	80	\$7,018.75
607	Nurse	Hughey	McKenna	100	100	100	\$8,773.44
613	Nurse	Gregory	Maggie	72	0	0	\$2,058.48
613	Nurse	Crutchfield	Alexis	132	136	132	\$11,589.24
613	Nurse	Mckenzie	Latia	72	72	60	\$5,907.84

618	Nurse	Brant	Grace	168	168	64	\$14,757.22
618	Nurse	Floeder	Anne	80	80	0	\$5,893.55
621	Nurse	Cowden	Ryleigh	150	100	24	\$6,726.76
621	Nurse	Fregoso	Benito	100	110	40	\$6,155.49
621	Nurse	Hernandez	Brandon	148	204	48	\$9,854.62
626	MLS	Thompson	David	0	260	100	\$8,383.18
626	Nurse	Lasyone	Molly	140	140	120	\$13,525.58
626	Nurse	Reiter	Leann	40	40	40	\$4,059.01
629	Nurse	Eads	Bernice	100	100	0	\$5,829.72
629	Nurse	Staes	Anjelique	150	150	100	\$11,688.30
629	Nurse	Jones	Yarielle	150	150	100	\$11,688.30
629	Nurse	Alexander	Amaya	75	125	60	\$7,610.38
629	Nurse	Brown	Jazmin	200	100	100	\$11,659.44
636	Nurse	Ball	Olivia	184	160	40	\$9,754.32
636	Nurse	Acheampong	Alexis	184	160	40	\$9,754.32
636	Nurse	Hamstra	Avyrie	80	40	0	\$3,036.91
636	Nurse	Manning	Olivia	184	160	40	\$9,754.32
637	Nurse	Martin	Ella	72	0	0	\$2,196.72
637	Nurse	Craft	Savanna	32	0	0	\$976.32
637	Nurse	Taylor	Joseph	132	100	72	\$9,379.99
637	Nurse	Maier	Chloe	160	100	36	\$9,113.95
637	Nurse	Kooken	Christopher	160	40	80	\$8,616.02
640	Nurse	Tran	Linh	125	125	150	\$25,153.17
640	Nurse	Alcantara	Kahlil Troj Jireh	280	0	0	\$17,368.40
644	Nurse	Tapia	Araceli	400	0	0	\$14,464.00
644	Nurse	Carrillo	Marisol	400	0	0	\$14,464.00
644	Nurse	Hayes	Katherine	400	0	0	\$14,464.00
646	Nurse	Penrod	Anna	50	50	0	\$2,922.94
652	MLS	Mamur	Faryaal	200	100	100	\$9,514.20
652	MLS	Persian	Gillian	200	100	100	\$9,514.20
654	Nurse	Voss	Elizabeth	150	0	0	\$5,077.50
654	Nurse	Haley	Isabella	150	0	0	\$5,077.50
658	Nurse	Griffith	Brianna	135	135	130	\$11,826.65
658	Nurse	Hofstetter	Rebecca	135	135	130	\$11,826.65
660	Nurse	Darrington	Shawn	400	0	0	\$12,068.00
660	Nurse	Worley	Emma	400	0	0	\$12,068.00
660	Nurse	Backman	Christopher	0	100	100	\$6,154.68
660	Nurse	Jamora	Ryan	400	0	0	\$12,068.00

663	Nurse	Garman	Griffin	0	200	200	\$14,353.44
663	Nurse	Heo	Jun	0	200	200	\$14,353.44
663	Nurse	Fontejon	Fevee	0	200	200	\$14,353.44
664	Nurse	Canonizado	Charlyn	133	133	133	\$16,945.05
664	Nurse	Delarosa	Victoria	133	133	133	\$16,945.05
664	Nurse	Lacson	Lian	133	133	133	\$16,945.05
664	Nurse	Ritchie	Camden	133	133	133	\$16,945.05
671	Nurse	Barker	Allison	100	0	0	\$3,451.00
671	Nurse	Ngonge	Gina	112	0	0	\$3,865.12
671	Nurse	Regalado	Juan	136	0	0	\$4,693.36
671	Nurse	Mehari	Tiemar	116	0	0	\$4,003.16
671	Nurse	Sigala	Vanessa	136	0	0	\$4,693.36
671	Nurse	Monreal	Yadira	148	0	0	\$5,107.48
675	Nurse	Reese	Shakyah	50	100	0	\$4,196.72
675	Nurse	Martin	LaTonya	50	100	0	\$4,196.72
675	Nurse	Quinto	Samantha	200	150	50	\$11,154.44
675	Nurse	Ross	Kayla	200	150	50	\$11,154.44
678	Nurse	Morales	Katrina	400	0	0	\$14,112.00
678	Nurse	Loyola	Mary Grace	400	0	0	\$14,112.00
689	Nurse	Atuaful	Heidi	160	200	40	\$13,965.60
689	Nurse	Gaynor	Madison	133	134	133	\$13,984.23
689	Nurse	Golbin	Jomelene	133	134	133	\$13,984.23
691	Nurse	Barajas	Alexa	134	133	133	\$18,219.13
691	Nurse	Turner	Jaya	134	133	133	\$18,219.13
691	Nurse	San Martin	Andrew	134	133	133	\$18,219.13
695	Nurse	Marzella	Payton	160	160	50	\$10,556.18
695	Nurse	Budziszewski	Ava	120	120	60	\$8,564.56
695	Nurse	Caballero	Ani	160	160	50	\$10,556.18
695	Nurse	Edson	Thomas	144	144	72	\$10,277.47
695	Nurse	Huber	Miya	48	48	48	\$4,116.40
695	Nurse	Martinez	Alejandra	160	160	50	\$10,556.18
695	Nurse	McGirk	Ryleigh	144	144	72	\$10,277.47
695	Nurse	Senkewicz	Frank	72	0	0	\$2,031.12
695	Nurse	Serraino	Hope	96	96	48	\$6,851.64
695	Nurse	Storoe	Elise	144	144	72	\$10,277.47
695	Nurse	Vogelsang	Carly	160	160	50	\$10,556.18
695	Nurse	Wheeler	Anthony	144	144	72	\$10,277.47
589A4	MLS	Teuscher	Samantha	133	133	134	\$9,849.76

589A4	MLS	Perez	Viridiana	133	133	134	\$9,849.76
589A4	MLS	Aprill	Hollie	133	133	134	\$9,849.76
589A4	MLS	Ritchey	Allison	133	133	134	\$9,849.76
589A4	Nurse	Fisher	Carly	132	0	0	\$3,804.24
589A4	Nurse	Gares	Madelynn	0	120	0	\$3,527.57
589A7	Nurse	Bautista	Annette	150	150	100	\$11,688.30
589A7	Nurse	Gonzales	Kimberly	150	150	100	\$11,688.30
589A7	Nurse	Hughes	Hayley	100	100	150	\$10,245.30
589A7	Nurse	Offord	Antwan	150	150	100	\$11,688.30
626A4	Nurse	Laudencia	Jan Rynold	140	140	120	\$11,540.10
636A8	Nurse	Arsenault	Mathieu	200	100	100	\$11,651.36
636A8	Nurse	Schnor	Tiffany	200	0	0	\$5,768.00

2025 Selection Authorizations

Nursing		2025				
		Approved Positions	Projected Salary (Nurse 1/Level 1)	Flat Hourly Rate (To Student)	Flat Hourly Rate + 7.65% FICA (To Facility)	Estimated 2025 Requirements
VISN	Facility #	342	2% Inc from FY24	To Student	To Facility	
1	405	3	\$77,197.68	\$29.69	\$31.96	\$38,355.37
19	436	4	\$81,993.72	\$31.54	\$33.95	\$54,317.69
23	437	1	\$64,723.08	\$24.89	\$26.80	\$10,719.14
23	438	2	\$63,003.36	\$24.23	\$26.09	\$20,868.65
19	442	2	\$87,806.70	\$33.77	\$36.36	\$29,084.28
4	460	1	\$80,921.70	\$31.12	\$33.50	\$13,401.88
22	501	3	\$75,304.56	\$28.96	\$31.18	\$37,414.78

16	502	1	\$58,845.84	\$22.63	\$24.36	\$9,745.78
10	506	5	\$78,554.28	\$30.21	\$32.52	\$65,048.99
7	508	5	\$85,921.74	\$33.05	\$35.57	\$71,149.81
7	509	4	\$72,134.40	\$27.74	\$29.87	\$47,786.27
5	512	1	\$77,820.90	\$29.93	\$32.22	\$12,888.34
10	515	2	\$81,362.34	\$31.29	\$33.69	\$26,949.71
8	516	3	\$73,259.46	\$28.18	\$30.33	\$36,398.68
5	517	5	\$60,040.26	\$23.09	\$24.86	\$49,717.95
1	518	1	\$87,913.80	\$33.81	\$36.40	\$14,559.88
2	526	4	\$103,209.72	\$39.70	\$42.73	\$68,372.47
2	528	3	\$68,238.00	\$26.25	\$28.25	\$33,903.79
20	531	5	\$69,596.64	\$26.77	\$28.82	\$57,631.37
7	534	3	\$67,815.72	\$26.08	\$28.08	\$33,693.98
12	537	5	\$79,460.04	\$30.56	\$32.90	\$65,799.03
10	539	3	\$72,605.64	\$27.93	\$30.06	\$36,073.83
5	540	2	\$69,312.06	\$26.66	\$28.70	\$22,958.29
10	541	4	\$81,699.96	\$31.42	\$33.83	\$54,123.08
4	542	1	\$80,921.70	\$31.12	\$33.50	\$13,401.88
7	544	2	\$79,567.14	\$30.60	\$32.94	\$26,355.08
8	548	3	\$68,945.88	\$26.52	\$28.55	\$34,255.50
17	549	3	\$75,158.70	\$28.91	\$31.12	\$37,342.31
12	550	1	\$66,160.26	\$25.45	\$27.39	\$10,957.16
10	552	3	\$75,635.04	\$29.09	\$31.32	\$37,578.98
10	553	1	\$78,554.28	\$30.21	\$32.52	\$13,009.80
19	554	1	\$88,705.32	\$34.12	\$36.73	\$14,690.97
7	557	5	\$76,842.72	\$29.55	\$31.82	\$63,631.68
6	558	5	\$82,240.56	\$31.63	\$34.05	\$68,101.51
2	561	1	\$95,569.92	\$36.76	\$39.57	\$15,827.85
16	564	1	\$68,378.76	\$26.30	\$28.31	\$11,324.57
23	568	3	\$65,904.24	\$25.35	\$27.29	\$32,744.27
21	570	6	\$88,602.30	\$34.08	\$36.68	\$88,043.42
19	575	2	\$78,070.80	\$30.03	\$32.32	\$25,859.45
12	578	4	\$79,460.04	\$30.56	\$32.90	\$52,639.22
16	580	2	\$84,967.02	\$32.68	\$35.18	\$28,143.69
5	581	1	\$75,614.64	\$29.08	\$31.31	\$12,522.95
10	583	4	\$68,234.94	\$26.24	\$28.25	\$45,203.02
16	586	2	\$59,692.44	\$22.96	\$24.71	\$19,771.97
15	589	3	\$67,280.22	\$25.88	\$27.86	\$33,427.92
6	590	2	\$82,903.56	\$31.89	\$34.33	\$27,460.21

22	593	5	\$75,167.88	\$28.91	\$31.12	\$62,244.79
4	595	8	\$73,044.24	\$28.09	\$30.24	\$96,778.00
9	596	2	\$63,106.38	\$24.27	\$26.13	\$20,902.77
16	598	7	\$78,872.52	\$30.34	\$32.66	\$91,437.52
22	600	1	\$110,724.06	\$42.59	\$45.84	\$18,337.61
9	603	5	\$71,121.54	\$27.35	\$29.45	\$58,894.11
22	605	7	\$102,629.34	\$39.47	\$42.49	\$118,978.98
12	607	8	\$71,099.10	\$27.35	\$29.44	\$94,200.84
10	610	2	\$68,494.02	\$26.34	\$28.36	\$22,687.33
21	612	3	\$105,206.88	\$40.46	\$43.56	\$52,271.63
21	612	1	\$105,206.88	\$40.46	\$43.56	\$17,423.88
5	613	3	\$70,443.24	\$27.09	\$29.17	\$34,999.45
9	614	1	\$70,607.46	\$27.16	\$29.23	\$11,693.68
23	618	2	\$89,837.52	\$34.55	\$37.20	\$29,756.95
9	621	3	\$59,947.44	\$23.06	\$24.82	\$29,784.65
19	623	2	\$82,238.52	\$31.63	\$34.05	\$27,239.93
9	626	6	\$70,152.54	\$26.98	\$29.05	\$69,710.04
16	629	5	\$71,094.00	\$27.34	\$29.44	\$58,871.30
2	630	2	\$103,209.72	\$39.70	\$42.73	\$34,186.23
2	632	2	\$95,271.06	\$36.64	\$39.45	\$31,556.71
19	635	7	\$70,945.08	\$27.29	\$29.37	\$82,247.18
23	636	6	\$61,945.62	\$23.83	\$25.65	\$61,554.89
6	637	7	\$75,152.58	\$28.90	\$31.12	\$87,124.96
21	640	9	\$152,812.32	\$58.77	\$63.27	\$227,772.64
22	644	1	\$89,076.60	\$34.26	\$36.88	\$14,752.46
4	646	2	\$71,296.98	\$27.42	\$29.52	\$23,615.75
20	648	3	\$93,691.08	\$36.04	\$38.79	\$46,550.05
22	649	1	\$86,918.28	\$33.43	\$35.99	\$14,395.00
21	654	2	\$83,379.90	\$32.07	\$34.52	\$27,617.99
15	657	3	\$74,960.82	\$28.83	\$31.04	\$37,244.00
6	658	3	\$71,892.66	\$27.65	\$29.77	\$35,719.59
6	659	2	\$79,487.58	\$30.57	\$32.91	\$26,328.73
19	660	10	\$74,331.48	\$28.59	\$30.78	\$123,104.37
20	663	8	\$86,675.52	\$33.34	\$35.89	\$114,838.40
22	664	6	\$103,253.58	\$39.71	\$42.75	\$102,602.29
20	668	2	\$81,013.50	\$31.16	\$33.54	\$26,834.16
17	671	7	\$85,011.90	\$32.70	\$35.20	\$98,554.95
8	672	2	\$87,541.50	\$33.67	\$36.25	\$28,996.44
8	673	3	\$74,605.86	\$28.69	\$30.89	\$37,067.63

17	674	5	\$78,741.96	\$30.29	\$32.60	\$65,204.40
8	675	4	\$68,026.86	\$26.16	\$28.17	\$45,065.18
12	676	2	\$77,228.28	\$29.70	\$31.98	\$25,580.38
22	678	3	\$86,918.28	\$33.43	\$35.99	\$43,185.01
7	679	1	\$68,143.14	\$26.21	\$28.21	\$11,285.55
5	688	1	\$81,734.64	\$31.44	\$33.84	\$13,536.51
1	689	2	\$85,001.70	\$32.69	\$35.19	\$28,155.18
22	691	3	\$110,724.06	\$42.59	\$45.84	\$55,012.82
20	692	3	\$78,550.20	\$30.21	\$32.52	\$39,027.36
4	693	1	\$61,793.64	\$23.77	\$25.58	\$10,233.98
12	695	9	\$69,504.84	\$26.73	\$28.78	\$103,599.64
2	528A8	2	\$69,045.84	\$26.56	\$28.59	\$22,870.11
15	589A4	2	\$70,994.04	\$27.31	\$29.39	\$23,515.41
15	589A5	1	\$69,520.14	\$26.74	\$28.78	\$11,513.60
15	589A6	1	\$69,520.14	\$26.74	\$28.78	\$11,513.60
15	589A7	2	\$71,108.28	\$27.35	\$29.44	\$23,553.25
9	626A4	1	\$70,152.54	\$26.98	\$29.05	\$11,618.34
2	630A4	2	\$103,209.72	\$39.70	\$42.73	\$34,186.23
23	636A6	1	\$71,877.36	\$27.65	\$29.76	\$11,904.00
23	636A8	4	\$71,049.12	\$27.33	\$29.42	\$47,067.31
15	657A4	5	\$64,331.40	\$24.74	\$26.64	\$53,271.35

Medical Laboratory Scientist		2025				
		Approved Positions	Projected Salary (GS7/Step 1)	Flat Hourly Rate (Student Pay)	Flat Hourly Rate + 7.65% FICA	Estimated 2025 Requirements
VIS N	Facility #	28	2% Inc from FY24	To Student	To Facility	
10	506	1	\$52,482.06	\$20.19	\$21.73	\$8,691.84
16	520	1	\$52,257.66	\$20.10	\$21.64	\$8,654.67
7	521	1	\$48,001.20	\$18.46	\$19.87	\$7,949.74
17	549	3	\$51,665.04	\$19.87	\$21.39	\$25,669.58
5	540	2	\$47,629.92	\$18.32	\$19.72	\$15,776.50
10	552	2	\$54,375.18	\$20.91	\$22.51	\$18,010.73
6	590	3	\$68,083.98	\$26.19	\$28.19	\$33,827.26
9	626	2	\$56,251.98	\$21.64	\$23.29	\$18,632.39
6	652	3	\$58,013.52	\$22.31	\$24.02	\$28,823.79
21	662	2	\$53,814.18	\$20.70	\$22.28	\$17,824.91

1	689	1	\$66,109.26	\$25.43	\$27.37	\$10,948.71
15	589A4	4	\$59,871.96	\$23.03	\$24.79	\$39,662.87
15	657A4	3	\$52,331.10	\$20.13	\$21.67	\$26,000.51

Pharmacy		2025				
		Approved Positions	Pharmacy Salary (GS 11/Step 1)	Flat Hourly Rate (Student Pay)	Flat Hourly Rate + 7.65% FICA	Estimated 2025 Requirements
VISN	Facility #	11	2% Inc from FY24	To Student	To Facility	
19	635	2	\$109,607.16	\$42.16	\$45.38	\$36,305.26
12	695	2	\$133,026.36	\$51.16	\$55.08	\$44,062.42
8	675	2	\$118,418.94	\$45.55	\$49.03	\$39,224.00
8	548	2	\$119,666.40	\$46.03	\$49.55	\$39,637.19
19	436	1	\$110,512.92	\$42.50	\$45.76	\$18,302.64
19	554	2	\$123,055.86	\$47.33	\$50.95	\$40,759.89

2025 Authorized GNT Funding

VISN	Station #	Student Last Name	Student First Name	FY24 N/1, L/2 Pay Rate	GNT Start Date	GNT Stop Date	Total to Facility
15	589	Hodson	Jennifer	\$70,617.00	5/1/2025	9/30/2025	\$32,290.46
15	589	Richards	Jordan	\$70,617.00	1/1/2025	5/1/2025	\$25,492.47
21	654	Haley	Isabella	\$81,137.00	12/8/2024	3/8/2025	\$21,967.61
21	654	Voss	Elizabeth	\$81,137.00	12/8/2024	3/8/2025	\$21,967.61
10	506	Milliman	Alyssa	\$81,634.00	1/1/2025	5/31/2025	\$36,836.95
10	506	Formella	Abigail	\$81,634.00	1/1/2025	5/31/2025	\$36,836.95
10	506	Deters	Sydney	\$81,634.00	5/1/2025	9/30/2025	\$37,328.11
2	528	Pefanis	Gianna	\$70,914.00	1/1/2025	5/30/2025	\$31,786.27

2	528	Joseph	Jeremy	\$70,914.00	1/1/2025	5/30/2025	\$31,786.27
10	541	Innes	James	\$84,902.00	5/15/2025	9/30/2025	\$35,246.69
10	541	Pacheco	Noel	\$84,902.00	5/15/2025	9/30/2025	\$35,246.69
10	541	Rainbolt	Eden	\$84,902.00	5/15/2025	9/30/2025	\$35,246.69
10	541	Eckstein	Lindsay	\$84,902.00	5/15/2025	9/30/2025	\$35,246.69
12	550	Welker	Amanda	\$68,753.00	12/6/2024	2/6/2025	\$12,823.44
12	550	Applegate	Joan	\$68,753.00	5/1/2025	7/15/2025	\$15,512.23
12	550	Picket	Jacob	\$68,753.00	5/1/2025	7/15/2025	\$15,512.23
22	691	Barajas	Alexa	\$115,065.00	6/4/2025	9/30/2025	\$40,845.72
22	691	San Martin	Andrew	\$115,065.00	6/4/2025	9/30/2025	\$40,845.72
22	691	Turner	Jayla	\$115,065.00	6/4/2025	9/30/2025	\$40,845.72
8	675	Ross	Kayla	\$77,899.00	5/15/2025	9/30/2025	\$32,339.43
8	675	Quinto	Samantha	\$77,899.00	5/15/2025	9/30/2025	\$32,339.43
21	570	Alvarez	Caroline	\$92,075.00	5/24/2025	9/30/2025	\$35,731.63
21	570	Grigsby	Rachael	\$92,075.00	5/24/2025	9/30/2025	\$35,731.63
21	570	Souza	Kaylee	\$92,075.00	5/24/2025	9/30/2025	\$35,731.63
21	570	Allen	Chrissy	\$92,075.00	5/24/2025	9/30/2025	\$35,731.63
21	570	Richardson	Mariah	\$92,075.00	5/19/2025	9/30/2025	\$37,116.57
7	557	Harris	Naiija	\$79,856.00	5/19/2025	9/30/2025	\$32,190.94
7	557	Merritt	Lauren	\$79,856.00	12/15/2024	3/29/2025	\$24,984.02
12	607	Tuescher	Jevon	\$73,887.00	12/30/2024	2/9/2025	\$9,113.25
12	607	Hinkle	Alexis	\$73,887.00	12/30/2024	2/9/2025	\$9,113.25
12	607	Hughey	McKenna	\$73,887.00	6/1/2025	7/13/2025	\$9,335.52
12	607	Hornung	Ashley	\$73,887.00	6/1/2025	7/13/2025	\$9,335.52
12	607	Vandigo	Georgia	\$73,887.00	6/1/2025	7/13/2025	\$9,335.52
12	607	Ackerman	Grace	\$73,887.00	6/1/2025	7/13/2025	\$9,335.52
12	607	Overby	William	\$73,887.00	12/30/2024	2/9/2025	\$9,113.25
21	593	Nunez	Maria	\$78,114.00	1/25/2025	3/31/2025	\$15,274.38
21	593	Singletary	Sokenya	\$78,114.00	4/1/2025	7/30/2025	\$28,198.85
19	575	Wentz	Cody	\$81,132.00	12/15/2024	6/11/2025	\$43,444.37
6	658	Hofstetter	Rebecca	\$74,711.00	5/18/2025	9/30/2025	\$30,341.68
6	658	Griffith	Brianna	\$74,711.00	5/18/2025	9/30/2025	\$30,341.68
22	644	Tapia	Aracelli	\$92,568.00	12/14/2024	6/14/2025	\$50,681.98
22	644	Carrillo	Maisol	\$92,568.00	12/14/2024	6/14/2025	\$50,681.98
22	644	Hayes	Katherine	\$92,568.00	12/14/2024	6/14/2025	\$50,681.98
9	626A4	Laudencia	Jan Rynold	\$73,201.00	5/1/2025	9/30/2025	\$33,472.02
9	626	Lasyone	Molly	\$73,201.00	5/1/2025	9/30/2025	\$33,472.02
9	626	Reiter	Leann	\$73,201.00	5/1/2025	9/30/2025	\$33,472.02

9	621	Cowden	Ryleigh	\$62,298.00	5/2/2025	8/31/2025	\$22,676.75
9	621	Fregoso	Benito	\$62,298.00	5/10/2025	8/31/2025	\$21,177.46
9	621	Hernandez	Brandon	\$62,298.00	5/10/2025	8/31/2025	\$21,177.46
12	550	Johnson	Amanda	\$68,753.00	12/6/2024	2/6/2025	\$12,823.44
12	550	Applegate	Joan	\$68,753.00	5/1/2025	7/15/2025	\$15,512.23
12	550	Pickett	Jacob	\$68,753.00	5/1/2025	7/15/2025	\$15,512.23
19	436	Champney	Michael	\$62,393.00	5/1/2025	9/30/2025	\$28,529.94
5	517	Ellis	Logan	\$62,393.00	6/1/2025	8/10/2025	\$13,138.79
5	517	Sizemore	Kaitlyn	\$62,393.00	6/1/2025	8/10/2025	\$13,138.79
19	575	Wentz	Cody	\$81,132.00	12/15/2024	6/11/2025	\$43,444.37
16	580	Onyebueke	Divine	\$88,299.00	12/15/2024	9/30/2025	\$76,767.07
4	595	Bomgardner	Jessica	\$75,908.00	1/1/2025	4/30/2025	\$27,174.14
4	595	Miller	Paige	\$75,908.00	1/1/2025	4/30/2025	\$27,174.14
4	595	Huey	Claudia	\$75,908.00	6/1/2025	9/30/2025	\$27,630.85
4	595	Byler	Christopher	\$75,908.00	6/1/2025	9/30/2025	\$27,630.85
4	595	Nesbit	Christy	\$75,908.00	1/1/2025	4/30/2025	\$27,174.14
10	583	Shaffer	Charlie	\$70,909.00	6/16/2025	8/1/2025	\$9,812.52
10	583	Fisher	Sarah	\$70,909.00	6/16/2025	8/1/2025	\$9,812.52
10	583	Lantis	Toni	\$70,909.00	6/16/2025	8/1/2025	\$9,812.52
10	583	Osazogie	Enagbare	\$70,909.00	6/16/2025	8/1/2025	\$9,812.52
5	613	Gregory	Maggie	\$73,204.00	12/15/2024	3/1/2025	\$16,736.70
5	613	Crutchfield	Alexis	\$73,204.00	5/11/2025	7/5/2025	\$12,112.08
5	613	McKenzie	Latia	\$73,204.00	5/11/2025	7/5/2025	\$12,112.08
23	636	Roseby	Sydney	\$64,373.00	1/1/2025	3/31/2025	\$17,235.15
23	636	Yuveyonge Rabia	Verla	\$64,373.00	1/1/2025	3/31/2025	\$17,235.15
23	636	Bongomin- Clark	Paula	\$64,373.00	1/1/2025	3/31/2025	\$17,235.15
23	636	Acheampong	Alexis	\$64,373.00	5/1/2025	9/30/2025	\$29,435.31
23	636	Ball	Olivia	\$64,373.00	5/1/2025	9/30/2025	\$29,435.31
23	636	Hamstra	Avyrie	\$64,373.00	5/1/2025	9/30/2025	\$29,435.31
23	636	Manning	Olivia	\$64,373.00	5/1/2025	9/30/2025	\$29,435.31
10	541	Innes	James	\$84,902.00	5/16/2025	9/30/2025	\$34,991.28
10	541	Pacheco	Noel	\$84,902.00	5/16/2025	9/30/2025	\$34,991.28
20	531	Ngure	Lucy	\$72,324.00	12/29/2024	3/29/2025	\$19,581.51
20	531	Ogden	Holly	\$72,324.00	12/29/2024	3/29/2025	\$19,581.51
20	531	Carrillo	Savannah	\$72,324.00	12/29/2024	3/29/2025	\$19,581.51
20	531	Zillmer	Jonathan	\$72,324.00	12/29/2024	3/29/2025	\$19,581.51

20	531	Hill	Ellee	\$72,324.00	12/29/2024	3/29/2025	\$19,581.51
20	531	Phillips	Mandie	\$72,324.00	12/29/2024	3/29/2025	\$19,581.51
20	531	Westergard	April	\$72,324.00	3/9/2025	6/7/2025	\$19,581.51
20	531	Delacruz	Monica	\$72,324.00	3/9/2025	6/7/2025	\$19,581.51
20	531	Wirta	Jet	\$72,324.00	6/1/2025	9/30/2025	\$26,326.26
21	640	Tran	Linh	\$158,804.00	5/1/2025	9/30/2025	\$72,615.00
21	640	Alcantara	Kahlil	\$158,804.00	12/12/2024	3/31/2025	\$52,072.60
22	678	Morales	Katrina	\$90,326.00	10/19/2024	12/31/2024	\$19,836.13
22	678	Loyola	Mary Grace	\$90,326.00	10/27/2024	12/31/2024	\$17,662.31
7	509	Gillings	Yassia	\$78,710.00	12/1/2024	9/30/2025	\$71,745.37
7	509	Smith	Rachel	\$78,710.00	5/1/2024	9/30/2025	\$122,417.02
7	509	Mercedes Conception	Yadiel	\$78,710.00	5/1/2024	9/30/2025	\$122,417.02
6	558	Daniels	Haley	\$87,882.00	5/18/2025	9/30/2025	\$35,690.70
6	558	Hardy	Elizabeth	\$87,882.00	5/18/2025	9/30/2025	\$35,690.70
6	558	Martin	Nicole Anne	\$87,882.00	5/18/2025	9/30/2025	\$35,690.70
6	558	Mwathi	Immanuel	\$87,882.00	5/18/2025	9/30/2025	\$35,690.70
6	558	Parham	Morgan	\$87,882.00	5/18/2025	9/30/2025	\$35,690.70
22	664	Canonizado	Charlyn	\$110,337.00	7/1/2025	9/30/2025	\$30,205.35
22	664	Ritchie	Camden	\$110,337.00	7/1/2025	9/30/2025	\$30,205.35
22	664	Delarosa	Victoria	\$110,337.00	7/1/2025	9/30/2025	\$30,205.35
22	664	Lacson	Lian	\$110,337.00	7/1/2025	9/30/2025	\$30,205.35