

VETERANS HEALTH ADMINISTRATION

VA Health Professional Scholarship Program (HPSP)

Presentation for: HPSP Recipients

Presented by: VHA, Workforce Management and Consulting (WMC), Scholarship & Clinical Education (S&CE)

Date of Briefing: August 20, 2025

Opening Remarks

Guest Speakers: VACO Program Offices

HPSP Program Reminders and Updates

Live Q&A (By Occupation/Program)



Guest Speakers: VACO Program Offices

Guest Speaker: Dr. Eric Aguila, Physician

Guest Speaker: Michael Davis, Physician Assistant

Guest Speaker: Jennifer Silva, Social Work



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VA HPSP Program Reminders



Reminder 1

Program Office Weekly Hours

HPSP Training: Monthly Check-Ins, Notice of Change Forms on September 9, 2025

Annual Book Stipend: August/September 2025

FY2026 Stipend Amount

Tuition and Stipend Roles and Responsibilities

Reminder 2

Service Obligation Period Requirements/Upload in AMS

1. Complete VA Form 10-0491C
2. Submit most recent SF50 Form
3. Submit most recent performance appraisal

HPSP Agreements

Employment and Incentive Programs

VA SOUTHERN NEVADA HEALTHCARE SYSTEM



Eric Aguila, MD, Associate Chief of Staff for Education
HPSP Program Town Hall

Date: 20 August 2025

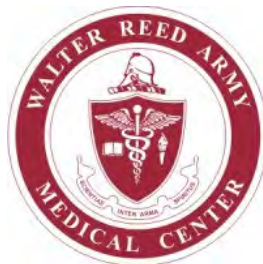


U.S. Department of Veterans Affairs
Veterans Health Administration
Southern Nevada Healthcare System



About myself

- 13 years in Las Vegas- Married with 2 children (age 12 and 16)
- Grew up in Rural Minnesota
- Undergraduate at University of Arizona
- Medical School at Uniformed Services University (USUHS)
- Residency Training in Physical Medicine and Rehabilitation (PM&R) at Walter Reed Army Medical Center
- 12 Year Army Operation Iraqi Freedom veteran
- Medical Director of the Amputee Clinic
- VA Site Director for the HCA Mountain View PM&R residency Program
- Associate Chief of Staff for Education



What to expect as a physician at the VA

“One VA is one VA” (every facility is different)

Positives

- Predictable Work schedule (with federal holidays), income, and benefits
- VA mission is clear (you can take care of the patient- No need to fight insurance companies)
- More time with your patients
- Appreciative Veteran Patient population
- Opportunities for involvement in Education and Research
- Opportunities for Interdisciplinary Collaboration

Negatives

- Challenges with Electronic Medical Record (CPRS)
- Potential Challenges with Government Bureaucracy and Clinical Support Staff
 - Change doesn't happen fast

Be flexible



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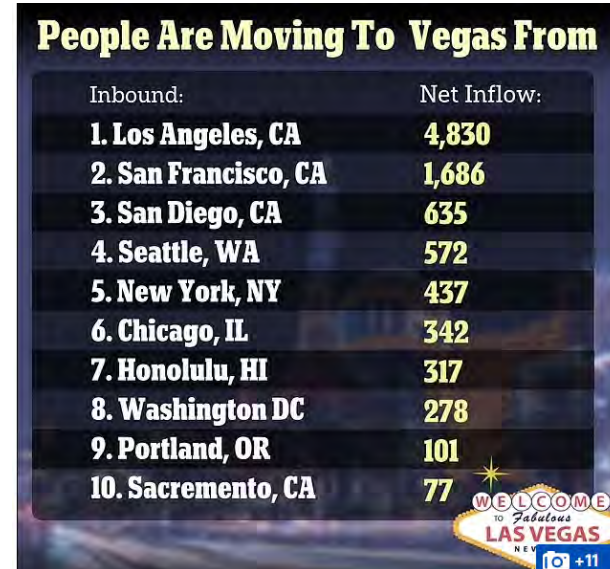


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Growth of Las Vegas Valley



No state income tax
Cost of living
Snow-bird Migration



Las Vegas Migration & Relocation Trends

Find out the number of homebuyers searching to move into Las Vegas.

People are moving to Las Vegas from

By Net Search Flow

- 1 Los Angeles 5,535
- 2 San Francisco 2,146
- 3 Seattle 862
- 4 San Diego 706
- 5 Chicago 511

Number of People Moving to Las Vegas



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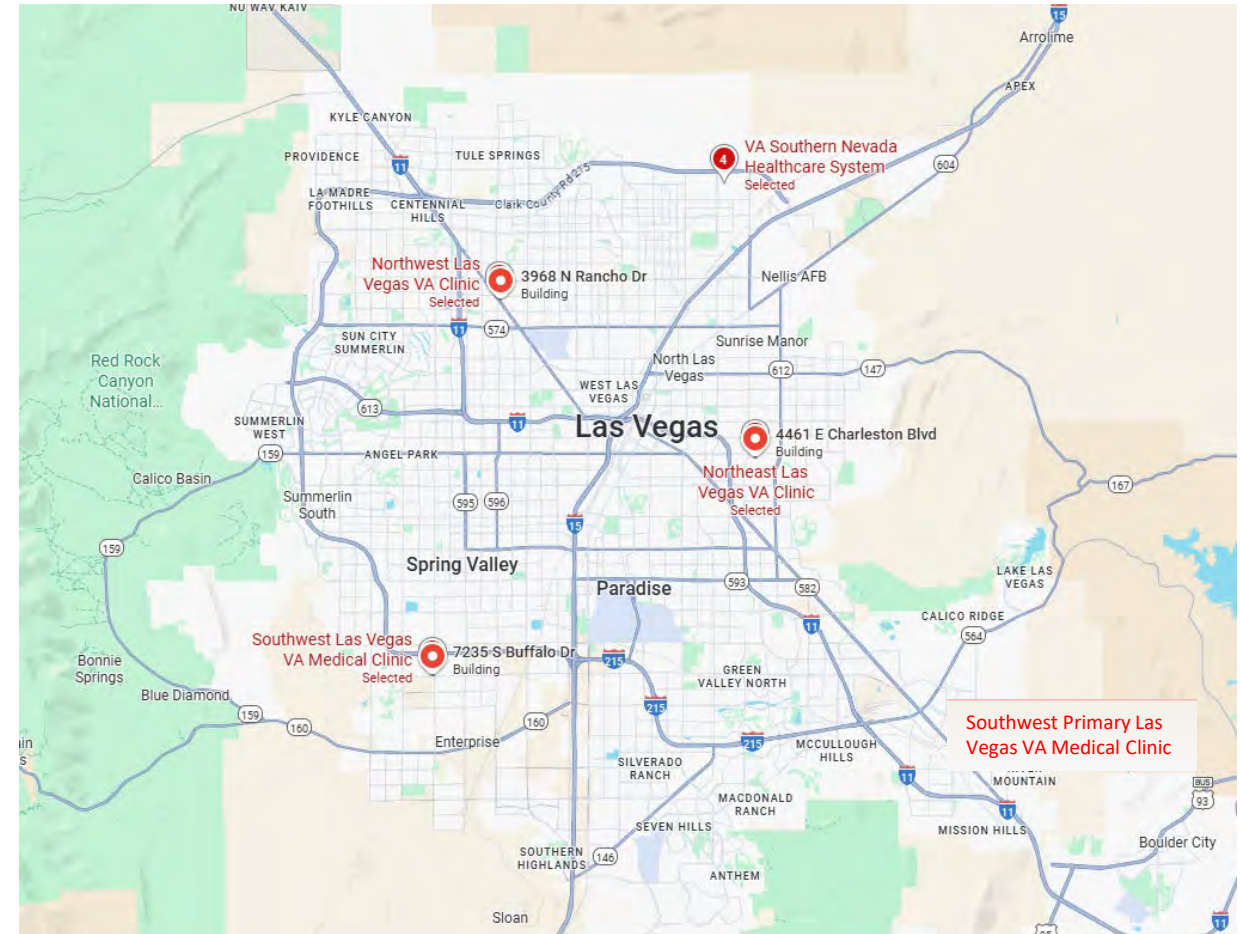
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VA Southern Nevada Healthcare System

150 Bed hospital

3600 employees

6 Community Based Outpatient clinics (PACT team model)
(Primary care and Mental Health)



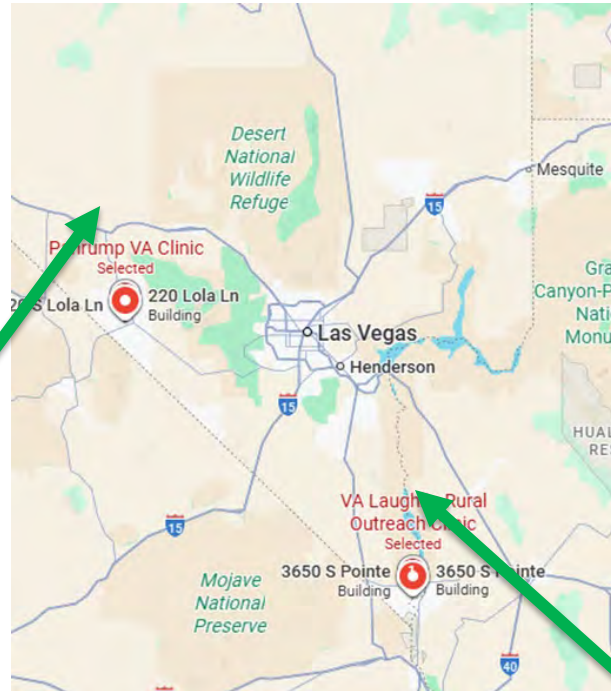
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“Rural” locations



63 miles to Las Vegas



96 miles to Las Vegas



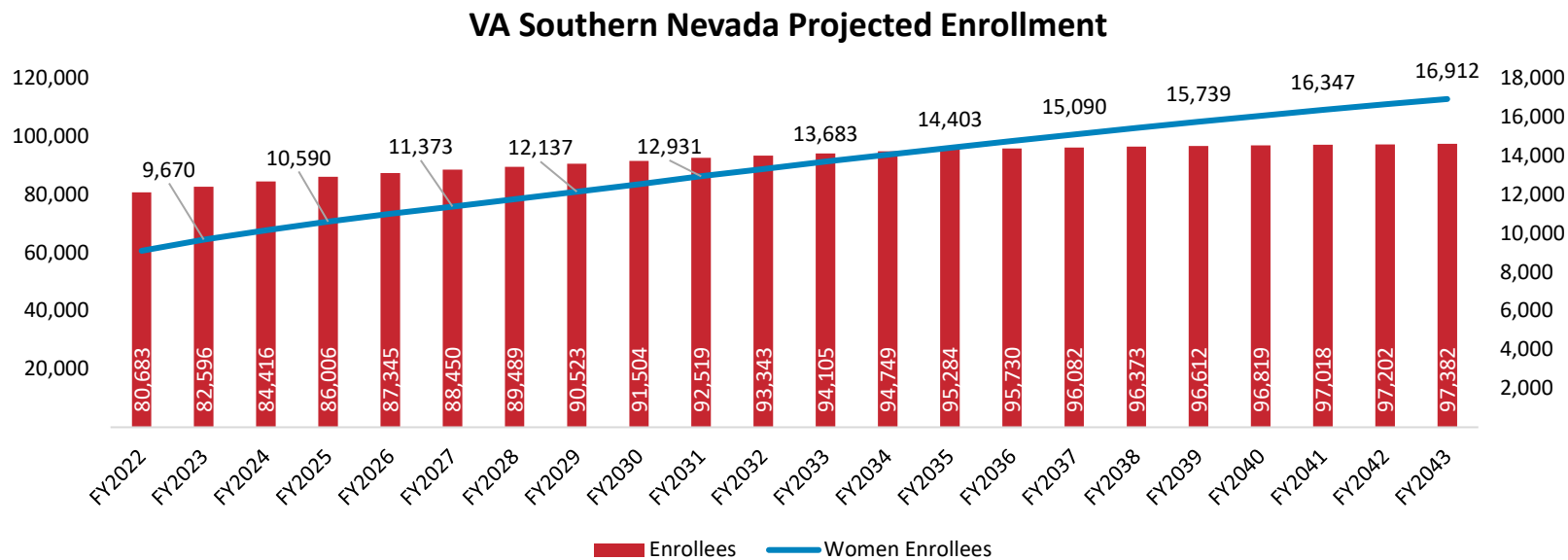
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VA Southern Nevada Healthcare System Enrollment



FY20-FY43 Projection:



+21% Enrollee Growth

FY20-FY43 Women Veteran Projection:

+86% Women Enrollee Growth

Currently Over 83,000 current enrolled veterans

Over 117,000 eligible veterans (71% enrolled)

Actively Recruiting Positions for VA Southern Nevada Healthcare System

Anesthesiology
Cardiology
Cardiology (Interventional)
Dermatology
Emergency Medicine
Hand Surgeon (Orthopedics or Plastics)
Hematology Oncology
Internal Medicine (Hospitalist)
Interventional Pain
Otolaryngology
Ophthalmology
Orthopedics

Psychiatry
Pathology
Pulmonary Critical Care
Physical Medicine and Rehabilitation

Primary Care (Internal medicine/Family Medicine)

- opportunities in Community based Primary Care Clinics
- additional rural opportunities in Laughlin and Pahrump

Radiology
Urology



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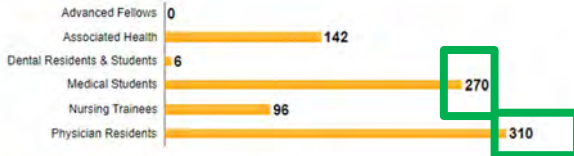
Main Local Academic Affiliates



Training Programs:
AY 2023-2024

Total HPTs: 824

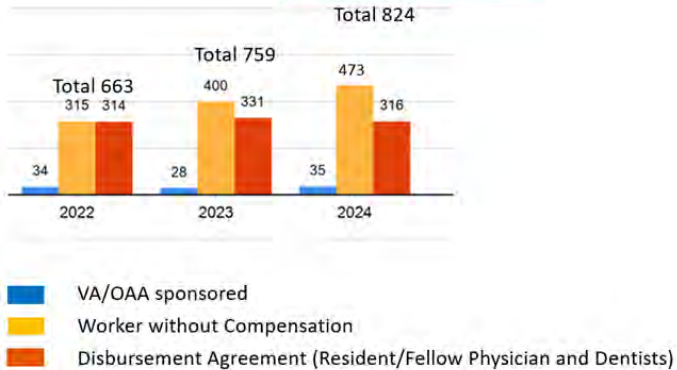
Number of HPTs by Category



Number of HPTs by Compensation Type



24% increase from 2022 to 2024



ROSEMAN UNIVERSITY
COLLEGE OF MEDICINE



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GME Academic Affiliate Training Programs



Cardiology fellowship
Endocrinology fellowship
Family Medicine residency
Gastroenterology fellowship
General Surgery residency
Internal Medicine residency
Orthopedic Surgery residency
Obstetrics/Gynecology Residency
Psychiatry residency
Pulmonology and Critical Care fellowship
Rheumatology Fellowship

Plans:

Hematology/Oncology Fellowship
Ophthalmology Residency



Addiction Medicine Fellowship
Anesthesia Residency
Internal Medicine Residency
Neurology Residency
Pain Medicine Fellowship
Physical Medicine and Rehabilitation Residency
Radiology Residency



Psychiatry Residency



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Possible rotations at VASNHS?

- This will take some planning.
- My office will need to meet with your respective **Residency Program director** to set up an academic affiliation **(this could take ~ 5-6 months)**
 - would recommend having those discussions early on in residency
- We could NOT pay for travel/room and board



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Thank yoU for attending and feel free to reach out. We would love to be of assistance in you decision for your future VA employment coming out of training

Eric Aguila MD

Associate Chief of Staff for Education

VA Southern Nevada Healthcare System

Work cell (702)715-7233



VETERANS HEALTH ADMINISTRATION

PA Practice in VHA

Presentation for: HPSP PA Scholarship Recipients
Presented by: VACO Physician Assistant Services (12PAS)
Date of Briefing: 8/20/25



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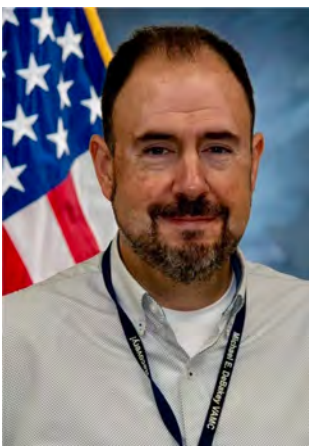
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12 PAS VACO
MH-PA Residency Program Director
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Francis Haggerty, LCSW, MBA, ACHE
Executive Assistant to the Director of
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Francis.Haggerty@va.gov

PAS SharePoint Site: [Office of Physician Assistant
Services - Home \(sharepoint.com\)](#)

VHA PA program office:
VHAPAprogram@va.gov

PA Practice

- PAs are one of only 3 disciplines in VHA that can diagnose, treat, and prescribe. (Physician, PA, APRN)
- PAs practice in all clinical settings (primary care, occupational health, specialty clinics, medicine, surgery, mental health), DEMPS, CRH, clinical contact centers, and serve in administrative and leadership positions throughout VHA.
- PAs practice to the full extent of their license, education, experience, and training.
- PAs are subject to the medical staff process, as are other clinicians, and are evaluated through the FPPE/ OPPE process
 - Other PAs or similarly practicing clinicians review clinical documentation, patient evaluation, and other metrics to assess overall practice and competency.
 - FPPE – focused professional practice evaluation – first 6 months of employment and when deficiencies in practice are identified through OPPE.
 - OPPE – ongoing professional practice evaluation – regular evaluation of practice



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PAs in Leadership Positions

- PAs are currently in Clinical and Administrative leadership positions throughout VA.
- PAs have or currently serve as:
 - VA Facility Associate and Assistant Directors
 - Chief Medical Officer (CMO)
 - Service/Section Chiefs (primary care, medicine, surgery)
 - National and VISN Directors of CRHs
 - Supervisors
 - Program managers
 - Clinical Lead/Coordinators
 - Chief Health Informatics Office (CHIO)
 - Ethics officers
 - Residency directors/education leads
 - Clinical Operations & Data Managers



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PA Practice

- All PAs are required to pass the Physician Assistant National Certifying Examination (PANCE) for **initial board certification** by the National Commission on Certification of Physician Assistants (NCCPA).
- Maintain 100 hours of CME every two years.
- PAs must hold a **license** from any state and can practice across state lines.
 - Several states have compact licensure.
 - Several states permit PA-independent practice.
 - Some states offer reduced cost licensure for Veterans
 - Some states are cheaper than others.
- Some positions may require or recommend the PA acquire a DEA
 - PAs can apply and receive a VA-specific DEA for free once employed and onboarded.
 - If the PA will also practice outside of VA under a DEA, they will need a paid DEA – a free VA DEA can only be used for VA patients at VA facilities.



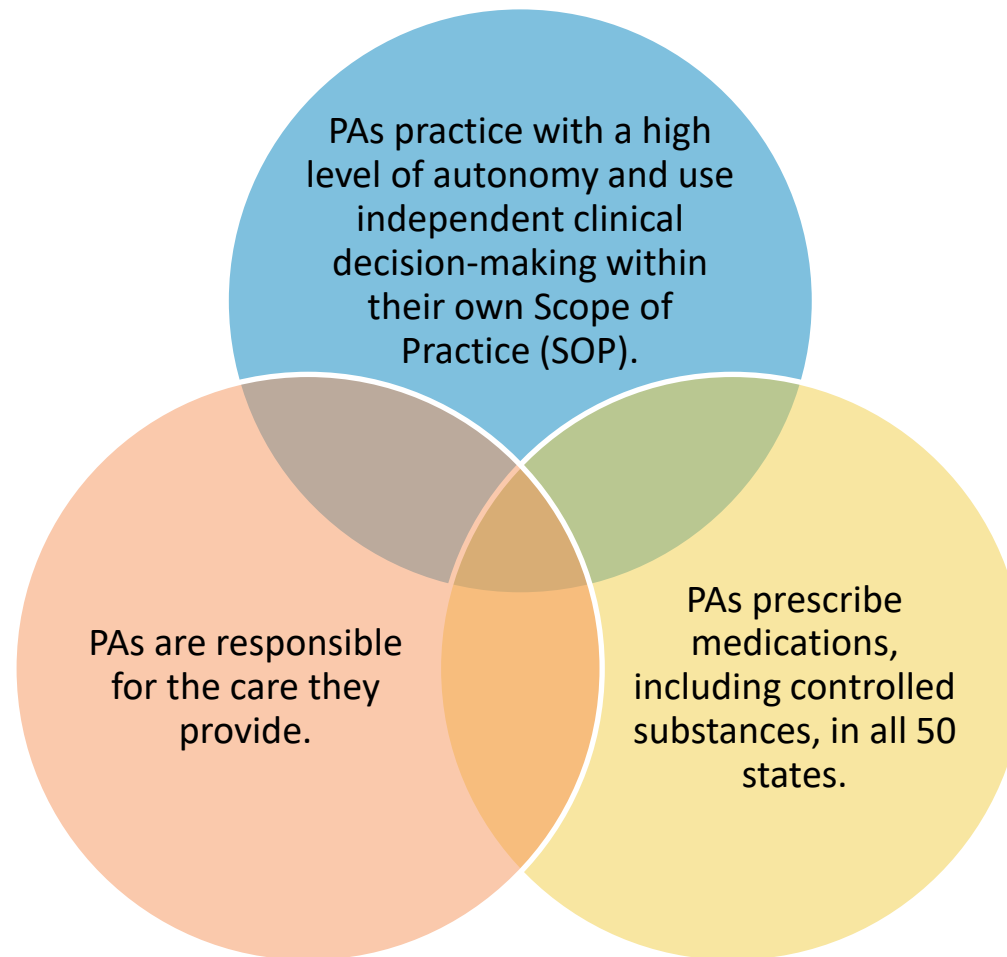
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PA Practice



PA Scope of Practice

- PA SCOPE OF PRACTICE: PAs are privileged through a Scope of Practice process. An individualized Scope of Practice will be developed by the collaborating physician in consultation with the PA and with input from the Executive Committee of the Medical Staff.
 - Factors to be considered when specifying patient care activities and levels of autonomy in the Scope of Practice are:
 - the PA's training, experience clinical competency,
 - the nature and degree of complexity of the patient care duties,
 - the role of the PA in the healthcare team,
 - and the associated degree of liability risk.
 - The PA's Scope of Practice must identify at least one designated collaborating physician, but most will identify 2 or more.
 - The Scope of Practice may be one that includes the basic Core Elements of PA practice or an Expanded Scope of Practice for more advanced practice.
 - Initial, renewal, and modification of Scopes of Practice must be approved by PA's supervisor, the Executive Committee of the Medical Staff, and the medical facility Director, using the Medical Staff process.
 - PAs must not function in a patient care role without an approved Scope of Practice.
 - Review SOP carefully, understand what it states and what you are allowed to do. If you have questions discuss with your supervisor, collaborating physician, and facility Chief PA.



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PA Functional Statement

- Functional Statement: A VA functional statement is an official document developed by the PA's supervisor (who may be a different person than their collaborating physician) that outlines the major duties and responsibilities assigned to a specific position within the Department of Veterans Affairs.
 - It essentially defines the scope of work for a particular job and is used for various purposes, including hiring, performance management, and training.
 - For PAs, a functional statement will outline non-clinical job requirements and duties and refer to the PAs scope of practice for clinical duties and level of independent practice.



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VA PA RESIDENCIES


- VHA currently has 12 one-year post-graduate PA residency programs in geriatrics, emergency medicine, primary care, and psychiatry.
 - Residencies have strict oversight by OAA
- VHA MH RESIDENCIES:
 - Houston, TX (Baylor College of Medicine)
 - Albuquerque, NM (University of New Mexico School of Medicine)
 - Chillicothe, OH (New Director 2/25)

VA PA Residencies



VA Physician Assistant Post-Graduate Residencies

Enhance your skills, experience and marketability
Working for VA is both emotionally satisfying and professionally rewarding
Access to the latest technological advances, such as Clinical Video Telehealth, Home Telehealth, eICU, and eConsults




Office of
Academic
Affiliations
Passion to learn. Power to heal.

- One-year post-graduate programs
- Stipend ranges from \$79,783 to \$93,729 depending on site
- No tuition, no application fee
- 13 days paid vacation
- 13 days paid sick leave
- 11 paid holidays
- Optional health insurance
- Education Debt Reduction Program (EDRP) may be available upon employment, depending on site, and subject to funding

Specialty Area	VA Training Site	Academic Affiliate	Stipend (AY25-26)	Contact Email/Website	Program Start Date(s)	Application Deadline(s)	State License/ NCCPA Cert Required	CAQ Prepared
Primary Care	Atlanta, GA	Emory University Health Center	\$84,311	Shelia.Palmer@va.gov med.emory.edu/pa/education/cme.html	April	November	Y/Y	N
	Gainesville, FL	University of Florida	\$79,783	Adrienne.Feinglass@va.gov	August/Sept	April	N/Y	N
	Milwaukee, WI	Marquette University	\$83,424	Krista.Berner@va.gov	July	January	Y/N	N
	Salisbury, NC	Wake Forest School of Medicine	\$81,450	Susan.Bolton@va.gov	Rolling	Rolling	Y/Y	N
Geriatric Medicine	Houston, TX	Baylor College of Medicine	\$92,008	Michael.J.Anderson@va.gov HoustonPAResidency@va.gov	January	August	N/Y	N
Mental Health	Houston, TX	Baylor College of Medicine	\$92,008	Michael.Davis21@va.gov HoustonPAResidency@va.gov	July/January	February 15/ August 31	N/Y	Y
	Chillicothe, OH	None	\$83,185	Jennifer.Mayer@va.gov	Rolling	March 31	Y/Y	Y
	Albuquerque, NM	University of New Mexico	\$80,589	Jason.Murray2@va.gov	July	February 1	Y/Y	Y
Emergency Medicine	Milwaukee, WI	Medical College of Wisconsin	\$83,424	Carolyn.Krech@va.gov	August/September	February	Y/Y	Y
	New York Harbor, NY	NYU Langone Hospital – Long Island	\$93,729	Vallerie.Hirsch@va.gov	September	February	Y/Y	Y
	Philadelphia, PA	Hospital of the University of Pennsylvania	\$87,795	Eric.Rousell@va.gov	September	Rolling	Y/Y	Y
	Wichita, KS	Wichita State University/University of Kansas School of Medicine	\$79,783	Heather.Bloomer@va.gov	Rolling	Rolling	Y/Y	Y

Learn More about each program at: https://www.patientcare.va.gov/PA/Residency_Programs.asp





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Onboarding

- Connect with Facility Chief PA and/or PA Residency Director
- As part of onboarding the PA will need to complete fingerprinting, a federal background check and other steps.
- PA SME for Pay settings- questionnaire will be provided by HR- if not, then ask for one
- Military buyback- must be done within 2 years or else interest is accrued
- Most of the first week of employment will be spent in orientation.
 - At most facilities this is a 2-level orientation process:
 - A regularly scheduled facility wide NEO (new employee orientation) program that covers job related details applicable to all VA employees, benefits selection, pay, etc.
 - Orientation to the service or program - usually with a combination of the PAs supervisor/Residency director/ collaborating physician and others that will be involved in clinical orientation.



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Professional Development

- At least twice a year- the PA PO will hold a PA professional development for HPSP PA scholarship recipients. The purpose of this professional development training is to provide a basic understanding and to improve candidacy and applications for positions in the VHA; Entails Job postings, CVs, and interviewing process

Connecting with us;

HPSP TEAM

- All financial questions
- Questions related to service agreements
- Questions related to placements
- Questions related to mobility agreements
- Assistance with HR matters

PA PROGRAM OFFICE

- Questions related to PA Practice
- Assistance with placements
- Questions about PA education or training
- Questions regarding Residencies
- Questions about job postings
- Any PA professional questions



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Questions

*To care for those
“who shall have borne the battle”
and for their families and survivors
Abraham Lincoln*

PAs Partnering with VA for Veteran Access

Please contact: VHAPAprogram@va.gov



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VA Social Work Career Overview

Jennifer Silva, LCSW-S
National Health Professions Training Director
National Social Work Program Manager
National Social Work Program
Care Management and Social Work Services
Veterans Health Administration
U.S. Department of Veterans Affairs



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Department Of Veterans Affairs (VA)

U.S. Department of Veterans Affairs (Federal)

Veterans Benefits
Administration (VBA)

National Cemetery
Administration (NCA)

Veterans Healthcare
Administration (VHA)

The Department of Veterans Affairs is the largest employer of social workers in the United States:

- Over 20,000 highly trained, masters level social workers
- 1,500 social work health profession trainees annually

Department of Veterans Affairs (State)

Community Organizations



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History Of Social Work In The VA

General Order No. 351

June 16, 1926

1920 - The National Homes Bureau of Veterans Medicine, hired the first Social Workers in medical programs most of which came from the ranks of the Red Cross.

1921 - Congress established the US Veteran's Bureau.

1922 - Public Health Service hospitals serving Veterans were transferred to the Veteran's Bureau.

1925 - Francis A. Foster, neuro-psych Social Worker from Cincinnati, OH, was hired by Bureau to begin setting up a National Social Work program.

June 16, 1926 - Brigadier General Frank T. Hines, Director, US Veterans Bureau issued General Order No. 351 establishing a Social Work department (section) in Central Office to "...supervise the activities of all Social Workers at regional offices, sub-offices, and hospitals of the U.S. Veterans Bureau." Thirty-six new positions were authorized for VA Social Workers.



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Guiding Principles Of VA Social Work Professional Practice



Holistic View of Individual

A key value of Social Work promotes a holistic view of the individual and their functioning within the systems they live, work, and play.



Bio-Psycho-Social Perspective

Social Work professional practice utilizes a bio-psycho-social perspective and assists Veterans, their families, and caregivers in resolving psychosocial and emotional barriers while building on strengths and abilities.



Individual Preferences

Social Workers respect individual preferences, needs, and values in a shared decision-making approach. We believe all people have a right to self-determine their path to optimal wellness/recovery.



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National Social Work Program

The National Social Work (SW) Program has professional practice oversight for more than 20,000 VA social workers who address Health Related Social Needs (HRSN) across all areas of VHA.

Social work is woven into the fabric of VA health care, providing services in all clinical programs across the continuum of care.

Primary focus is to partner with Veterans, their families, caregivers and survivors in resolving unmet social needs to improve health and well-being.



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National Social Work Roles In VA

Clinical Direct Patient Care

- Primary Care and Specialty Care clinics
- Homeless Program and Food Security
- Post 9/11 Transition and Case Management
- Caregiver Support program
- Intimate Partner Violence Assistance Program
- Polytrauma, Transplant, Spinal Cord Injury
- Women's Health program
- Telehealth
- Inpatient medicine
- Mental Health (inpatient, outpatient, residential care, substance use disorder, suicide prevention)
- Geriatrics and Extended Care (Home Based Primary Care, Community Living Centers, Contract Nursing Home, Adult Day Health Care, Palliative Care/Hospice)
- LGBTQ+ Health program
- Whole Health program

Administrative

- Health Systems Specialist
- Medical Center Directors
- Network Directors
- Systems Redesign staff
- Budget Analysts
- National program leaders
- Patient Advocate
- Fisher House Manager

Preparing For A VA Social Work Career

Education

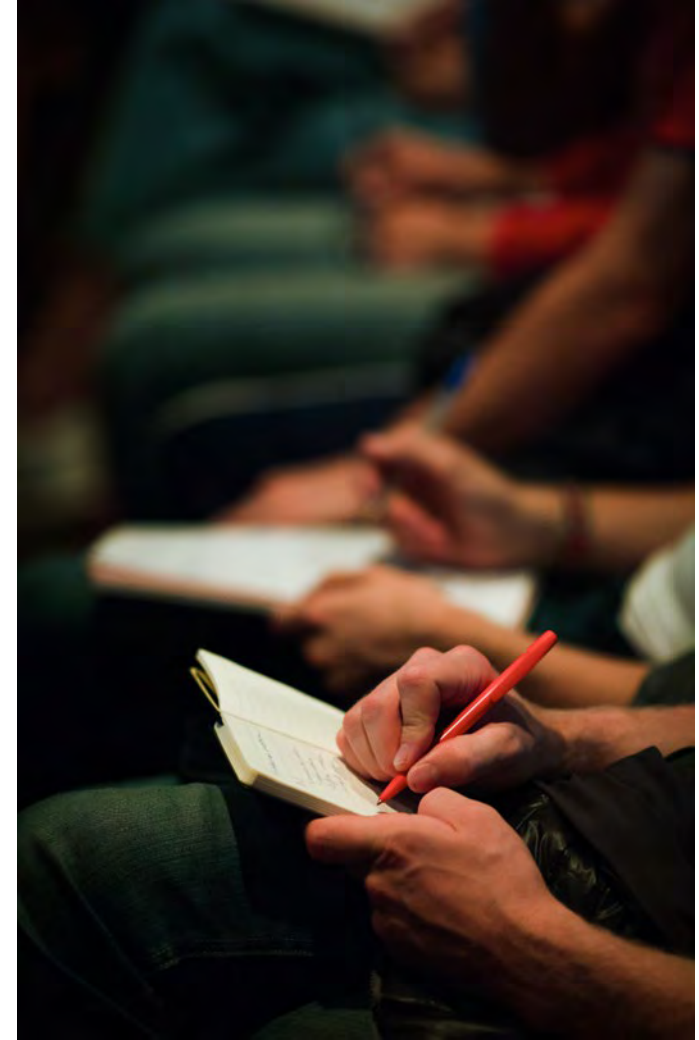
SW
Licensure

USA Jobs

Resume

Cover Letter

Qualification
Standards



Live Q&A Session

- OAA Updates: PB-RNR Program
- Vet Center Recipients
- VA-STEP Recipients
- Physician/Psychology Recipients
- PAs, Pharmacy Recipients
- MLS, DRT, SW (Hospital/Clinic) Recipients
- Nursing Recipients