

HPSP Program Town Hall Meeting: April 16, 2025

Questions and Answers (Q&A)

Placement Questions

Q: To help with placement are we able to apply to positions listed on USA Jobs prior to graduation.

A: You are not eligible to apply to any positions that are open to VA employees, unless you are a VA employee. We will discuss more during the Q&A session. You are eligible to apply to all US Citizens.

Q: I am part of the HPSP physicians' program and matched into a 4-year residency. What documentation do I need to provide regarding graduation, residency match, and ongoing documentation throughout residency?

A: You will need to submit an initial deferment request in AMS once you know where your residency will be. After that there is an annual deferment requirement (in AMS) letting us know what PGY you are in, and your completion date has not changed.

Q: Does the VA start PAs with temp licenses?

A: Unfortunately, you cannot complete onboarding or start your appointment until you have passed the PANCE and hold a permanent license.

Q: Are the RNTTP and PB-RNR locations available online?

A: PBRNR are online. RNTTP have selected funding, and we are working directly with the RNTTP National Director who provides the funding. If you are interested in [PBRNR use the following link](#). We are the POCs (Michael Card and Kenyotta Lewis) for RNTTP

Q: Just to clarify, there isn't a map yet for the RNTTP locations? Also, do we get a location preference or city/rural location preference anymore or no?

A: Those locations may be online however we partner directly with the national program office and RNTTP Associate Director who oversees where positions are and what facilities are funded – please work with the HPSP HR Specialist/Placement Coordinators, Michael Card or Kenyotta Lewis.

Service Obligation Agreement Questions

Q: Does taking a research year impact the time we serve on the back end?

A: It does not. Your service obligation is based on the time we have paid for school.

Q: Is this also the case if we were to do a fellowship after residency (For MD students)?

A: If you decide to do a fellowship, it will add 6 months for every year in fellowship

Q: So RNTTP does or does not add 6 months? Does the RNTTP residency count as your obligation?

A: No, the RNTTP does not add 6 months or count as your obligation.

Notice of Change Form Questions

Q: Will those monthly check-ins being at the beginning of the month start in May?

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A: Notifications and changes started April 2025. You should be receiving an automatic notification from AMS to complete.

Q: Do the check ins involve more than completing the notice of change form?

A: In general, completing the notice of change is the monthly check-in. If there are no changes made, you need to select "no changes".

Q: I may have missed a bit, but with the notice of change form, do we only send transcripts after every completed semester?

A: Yes, that is correct.

Q: My graduation date was pushed back, and my school did submit it, but it appears that it didn't update as I am not graduating this year.

A: Please email us at HPSPTeam@va.gov so we can see what's been done as graduation date changes will impact financial assistance and stipends.

Miscellaneous Questions

Q: Can we switch schools? If we're experiencing issues

A: In general, switching schools require pre-authorization received from our program and approved for situation such as the institution closed, merged with another institution, or lost accreditation status. In these situations, you would still need to submit a notice of change outlining the reason for requesting to switch school and would need to receive approval from the program before enrolling or assuming the program will cover your tuition or receive monthly stipends.

Q: Is there going to be a document sent out for this QA?

A: Yes, for each town hall meeting, we'll publish the Q&A document on the HPSP website.

Finance Questions

Q: My school has been reaching out to the VA about my fall and spring tuition bill and was trying to get in touch about the invoice, but never got a response. Is there a specific email I should give them to reach out to?

A: Yes, please have your school send an email to HPSPTeam@va.gov.

Q: I just want to get clarification regarding spring tuition. Payments will be sent out this month or next month/

A: Payments should be sent out this month and or next month if your school submitted an invoice and there are no issues with the invoice.

Q: My fall tuition hasn't been paid, should that have been paid already?

A: Yes, please email at HPSPTeam@va.gov so we can see what's occurring.

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Q: If the RIF means we get laid off, would we have to pay back our tuition?

A: As of today, we have not received guidance on what impact the RIF with current recipients, those that are being placed or currently serving their time to meet their service obligation agreement. Once we receive guidance from the agency, we will communicate and host a special Town Hall meeting.

Q: My graduation date was pushed back, and my school did submit it, but it appears that it didn't update as I am not graduating this year

A: Please reach out to the HPSPTeam@va.gov so we can review your records and get you in contact with the assigned HR Specialist/Placement Coordinator.

Q: If we have become VA-STEP for the summer, should we notify you guys and who?

A: Please notify the VA-STEP National Program Manager at VA-STEP@va.gov

Q: Do we need to interview for (RN) residencies? I was encouraged to interview for my current VA's program so I did but I'm not sure if I should be reaching out others.

A: Yes.

Q: Can nurses apply on USA jobs?

A: In general, the HPSP program is responsible for locating and placing you based on one of the residency programs.

Q: Does this apply to all fields or only medical? what about LMHC and LCSW? Can you please tell us if this applies to everyone?

A: It depends on the occupation you are pursuing and location. For LMHC/MFG/LCSW at the Vet Center, unfortunately, no online applications as all placements are done between HPSP and the Vet Center Executive Leadership Team (ELT) member(s). For physicians, we highly encourage for you to apply on USAJobs.gov. For LCSW (Hospital/Clinicals and not Vet Center), we encourage for you to apply. For MHNP post-residency, we also encourage for you to apply.

Q: I am a VANEET student at the Portland VA. I've been at my site for almost 3 years. Is it necessary that I do residency? Or can I apply for open positions?

A: Please contact the National Program Manager, Martin Hyacinthe who oversees the EISP/NNEI/VANEET program at Martin.Hyacinthe@va.gov.

Q: Does that apply to Pharmacists too? Am I able to apply on USA Jobs?

A: Yes, for Pharmacists you are able to apply on USAJobs.gov.

Q: Can social workers apply for jobs on USA jobs?

A: Yes, if your scholarship is not with the Vet Center, you are encouraged to apply. If you are tied to the Vet Center scholarship, no online applications as all placements are done between HPSP and the Vet Center Executive Leadership Team (ELT) member(s).

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Q: Where are the new hospitals located in VA?

A: The new hospitals we spoke about are in Virginia. One is Fredericksburg and the other is Hampton Roads.

Q: How long does the offer process take?

A: In general, onboarding is handled by the local facility HR personnel, varies and should not take more than 120 days. The HPSP team has no direct involvement with local onboarding procedures or processing the necessary paperwork.

Q: If there is a long gap between graduation and start dates, can we work elsewhere (as an RN) temporarily in our skill or is that voiding our agreement?

A: In general, we recognize the long gaps or other unforeseen delays that may hinder placement or employment and there are some options we offer when time periods are extended. Voiding the agreement examples would be if you did not respond or complete your service obligation at a VA medical center.

Q: If we apply on USA jobs for noncompetitive positions do, we need to upload a federal resume?

A: Yes, you need to upload a resume and welcome to use the federal career builder as an option for submitting.

Q: If someone who did VA STEP program, which RN residency is recommended?

A: The decision is based on your local facility at where you are serving in the VA-Step program.

Q: With residency for RN's are we still considered full-time employees who can receive benefits?

A: PB-RNR/RNTTP are both considered full-time employees, and you are eligible to receive benefits.

Q: Can we work outside of VA until placement is received for RNTTP?

A: There are options to consider when time periods are extended after you've graduated/completed your program of study and pending placement and/or employment.

Q: I was also wondering could we work as an RN before residency if it is under a year?

A: There are options to consider when time periods are extended after you've graduated/completed your program of study and pending placement and/or employment.

Q: For the social workers, does our service obligations count towards licensure hours if pursuing?

A: For social workers, your service obligation period starts when you become licensed and approved to work independently as a licensed practitioner and at the full performance level of the position.

Q: Are we able to work with a recruiter from our current State?

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A: The HPSP program works in tandem with local VA recruiters. We ask if you are in direct communication with the recruiters, to please have them reach out to the HPSP team. Ultimately, the placement falls under the scope of the HPSP program and not with the local VA recruiters.

Q: What are the salary differences with PBRNR/RNTTP? From what I understand PBRNR residency is a stipend funded program, is there a step salary once you are an official employee? Is there a major difference between RNTTP and PB-RNR?

A: Please refer to the handout attached for information.



Q: For LMHCs, after submitting preferences based on US districts, will we have another decision-making process to choose a placement site within the district?

A: for LMHCS, the Vet Center determines the placement within districts based on availability.

Q: Since the HPSP program will direct graduating RNs to the need of the RNTTP program, am I required to apply to the PB-RNR residency as an external application?

A: No, it is not a requirement.

Q: If we get bumped from our placement due to the RIF and someone falling back to a position, will the HPSP program help with finding a new placement? What will happen with the work obligation?

A: As of today, we are unable to provide guidance on the impact the RIF may have with current placements or procedures and work obligation.