

SHORTAGE OCCUPATION REPORT

FY 2020 Workforce Planning Cycle



Workforce Management and Consulting
Veterans Health Administration

Table of Contents

Table of Contents	2
Executive Summary.....	3
Introduction.....	4
Legislative Requirement.....	4
Implications.....	4
Scope and Methodology	4
Staffing Shortage Definition.....	4
Methodology	5
Validation of Health Care System Responses.....	5
Workforce Planning Cycle Results.....	5
Occupation and Specialty Shortages	5
Unique Positions	5
Clinical Shortage Occupations	6
Nonclinical Shortage Occupations.....	8
Future Implications	9
Appendix A: Frequency of Occupational and Specialty Shortages.....	11
Appendix B: Clinical and Nonclinical Occupations	12
Appendix C: Supplemental Data Tables	14
Appendix D: Health Care System Reported Shortage Occupations and Specialties	20

Executive Summary

Background: The Veterans Health Administration (VHA) annual workforce planning cycle uses submissions from VHA's 139 health care systems to identify staffing shortage occupations, current and future workforce challenges, and other workforce planning needs. The VHA Workforce Management and Consulting office designed the annual workforce planning cycle to provide a structured, data-driven approach to identify shortage occupations. The workforce planning cycle includes a standard definition for shortage occupations, defined lists of clinical and nonclinical occupations, data dashboards with risk indicators for occupations at each health care system, and a technical review completed at the VHA Central Office level.

In August 2017, the VA Choice and Quality Employment Act of 2017¹ required the VA Office of the Inspector General (OIG) to identify at minimum 5 clinical and 5 nonclinical shortage occupations at each health care system, a change to the previous requirement to identify 5 shortage occupations at the VHA system level. Eight clinical occupations and 8 nonclinical occupations were selected by 20% or more of VHA health care systems as shortage occupations (Table 1).

Findings: For 2020, the clinical shortage occupations identified were physician, registered nurse, medical technologist, practical nurse, psychologist, diagnostic radiologic technologist, social worker, and medical instrument technician. The nonclinical shortage occupations identified were police, custodial worker, medical support assistant, general engineering, food service worker, medical records technician, human resources management, and medical supply aide and technician.

Overall, recruitment challenges were selected as the primary cause for 71% of the shortage occupations and specialties, while the remaining 29% were primarily associated with retention challenges. The most cited drivers for shortage occupations included competition with other health care employers and a limited supply of candidates. The most commonly cited strategies to address staffing challenges were non-competitive hiring flexibilities and utilization of recruitment and retention incentives.

Implications: Identification of VHA top shortage occupations is useful for facilities and VISNs to create and track the status of local action plans, supporting the recruitment and retention of these occupations. In addition, the Veterans Access, Choice, and Accountability Act of 2014 (VACAA) Section 301(d) legislation authorizes the VA Secretary approval of direct hiring authority (DHA) principles for hybrid occupations that make the national list. The list of clinical and nonclinical shortage occupations also helps drive allocation of funds for recruitment and retention programs, such as scholarships and education loan repayment. The Office of Personnel Management (OPM) may grant direct-hire authority for title 5 occupations to agencies that can demonstrate occupational shortages.

¹ VA Choice and Quality Employment Act Section 201 amended the Veterans Access, Choice, and Accountability Act of 2014 (VACAA) Section 301(d).

Introduction

Legislative Requirement

In August 2017, the VA Choice and Quality Employment Act of 2017 required the VA Office of the Inspector General (OIG) to identify at minimum 5 clinical and 5 nonclinical shortage occupations at each health care system, changing the previous requirement to identify 5 shortage occupations at the VHA system level established by the Veterans Access, Choice, and Accountability Act of 2014 (VACAA) Section 301(d).

In response to the new legislation, VHA's Workforce Management and Consulting (WMC) office leveraged its annual workforce planning cycle to independently identify shortage occupations as well as physician and nurse specialties. During the annual cycle, health care systems may select up to 5 clinical and 5 nonclinical occupations and up to 5 nurse and 5 physician specialties. The workforce planning cycle is designed to provide a structured, data-driven approach that includes standardized data points as well as assessment questions to determine specific root causes and assist in validating health care system responses.

The results of the FY 2020 workforce planning cycle identified 8 clinical and 8 nonclinical shortage occupations selected by 20% or more of VHA health care systems. All occupations and specialties identified by VHA as shortage occupations/specialties were also identified by the VA OIG's FY 2020 report "Determination of VHA's Occupational Staffing Shortages" (Appendix A, Table A-1). The remaining occupations identified as shortage occupations by the OIG were identified as shortages by fewer than 20% of facilities through the VHA workforce planning cycle.

Implications

The Veterans Access, Choice, and Accountability Act of 2014 (VACAA) Section 301(d) grants the Secretary of VA the authority to recruit and directly appoint individuals in hybrid title 38 occupations identified by the VA OIG as shortage occupations. VHA utilizes the workforce planning cycle results and VA OIG analysis to request approval for direct-hire authority for hybrid title 38 shortage occupations. With the release of the 2020 OIG shortage occupation report, the National Workforce Planning Team will complete the Direct-Hire Authority (DHA) request for the Hybrid Title 38 shortage occupations identified by both VHA and VA OIG, which were practical nurse, psychologist, medical technologist, diagnostic radiologic technologist, and medical support assistant. Four hybrid title 38 occupations were identified by VHA but did not appear on the VA OIG list of 20% or more: medical records technician, social worker, medical supply aide and technician, and medical instrument technician. The results of the VHA workforce planning cycle also support the allocation of resources such as scholarships, loan repayment, and incentives.

Scope and Methodology

Staffing Shortage Definition

Staffing shortage occupations exist when there is a severe shortage of candidates for an occupation, grade (or equivalent), and/or geographic location. VHA utilizes the criteria defined in 5 CFR 337.204—Severe shortage of candidates:

- (1) The results of workforce planning and analysis;
- (2) Employment trends including the local or national labor market;
- (3) The existence of nationwide or geographic skills shortages;
- (4) Agency efforts, including recruitment initiatives, use of other appointing authorities (e.g., schedule A, schedule B) and flexibilities, training and development programs tailored to the position(s), and an explanation of why these recruitment and training efforts have not been sufficient;
- (5) The availability and quality of candidates;
- (6) The desirability of the geographic location of the position(s);
- (7) The desirability of the duties and/or work environment associated with the position(s); and
- (8) Other pertinent information such as selective placement factors or other special requirements of the position, as well as agency use of hiring flexibilities such as recruitment or retention allowances or special salary rates.

Occupations identified by 20% or more of VHA health care systems during the annual workforce planning cycle were determined to meet the criteria for a national shortage occupation. Designation as a shortage occupation does not necessarily mean that there are actual shortages at a facility. Indeed, most of these shortage occupations continue to experience net growth year after year and are not critically short in most facilities, but instead, represent a challenge for recruitment and retention due to shortages and competition in the national labor force.

Methodology

Occupations are categorized as either clinical or nonclinical to best align with the private sector and account for the unique aspects of VHA's operations and workforce (Appendix B). Generally, clinical occupations include personnel who provide direct patient care or services incident to patient care and whose efforts have a therapeutic intent (e.g., physical, mental, social, spiritual). Nonclinical occupations include administrative and maintenance personnel who do not provide direct patient care or services incident to patient care. Workforce planners at each health care system in VHA received data dashboards that include standardized data points for occupations with approximately 600 or more staff onboard. Data points on the dashboard included number of onboard employees, historical growth rates, vacancies and vacancy rate, retirements and total loss rates, hires, and a calculated risk score.

Validation of Health Care System Responses

Targeted questions were included in the health care system assessment to determine the primary cause of each shortage occupation and to validate health care system selections. The questions included the approximate number of job offers, declined job offers, certificates returned with no qualified candidates, number of internal transfers, and frequency of those that quit for reasons related to pay. These responses were used to validate health care system selections during a technical review and identify areas for follow up when responses did not support the health care system's selection of an occupation. Additional questions were asked to determine the primary drivers of staffing shortages and identify the workforce flexibilities health care systems use to address recruitment or retention challenges (Appendix C).

Workforce Planning Cycle Results

Occupation and Specialty Shortages

Table 1 provides the ranking of VHA clinical and nonclinical shortage occupations with 600 or more onboard employees in VHA. These 8 clinical and 8 nonclinical occupations were selected by 20% or more of the VHA health care systems. In addition, VHA physician and registered nurse specialty shortages are listed in Table 2. The health care system selection frequency and comparison to the VA OIG's findings from the FY 2020 report "Determination of VHA's Occupational Staffing Shortages" is available in Appendix A, Table A-1.

Unique Positions

In addition to identifying top shortage occupations for those with at least 600 or more employees in VHA, health care systems also had the option to identify up to 4 unique occupations with small numbers of onboard staff and rare skill sets that were deemed to be shortage occupations for their facilities. None of the unique positions identified reached the threshold of 20% or more of VHA health care systems to include on the national shortage occupation list. Each health care system's shortage occupation and unique position selections are available in Appendix D.

Table 1: FY 2020 VHA Shortage Occupations (Reported by at least 20% of health care systems)

Rank	Clinical Occupations	Rank	Nonclinical Occupations
1	0602 Medical Officer (Physician)	1	0083 Police
2	0610 Registered Nurse (RN)	2	3566 Custodial Worker
3	0644 Medical Technologist*	3	0679 Medical Support Assistant*
4	0620 Practical Nurse (LPN)*	4	0801 General Engineering
5	0180 Psychologist*	5	7804 Food Service Worker
6	0647 Diagnostic Radiologic Technologist*	6	0675 Medical Records Technician
7	0185 Social Worker	7	0201 Human Resource Management
8	0649 Medical Instrument Technician	8	0622 Medical Supply Aide and Technician

*Hybrid Title 38 occupations for which direct hiring authority (DHA) will be requested.

Table 2: FY2020 VHA Physician and Registered Nurse Specialty Shortages (Reported by at least 20% of health care systems)

Rank	Physician Specialties	Rank	Nurse Specialties
1	31- Psychiatry	1	Q6- RN Staff- Inpatient Community Living Center
2	P1- Primary Care	2	88- RN Staff Nurse Inpatient
3	25- Gastroenterology	3	CM- RN Staff- Critical Care
4	K6- Hospitalist	4	CQ- RN Inpatient Mental Health
5	16- Emergency Medicine	5	CR- RN Staff- Emergency Department/Urgent Care
5	12- Urology	6	Q1- RN Staff- Outpatient
		7	N4- Nurse Practitioner Mental Health Substance Use Disorder
		8	75-Nurse Practitioner Primary Care
		9	CW- RN Staff - Perioperative Nurse Practitioner

Clinical Shortage Occupations

1. Physician 0602

Physician ranked first among the clinical shortage occupations in VHA, selected by 88 of 139 health care systems (63.3%). With 26,678 physicians onboard in VHA in FY 2019, it is the third-largest occupation. The average annual growth rate for this occupation was 1.8% over the last three years, with a turnover rate of 8.7% in FY 2019, and a vacancy rate of 12.8% as of July 31, 2020. Recruitment challenges were identified as the primary cause for the shortage by 74 of the 88 health care systems (84.1%). Limited supply of candidates was selected as the primary driver of the shortage by 27 of the 88 health care systems (30.7%). Recruitment and/or relocation incentives and non-competitive hiring were the flexibilities selected most for addressing physician shortages (i.e., 50 and 18 of the 88 health care systems, or 56.8% and 20.5%, respectively).

2. Registered Nurse (RN) 0610

Registered nurse ranked second of the clinical shortage occupations in VHA, selected by 82 of 139 health care systems (59%). With 73,195 onboard employees in FY 2019, RN is the single largest occupation in VHA. The average annual growth rate was 3.5% over the last three years, with a turnover rate of 7.6% in FY 2019, and a vacancy rate of 11.5% as of July 31, 2020. Recruitment challenges were identified as the primary cause for the shortage by 46 of the 82 health care systems (56.1%). Competition from other health care employers was selected as the primary driver of the shortage by 27 of the 82 health care systems (32.9%). Non-competitive hiring and recruitment and/or relocation incentives were the flexibilities selected most for addressing RN shortages (i.e., 49 and 13 of 82 health care systems, or 59.8% and 15.9%, respectively).

3. Medical Technologist 0644

Medical technologist ranked third on the clinical shortage occupations list in VHA, selected by 57 of 139 health care systems (41%). There were 4,568 medical technologists onboard in FY 2019. The occupation had an average annual growth rate of 0.8% over the last three years, a turnover rate of 9.2% in FY 2019, and a vacancy rate of 10.4% as of July 31, 2020. Recruitment challenges were identified as the primary cause for the shortage by 43 of the 57 health care systems (75.4%). Limited supply of candidates was selected as the primary driver of the shortage by 15 of the 57 health care systems (26.3%). Recruitment and/or relocation incentives and superior qualifications, special rates, or special needs pay were the flexibilities selected most for addressing the shortage of medical technologists (i.e., 17 and 15 of the 57 health care systems, or 29.8% and 26.3%, respectively).

4. Practical Nurse 0620

Practical nurse ranked fourth on the list of clinical shortage occupations in VHA, selected by 55 of 139 health care systems (39.6%). There were 15,262 practical nurses onboard in FY 2019. The occupation had an average annual growth rate of 1.1% over the last three years, a turnover rate of 10% in FY 2019, and a vacancy rate of 13.1% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 45 of the 55 health care systems (81.8%). Limited supply of candidates was selected as the primary driver for the shortage by 16 of the 55 health care systems (29.1%). Non-competitive hiring and superior qualifications, special rates, or special needs pay were the flexibilities selected most for addressing the shortage of practical nurses (i.e., both were chosen by 17 of the 55 health care systems, or 30.9% each).

5. Psychologist 0180

Psychologist ranked fifth on the clinical shortage occupation list, selected by 47 of 139 health care systems (33.8%). There were 6,116 psychologists onboard in FY 2019. The occupation had an average annual growth rate of 2.5% over the last three years, a turnover rate of 7.4% in FY 2019, and a vacancy rate of 15.7% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 38 of the 47 health care systems (80.9%). Geographical recruitment challenges were selected as the primary driver of the shortage by 11 of the 47 health care systems (23.4%). Recruitment and/or relocation incentives and non-competitive hiring were the flexibilities selected most for addressing the shortage of psychologists (i.e., 23 and 12 of the 47 health care systems selected both or 48.9% and 25.5%, respectively).

6. Diagnostic Radiologic Technologist 0647

Diagnostic radiologic technologist (DRT) ranked sixth on the clinical shortage occupations list in VHA, selected by 43 of 139 health care systems (30.9%). There were 4,258 diagnostic radiologic technologists onboard in FY 2019. The occupation has had an average annual growth rate of 3% over the last three years, a turnover rate of 6.9% in FY 2019, and a vacancy rate of 9.3% as of July 31, 2020. Recruitment challenges were identified as the primary cause for the shortage by 32 of the 43 health care systems (74.4%). Non-competitive hiring and superior qualifications, special rates, or special needs pay were the flexibilities selected most for addressing the shortage of DRTs (i.e., both were chosen by 13 of the 43 health care systems, or 30.2% each).

7. Social Worker 0185

Social worker ranked seventh on the clinical shortage occupations list in VHA, selected by 31 of 139 health care systems (22.3%). There were 14,654 social workers onboard in FY 2019. The occupation has had an average annual growth rate of 3.8% over the last three years, a turnover rate of 7.1% in FY 2019, and a vacancy rate of 12.5% as of July 31, 2020. Recruitment was identified as the primary cause for the shortage by 19 of the 31 health care systems (61.3%). Competition from other health care systems/employers was selected as the primary driver of the shortage by 6 of the 31 health care systems (19.4%). Non-competitive hiring and recruitment and/or relocation incentives were the flexibilities selected most for addressing the shortage of social workers (i.e., 13 and 9 of the 31 health care systems, or 41.9% and 29% respectively).

8. Medical Instrument Technician 0649

Medical instrument technologist (MIT) ranked eighth on the clinical shortage occupations list in VHA, selected by 29 of 139 health care systems (20.9%). There were 3,473 medical instrument technologists onboard in FY 2019. The occupation had an average annual growth rate of 3.4% over the last three years, a turnover rate of 8% in FY 2019, and a vacancy rate of 9.9% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 26 of the 29 health care systems (89.7%). Lack of qualified applicants was selected as the primary driver for the shortage by 8 of the 29 health care systems (27.6%). Non-competitive hiring and superior qualifications, special rates, or special needs pay were the flexibilities selected most for addressing the shortage of medical instrument technicians (i.e., 9 and 8 of the 29 health care systems or 32.1% and 28.6%, respectively).

Nonclinical Shortage Occupations

1. Police 0083

Police officer ranked first on the nonclinical shortage occupations list in VHA, selected by 81 of 139 health care systems (58.3%). There were 3,735 police officers onboard in FY 2019. The occupation had an average annual growth rate of 2.3% over the last three years, a turnover rate of 11.1% in FY 2019, and a vacancy rate of 18.2% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 42 of the 81 health care systems (51.9%). Superior qualifications, special rates, or special needs pay was selected as the primary driver of the shortage by 18 of the 81 health care systems (22.2%). DHA and recruitment and/or relocation incentives were the flexibilities selected most for addressing the shortage of police (i.e., 28 and 20 of the 81 health care systems or 34.6% and 24.7%, respectively).

2. Custodial Worker 3566

Custodial worker ranked second on the nonclinical shortage occupations list in VHA, selected by 76 of 139 health care systems (54.7%). There were 11,879 custodial workers onboard in FY 2019. The occupation had an average annual growth rate of 0.9% over the last three years, the highest turnover rate among the nonclinical shortage occupations of 21.6% in FY 2019, and a vacancy rate of 14.8% as of July 31, 2020. Retention challenges were identified as the primary cause of the shortage by 50 of the 76 health care systems (65.8%). High staff turnover was selected as the primary driver for the shortage by 38 of the 76 health care systems (50%). DHA was the primary flexibility selected most for addressing the shortage of custodial workers (24 of the 76 health care systems or 31.6%).

3. Medical Support Assistant 0679

Medical support assistant (MSA) ranked third on the nonclinical shortage occupations list in VHA, selected by 53 of 139 health care systems (38.1%). There were 27,380 medical support assistants onboard in FY 2019, the second-largest occupation in VHA. This occupation had the highest average annual growth rate over the last three years of all shortage occupations at 9%, a turnover rate of 11.2% in FY 2019, and a vacancy rate of 14.7% as of July 31, 2020. Retention challenges were identified as the primary cause of the shortage by 40 of the 53 health care systems (75.5%). High staff turnover was selected as the primary driver of the shortage by 25 of the 53 health care systems (47.2%). Non-competitive hiring was the primary flexibility selected most for addressing the shortage of medical support assistants (i.e., 18 of the 53 health care systems or 34%).

4. General Engineering 0801

General engineering ranked fourth on the nonclinical shortage occupations list in VHA, selected by 51 of 139 health care systems (36.7%). With 1,014 general engineers onboard as employees as of FY 2019, they are the smallest of all the VHA shortage occupations. This occupation had an average annual growth rate of 3.7% over the last three years, a turnover rate of 14.5% in FY 2019, and a vacancy rate of 19.9% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 43 of the 51 health care systems (84.3%). Non-competitive salary was selected as the primary driver of the shortage by 13 of the 51 health care systems (25.5%). Recruitment and retention incentives and superior qualifications, special rates, or

special needs pay were the flexibilities selected most for addressing the shortage of general engineers (i.e., 26 and 9 of the 51 health care systems or 51% and 17.7%, respectively).

5. Food Service Worker 7408

Food service worker ranked fifth on the nonclinical shortage occupations list in VHA, selected by 48 of 139 health care systems (34.5%). There were 4,892 food service workers onboard in FY 2019. The occupation had an average annual growth rate of 0.4% over the last three years, a turnover rate of 17% in FY 2019, and a vacancy rate of 14.1% as of July 31, 2020. Retention challenges were identified as the primary cause of the shortage by 35 of the 48 health care systems (72.9%). High staff turnover was selected as the primary driver by 26 of the 48 health care systems (54.2%). DHA was the primary flexibility selected most for addressing the shortage of food service workers (i.e., 7 of the 48 health care systems or 14.6%). Twenty-seven facilities (56.3%) reported using no flexibilities.

6. Medical Records Technician 0675

Medical records technician ranked sixth on the nonclinical shortage occupations list in VHA, selected by 46 of 139 health care systems (33.1%). There were 2,856 medical record technicians onboard in FY 2019. The occupation had an average annual growth rate of 3.3% over the last three years, a turnover rate of 9.2% in FY 2019, and a vacancy rate of 18.1% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 33 of the 46 health care systems (71.7%). A lack of qualified applicants was selected as the primary driver of the shortage by 12 of the 46 health care systems (26.1%). Non-competitive hiring was the primary flexibility selected most for addressing the shortage of medical records technicians (17 of the 46 health care systems or 37%).

7. Human Resource Management 0201

Human resources management (HRM) ranked seventh on the nonclinical shortage occupations list in VHA, selected by 33 of 139 health care systems (23.7%). There were 4,174 HRM employees onboard in FY 2019. The occupation had an average annual growth rate of 7.9% over the last three years, a turnover rate of 8.4% in FY 2019, and a vacancy rate of 23.6% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 19 of the 33 health care systems (57.6%). Lack of qualified applicants was selected as the primary driver of the shortage by 9 of the 33 health care systems (27.3%). Direct Hire Authority (DHA) and recruitment and/or relocation incentives were the flexibilities selected most for addressing the shortage of HRMs (i.e., both were chosen by 11 of the 33 health care systems, or 33.3% each).

8. Medical Supply Aide and Technician 0622

Medical supply aide and technician ranked eighth on the nonclinical shortage occupations list in VHA, selected by 30 of 139 health care systems (21.6%). There were 2,813 medical supply aides and technicians onboard in FY 2019. The occupation had an average annual growth rate of 5% over the last three years, a turnover rate of 12.4% in FY 2019, and a vacancy rate of 15.6% as of July 31, 2020. Recruitment challenges were identified as the primary cause of the shortage by 17 of the 30 health care systems (56.7%). A lack of qualified applicants was selected as the primary driver of the shortage by 10 of the 30 health care systems (33.3%). Non-competitive hiring was the primary flexibility selected most for addressing the shortage of medical support assistants (9 of the 30 health care systems, or 30%). Eight facilities (26.7%) reported using no flexibilities.

Future Implications

Identification of shortage occupations at the health care system level in a systematic, data-driven manner has many benefits. The information improves the strategic allocation of resources and action planning efforts at both the national and health care system levels. Health care system workforce planners provided detailed feedback on the revised FY 2020 workforce planning cycle that will be incorporated into future planning cycles. A survey of workforce planners indicated that 73% of respondents reported high and above average satisfaction with the FY 2020 cycle. This represents an increase over the FY 2019 annual shortage cycle in which 70% reported being highly satisfied or moderately satisfied with the process.

Strategies to impact shortage occupations are complex, multi-year endeavors. Recent successes include removal of physician assistant, pharmacist, nursing assistant, and human resources assistant from the list of staffing shortage occupations in FY 2020. Physician surpassed registered nurse for the number 1 ranking on the clinical shortage list. Social work is new to the clinical list this year, ranking number 7. Human resources management moved down from the number 1 nonclinical shortage occupation last year to seventh in the ranking. VHA continues to implement long-term strategies to recruit and retain employees in shortage occupations.

The workforce planning cycle results are being populated in Power BI dashboards with national, VISN, health care system, and occupation level views. Printed reports for health care systems and VISNs with a detailed summary of the annual cycle responses will be archived and available on the National Workforce Planning SharePoint site. Reports will also be created for each VHA shortage occupation and made available to program offices so resources can be appropriately allocated and accurately targeted to the greatest areas of need. With the release of the 2020 Office of Inspector General (OIG) shortage occupation report, NWP will complete the Direct Hire Authority (DHA) request for the five VHA Hybrid Title 38 shortage occupations.

Appendix A: Frequency of Occupational and Specialty Shortages

Table A-1 FY 2020 VHA Shortage Occupations and Specialties Compared to VA OIG Shortage Occupations

VHA Rank	Occupation/Specialty ^a	VHA Annual Cycle Health Care System Frequency (N =139)	VA OIG Health Care System Frequency (N = 139)
1	31* Psychiatry	99	83
4	0083 Police	81	62
5	3566 Custodial Worker	61	65
6	P1* Primary Care	61	51
7	0644 Medical Technologist	57	45
8	Q6† RN/Staff-Inpatient Community Living Center	55	31
8	0620 Practical Nurse	55	49
10	88† RN Staff Nurse-Inpatient	54	36
11	0679 Medical Support Assistant	53	36
12	0801 General Engineering	51	48
13	CM† RN Staff Critical Care	48	24
13	7408 Food Service Worker	48	37
15	0180 Psychology	47	47
15	CQ† RN Staff IN Mental Health	47	26
17	0675 Medical Records Technician	46	27
18	0647 Diagnostic Radiologic Technologist	43	33
18	CR† RN Staff Emergency Dept CR	43	18
20	Q1† RN Staff Outpatient	41	21
21	N4† Nurse Practitioner-Mental Health/Substance Use Disorder	37	31
21	25* Gastroenterology	37	41
23	0201 Human Resources Management	33	30
24	0185 Social Worker	31	16
24	75† NP Primary Care	31	24
26	0622 Medical Supply Aide and Technician	30	27
27	K6* Hospitalist	30	34
28	0649 Medical Instrument Technician	29	27
28	CW† RN Staff PERI OP	29	20
30	12* Urology	28	26
30	16* Emergency Medicine	28	25

^a The * denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series.

Appendix B: Clinical and Nonclinical Occupations

Clinical Occupations			
0060 Chaplain*	0603 Physician Asst*	0636 Rehab Therapy Asst*	0661 Pharmacy Tech*
0101 Social Science*	0605 Nurse Anesthetist*	0638 Recreation Therapist*	0662 Optometrist*
0102 Soc Science Aide/Tech*	0610 Nurse*	0640 Health Aid & Tech*	0665 Speech Path & Audio*
0180 Psychology*	0620 Practical Nurse*	0644 Medical Technologist*	0667 Orthotist/Prosthetist*
0181 Psyc Aid & Tech*	0621 Nursing Assistant*	0645 Medical Tech*	0668 Podiatrist*
0185 Social Work*	0630 Dietitian & Nutrition*	0647 Diag/Radiologic Tech*	0680 Dental Officer*
0601 Gen Health Science*	0631 Occ Therapist*	0649 Medical Inst Tech*	0681 Dental Assistant*
0601/31 Resp Therapist*	0633 Physical Therapist*	0660 Pharmacist*	1715 Vocational Rehab*
0602 Medical Officer*	0199 Soc Science Trainee	0199 Social Science Trainee	1306 Health Physics
0184 Sociology	0440 Genetics	0440 Genetics	1310 Physics
0186 Social Svcs Aid & Asst	0625 Autopsy Assistant	0625 Autopsy Assistant	1311 Physical Sci Tech
0187 Social Services	0635 Corrective Ther	0635 Corrective Ther	1320 Chemistry
0188 Rec Specialist	0637 Manual Arts Ther	0637 Manual Arts Ther	1725 Public Health Edu
0189 Recreation Aid & Asst	0642 Nuclear Med Tech		
Nonclinical Occupations			
0083 Police*	0501 Fin Admin & Prog*	0679 Medical Support Asst*	2005 Supply Clerk/Tech*
0086 Security Clerk & Asst*	0503 Fin Clerk & Asst*	0699 Med & Health Trainee*	2010 Inventory Mgmt*
0201 HR Mgmt*	0525 Accounting Tech*	0801 General Engineering* ²	2805 Electrician*
0203 HR Assistant*	0540 Voucher Examining*	0858 Biomed Engineering*	3566 Custodial Worker*
0301 Misc Admin & Prog.	0544 Civilian Pay*	0962 Contact Representative*	4749 Maint. Mechanic*
0303 Misc Clerk & Asst*	0560 Budget Analysis*	0998 Claims Asst & Exam*	5306 AC Equip Mechanic*
0305 Mail & File*	0622 Med Supply Tech*	1102 Contracting*	5703 Motor Vehicle Oper*
0318 Secretary*	0671 Health Sys Spec*	1105 Purchasing*	6907 Materials Handler*
0341 Administrative Officer*	0672 Prosthetic Rep	1601 Genl Health care Sys & Equip*	7404 Cook*
0343 Mgmt & Prog Analyst*	0675 Med Records Tech	2003 Supply Program Mgmt*	7408 Food Service Worker*
0018 Safety/Occ Mgmt	0599 Fin Mgmt Trainee	1411 Library Tech	3604 Tile Setting
0019 Safety Tech	0669 Med. Records Admin	1412 Tech Info Services	3605 Plastering
0028 Env Protection S	0670 Health System Admin	1515 Operations Research	3610 Insulating
0080 Sec Administration	0673 Housekeeping Mgmt	1520 Mathematics	3703 Welding
0081 Fire Prevention	0690 Industrial Hygiene	1529 Mathematical Statis	3806 Sheet Metal Mechanic
0085 Security Guard	0698 Envir Health Tech	1530 Statistician	4010 Presc Eyeglass Maker
0089 Emerg Mgmt Spec	0701 Vet Medical Science	1531 Statistical Assistant	4101 Paper Hanger
0110 Economist	0704 Animal Health Tech	1550 Computer Science	4102 Painting
0150 Geographer	0802 Engineering Tech	1603 Equip Health care Sys Asst	4104 Sign Painting

* Indicates occupation has 600 or more VHA staff onboard and was available for selection as a shortage occupation.

0170 History	0803 Safety Engineering	1640 Health care system Mgmt	4204 Pipefitting
0193 Archeology	0804 Fire Protection Eng	1654 Printing Management	4206 Plumbing
0260 EEO	0808 Architecture	1658 Laundry Plant Mgmt	4352 Composite Worker
0299 HR Mgmt Trainee	0809 Construction Control	1667 Steward	4417 Offset Press Operating
0302 Messenger	0810 Civil Engineering	1670 Equipment Specialist	4605 Wood Crafting
0304 Info Receptionist	0819 Environ Engineering	1699 Equip Mgmt Trainee	4607 Carpenter
0306 Govt. Info Specialist	0830 Mech Engineering	1701 Genrl Edu & Training	4701 Misc Operations Work
0308 Records & Info Spec	0850 Electrical Engineering	1702 Edu & Training Tech	4737 General Equi Mech
0309 Correspon Clrk	0854 Comp Engineering	1712 Training Instruction	4742 Utility Systems Repair
0313 Work Unit Superv	0855 Electronic Engineer	1720 Education Program	4801 Misc General Equip
0322 Clerk-Typist	0856 Electronics Tech	1740 Education Services	4804 Locksmithing
0326 Office Auto Asst	0896 Industrial Engineering	1750 Instructional Systems	4805 Medical Equip Repair
0332 Comp Operation	0899 Engineering Trainee	1799 Education Trainee	6003 Gardening
0335 Comp Clerk & Asst	0901 General Legal Admin	1810 General Investigating	5026 Pest Controller
0342 Support Srvs Adm	0905 General Attorney	1811 Criminal Investigating	5048 Animal Caretaking
0346 Logistics Mgmt	0950 Paralegal Specialist	1910 Quality Assurance	5301 Misc Indus Equip Maint
0350 Equip Operator	0986 Legal Assistant	2001 General Supply	5309 Heating Equip Mech
0356 Data Transcriber	0999 Legal Occ Trainee	2030 Distri Storage Mgmt	5313 Elevator Mechanic
0361 EEO Assistant	1001 General Arts & Infor	2101 Mobility Transport Spec	5317 Laundry Equip Repair
0382 Telephone Oper	1008 Interior Design	2102 Trans Clerk & Asst	5352 Indus Equip Mechanic
0390 Telecom Process	1020 Illustrating	2130 Traffic Management	5402 Boiler Plant Operator
0391 Telecom	1035 Public Affairs	2151 Dispatching	5406 Utility Sys Operator
0392 Gen Telecom	1040 Language Specialist	2210 IT Management	5407 Electric Power Controlr
0394 Comm Clerical	1060 Photography	2299 IT Student Trainee	5408 Wastewater Ttmt Opr
0399 Admin Trainee	1071 Audiovisual Prod	2502 Telecom Mechanic	5409 Water Plant Operator
0401 Gen Bio Science	1082 Writing & Editing	2604 Electronics Mechanic	5415 AC Equip Operator
0403 Microbiology	1083 Tech Writing/Editing	2606 Elec Indus Ctl Mech	5705 Tractor Operator
0404 Bio Science Tech	1084 Visual Information	2608 Digital Comp Mech	5716 Engineer Equip Oper
0405 Pharmacology	1087 Editorial Assistant	2610 Elec Intg Sys Mech	5803 Heavy Equip Mechanic
0413 Physiology	1099 Info & Arts Train	2614 Elec Mechanic	5806 Mobile Equip Servicing
0415 Toxicology	1101 General Bus & Indus	2810 Electrician (High Volt)	5823 Automotive Mechanic
0437 Horticulture	1104 Property Disposal	2854 Electrical Equip Repa	6904 Tools & Parts Attend
0499 Bio Science Trainee	1107 Prop Disposal Tech	3111 Sewing Machine Oper	6913 Haz Waste Disposer
0505 Fin Mgmt	1109 Grants Mgmt Spec	3359 Instrument Mechanic	7301 Misc Laund/Dry Clean
0510 Accounting	1160 Financial Analysis	3414 Machining	7305 Laundry Machine Oper
0511 Auditing	1170 Realty	3502 Laboring	7401 Misc Food Prep & Srvg
0530 Cash Processing	1176 Building Management	3511 Laboratory Working	7601 Misc Pers Services
0561 Budget Clk & Asst	1199 Business/Indu Trainee	3601 Finishing Floor Coverer	0340 Program & 0344 Mgt & Program Clerical & Ass*
1106 Proc Clerical & Tech*	1410 Librarian	3603 Masonry	7304 Laundry Working*

Appendix C: Supplemental Data Tables

Table C-1 Workforce Data for VHA FY 2020 Shortage Occupations

FY 2020 Staffing Shortage Occupations Onboard Growth, Hires, Losses, and Vacancies

Data Source: VHA HR Smart data via VSSC HR Employee, NOA, and Turnover cube excluding Veteran Canteen Service (VCS), intermittent, non-pay, medical residents, and trainees with assign codes T0-T9 current as of 07/31/2020. HRSmart data for active and budgeted positions excluding medical residents (0602/0680 Position Title 21-37), trainees (assignment code beginning with T & Occupation Series Ending in 99), Pay Plan N, and duplicate entries current as of 8/1/2020. Date Processed: 8/13/2020.

Occupation	FY17-FY19	FY19	FY19	FY19	FY19	FY19	FY20 (as of July 31, 2020)			
	Average Onboard Growth Rate	Hires	Total Losses	Distinct VA Total Loss Rate	Distinct Voluntary Retire Rate	Distinct VA Quit Rate	Onboard Employee	Onboard FTE	Vacancy FTE	Vacancy Rate
VHA FY 2020 CLINICAL SHORTAGE OCCUPATIONS										
0602 Medical Officer	1.8%	2,656	2,285	8.7%	3.0%	4.9%	26,910	22,779	3,346	12.8%
0610 Nurse	3.5%	7,456	5,436	7.6%	3.0%	3.9%	75,762	74,418	9,664	11.5%
0644 Medical Technologist	0.8%	454	419	9.2%	3.6%	4.8%	4,630	4,557	531	10.4%
0620 Practical Nurse	1.1%	2,151	1,512	10.0%	3.0%	5.6%	15,570	15,448	2,327	13.1%
0180 Psychology	2.5%	544	439	7.4%	1.9%	3.7%	6,077	5,933	1,106	15.7%
0647 Diagnostic Radiologic Technologist	3.0%	380	290	6.9%	2.1%	3.8%	4,358	4,276	439	9.3%
0185 Social Work	3.8%	1,772	1,052	7.1%	2.3%	4.1%	15,913	15,811	2,251	12.5%
0649 Medical Instrument Technician	3.4%	308	274	8.0%	2.7%	4.3%	3,596	3,559	390	9.9%
VHA FY 2020 NONCLINICAL SHORTAGE OCCUPATIONS										
0083 Police	2.3%	633	411	11.1%	1.4%	7.8%	3,900	3,899	868	18.2%
3566 Custodial Worker	0.9%	3,430	2,566	21.6%	3.9%	10.9%	12,507	12,294	2,140	14.8%
0679 Medical Support Assistance	9.0%	5,529	2,982	11.2%	2.1%	7.2%	28,922	28,819	4,953	14.7%
0801 General Engineering	3.7%	194	143	14.5%	4.5%	9.5%	1,047	1,045	260	19.9%
7408 Food Service Worker	0.4%	1,144	823	17.0%	3.5%	8.0%	5,013	4,405	723	14.1%
0675 Medical Records Technician	3.3%	374	260	9.2%	3.4%	4.6%	2,964	2,957	656	18.1%
0201 Human Resources Management	7.9%	246	340	8.4%	2.3%	5.2%	4,372	4,366	1,352	23.6%
0622 Medical Supply Aide and Technician	5.0%	562	336	12.4%	2.7%	7.0%	2,927	2,925	540	15.6%
All VHA occupations	2.9%	43,167	32,937	9.6%	2.8%	5.2%	359,675	350,534	53,157	13.2%

Table C-2 Primary Challenge (Recruitment or Retention) for VHA FY 2020 Shortage Occupations

Occupation	Recruitment	Retention
VHA FY 2020 CLINICAL SHORTAGE OCCUPATIONS		
0602 Medical Officer (Physician)	84.1%	15.9%
0610 Registered Nurse (RN)	56.1%	43.9%
0644 Medical Technologist	75.4%	24.6%
0620 Practical Nurse (LPN)	81.8%	18.2%
0180 Psychologist	80.9%	19.2%
0647 Diagnostic Radiologic Technologist	74.4%	25.6%
0185 Social Worker	61.3%	38.7%
0649 Medical Instrument Technician	89.7%	10.3%
VHA FY 2020 NONCLINICAL SHORTAGE OCCUPATIONS		
0083 Police	51.9%	48.2%
3566 Custodial Worker	34.2%	65.8%
0679 Medical Support Assistant	24.5%	75.5%
0801 General Engineering	84.3%	15.7%
7804 Food Service Worker	27.1%	72.9%
0675 Medical Records Technician	71.7%	28.3%
0201 Human Resource Management	57.6%	42.4%
0622 Medical Supply Aide and Technician	56.7%	43.3%
All Identified Shortage Occupations and Specialties	71.0%	29.0%

Table C-3 Primary Drivers for VHA FY 2020 Shortage Occupations

Occupation/Specialty	Competition from other Employers	Geographic Recruiting Challenge	High Staff Turnover	Lack of Qualified Applicants	Limited Candidate Supply	Non-Competitive Salary	None	Normal Turnover - Retention	Other (Local Facility Specific Criteria)- Both	Speed of Hiring/ Onboarding Process - Recruitment
VHA FY 2020 CLINICAL SHORTAGE OCCUPATIONS										
0602 Medical Officer (Physician)	25.0%	18.2%	4.6%	5.7%	30.7%	12.5%		1.1%	2.3%	
0610 Registered Nurse (RN)	32.9%	7.3%	15.9%	8.5%	8.5%	8.5%		9.8%	6.1%	2.4%
0644 Medical Technologist	19.3%	3.5%	5.3%	21.1%	26.3%	15.8%		8.8%		
0620 Practical Nurse (LPN)	9.1%	16.4%	5.5%	12.7%	29.1%	14.6%		7.3%	5.5%	
0180 Psychologist	6.4%	23.4%	8.5%	21.3%	23.4%	6.4%		4.3%	6.4%	
0647 Diagnostic Radiologic Technologist	16.3%	14.0%	4.7%	14.0%	14.0%	20.9%	2.3%	7.0%	2.3%	4.7%
Social Worker	19.4%	16.1%	6.5%	16.1%	9.7%	6.5%	3.2%	16.1%	6.5%	
0649 Medical Instrument Technician	13.8%	10.3%	3.5%	27.6%	17.2%	24.1%			3.5%	
VHA FY 2020 NONCLINICAL SHORTAGE OCCUPATIONS										
0083 Police	11.1%	13.6%	17.3%	16.1%	7.4%	22.2%		6.2%	2.5%	3.7%
3566 Custodial Worker	2.6%	7.9%	50.0%	2.6%	10.5%	11.8%		9.2%	4.0%	1.3%
0679 Medical Support Assistant	1.9%	5.7%	47.2%	5.7%	3.8%	3.8%	1.9%	24.5%	3.8%	1.9%
0801 General Engineering	7.8%	15.7%	3.9%	21.6%	19.6%	25.5%	2.0%	2.0%	2.0%	
7804 Food Service Worker	2.1%	4.2%	54.2%	4.2%	6.3%	8.3%		16.7%	2.1%	2.1%
0675 Medical Records Technician	15.2%	10.9%	15.2%	26.1%	15.2%	6.5%		6.5%	2.2%	2.2%
0201 Human Resource Management	15.2%	21.2%	21.2%	27.3%	9.1%			6.1%		
0622 Medical Supply Aide and Technician	13.3%	6.7%	16.7%	33.3%	3.3%	10.0%		10.0%	6.7%	

Table C-4 Primary Flexibilities Used to Address VHA Staffing Shortages

Occupation/Specialty	Direct Hire Authority (Title 5)	Non-Competitive Hiring (T38 and HT38)	None	Other- (please indicate in comments)	Recruitment and/or Relocation Incentives	Request to Exceed Pay Table (Physicians only)	Retention Incentives	Superior Qualifications, Special Rates, or Special Needs Pay
VHA FY 2020 CLINICAL SHORTAGE OCCUPATIONS								
0602 Medical Officer (Physician)		20.5%	1.1%	3.4%	56.8%	8.0%	5.7%	4.6%
0610 Registered Nurse (RN)		59.8%	8.5%	3.7%	15.9%		2.4%	9.8%
0644 Medical Technologist		22.8%	15.8%		29.8%		5.3%	26.3%
0620 Practical Nurse (LPN)		30.9%	18.2%	3.6%	14.6%		1.8%	30.9%
0180 Psychologist		25.5%	6.4%	4.3%	48.9%		2.1%	12.8%
0647 Diagnostic Radiologic Technologist		30.2%	11.6%		20.9%		7.0%	30.2%
Social Worker		41.9%	16.1%	3.2%	29.0%		6.5%	3.2%
0649 Medical Instrument Technician		32.1%	21.4%		14.3%		3.6%	28.6%
VHA FY 2020 NONCLINICAL SHORTAGE OCCUPATIONS								
0083 Police	24.7%	2.5%	9.9%	2.5%	17.3%		8.6%	34.6%
3566 Custodial Worker	31.6%	1.3%	43.4%	11.8%	7.9%		2.6%	1.3%
0679 Medical Support Assistant	9.4%	34.0%	37.7%	3.8%	3.8%		7.6%	3.8%
0801 General Engineering	15.7%	2.0%	3.9%	2.0%	51.0%		7.8%	17.7%
7804 Food Service Worker	14.6%	2.1%	56.3%	14.6%	8.3%		2.1%	2.1%
0675 Medical Records Technician	2.2%	37.0%	30.4%	4.4%	8.7%		2.2%	15.2%
0201 Human Resource Management	33.3%		27.3%	3.0%	33.3%		3.0%	
0622 Medical Supply Aide and Technician	3.3%	30.0%	26.7%	3.3%	3.3%		13.3%	20.0%

Table C-5A Student Loan Repayment Program (SLRP) Utilization for FY 2020 Clinical and Nonclinical Shortage Occupations

Occupation/Specialty	SLRP- Not offered for retention	SLRP- Not utilized for retention because candidates are in service obligation due to another retention incentive	SLRP- Underutilized some of the time	SLRP-Not offered for recruitment	SLRP-Not utilized for recruitment because candidates typically have no qualifying loans	SLRP-Not utilized for retention because candidates typically have no qualifying loans	SLRP-Utilized to its fullest potential
VHA FY 2020 CLINICAL SHORTAGE OCCUPATIONS							
0602 Medical Officer	42.8%	1.5%	6.1%	38.9%	0.8%	0.8%	9.2%
0610 Nurse	40.2%	0.8%	11.5%	37.7%	1.6%	1.6%	6.6%
0644 Medical Technologist	36.5%		6.7%	41.4%	5.8%	4.8%	4.8%
0620 Practical Nurse	38.4%	2.0%	5.1%	42.4%	4.0%	3.0%	5.1%
0180 Psychology	35.5%	1.3%	10.5%	31.6%	2.6%	1.3%	17.1%
0647 Diagnostic Radiologic Technologist	37.3%	1.3%	8.0%	38.7%	4.0%	4.0%	6.7%
0185 Social Work	43.5%	2.2%	10.9%	32.6%	2.2%		8.7%
0649 Medical Instrument Technician	39.0%	1.7%	8.5%	33.9%	6.8%	5.1%	5.1%
VHA FY 2020 NONCLINICAL SHORTAGE OCCUPATIONS							
0083 Police	38.6%		3.5%	40.0%	10.3%	3.5%	4.1%
3566 Custodial Worker	40.6%	3.5%	3.5%	35.7%	7.7%	7.0%	2.1%
0679 Medical Support Assistance	41.2%	2.0%	2.0%	40.2%	6.9%	5.9%	2.0%
0801 General Engineering	36.6%	1.1%	8.6%	35.5%	7.5%	3.2%	7.5%
7408 Food Service Worker	44.8%	3.5%	3.5%	36.8%	9.2%	2.3%	
0675 Medical Records Technician	37.7%		3.9%	41.6%	5.2%	3.9%	7.8%
0201 Human Resources Management	37.9%		6.9%	34.5%	8.6%		12.1%
0622 Medical Supply Aide and Technician	44.8%		1.7%	41.4%	3.5%	3.5%	5.2%

Table C-5B Education Debt Reduction Program (EDRP) Utilization for FY 2020 Clinical Shortage Occupations

Occupation/Specialty	EDRP- Not offered for retention	EDRP- Not utilized for retention because candidates are in a service obligation due to another retention incentive	EDRP- Underutilized some of the time	EDRP-Not offered for recruitment	EDRP-Not utilized for recruitment because candidates typically have no qualifying loans	EDRP-Not utilized for retention because candidates typically have no qualifying loans	EDRP-Utilized to its fullest potential
0602 Medical Officer	14.3%	3.0%	13.5%	9.8%	0.8%	1.5%	57.1%
0610 Nurse	24.7%	2.7%	17.3%	22.0%	2.7%	4.7%	26.0%
0644 Medical Technologist	28.3%	3.8%	10.4%	27.4%	5.7%	2.8%	21.7%
0620 Practical Nurse	33.9%	2.8%	7.3%	36.7%	8.3%	3.7%	7.3%
0180 Psychology	22.8%	1.3%	12.7%	13.9%	1.3%	2.5%	45.6%
0647 Diagnostic Radiologic Technologist	31.1%	1.4%	14.9%	28.4%	2.7%	1.4%	20.3%
0185 Social Work	32.7%		14.3%	28.6%	2.0%		22.5%
0649 Medical Instrument Technician	29.8%	1.8%	12.3%	35.1%	5.3%	1.8%	14.0%

Table C-6 Action Plans for VHA FY 2020 Shortage Occupations

Occupation	HCS with Specific Action Items
VHA FY 2020 CLINICAL SHORTAGE OCCUPATIONS	
0602 Medical Officer (Physician)	51
0610 Registered Nurse (RN)	45
0644 Medical Technologist	8
0620 Practical Nurse (LPN)	15
0180 Psychologist	4
0647 Diagnostic Radiologic Technologist	6
0185 Social Worker	10
0649 Medical Instrument Technician	4
VHA FY 2020 NONCLINICAL SHORTAGE OCCUPATIONS	
0083 Police	30
3566 Custodial Worker	25
0679 Medical Support Assistant	7
0801 General Engineering	9
7804 Food Service Worker	7
0675 Medical Records Technician	1
0201 Human Resource Management	4
0622 Medical Supply Aide and Technician	5

Appendix D: Health Care System Reported Shortage Occupations and Specialties

Ranked Occupations for VISN 01 Station: 402 Togus, ME

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0644 Medical Technologist • 0185 Social Work • 0621 Nursing Assistant • 0605 Nurse Anesthetist • 0180 Psychology 	<ul style="list-style-type: none"> • 3566 Custodial Worker • 7408 Food Service Worker • 5306 Air Conditioning Equipment Mechanic • 1601 General Facilities and Equipment • 0503 Financial Clerical and Assistance 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • CA- CARDIOLOGY NON-INVAS • 31- PSYCHIATRY • 26- PULMONARY DISEASES • P9- ORTHOPEDIC 	<ul style="list-style-type: none"> • Q6- RN STAFF INP CLC • DB- NP JOINT MED SURG • CQ- RN STFF IN MNTL HLTH • 88- RN STAFF INPT • 75- NP PRIMARY CARE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 01 Station: 405 White River Junction, VT

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0610 Nurse • 0060 Chaplain • 0601/31 Respiratory Therapist • 0620 Practical Nurse • 0602 Medical Officer 	<ul style="list-style-type: none"> • 0801 General Engineering • 5306 Air Conditioning Equipment Mechanic • 0343 Management and Program Analysis • 0622 Medical Supply Aide and Technician • 3566 Custodial Worker 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • R3- HEMATOLOGY/ONCOLOGY • 30- NEUROLOGY • 1- ANESTHESIOLOGY • 20- DERMATOLOGY 	<ul style="list-style-type: none"> • CR- RN STFF EMCY DEPT CR • 75- NP PRIMARY CARE • 87- RN MGR HEAD NURSE • 88- RN STAFF INPT • CM- RN STAFF CRIT CARE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 19 Station: 436 HCS FT HARRISON MT

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0602 Medical Officer • 0620 Practical Nurse • 0610 Nurse • 0649 Medical Instrument Technician • 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> • 0083 Police • 0622 Medical Supply Aide and Technician • 0679 Medical Support Assistance • 3566 Custodial Worker • 4749 Maintenance Mechanic 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • 31- PSYCHIATRY • 21- GEN INTERNAL MED • 38- RADIOLOGY- DIAGNOSTIC • 1- ANESTHESIOLOGY 	<ul style="list-style-type: none"> • 85- RN EDUCATOR • 71- RN RECRUITER • Q1- RN STAFF OUTPATIENT • 88- RN STAFF INPT • CW- RN STAFF PERI OP
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 23 Station: 437 HCS FARGO ND

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0180 Psychology • 0602 Medical Officer • 0644 Medical Technologist • 0620 Practical Nurse • 0661 Pharmacy Technician 	<ul style="list-style-type: none"> • 7404 Cook • 0679 Medical Support Assistance • 0303 Miscellaneous Clerk and Assistant • 3566 Custodial Worker • 7408 Food Service Worker 	<ul style="list-style-type: none"> • CA- CARDIOLOGY NON-INVAS • R4- VASCULAR SURGERY • 31- PSYCHIATRY • 30- NEUROLOGY • 16- EMERGENCY MEDICINE 	<ul style="list-style-type: none"> • CZ- NP MEDICAL SPECIALTY • CQ- RN STFF IN MNTL HLTH • CH- INPATIENT NURSE • G6- RN PROG MGR COORD • 88- RN STAFF INPT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 23 Station: 438 HCS SIOUX FALLS SD

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0180 Psychology 0620 Practical Nurse 0610 Nurse 0640 Health Aid and Technician 	<ul style="list-style-type: none"> 3566 Custodial Worker 7408 Food Service Worker 0801 General Engineering 0083 Police 0201 Human Resources Management 	<ul style="list-style-type: none"> R4- VASCULAR SURGERY 25- GASTROENTEROLOGY 30- NEUROLOGY 29- ENDOCRIN AND METAB R3- HEMATOLOGY/ONCOLOGY 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR 75- NP PRIMARY CARE Q6- RN STAFF INP CLC 86- RN SHIFT SUPERVISOR
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 19 Station: 442 MROC CHEYENNE WY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0601/31 Respiratory Therapist 0647 Diagnostic Radiologic Technologist 0621 Nursing Assistant 0644 Medical Technologist 0661 Pharmacy Technician 	<ul style="list-style-type: none"> 3566 Custodial Worker 7404 Cook 7408 Food Service Worker 0679 Medical Support Assistance 2805 Electrician 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 12- UROLOGY 40- GERIATRICS CB- ANSTHSLOGY PAIN MGMT 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC 88- RN STAFF INPT 87- RN MGR HEAD NURSE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 21 Station: 459 HCS HONOLULU HI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0620 Practical Nurse 0644 Medical Technologist 0640 Health Aid and Technician 	<ul style="list-style-type: none"> Identified in the Unique Position Component 0672 Prosthetic Representative 0801 General Engineering 0858 Biomedical Engineering 1601 General Facilities and Equipment 	<ul style="list-style-type: none"> P1- PRIMARY CARE 49- FAMILY PRACTICE 40- GERIATRICS 44- PHYS MED & REHAB 26- PULMONARY DISEASES 	<ul style="list-style-type: none"> 82- RN SENIOR LEADERSHP J4- RN ASST MGR CS- RN STFF OUT MNTL HLT CQ- RN STFF IN MNTL HLTH Q1- RN STAFF OUTPATIENT
<u>Unique Position Occupations</u> (Optional)	0505 Financial Management		

Ranked Occupations for VISN 04 Station: 460 Wilmington, DE

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0660 Pharmacist 0644 Medical Technologist 0681 Dental Assistant 0649 Medical Instrument Technician 0661 Pharmacy Technician 	<ul style="list-style-type: none"> 0203 Human Resources Assistance 0083 Police 0671 Health System Specialist 0672 Prosthetic Representative 0303 Miscellaneous Clerk and Assistant 	<ul style="list-style-type: none"> 60- GEN DENTISTRY 16- EMERGENCY MEDICINE 31- PSYCHIATRY P1- PRIMARY CARE K6- HOSPITALIST 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CW- RN STAFF PERI OP Q1- RN STAFF OUTPATIENT CP- RN STAFF PRO CARE 75- NP PRIMARY CARE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 20 Station: 463 HCSROANCHORAGE AK

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0620 Practical Nurse 0602 Medical Officer 0668 Podiatrist 0185 Social Work 	<ul style="list-style-type: none"> 4749 Maintenance Mechanic 2010 Inventory Management 0622 Medical Supply Aide and Technician 0083 Police 0675 Medical Records Technician 	<ul style="list-style-type: none"> K6- HOSPITALIST 31- PSYCHIATRY 63- GENERAL PRACTICE 22- INTERNAL MEDICINE 24- CARDIOVAS DISEASES 	<ul style="list-style-type: none"> CU- RN STFF DOMICILIARY 90- NURSE SUPV MED SVC G7- RN ADMIN OTHER 75- NP PRIMARY CARE Q2- RN STAFF MIXED
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 22 Station: 501 HCS ALBUQUERQUE NM

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0662 Optometrist 0602 Medical Officer 0647 Diagnostic Radiologic Technologist 0630 Dietitian and Nutritionist 0665 Speech Pathology and Audiology 	<ul style="list-style-type: none"> 3566 Custodial Worker 7408 Food Service Worker 5306 Air Conditioning Equipment Mechanic 0622 Medical Supply Aide and Technician 2005 Supply Clerical and Technician 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY K8- CRITICAL CARE 7- ORTHOPEDIC SURGERY CF- DERMATOLOGY MOHS 18- HEMATOLOGY 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CV- RN STFF INTERVENTION CR- RN STFF EMCY DEPT CR CW- RN STAFF PERI OP Q2- RN STAFF MIXED
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 16 Station: 502 MC ALEXANDRIA LA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0605 Nurse Anesthetist 0610 Nurse 0602 Medical Officer 0630 Dietitian and Nutritionist 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0801 General Engineering 3566 Custodial Worker 1601 General Facilities and Equipment 2005 Supply Clerical and Technician 0343 Management and Program Analysis 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 51- CHIEF OF STAFF 25- GASTROENTEROLOGY 3- GYNECOLOGY 	<ul style="list-style-type: none"> CRNA Q6- RN STAFF INP CLC 88- RN STAFF INPT 80- RN NURSE EXECUTIVE 87- RN MGR HEAD NURSE
<u>Unique Position Occupations (Optional)</u>	0081 Fire Protection and Prevention 5402 Boiler Plant Operator	0830 Mechanical Engineering	

Ranked Occupations for VISN 04 Station: 503 MC ALTOONA PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0633 Physical Therapist 0180 Psychology 0645 Medical Technician 	<ul style="list-style-type: none"> 0801 General Engineering 2805 Electrician 0083 Police 0305 Mail and File 0671 Health System Specialist 	<ul style="list-style-type: none"> 12- UROLOGY 3- GYNECOLOGY 38- RADIOLOGY-DIAGNOSTIC 19- INFECTIOUS DISEASES 30- NEUROLOGY 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE 86- RN SHIFT SUPERVISOR 88- RN STAFF INPT N1- NP LTC Q6- RN STAFF INP CLC
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 17 Station: 504 MC AMARILLO TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0602 Medical Officer • 0180 Psychology • 0621 Nursing Assistant • 0620 Practical Nurse • 0610 Nurse 	<ul style="list-style-type: none"> • 0083 Police • 3566 Custodial Worker • 7408 Food Service Worker • 0679 Medical Support Assistance • 0201 Human Resources Management 	<ul style="list-style-type: none"> • 31- PSYCHIATRY • 7- ORTHOPEDIC SURGERY • 25- GASTROENTEROLOGY • M9- CARDIOLOGY-INTERVEN • K6- HOSPITALIST 	<ul style="list-style-type: none"> • 75- NP PRIMARY CARE • CQ- RN STFF IN MNTL HLTH • Q1- RN STAFF OUTPATIENT • CM- RN STAFF CRIT CARE • Q6- RN STAFF INP CLC
<u>Unique Position Occupations (Optional)</u>	2102 Transportation Clerk and Assistant		

Ranked Occupations for VISN 10 Station: 506 HCS ANN ARBOR MI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0610 Nurse • 0180 Psychology • 0602 Medical Officer • 0601/31 Respiratory Therapist • 0645 Medical Technician 	<ul style="list-style-type: none"> • 0083 Police • 3566 Custodial Worker • 0679 Medical Support Assistance • 7408 Food Service Worker • 2005 Supply Clerical and Technician 	<ul style="list-style-type: none"> • 16- EMERGENCY MEDICINE • 18- HEMATOLOGY • P9- ORTHOPEDIC • N9- CARDIAC ELECTROPHY • 31- PSYCHIATRY 	<ul style="list-style-type: none"> • CM- RN STAFF CRIT CARE • CW- RN STAFF PERI OP • 85- RN EDUCATOR • 88- RN STAFF INPT • CP- RN STAFF PRO CARE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 07 Station: 508 MC ATLANTA GA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0610 Nurse • 0602 Medical Officer • 0605 Nurse Anesthetist • 0647 Diagnostic Radiologic Technologist • 0668 Podiatrist 	<ul style="list-style-type: none"> • 3566 Custodial Worker • 2010 Inventory Management • 0203 Human Resources Assistance • 0672 Prosthetic Representative • 0340 Program and 0344 Management and Program Clerical and Assistance 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • 16- EMERGENCY MEDICINE • 2- SURGERY 	<ul style="list-style-type: none"> • CR- RN STFF EMCY DEPT CR • CW- RN STAFF PERI OP • CRNA • CM- RN STAFF CRIT CARE • 75- NP PRIMARY CARE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 07 Station: 509 MC AUGUSTA GA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0620 Practical Nurse • 0610 Nurse • 0602 Medical Officer • 0180 Psychology • 0630 Dietitian and Nutritionist 	<ul style="list-style-type: none"> • 0679 Medical Support Assistance • 0675 Medical Records Technician • 0801 General Engineering • 0083 Police • 7408 Food Service Worker 	<ul style="list-style-type: none"> • 12- UROLOGY • K6- HOSPITALIST • CA- CARDIOLOGY NON-INVAS • R3- HEMATOLOGY/ONCOLOGY • 31- PSYCHIATRY 	<ul style="list-style-type: none"> • 88- RN STAFF INPT • CM- RN STAFF CRIT CARE • CP- RN STAFF PRO CARE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 05 Station: 512 HCS BALTIMORE MD

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0630 Dietitian and Nutritionist 0667 Orthotist and Prosthetist 0180 Psychology 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0083 Police 7408 Food Service Worker 0672 Prosthetic Representative 0303 Miscellaneous Clerk and Assistant 	<ul style="list-style-type: none"> P1- PRIMARY CARE 13- PHYSIATRY 2- SURGERY 	<ul style="list-style-type: none"> 93- NURSE SUPV OPER RM CM- RN STAFF CRIT CARE 99- OTHER CR- RN STFF EMCY DEPT CR N7- CNS LTC GERIATRICS
<u>Unique Position Occupations (Optional)</u>	9999 Other		

Ranked Occupations for VISN 10 Station: 515 MC BATTLE CREEK MI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0645 Medical Technician 0621 Nursing Assistant 0644 Medical Technologist 0603 Physician's Assistant 	<ul style="list-style-type: none"> 0083 Police 0801 General Engineering 0544 Civilian Pay 0525 Accounting Technician 0201 Human Resources Management 	<ul style="list-style-type: none"> 31- PSYCHIATRY 49- FAMILY PRACTICE P1- PRIMARY CARE 25- GASTROENTEROLOGY 13- PHYSIATRY 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC Q2- RN STAFF MIXED CQ- RN STFF IN MNTL HLTH 87- RN MGR HEAD NURSE N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>	0028 Environmental Protection Specialist		

Ranked Occupations for VISN 08 Station: 516 MC BAY PINES FL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0680 Dental Officer 0620 Practical Nurse 0645 Medical Technician 	<ul style="list-style-type: none"> 0675 Medical Records Technician 3566 Custodial Worker 0679 Medical Support Assistance 0622 Medical Supply Aide and Technician 4749 Maintenance Mechanic 	<ul style="list-style-type: none"> CF- DERMATOLOGY MOHS 31- PSYCHIATRY 30- NEUROLOGY 49- FAMILY PRACTICE 16- EMERGENCY MEDICINE 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD CR- RN STFF EMCY DEPT CR CQ- RN STFF IN MNTL HLTH 88- RN STAFF INPT Q6- RN STAFF INP CLC
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 05 Station: 517 MC BECKLEY WV

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0180 Psychology 0610 Nurse 0645 Medical Technician 0644 Medical Technologist 	<ul style="list-style-type: none"> 0501 Financial Administration and Program 7408 Food Service Worker 0341 Administrative Officer 1105 Purchasing 0201 Human Resources Management 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 31- PSYCHIATRY 7- ORTHOPEDIC SURGERY 	<ul style="list-style-type: none"> 88- RN STAFF INPT CM- RN STAFF CRIT CARE Q6- RN STAFF INP CLC Q1- RN STAFF OUTPATIENT M2- RN CASE MGR CARE
<u>Unique Position Occupations (Optional)</u>	0260 Equal Employment Opportunity 5402 Boiler Plant Operator		

Ranked Occupations for VISON 01 Station: 518 Bedford, MA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0660 Pharmacist 0620 Practical Nurse 0631 Occupational Therapist 0610 Nurse 	<ul style="list-style-type: none"> 0086 Security Clerical and Assistance 0540 Voucher Examining 0343 Management and Program Analysis 3566 Custodial Worker 0303 Miscellaneous Clerk and Assistant 	<ul style="list-style-type: none"> P1- PRIMARY CARE 40- GERIATRICS 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD 99- OTHER
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISON 17 Station: 519 MC BIG SPRING TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0180 Psychology 0644 Medical Technologist 0662 Optometrist 	<ul style="list-style-type: none"> 0201 Human Resources Management 0083 Police 3566 Custodial Worker 0679 Medical Support Assistance 7408 Food Service Worker 	<ul style="list-style-type: none"> 22- INTERNAL MEDICINE 13- PHYSIATRY 49- FAMILY PRACTICE 6- OPHTHALMOLOGY P1- PRIMARY CARE 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC N4- NP MENTAL HEALTH SUD 75- NP PRIMARY CARE CS- RN STFF OUT MNTL HLT Q1- RN STAFF OUTPATIENT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISON 16 Station: 520 MC BILOXI MS

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0180 Psychology 0620 Practical Nurse 0660 Pharmacist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0679 Medical Support Assistance 7408 Food Service Worker 5703 Motor Vehicle Operator 0801 General Engineering 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 26- PULMONARY DISEASES 5- MEDICAL ONCOLOGY 30- NEUROLOGY 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH Q6- RN STAFF INP CLC 87- RN MGR HEAD NURSE CM- RN STAFF CRIT CARE Q1- RN STAFF OUTPATIENT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISON 07 Station: 521 MC BIRMINGHAM AL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0620 Practical Nurse 0631 Occupational Therapist 0644 Medical Technologist 	<ul style="list-style-type: none"> 0083 Police 3566 Custodial Worker 0858 Biomedical Engineering 7408 Food Service Worker 0801 General Engineering 	<ul style="list-style-type: none"> 16- EMERGENCY MEDICINE K6- HOSPITALIST 12- UROLOGY 67- ORAL SURGERY M9- CARDIOLOGY-INTERVEN 	<ul style="list-style-type: none"> CH- INPATIENT NURSE CR- RN STFF EMCY DEPT CR S5- RN IV THERAPY S4- RN WOUND CARE SPEC DA- NP SURGICAL SPECIAL
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 01 Station: 523 HCS BOSTON MA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0640 Health Aid and Technician 0661 Pharmacy Technician 0680 Dental Officer 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0801 General Engineering 2805 Electrician 7408 Food Service Worker 5306 Air Conditioning Equipment Mechanic 0560 Budget Analysis 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 1- ANESTHESIOLOGY G9- RADIATION ONCOLOGY 45- RADIOLOGY-INTERVENT 	<ul style="list-style-type: none"> 87- RN MGR HEAD NURSE 99- OTHER CH- INPATIENT NURSE CV- RN STFF INTERVENTION F7- QUALITY MGMT COORD
<u>Unique Position Occupations (Optional)</u>	4204 Pipefitting 5402 Boiler Plant Operator		

Ranked Occupations for VISN 02 Station: 526 Bronx, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0610 Nurse 0602 Medical Officer 0647 Diagnostic Radiologic Technologist 0601 General Health Science 	<ul style="list-style-type: none"> 0083 Police 0801 General Engineering 0622 Medical Supply Aide and Technician 0675 Medical Records Technician 0201 Human Resources Management 	<ul style="list-style-type: none"> 2- SURGERY 7- ORTHOPEDIC SURGERY 31- PSYCHIATRY 45- RADIOLOGY-INTERVENT 8- OTOLARYNGOLOGY 	<ul style="list-style-type: none"> S4- RN WOUND CARE SPEC Q2- RN STAFF MIXED CQ- RN STFF IN MNTL HLTH CW- RN STAFF PERI OP 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 02 Station: 528 Western New York, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0620 Practical Nurse 0610 Nurse 0621 Nursing Assistant 0645 Medical Technician 0185 Social Work 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 3566 Custodial Worker 7408 Food Service Worker 0083 Police 7404 Cook 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE 1- ANESTHESIOLOGY E4- CARDIOVAS/THOR SGR 6- OPHTHALMOLOGY 	<ul style="list-style-type: none"> CW- RN STAFF PERI OP CQ- RN STFF IN MNTL HLTH CM- RN STAFF CRIT CARE DB- NP JOINT MED SURG CRNA
<u>Unique Position Occupations (Optional)</u>	0018 Safety and Occupational Health Management		

Ranked Occupations for VISN 02 Station: 528D Albany, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0647 Diagnostic Radiologic Technologist 0644 Medical Technologist 	<ul style="list-style-type: none"> 0083 Police 0801 General Engineering 2805 Electrician 	<ul style="list-style-type: none"> 7- ORTHOPEDIC SURGERY 26- PULMONARY DISEASES 12- UROLOGY 1- ANESTHESIOLOGY K6- HOSPITALIST 	<ul style="list-style-type: none"> CR- RN STFF EMCY DEPT CR Q6- RN STAFF INP CLC CH- INPATIENT NURSE 87- RN MGR HEAD NURSE CRNA
<u>Unique Position Occupations (Optional)</u>	0648 Therapeutic Radiologic Technologist 1306 Health Physics	5402 Boiler Plant Operator	

Ranked Occupations for VISN 02 Station: 528E Syracuse, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 1715 Vocational Rehabilitation • 0610 Nurse • 0605 Nurse Anesthetist • 0644 Medical Technologist • 0601/31 Respiratory Therapist 	<ul style="list-style-type: none"> • 0858 Biomedical Engineering • 0083 Police • 5306 Air Conditioning Equipment Mechanic • 6907 Materials Handler • 2805 Electrician 	<ul style="list-style-type: none"> • 25- GASTROENTEROLOGY • 13- PHYSIATRY • 6- OPHTHALMOLOGY • 8- OTOLARYNGOLOGY • 26- PULMONARY DISEASES 	<ul style="list-style-type: none"> • Q1- RN STAFF OUTPATIENT • 86- RN SHIFT SUPERVISOR • Q6- RN STAFF INP CLC • 88- RN STAFF INPT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 02 Station: 528N Bath, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0610 Nurse • 0602 Medical Officer • 0620 Practical Nurse • 0060 Chaplain • 0645 Medical Technician 	<ul style="list-style-type: none"> • 1601 General Facilities and Equipment • 3566 Custodial Worker • 7404 Cook • 5703 Motor Vehicle Operator • 2805 Electrician 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • 31- PSYCHIATRY • K6- HOSPITALIST • 40- GERIATRICS • 38- RADIOLOGY-DIAGNOSTIC 	<ul style="list-style-type: none"> • Q6- RN STAFF INP CLC • 88- RN STAFF INPT • CY- NP GERIATRICS • N1- NP LTC • R5- CARE COOR PRGM DIR
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 04 Station: 529 MC BUTLER PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0602 Medical Officer • 0610 Nurse • 0621 Nursing Assistant • 0060 Chaplain • 0668 Podiatrist 	<ul style="list-style-type: none"> • 2005 Supply Clerical and Technician • 0343 Management and Program Analysis • 3566 Custodial Worker • 0301 Miscellaneous Administration and Program • 0622 Medical Supply Aide and Technician 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • 31- PSYCHIATRY • 51- CHIEF OF STAFF 	<ul style="list-style-type: none"> • CY- NP GERIATRICS • Q1- RN STAFF OUTPATIENT • 88- RN STAFF INPT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 20 Station: 531 MC BOISE ID

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0601/31 Respiratory Therapist • 0620 Practical Nurse 	<ul style="list-style-type: none"> • 3566 Custodial Worker • 0083 Police • 2805 Electrician • 7408 Food Service Worker 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • 30- NEUROLOGY • 26- PULMONARY DISEASES • K6- HOSPITALIST • 2- SURGERY 	<ul style="list-style-type: none"> • 75- NP PRIMARY CARE • S4- RN WOUND CARE SPEC • Q6- RN STAFF INP CLC • CM- RN STAFF CRIT CARE • 99- OTHER
<u>Unique Position Occupations</u> (Optional)	4204 Pipefitting 4206 Plumbing		

Ranked Occupations for VISN 07 Station: 534 MC CHARLESTON SC

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0620 Practical Nurse 0649 Medical Instrument Technician 0661 Pharmacy Technician 0640 Health Aid and Technician 0621 Nursing Assistant 	<ul style="list-style-type: none"> 0203 Human Resources Assistance 1105 Purchasing 0675 Medical Records Technician 0622 Medical Supply Aide and Technician 0201 Human Resources Management 	<ul style="list-style-type: none"> 20- DERMATOLOGY 25- GASTROENTEROLOGY 12- UROLOGY 6- OPHTHALMOLOGY 31- PSYCHIATRY 	<ul style="list-style-type: none"> 88- RN STAFF INPT CQ- RN STFF IN MNTL HLTH Q1- RN STAFF OUTPATIENT Q4- RN CLINICAL NURSE LD N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 12 Station: 537 HCS CHICAGO IL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0605 Nurse Anesthetist 0631 Occupational Therapist 0661 Pharmacy Technician 0601 General Health Science 0640 Health Aid and Technician 	<ul style="list-style-type: none"> 1105 Purchasing 2003 Supply Program Management 0083 Police 4749 Maintenance Mechanic 0201 Human Resources Management 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 38- RADIOLOGY-DIAGNOSTIC P9- ORTHOPEDIC 9- PLASTIC SURGERY 	<ul style="list-style-type: none"> 99- OTHER CQ- RN STFF IN MNTL HLTH 99- OTHER N5- NP OTHER 99- OTHER
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 10 Station: 538 MC CHILLICOTHE OH

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0603 Physician's Assistant 0645 Medical Technician 0660 Pharmacist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0858 Biomedical Engineering 0343 Management and Program Analysis 7404 Cook 0525 Accounting Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY CA- CARDIOLOGY NON-INVAS 59- ASSOC COS AMBUL CARE 40- GERIATRICS 44- PHYS MED & REHAB 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC 82- RN SENIOR LEADERSHP 86- RN SHIFT SUPERVISOR N4- NP MENTAL HEALTH SUD 80- RN NURSE EXECUTIVE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 10 Station: 539 MC CINCINNATI OH

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0645 Medical Technician 0644 Medical Technologist 0602 Medical Officer 0620 Practical Nurse 0610 Nurse 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 3566 Custodial Worker 7408 Food Service Worker 0201 Human Resources Management 0303 Miscellaneous Clerk and Assistant 	<ul style="list-style-type: none"> CF- DERMATOLOGY MOHS N9- CARDIAC ELECTROPHY R3- HEMATOLOGY/ONCOLOGY Q9- SLEEP MEDICINE 6- OPHTHALMOLOGY 	<ul style="list-style-type: none"> 79- CNS MED SURG CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR CS- RN STFF OUT MNTL HLT CU- RN STFF DOMICILIARY
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 05 Station: 540 MC CLARKSBURG WV

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0603 Physician's Assistant 0610 Nurse 0185 Social Work 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0858 Biomedical Engineering 0083 Police 0675 Medical Records Technician 7408 Food Service Worker 3566 Custodial Worker 	<ul style="list-style-type: none"> 5- MEDICAL ONCOLOGY 25- GASTROENTEROLOGY 20- DERMATOLOGY 12- UROLOGY P1- PRIMARY CARE 	<ul style="list-style-type: none"> Q1- RN STAFF OUTPATIENT CH- INPATIENT NURSE Q6- RN STAFF INP CLC 75- NP PRIMARY CARE CR- RN STFF EMCY DEPT CR
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 10 Station: 541 MC CLEVELAND OH

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0647 Diagnostic Radiologic Technologist 0644 Medical Technologist 0661 Pharmacy Technician 0610 Nurse 0602 Medical Officer 	<ul style="list-style-type: none"> 0675 Medical Records Technician 0671 Health System Specialist 0343 Management and Program Analysis 0622 Medical Supply Aide and Technician 0083 Police 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 2- SURGERY K6- HOSPITALIST 26- PULMONARY DISEASES 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE 79- CNS MED SURG 88- RN STAFF INPT Q1- RN STAFF OUTPATIENT Q6- RN STAFF INP CLC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 04 Station: 542 MC COATESVILLE PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0620 Practical Nurse 0621 Nursing Assistant 0661 Pharmacy Technician 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0801 General Engineering 0305 Mail and File 7408 Food Service Worker 3566 Custodial Worker 0679 Medical Support Assistance 	<ul style="list-style-type: none"> 31- PSYCHIATRY 44- PHYS MED & REHAB 40- GERIATRICS P1- PRIMARY CARE 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD CU- RN STFF DOMICILIARY 75- NP PRIMARY CARE N1- NP LTC Q6- RN STAFF INP CLC
<u>Unique Position Occupations</u> (Optional)	4204 Pipefitting 0802 Engineering Technician		

Ranked Occupations for VISN 07 Station: 544 MC COLUMBIA SC

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0060 Chaplain 0102 Social Science Aid and Technician 0665 Speech Pathology and Audiology 0601/31 Respiratory Therapist 0620 Practical Nurse 	<ul style="list-style-type: none"> 0083 Police 0675 Medical Records Technician 3566 Custodial Worker 1105 Purchasing 0672 Prosthetic Representative 	<ul style="list-style-type: none"> R4- VASCULAR SURGERY 45- RADIOLOGY-INTERVENT 12- UROLOGY 25- GASTROENTEROLOGY 16- EMERGENCY MEDICINE 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC Q1- RN STAFF OUTPATIENT CW- RN STAFF PERI OP CM- RN STAFF CRIT CARE 88- RN STAFF INPT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 08 Station: 546 MC MIAMI FL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0640 Health Aid and Technician 0620 Practical Nurse Identified in the Unique Position Component 0601/31 Respiratory Therapist 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0622 Medical Supply Aide and Technician 5306 Air Conditioning Equipment Mechanic 0858 Biomedical Engineering Identified in the Unique Position Component 	<ul style="list-style-type: none"> R3- HEMATOLOGY/ONCOLOGY P1- PRIMARY CARE 12- UROLOGY 41- PAIN MGMT/ANESTH M9- CARDIOLOGY-INTERVEN 	<ul style="list-style-type: none"> CW- RN STAFF PERI OP 82- RN SENIOR LEADERSHP 80- RN NURSE EXECUTIVE N4- NP MENTAL HEALTH SUD S4- RN WOUND CARE SPEC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 08 Station: 548 MC W PALM BEACH FL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0680 Dental Officer 0060 Chaplain 0602 Medical Officer 0644 Medical Technologist 0640 Health Aid and Technician 	<ul style="list-style-type: none"> 3566 Custodial Worker 0544 Civilian Pay 0675 Medical Records Technician 0622 Medical Supply Aide and Technician 7404 Cook 	<ul style="list-style-type: none"> 31- PSYCHIATRY 20- DERMATOLOGY 5- MEDICAL ONCOLOGY 30- NEUROLOGY 7- ORTHOPEDIC SURGERY 	<ul style="list-style-type: none"> S4- RN WOUND CARE SPEC 99- OTHER 74- RN INFECTION CONTRO Q1- RN STAFF OUTPATIENT Q1- RN STAFF OUTPATIENT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 17 Station: 549 HCS DALLAS TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0603 Physician's Assistant 0660 Pharmacist 0644 Medical Technologist 0633 Physical Therapist 0631 Occupational Therapist 	<ul style="list-style-type: none"> 7408 Food Service Worker 7404 Cook 0801 General Engineering 3566 Custodial Worker 5703 Motor Vehicle Operator 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE 6- OPHTHALMOLOGY 16- EMERGENCY MEDICINE 38- RADIOLOGY-DIAGNOSTIC 	<ul style="list-style-type: none"> CW- RN STAFF PERI OP CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR Q4- RN CLINICAL NURSE LD
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 12 Station: 550 MC DANVILLE IL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0180 Psychology 0667 Orthotist and Prosthetist 0644 Medical Technologist 0662 Optometrist 	<ul style="list-style-type: none"> 0801 General Engineering 0858 Biomedical Engineering 0083 Police 0201 Human Resources Management 5306 Air Conditioning Equipment Mechanic 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 38- RADIOLOGY-DIAGNOSTIC 31- PSYCHIATRY K6- HOSPITALIST 21- GEN INTERNAL MED 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD 75- NP PRIMARY CARE Q6- RN STAFF INP CLC Q1- RN STAFF OUTPATIENT 85- RN EDUCATOR
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 10 Station: 552 MC DAYTON OH

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0665 Speech Pathology and Audiology 0185 Social Work 0662 Optometrist 0644 Medical Technologist 0610 Nurse 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 3566 Custodial Worker 0341 Administrative Officer 0801 General Engineering 0303 Miscellaneous Clerk and Assistant 	<ul style="list-style-type: none"> E5- NEUROSURGERY 31- PSYCHIATRY 12- UROLOGY 26- PULMONARY DISEASES 16- EMERGENCY MEDICINE 	<ul style="list-style-type: none"> 88- RN STAFF INPT CR- RN STFF EMCY DEPT CR CM- RN STAFF CRIT CARE CQ- RN STFF IN MNTL HLTH CU- RN STFF DOMICILIARY
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 10 Station: 553 MC DETROIT MI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0633 Physical Therapist 0644 Medical Technologist 0649 Medical Instrument Technician 0647 Diagnostic Radiologic Technologist 0620 Practical Nurse 	<ul style="list-style-type: none"> 0083 Police 0675 Medical Records Technician 0203 Human Resources Assistance 0525 Accounting Technician 5703 Motor Vehicle Operator 	<ul style="list-style-type: none"> 45- RADIOLOGY-INTERVENT 12- UROLOGY 20- DERMATOLOGY 31- PSYCHIATRY R4- VASCULAR SURGERY 	<ul style="list-style-type: none"> 87- RN MGR HEAD NURSE 88- RN STAFF INPT CQ- RN STFF IN MNTL HLTH CS- RN STFF OUT MNTL HLT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 19 Station: 554 HCS DENVER CO

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0620 Practical Nurse 0640 Health Aid and Technician 0649 Medical Instrument Technician 0185 Social Work 0631 Occupational Therapist 	<ul style="list-style-type: none"> 0622 Medical Supply Aide and Technician 3566 Custodial Worker 7408 Food Service Worker 0201 Human Resources Management 0679 Medical Support Assistance 	<ul style="list-style-type: none"> 30- NEUROLOGY CB- ANSTHSLOGY PAIN MGMT M9- CARDIOLOGY-INTERVEN R4- VASCULAR SURGERY 45- RADIOLOGY-INTERVENT 	<ul style="list-style-type: none"> CRNA Q6- RN STAFF INP CLC Q1- RN STAFF OUTPATIENT 99- OTHER CS- RN STFF OUT MNTL HLT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 12 Station: 556 FHCC NORTH CHICAGO IL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0185 Social Work 0660 Pharmacist 0633 Physical Therapist 0631 Occupational Therapist 	<ul style="list-style-type: none"> 7404 Cook 0083 Police 0340 Program and 0344 Management and Program Clerical and Assistance 1106 Procurement Clerical and Technician 0503 Financial Clerical and Assistance 	<ul style="list-style-type: none"> E3- ACOS MEN HLTH/BEH SC 31- PSYCHIATRY 	<ul style="list-style-type: none"> F1- ASSOC CH NURSING SV
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 07 Station: 557 MC DUBLIN GA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0101 Social Science 0185 Social Work 0603 Physician's Assistant 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0501 Financial Administration and Program 2005 Supply Clerical and Technician 0858 Biomedical Engineering 0301 Miscellaneous Administration and Program 0622 Medical Supply Aide and Technician 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 60- GEN DENTISTRY 26- PULMONARY DISEASES 6- OPHTHALMOLOGY 30- NEUROLOGY 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE 88- RN STAFF INPT 99- OTHER Q6- RN STAFF INP CLC CU- RN STFF DOMICILIARY
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 06 Station: 558 MC DURHAM NC

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0180 Psychology 0602 Medical Officer 0610 Nurse 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0858 Biomedical Engineering 0083 Police 0201 Human Resources Management 0679 Medical Support Assistance 2805 Electrician 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 31- PSYCHIATRY CA- CARDIOLOGY NON-INVAS N9- CARDIAC ELECTROPHY P1- PRIMARY CARE 	<ul style="list-style-type: none"> 74- RN INFECTION CONTRO 77- RN RESEARCHER DOCTOR 82- RN SENIOR LEADERSHP 88- RN STAFF INPT N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 02 Station: 561 New Jersey HCS, NJ

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> Identified in the Unique Position Component 0636 Rehabilitation Therapy Assistant 0661 Pharmacy Technician 0602 Medical Officer 0610 Nurse 	<ul style="list-style-type: none"> 0801 General Engineering Identified in the Unique Position Component Identified in the Unique Position Component 0083 Police 5306 Air Conditioning Equipment Mechanic 	<ul style="list-style-type: none"> 8- OTOLARYNGOLOGY 31- PSYCHIATRY 20- DERMATOLOGY 	<ul style="list-style-type: none"> N5- NP OTHER
<u>Unique Position Occupations</u> (Optional)	0646 Pathology Technician 5408 Wastewater Treatment Plant Operator	5402 Boiler Plant Operator	

Ranked Occupations for VISN 04 Station: 562 MC ERIE PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0660 Pharmacist 0620 Practical Nurse 0621 Nursing Assistant 	<ul style="list-style-type: none"> 7408 Food Service Worker 0622 Medical Supply Aide and Technician 0679 Medical Support Assistance 0303 Miscellaneous Clerk and Assistant 0305 Mail and File 	<ul style="list-style-type: none"> 1- ANESTHESIOLOGY 12- UROLOGY 51- CHIEF OF STAFF 40- GERIATRICS 31- PSYCHIATRY 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC N1- NP LTC N4- NP MENTAL HEALTH SUD G5- RN FACILITY ADMIN CZ- NP MEDICAL SPECIALTY
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 16 Station: 564 MC FAYETTEVILLE AR

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0180 Psychology 0644 Medical Technologist 0633 Physical Therapist 0601/31 Respiratory Therapist 	<ul style="list-style-type: none"> 7304 Laundry Working 3566 Custodial Worker 0083 Police 0858 Biomedical Engineering 0503 Financial Clerical and Assistance 	<ul style="list-style-type: none"> CA- CARDIOLOGY NON-INVAS 7- ORTHOPEDIC SURGERY 31- PSYCHIATRY E5- NEUROSURGERY K6- HOSPITALIST 	<ul style="list-style-type: none"> CS- RN STFF OUT MNTL HLT CQ- RN STFF IN MNTL HLTH Q1- RN STAFF OUTPATIENT 88- RN STAFF INPT N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 06 Station: 565 MC FAYETTEVILLE NC

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0180 Psychology 0610 Nurse 0662 Optometrist 0603 Physician's Assistant 	<ul style="list-style-type: none"> 0083 Police 0679 Medical Support Assistance 0201 Human Resources Management Identified in the Unique Position Component Identified in the Unique Position Component 	<ul style="list-style-type: none"> CF- DERMATOLOGY MOHS 13- PHYSIATRY 26- PULMONARY DISEASES 7- ORTHOPEDIC SURGERY P1- PRIMARY CARE 	<ul style="list-style-type: none"> 88- RN STAFF INPT CQ- RN STFF IN MNTL HLTH Q1- RN STAFF OUTPATIENT CR- RN STFF EMCY DEPT CR CH- INPATIENT NURSE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 23 Station: 568 HCS FORT MEADE SD

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0661 Pharmacy Technician 0620 Practical Nurse 0180 Psychology 0601/31 Respiratory Therapist 0610 Nurse 	<ul style="list-style-type: none"> 0675 Medical Records Technician 0679 Medical Support Assistance 0622 Medical Supply Aide and Technician 7404 Cook 0083 Police 	<ul style="list-style-type: none"> 31- PSYCHIATRY 20- DERMATOLOGY 7- ORTHOPEDIC SURGERY K6- HOSPITALIST P1- PRIMARY CARE 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC CH- INPATIENT NURSE CQ- RN STFF IN MNTL HLTH CU- RN STFF DOMICILIARY CY- NP GERIATRICS
<u>Unique Position Occupations (Optional)</u>	0080 Security Administration		

Ranked Occupations for VISN 21 Station: 570 HCS FRESNO CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0185 Social Work 0644 Medical Technologist 0603 Physician's Assistant 0649 Medical Instrument Technician 0681 Dental Assistant 	<ul style="list-style-type: none"> 5306 Air Conditioning Equipment Mechanic 7408 Food Service Worker 0340 Program and 0344 Management and Program Clerical and Assistance 0303 Miscellaneous Clerk and Assistant 0341 Administrative Officer 	<ul style="list-style-type: none"> 16- EMERGENCY MEDICINE 51- CHIEF OF STAFF 43- PATHOLOGY K6- HOSPITALIST 19- INFECTIOUS DISEASES 	<ul style="list-style-type: none"> G6- RN PROG MGR COORD Q4- RN CLINICAL NURSE LD 79- CNS MED SURG CW- RN STAFF PERI OP N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>	0080 Security Administration 1008 Interior Design		

Ranked Occupations for VISON 08 Station: 573 HCS GAINESVILLE FL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0185 Social Work 0647 Diagnostic Radiologic Technologist 0180 Psychology 	<ul style="list-style-type: none"> 0801 General Engineering 0544 Civilian Pay 0201 Human Resources Management 0083 Police 3566 Custodial Worker 	<ul style="list-style-type: none"> 31- PSYCHIATRY E4- CARDIOVAS/THOR SGR P1- PRIMARY CARE 1- ANESTHESIOLOGY 12- UROLOGY 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR CW- RN STAFF PERI OP CS- RN STFF OUT MNTL HLT Q1- RN STAFF OUTPATIENT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISON 19 Station: 575 MC GR JUNCTION CO

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0661 Pharmacy Technician 0647 Diagnostic Radiologic Technologist 0621 Nursing Assistant 0631 Occupational Therapist 	<ul style="list-style-type: none"> 0201 Human Resources Management 0083 Police 3566 Custodial Worker 7408 Food Service Worker 0301 Miscellaneous Administration and Program 	<ul style="list-style-type: none"> 31- PSYCHIATRY 30- NEUROLOGY 4- PAIN MGMT/PM&R 26- PULMONARY DISEASES CA- CARDIOLOGY NON-INVAS 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD CQ- RN STFF IN MNTL HLTH S2- RN INFORMATICS CT- RN STFF WMN HLTH CLC CR- RN STFF EMCY DEPT CR
<u>Unique Position Occupations</u> (Optional)	0505 Financial Management 0561 Budget Clerical and Assistant	4742 Utility Systems Repairer-Operator 0669 Medical Records Administration	

Ranked Occupations for VISON 12 Station: 578 MC HINES IL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0620 Practical Nurse 0633 Physical Therapist 0644 Medical Technologist 	<ul style="list-style-type: none"> 0083 Police 0525 Accounting Technician 0675 Medical Records Technician 5306 Air Conditioning Equipment Mechanic 5703 Motor Vehicle Operator 	<ul style="list-style-type: none"> 31- PSYCHIATRY 30- NEUROLOGY 40- GERIATRICS 57- PHYS--ADMIN, OTHER K6- HOSPITALIST 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE 87- RN MGR HEAD NURSE 88- RN STAFF INPT Q6- RN STAFF INP CLC M2- RN CASE MGR CARE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISON 16 Station: 580 MC HOUSTON TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0601 General Health Science 0649 Medical Instrument Technician 0640 Health Aid and Technician 0644 Medical Technologist 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0083 Police 2805 Electrician 0560 Budget Analysis 3566 Custodial Worker 4749 Maintenance Mechanic 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE K6- HOSPITALIST 16- EMERGENCY MEDICINE 25- GASTROENTEROLOGY 	<ul style="list-style-type: none"> CR- RN STFF EMCY DEPT CR CM- RN STAFF CRIT CARE N1- NP LTC 79- CNS MED SURG
<u>Unique Position Occupations</u> (Optional)	4206 Plumbing 4204 Pipefitting	3502 Laboring 0018 Safety and Occupational Health Management	

Ranked Occupations for VISN 05 Station: 581 MC HUNTINGTON WV

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0668 Podiatrist • 0644 Medical Technologist • 0180 Psychology • 0603 Physician's Assistant • 0601/31 Respiratory Therapist 	<ul style="list-style-type: none"> • 0622 Medical Supply Aide and Technician • 2005 Supply Clerical and Technician • 0858 Biomedical Engineering • 5703 Motor Vehicle Operator • 0341 Administrative Officer 	<ul style="list-style-type: none"> • R3- HEMATOLOGY/ONCOLOGY • CA- CARDIOLOGY NON-INVAS • M9- CARDIOLOGY-INTERVEN • 12- UROLOGY • 29- ENDOCRIN AND METAB 	<ul style="list-style-type: none"> • CV- RN STFF INTERVENTION • CR- RN STFF EMCY DEPT CR • 88- RN STAFF INPT
<u>Unique Position Occupations</u> (Optional)	9999 Other		

Ranked Occupations for VISN 10 Station: 583 MC INDIANAPOLIS IN

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0602 Medical Officer • 0610 Nurse • 0645 Medical Technician • 0060 Chaplain • 0630 Dietitian and Nutritionist 	<ul style="list-style-type: none"> • 0083 Police • 0801 General Engineering • 0858 Biomedical Engineering • 0201 Human Resources Management • 7408 Food Service Worker 	<ul style="list-style-type: none"> • 16- EMERGENCY MEDICINE • K6- HOSPITALIST • CA- CARDIOLOGY NON-INVAS • 31- PSYCHIATRY • E4- CARDIOVAS/THOR SGR 	<ul style="list-style-type: none"> • CQ- RN STFF IN MNTL HLTH • N4- NP MENTAL HEALTH SUD • CS- RN STFF OUT MNTL HLT • 88- RN STAFF INPT • M2- RN CASE MGR CARE
<u>Unique Position Occupations</u> (Optional)	0648 Therapeutic Radiologic Technologist 9999 Other		

Ranked Occupations for VISN 12 Station: 585 MC IRON MOUNTAIN MI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0680 Dental Officer • 0602 Medical Officer • 0180 Psychology • 0185 Social Work • 0610 Nurse 	<ul style="list-style-type: none"> • 0083 Police • 0305 Mail and File • 0679 Medical Support Assistance • 3566 Custodial Worker • 0201 Human Resources Management 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • K6- HOSPITALIST • 12- UROLOGY • 31- PSYCHIATRY • 51- CHIEF OF STAFF 	<ul style="list-style-type: none"> • 87- RN MGR HEAD NURSE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 16 Station: 586 MC JACKSON MS

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0602 Medical Officer • 0610 Nurse • 0644 Medical Technologist • 0620 Practical Nurse • 0605 Nurse Anesthetist 	<ul style="list-style-type: none"> • 0679 Medical Support Assistance • 3566 Custodial Worker • 0083 Police • 1105 Purchasing • 0525 Accounting Technician 	<ul style="list-style-type: none"> • 12- UROLOGY • E5- NEUROSURGERY • R4- VASCULAR SURGERY • CA- CARDIOLOGY NON-INVAS • K8- CRITICAL CARE 	<ul style="list-style-type: none"> • CH- INPATIENT NURSE • 79- CNS MED SURG • CQ- RN STFF IN MNTL HLTH • CM- RN STAFF CRIT CARE • Q6- RN STAFF INP CLC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 15 Station: 589 HCS KANSAS CITY MO

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0644 Medical Technologist 0649 Medical Instrument Technician 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0675 Medical Records Technician 3566 Custodial Worker 2010 Inventory Management 1105 Purchasing 0622 Medical Supply Aide and Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY 20- DERMATOLOGY E5- NEUROSURGERY 30- NEUROLOGY 26- PULMONARY DISEASES 	<ul style="list-style-type: none"> 88- RN STAFF INPT CQ- RN STFF IN MNTL HLTH CS- RN STFF OUT MNTL HLT CM- RN STAFF CRIT CARE CV- RN STFF INTERVENTION
<u>Unique Position Occupations (Optional)</u>	1306 Health Physics		

Ranked Occupations for VISN 15 Station: 589CA MC COLUMBIA MO

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0681 Dental Assistant 0610 Nurse 0661 Pharmacy Technician 0660 Pharmacist 	<ul style="list-style-type: none"> 7404 Cook 0201 Human Resources Management 2010 Inventory Management 0675 Medical Records Technician 0343 Management and Program Analysis 	<ul style="list-style-type: none"> R3- HEMATOLOGY/ONCOLOGY 7- ORTHOPEDIC SURGERY E5- NEUROSURGERY 28- RHEUMATOLOGY R4- VASCULAR SURGERY 	<ul style="list-style-type: none"> CH- INPATIENT NURSE CM- RN STAFF CRIT CARE DA- NP SURGICAL SPECIAL CV- RN STFF INTERVENTION Q6- RN STAFF INP CLC
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 15 Station: 589EA HCS TOPEKA KS

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0645 Medical Technician 0644 Medical Technologist 0180 Psychology 	<ul style="list-style-type: none"> 0083 Police 5306 Air Conditioning Equipment Mechanic 0622 Medical Supply Aide and Technician 7408 Food Service Worker 2805 Electrician 	<ul style="list-style-type: none"> 31- PSYCHIATRY 16- EMERGENCY MEDICINE K6- HOSPITALIST P1- PRIMARY CARE 20- DERMATOLOGY 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR CQ- RN STFF IN MNTL HLTH N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>	9999 Other		

Ranked Occupations for VISN 15 Station: 589WA WICHITA KS

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0620 Practical Nurse 0601 General Health Science 0667 Orthotist and Prosthetist 0647 Diagnostic Radiologic Technologist 0649 Medical Instrument Technician 	<ul style="list-style-type: none"> 0083 Police 0679 Medical Support Assistance 0858 Biomedical Engineering 0301 Miscellaneous Administration and Program 0801 General Engineering 	<ul style="list-style-type: none"> 30- NEUROLOGY 12- UROLOGY 45- RADIOLOGY-INTERVENT 16- EMERGENCY MEDICINE 20- DERMATOLOGY 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD 88- RN STAFF INPT CW- RN STAFF PERI OP N5- NP OTHER CRNA
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 06 Station: 590 MC HAMPTON VA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0660 Pharmacist 0180 Psychology 0644 Medical Technologist 	<ul style="list-style-type: none"> 0201 Human Resources Management 0203 Human Resources Assistance 0083 Police 0544 Civilian Pay 2005 Supply Clerical and Technician 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 31- PSYCHIATRY 12- UROLOGY CF- DERMATOLOGY MOHS 40- GERIATRICS 	<ul style="list-style-type: none"> CH- INPATIENT NURSE Q4- RN CLINICAL NURSE LD CR- RN STFF EMCY DEPT CR CM- RN STAFF CRIT CARE 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>	0669 Medical Records Administration		

Ranked Occupations for VISN 21 Station: 593 MC LAS VEGAS NV

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0681 Dental Assistant 0633 Physical Therapist 0060 Chaplain 	<ul style="list-style-type: none"> 2005 Supply Clerical and Technician 1601 General Facilities and Equipment 0679 Medical Support Assistance 0203 Human Resources Assistance 5703 Motor Vehicle Operator 	<ul style="list-style-type: none"> R4- VASCULAR SURGERY 30- NEUROLOGY 29- ENDOCRIN AND METAB 26- PULMONARY DISEASES 8- OTOLARYNGOLOGY 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE 88- RN STAFF INPT CR- RN STFF EMCY DEPT CR N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 04 Station: 595 MC LEBANON PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0601/31 Respiratory Therapist Identified in the Unique Position Component 0660 Pharmacist 	<ul style="list-style-type: none"> 0801 General Engineering 0858 Biomedical Engineering 0675 Medical Records Technician 	<ul style="list-style-type: none"> 43- PATHOLOGY 31- PSYCHIATRY 1- ANESTHESIOLOGY 12- UROLOGY P1- PRIMARY CARE 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR CZ- NP MEDICAL SPECIALTY
<u>Unique Position Occupations (Optional)</u>	0669 Medical Records Administration		

Ranked Occupations for VISN 09 Station: 596 MC LEXINGTON KY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0645 Medical Technician 0647 Diagnostic Radiologic Technologist 0631 Occupational Therapist 0644 Medical Technologist 0633 Physical Therapist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0675 Medical Records Technician 0679 Medical Support Assistance 0083 Police 0801 General Engineering 	<ul style="list-style-type: none"> 20- DERMATOLOGY 40- GERIATRICS Q9- SLEEP MEDICINE 16- EMERGENCY MEDICINE 31- PSYCHIATRY 	<ul style="list-style-type: none"> CH- INPATIENT NURSE CR- RN STFF EMCY DEPT CR CM- RN STAFF CRIT CARE DB- NP JOINT MED SURG 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 16 Station: 598 MC LITTLE ROCK AR

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0180 Psychology 0185 Social Work 0602 Medical Officer 0610 Nurse 0621 Nursing Assistant 	<ul style="list-style-type: none"> 0083 Police 6907 Materials Handler 5306 Air Conditioning Equipment Mechanic 3566 Custodial Worker 0544 Civilian Pay 	<ul style="list-style-type: none"> 26- PULMONARY DISEASES E5- NEUROSURGERY P1- PRIMARY CARE 38- RADIOLOGY-DIAGNOSTIC P9- ORTHOPEDIC 	<ul style="list-style-type: none"> 87- RN MGR HEAD NURSE J4- RN ASST MGR Q6- RN STAFF INP CLC 88- RN STAFF INPT 85- RN EDUCATOR
<u>Unique Position Occupations (Optional)</u>	0530 Cash Processing 9999 Other	0669 Medical Records Administration 9999 Other	

Ranked Occupations for VISN 22 Station: 600 HCS LONG BEACH CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0649 Medical Instrument Technician 0185 Social Work 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0083 Police 0858 Biomedical Engineering 0679 Medical Support Assistance 0675 Medical Records Technician 	<ul style="list-style-type: none"> G9- RADIATION ONCOLOGY K6- HOSPITALIST CF- DERMATOLOGY MOHS 16- EMERGENCY MEDICINE R4- VASCULAR SURGERY 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE N5- NP OTHER 82- RN SENIOR LEADERSHP 74- RN INFECTION CONTRO S4- RN WOUND CARE SPEC
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 09 Station: 603 MC LOUISVILLE KY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0620 Practical Nurse 0621 Nursing Assistant 0681 Dental Assistant 	<ul style="list-style-type: none"> 0501 Financial Administration and Program 5306 Air Conditioning Equipment Mechanic 0318 Secretary 1601 General Facilities and Equipment 0622 Medical Supply Aide and Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY 8- OTOLARYNGOLOGY 25- GASTROENTEROLOGY 30- NEUROLOGY E6- CARDIOLOGY NON-INTER 	<ul style="list-style-type: none"> S4- RN WOUND CARE SPEC 74- RN INFECTION CONTRO 87- RN MGR HEAD NURSE S2- RN INFORMATICS N5- NP OTHER
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 22 Station: 605 MC LOMA LINDA CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0661 Pharmacy Technician 0645 Medical Technician 0640 Health Aid and Technician 0610 Nurse 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0675 Medical Records Technician 0622 Medical Supply Aide and Technician 7408 Food Service Worker 0679 Medical Support Assistance 0083 Police 	<ul style="list-style-type: none"> 7- ORTHOPEDIC SURGERY 16- EMERGENCY MEDICINE 31- PSYCHIATRY 12- UROLOGY 6- OPHTHALMOLOGY 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 12 Station: 607 MC MADISON WI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0620 Practical Nurse 0610 Nurse 0621 Nursing Assistant 0649 Medical Instrument Technician 0602 Medical Officer 	<ul style="list-style-type: none"> 0622 Medical Supply Aide and Technician 7408 Food Service Worker 0201 Human Resources Management 3566 Custodial Worker 0675 Medical Records Technician 	<ul style="list-style-type: none"> P1- PRIMARY CARE 1- ANESTHESIOLOGY 31- PSYCHIATRY 25- GASTROENTEROLOGY K6- HOSPITALIST 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE CM- RN STAFF CRIT CARE Q1- RN STAFF OUTPATIENT CW- RN STAFF PERI OP 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 01 Station: 608 Manchester, NH

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0621 Nursing Assistant 0660 Pharmacist 0620 Practical Nurse 0610 Nurse 	<ul style="list-style-type: none"> 0675 Medical Records Technician 0083 Police 0801 General Engineering 0622 Medical Supply Aide and Technician 0201 Human Resources Management 	<ul style="list-style-type: none"> 31- PSYCHIATRY CB- ANSTHSGY PAIN MGMT 8- OTOLARYNGOLOGY E6- CARDIOLOGY NON-INTER 28- RHEUMATOLOGY 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD Q6- RN STAFF INP CLC CW- RN STAFF PERI OP Q1- RN STAFF OUTPATIENT CR- RN STFF EMCY DEPT CR
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 10 Station: 610 HCS MARION IN

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0620 Practical Nurse 0621 Nursing Assistant 0645 Medical Technician 0680 Dental Officer 	<ul style="list-style-type: none"> 0801 General Engineering 1601 General Facilities and Equipment 3566 Custodial Worker 4749 Maintenance Mechanic 7404 Cook 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE Q9- SLEEP MEDICINE R3- HEMATOLOGY/ONCOLOGY 21- GEN INTERNAL MED 	<ul style="list-style-type: none"> CH- INPATIENT NURSE CQ- RN STFF IN MNTL HLTH CR- RN STFF EMCY DEPT CR 79- CNS MED SURG N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 21 Station: 612 HCS MARTINEZ CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0631 Occupational Therapist 0644 Medical Technologist 0601/31 Respiratory Therapist 	<ul style="list-style-type: none"> 0501 Financial Administration and Program 2005 Supply Clerical and Technician 0503 Financial Clerical and Assistance 1105 Purchasing 0544 Civilian Pay 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE 25- GASTROENTEROLOGY 7- ORTHOPEDIC SURGERY 29- ENDOCRIN AND METAB 	<ul style="list-style-type: none"> CR- RN STFF EMCY DEPT CR N4- NP MENTAL HEALTH SUD Q1- RN STAFF OUTPATIENT M2- RN CASE MGR CARE 87- RN MGR HEAD NURSE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 05 Station: 613 MC MARTINSBURG WV

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0601/31 Respiratory Therapist 0645 Medical Technician 0647 Diagnostic Radiologic Technologist 0638 Recreation/Creative Arts Therapist 	<ul style="list-style-type: none"> 0858 Biomedical Engineering 2805 Electrician 4749 Maintenance Mechanic 0083 Police 0560 Budget Analysis 	<ul style="list-style-type: none"> 22- INTERNAL MEDICINE 30- NEUROLOGY 16- EMERGENCY MEDICINE 31- PSYCHIATRY 46- NUCLEAR MEDICINE 	<ul style="list-style-type: none"> J4- RN ASST MGR 87- RN MGR HEAD NURSE Q4- RN CLINICAL NURSE LD M2- RN CASE MGR CARE N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>	5406 Utility Systems Operator 0682 Dental Hygiene		

Ranked Occupations for VISN 09 Station: 614 MC MEMPHIS TN

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0647 Diagnostic Radiologic Technologist 0645 Medical Technician 0601/31 Respiratory Therapist 0603 Physician's Assistant 	<ul style="list-style-type: none"> 4749 Maintenance Mechanic 2805 Electrician 0525 Accounting Technician 0083 Police 0675 Medical Records Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY M9- CARDIOLOGY-INTERVEN 33- CLINICAL PATHOLOGY 25- GASTROENTEROLOGY 16- EMERGENCY MEDICINE 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CH- INPATIENT NURSE CR- RN STFF EMCY DEPT CR CQ- RN STFF IN MNTL HLTH CZ- NP MEDICAL SPECIALTY
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 23 Station: 618 HCS MINNEAPOLIS MN

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0621 Nursing Assistant 0620 Practical Nurse 0661 Pharmacy Technician 0649 Medical Instrument Technician 0640 Health Aid and Technician 	<ul style="list-style-type: none"> 2005 Supply Clerical and Technician 0679 Medical Support Assistance 2010 Inventory Management 0544 Civilian Pay 0622 Medical Supply Aide and Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY 22- INTERNAL MEDICINE 25- GASTROENTEROLOGY P1- PRIMARY CARE E4- CARDIOVAS/THOR SGR 	<ul style="list-style-type: none"> 87- RN MGR HEAD NURSE 75- NP PRIMARY CARE CW- RN STAFF PERI OP CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 07 Station: 619 HCS MONTGOMERY AL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0101 Social Science 0610 Nurse 0602 Medical Officer 0185 Social Work 0660 Pharmacist 	<ul style="list-style-type: none"> 0341 Administrative Officer 2003 Supply Program Management 0086 Security Clerical and Assistance 0203 Human Resources Assistance 1601 General Facilities and Equipment 	<ul style="list-style-type: none"> K8- CRITICAL CARE P1- PRIMARY CARE 31- PSYCHIATRY 30- NEUROLOGY 38- RADIOLOGY-DIAGNOSTIC 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR CQ- RN STFF IN MNTL HLTH Q1- RN STAFF OUTPATIENT 75- NP PRIMARY CARE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISON 02 Station: 620 VA Hudson Valley HCS, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0660 Pharmacist 0647 Diagnostic Radiologic Technologist 0621 Nursing Assistant 0610 Nurse 	<ul style="list-style-type: none"> 0525 Accounting Technician 5306 Air Conditioning Equipment Mechanic 0679 Medical Support Assistance 1601 General Facilities and Equipment 0560 Budget Analysis 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 40- GERIATRICS CB- ANSTHSLOGY PAIN MGMT 43- PATHOLOGY 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC CQ- RN STFF IN MNTL HLTH 86- RN SHIFT SUPERVISOR 99- OTHER 87- RN MGR HEAD NURSE
<u>Unique Position Occupations (Optional)</u>	4204 Pipefitting		

Ranked Occupations for VISON 09 Station: 621 MC MOUNTAIN HOME TN

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0180 Psychology 0640 Health Aid and Technician 0660 Pharmacist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0083 Police 0858 Biomedical Engineering 7408 Food Service Worker 2805 Electrician 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 25- GASTROENTEROLOGY 20- DERMATOLOGY 12- UROLOGY 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE Q1- RN STAFF OUTPATIENT Q6- RN STAFF INP CLC CM- RN STAFF CRIT CARE 82- RN SENIOR LEADERSHP
<u>Unique Position Occupations (Optional)</u>	2606 Electronic Industrial Controls Mechanic		

Ranked Occupations for VISON 19 Station: 623 MC MUSKOGEE OK

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0660 Pharmacist 0647 Diagnostic Radiologic Technologist 0665 Speech Pathology and Audiology 0644 Medical Technologist 	<ul style="list-style-type: none"> 0801 General Engineering 7408 Food Service Worker 0679 Medical Support Assistance 3566 Custodial Worker 0083 Police 	<ul style="list-style-type: none"> 7- ORTHOPEDIC SURGERY 31- PSYCHIATRY CA- CARDIOLOGY NON-INVAS 30- NEUROLOGY K6- HOSPITALIST 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH CS- RN STFF OUT MNTL HLT CH- INPATIENT NURSE Q1- RN STAFF OUTPATIENT Q2- RN STAFF MIXED
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISON 09 Station: 626 HCS NASHVILLE TN

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0661 Pharmacy Technician 0602 Medical Officer 0620 Practical Nurse 0644 Medical Technologist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0201 Human Resources Management 0203 Human Resources Assistance 0544 Civilian Pay 0083 Police 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE 1- ANESTHESIOLOGY M9- CARDIOLOGY- INTERVEN 43- PATHOLOGY 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD CM- RN STAFF CRIT CARE CQ- RN STFF IN MNTL HLTH Q2- RN STAFF MIXED 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>	5402 Boiler Plant Operator 0690 Industrial Hygiene		

Ranked Occupations for VISN 16 Station: 629 MC NEW ORLEANS LA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0620 Practical Nurse 0661 Pharmacy Technician 0610 Nurse 0180 Psychology 0660 Pharmacist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0083 Police 7408 Food Service Worker 0318 Secretary 0303 Miscellaneous Clerk and Assistant 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE 40- GERIATRICS 26- PULMONARY DISEASES 25- GASTROENTEROLOGY 	<ul style="list-style-type: none"> 88- RN STAFF INPT 85- RN EDUCATOR 80- RN NURSE EXECUTIVE 87- RN MGR HEAD NURSE Q6- RN STAFF INP CLC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 02 Station: 630 New York Harbor HCS, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0605 Nurse Anesthetist 0603 Physician's Assistant 0647 Diagnostic Radiologic Technologist 0644 Medical Technologist 	<ul style="list-style-type: none"> 0083 Police 2805 Electrician Identified in the Unique Position Component Identified in the Unique Position Component 0801 General Engineering 	<ul style="list-style-type: none"> R4- VASCULAR SURGERY E4- CARDIOVAS/THOR SGR 7- ORTHOPEDIC SURGERY 40- GERIATRICS G9- RADIATION ONCOLOGY 	<ul style="list-style-type: none"> F1- ASSOC CH NURSING SV 87- RN MGR HEAD NURSE CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR 88- RN STAFF INPT
<u>Unique Position Occupations</u> (Optional)	0670 Health System Administration 4206 Plumbing	5402 Boiler Plant Operator	

Ranked Occupations for VISN 01 Station: 631 VA Central Western Massachusetts HCS

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0180 Psychology 0620 Practical Nurse 0621 Nursing Assistant 0610 Nurse 	<ul style="list-style-type: none"> 3566 Custodial Worker 0083 Police 7408 Food Service Worker 5703 Motor Vehicle Operator 1601 General Facilities and Equipment 	<ul style="list-style-type: none"> 31- PSYCHIATRY E9- COMPENSATION/PENSION 	<ul style="list-style-type: none"> 88- RN STAFF INPT N5- NP OTHER 99- OTHER
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 02 Station: 632 Northport, NY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0621 Nursing Assistant 0610 Nurse 0620 Practical Nurse 0647 Diagnostic Radiologic Technologist 0601/31 Respiratory Therapist 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0675 Medical Records Technician 0622 Medical Supply Aide and Technician 0801 General Engineering 0858 Biomedical Engineering 	<ul style="list-style-type: none"> 31- PSYCHIATRY 30- NEUROLOGY 40- GERIATRICS 12- UROLOGY 20- DERMATOLOGY 	<ul style="list-style-type: none"> F1- ASSOC CH NURSING SV Q6- RN STAFF INP CLC CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR CW- RN STAFF PERI OP
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 19 Station: 635 MC OKLAHOMA CITY OK

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0647 Diagnostic Radiologic Technologist 0644 Medical Technologist 0649 Medical Instrument Technician 0620 Practical Nurse 0602 Medical Officer 	<ul style="list-style-type: none"> 0801 General Engineering 0675 Medical Records Technician 3566 Custodial Worker 0671 Health System Specialist 0501 Financial Administration and Program 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 12- UROLOGY E4- CARDIOVAS/THOR SGR 24- CARDIOVAS DISEASES 31- PSYCHIATRY 	<ul style="list-style-type: none"> CH- INPATIENT NURSE CW- RN STAFF PERI OP CQ- RN STFF IN MNTL HLTH CR- RN STFF EMCY DEPT CR CS- RN STFF OUT MNTL HLT
<u>Unique Position Occupations (Optional)</u>	0802 Engineering Technician 0670 Health System Administration	0669 Medical Records Administration	

Ranked Occupations for VISN 23 Station: 636 HCS OMAHA NE

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0180 Psychology 0620 Practical Nurse Identified in the Unique Position Component 	<ul style="list-style-type: none"> 0083 Police 0801 General Engineering 3566 Custodial Worker 0544 Civilian Pay 0525 Accounting Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY P1- PRIMARY CARE 49- FAMILY PRACTICE 13- PHYSIATRY 20- DERMATOLOGY 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD 88- RN STAFF INPT CQ- RN STFF IN MNTL HLTH
<u>Unique Position Occupations (Optional)</u>	0646 Pathology Technician		

Ranked Occupations for VISN 23 Station: 636D HCS DES MOINES IA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0180 Psychology 0644 Medical Technologist 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 0083 Police 3566 Custodial Worker 7408 Food Service Worker 0203 Human Resources Assistance 0801 General Engineering 	<ul style="list-style-type: none"> 31- PSYCHIATRY 25- GASTROENTEROLOGY R4- VASCULAR SURGERY M9- CARDIOLOGY- INTERVEN 29- ENDOCRIN AND METAB 	<ul style="list-style-type: none"> Q4- RN CLINICAL NURSE LD Q6- RN STAFF INP CLC S4- RN WOUND CARE SPEC Q1- RN STAFF OUTPATIENT CW- RN STAFF PERI OP
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 23 Station: 636I MC IOWA CITY IA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0621 Nursing Assistant 0610 Nurse 0602 Medical Officer 0620 Practical Nurse 0180 Psychology 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0622 Medical Supply Aide and Technician 0083 Police 3566 Custodial Worker 0201 Human Resources Management 	<ul style="list-style-type: none"> 45- RADIOLOGY- INTERVENT 31- PSYCHIATRY E6- CARDIOLOGY NON- INTER R3- HEMATOLOGY/ONCOLOGY P9- ORTHOPEDIC 	<ul style="list-style-type: none"> 88- RN STAFF INPT CJ- RN STAFF RESRCE FLT CQ- RN STFF IN MNTL HLTH CW- RN STAFF PERI OP 86- RN SHIFT SUPERVISOR
<u>Unique Position Occupations (Optional)</u>	0382 Telephone Operating		

Ranked Occupations for VISN 06 Station: 637 MC ASHEVILLE NC

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0620 Practical Nurse 0621 Nursing Assistant 0644 Medical Technologist 0649 Medical Instrument Technician 0180 Psychology 	<ul style="list-style-type: none"> 3566 Custodial Worker 7408 Food Service Worker 0675 Medical Records Technician 0801 General Engineering 0083 Police 	<ul style="list-style-type: none"> 20- DERMATOLOGY 31- PSYCHIATRY 45- RADIOLOGY-INTERVENT M9- CARDIOLOGY-INTERVEN P1- PRIMARY CARE 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE Q6- RN STAFF INP CLC 88- RN STAFF INPT Q1- RN STAFF OUTPATIENT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 21 Station: 640 HCS PALO ALTO CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0647 Diagnostic Radiologic Technologist 0644 Medical Technologist 0681 Dental Assistant 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0083 Police 5703 Motor Vehicle Operator 3566 Custodial Worker 0544 Civilian Pay 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 40- GERIATRICS E1- ASSOC COS EXT CARE Q9- SLEEP MEDICINE 	<ul style="list-style-type: none"> CW- RN STAFF PERI OP 85- RN EDUCATOR CV- RN STFF INTERVENTION 99- OTHER 82- RN SENIOR LEADERSHP
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 04 Station: 642 MC PHILADELPHIA PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0660 Pharmacist 0649 Medical Instrument Technician 0644 Medical Technologist 0645 Medical Technician 	<ul style="list-style-type: none"> 0801 General Engineering 1601 General Facilities and Equipment 0671 Health System Specialist 0679 Medical Support Assistance 5306 Air Conditioning Equipment Mechanic 	<ul style="list-style-type: none"> 31- PSYCHIATRY K6- HOSPITALIST 25- GASTROENTEROLOGY 30- NEUROLOGY R3- HEMATOLOGY/ONCOLOGY 	<ul style="list-style-type: none"> CV- RN STFF INTERVENTION CQ- RN STFF IN MNTL HLTH 99- OTHER
<u>Unique Position Occupations</u> (Optional)	5402 Boiler Plant Operator 5415 Air-Conditioning Equipment Operator	4607 Carpenter	

Ranked Occupations for VISN 22 Station: 644 MC PHOENIX AZ

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0644 Medical Technologist 0185 Social Work 0631 Occupational Therapist 0610 Nurse 	<ul style="list-style-type: none"> 0675 Medical Records Technician 7408 Food Service Worker 0679 Medical Support Assistance 3566 Custodial Worker 0622 Medical Supply Aide and Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY 30- NEUROLOGY 20- DERMATOLOGY P7- PHARMACIST EXECUTIVE 26- PULMONARY DISEASES 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH CW- RN STAFF PERI OP DA- NP SURGICAL SPECIAL 87- RN MGR HEAD NURSE 75- NP PRIMARY CARE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 04 Station: 646 HCS PITTSBURGH PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0649 Medical Instrument Technician 0644 Medical Technologist 0620 Practical Nurse 0102 Social Science Aid and Technician 0621 Nursing Assistant 	<ul style="list-style-type: none"> 0083 Police 0801 General Engineering 0675 Medical Records Technician 5306 Air Conditioning Equipment Mechanic 2010 Inventory Management 	<ul style="list-style-type: none"> 31- PSYCHIATRY K6- HOSPITALIST 16- EMERGENCY MEDICINE E5- NEUROSURGERY 25- GASTROENTEROLOGY 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD 88- RN STAFF INPT CQ- RN STFF IN MNTL HLTH Q4- RN CLINICAL NURSE LD Q6- RN STAFF INP CLC
<u>Unique Position Occupations (Optional)</u>	4804 Locksmithing 1008 Interior Design		

Ranked Occupations for VISN 20 Station: 648 MC PORTLAND OR

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0640 Health Aid and Technician 0601/31 Respiratory Therapist 0649 Medical Instrument Technician 0185 Social Work 0680 Dental Officer 	<ul style="list-style-type: none"> 0501 Financial Administration and Program 6907 Materials Handler 0679 Medical Support Assistance 3566 Custodial Worker 7404 Cook 	<ul style="list-style-type: none"> 1- ANESTHESIOLOGY 31- PSYCHIATRY Q9- SLEEP MEDICINE R4- VASCULAR SURGERY 21- GEN INTERNAL MED 	<ul style="list-style-type: none"> 88- RN STAFF INPT Q1- RN STAFF OUTPATIENT Q2- RN STAFF MIXED 75- NP PRIMARY CARE 85- RN EDUCATOR
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 22 Station: 649 HCS PRESCOTT AZ

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0647 Diagnostic Radiologic Technologist 0631 Occupational Therapist 0601/31 Respiratory Therapist 0640 Health Aid and Technician 0185 Social Work 	<ul style="list-style-type: none"> 0801 General Engineering 0083 Police 1105 Purchasing 1601 General Facilities and Equipment 0675 Medical Records Technician 	<ul style="list-style-type: none"> 21- GEN INTERNAL MED 31- PSYCHIATRY 16- EMERGENCY MEDICINE K6- HOSPITALIST 40- GERIATRICS 	<ul style="list-style-type: none"> 88- RN STAFF INPT Q6- RN STAFF INP CLC CQ- RN STFF IN MNTL HLTH CY- NP GERIATRICS CY- NP GERIATRICS
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 01 Station: 650 Providence, RI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0605 Nurse Anesthetist 0620 Practical Nurse 0644 Medical Technologist 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0675 Medical Records Technician 0203 Human Resources Assistance 2010 Inventory Management 0340 Program and 0344 Management and Program Clerical and Assistance 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 1- ANESTHESIOLOGY 9- PLASTIC SURGERY 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD G6- RN PROG MGR COORD 75- NP PRIMARY CARE
<u>Unique Position Occupations (Optional)</u>	7401 Miscellaneous Food Preparation and Serving		

Ranked Occupations for VISN 06 Station: 652 MC RICHMOND VA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0180 Psychology 0601/31 Respiratory Therapist 0610 Nurse 0185 Social Work 0602 Medical Officer 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0801 General Engineering 2005 Supply Clerical and Technician 3566 Custodial Worker 7408 Food Service Worker 	<ul style="list-style-type: none"> 31- PSYCHIATRY E5- NEUROSURGERY 7- ORTHOPEDIC SURGERY E4- CARDIOVAS/THOR SGR 38- RADIOLOGY-DIAGNOSTIC 	<ul style="list-style-type: none"> Q1- RN STAFF OUTPATIENT CS- RN STFF OUT MNTL HLT CR- RN STFF EMCY DEPT CR 88- RN STAFF INPT CM- RN STAFF CRIT CARE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 20 Station: 653 HCS ROSEBURG OR

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0602 Medical Officer 0185 Social Work 0180 Psychology 0630 Dietitian and Nutritionist 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0675 Medical Records Technician 7404 Cook 7408 Food Service Worker 0083 Police 	<ul style="list-style-type: none"> CC- PAIN MANAGEMENT 26- PULMONARY DISEASES H9- WOMEN VETS HLTH FELW 38- RADIOLOGY-DIAGNOSTIC 24- CARDIOVAS DISEASES 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 21 Station: 654 HCS RENO NV

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0185 Social Work 0602 Medical Officer 0180 Psychology 0644 Medical Technologist 0610 Nurse 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 0083 Police 7408 Food Service Worker 3566 Custodial Worker 0622 Medical Supply Aide and Technician 	<ul style="list-style-type: none"> E6- CARDIOLOGY NON-INTER 1- ANESTHESIOLOGY 30- NEUROLOGY R3- HEMATOLOGY/ONCOLOGY 31- PSYCHIATRY 	<ul style="list-style-type: none"> Q1- RN STAFF OUTPATIENT Q4- RN CLINICAL NURSE LD G5- RN FACILITY ADMIN 87- RN MGR HEAD NURSE 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 10 Station: 655 MC SAGINAW MI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0602 Medical Officer 0180 Psychology 0603 Physician's Assistant 0620 Practical Nurse 	<ul style="list-style-type: none"> 0083 Police 0801 General Engineering 0675 Medical Records Technician 0201 Human Resources Management 0340 Program and 0344 Management and Program Clerical and Assistance 	<ul style="list-style-type: none"> 30- NEUROLOGY CA- CARDIOLOGY NON-INVAS 13- PHYSIATRY 16- EMERGENCY MEDICINE P1- PRIMARY CARE 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD Q6- RN STAFF INP CLC G1- ACOS CLIN INFORMATIC
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 23 Station: 656 HCS ST CLOUD MN

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0180 Psychology 0602 Medical Officer 0610 Nurse 0185 Social Work 0620 Practical Nurse 	<ul style="list-style-type: none"> 0083 Police 3566 Custodial Worker 7408 Food Service Worker 0671 Health System Specialist 0858 Biomedical Engineering 	<ul style="list-style-type: none"> 31- PSYCHIATRY R3- HEMATOLOGY/ONCOLOGY 21- GEN INTERNAL MED CC- PAIN MANAGEMENT 25- GASTROENTEROLOGY 	<ul style="list-style-type: none"> CY- NP GERIATRICS N4- NP MENTAL HEALTH SUD 75- NP PRIMARY CARE 86- RN SHIFT SUPERVISOR Q6- RN STAFF INP CLC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 15 Station: 657 HCS ST LOUIS MO

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0601/31 Respiratory Therapist 0621 Nursing Assistant 0644 Medical Technologist 0661 Pharmacy Technician 0185 Social Work 	<ul style="list-style-type: none"> 3566 Custodial Worker 7408 Food Service Worker 0679 Medical Support Assistance 0801 General Engineering 0675 Medical Records Technician 	<ul style="list-style-type: none"> CC- PAIN MANAGEMENT G9- RADIATION ONCOLOGY P1- PRIMARY CARE 31- PSYCHIATRY CB- ANSTHSLOGY PAIN MGMT 	<ul style="list-style-type: none"> Q1- RN STAFF OUTPATIENT CM- RN STAFF CRIT CARE 88- RN STAFF INPT S1- RN POLYTRAUM REHAB
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 15 Station: 657MA MC MARION IL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0660 Pharmacist 0661 Pharmacy Technician 0647 Diagnostic Radiologic Technologist 0667 Orthotist and Prosthetist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0858 Biomedical Engineering 5306 Air Conditioning Equipment Mechanic 0801 General Engineering 0083 Police 	<ul style="list-style-type: none"> 12- UROLOGY CA- CARDIOLOGY NON-INVAS 6- OPHTHALMOLOGY 25- GASTROENTEROLOGY 31- PSYCHIATRY 	<ul style="list-style-type: none"> 99- OTHER Q4- RN CLINICAL NURSE LD F1- ASSOC CH NURSING SV 87- RN MGR HEAD NURSE S4- RN WOUND CARE SPEC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 15 Station: 657PA MC POPLAR BLUFF MO

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0180 Psychology 0620 Practical Nurse 0185 Social Work 	<ul style="list-style-type: none"> 0801 General Engineering 3566 Custodial Worker 5306 Air Conditioning Equipment Mechanic 2805 Electrician 0675 Medical Records Technician 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 25- GASTROENTEROLOGY K6- HOSPITALIST 51- CHIEF OF STAFF 	<ul style="list-style-type: none"> Q6- RN STAFF INP CLC N4- NP MENTAL HEALTH SUD 75- NP PRIMARY CARE CZ- NP MEDICAL SPECIALTY
<u>Unique Position Occupations</u> (Optional)	0018 Safety and Occupational Health Management		

Ranked Occupations for VISN 06 Station: 658 MC SALEM VA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0603 Physician's Assistant 0610 Nurse 0620 Practical Nurse 0665 Speech Pathology and Audiology 0602 Medical Officer 	<ul style="list-style-type: none"> 3566 Custodial Worker 0801 General Engineering 0301 Miscellaneous Administration and Program 5306 Air Conditioning Equipment Mechanic 0083 Police 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY P1- PRIMARY CARE K6- HOSPITALIST 16- EMERGENCY MEDICINE 31- PSYCHIATRY 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH Q6- RN STAFF INP CLC CM- RN STAFF CRIT CARE Q1- RN STAFF OUTPATIENT J4- RN ASST MGR
<u>Unique Position Occupations (Optional)</u>	4204 Pipefitting 5415 Air-Conditioning Equipment Operator	9999 Other	

Ranked Occupations for VISN 06 Station: 659 MC SALISBURY NC

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0603 Physician's Assistant 0631 Occupational Therapist 0649 Medical Instrument Technician 0645 Medical Technician 	<ul style="list-style-type: none"> 0083 Police 7408 Food Service Worker 3566 Custodial Worker 0675 Medical Records Technician 0201 Human Resources Management 	<ul style="list-style-type: none"> 31- PSYCHIATRY CA- CARDIOLOGY NON-INVAS 12- UROLOGY K6- HOSPITALIST 30- NEUROLOGY 	<ul style="list-style-type: none"> 99- OTHER Q6- RN STAFF INP CLC CQ- RN STFF IN MNTL HLTH 99- OTHER 99- OTHER
<u>Unique Position Occupations (Optional)</u>	9999 Other 9999 Other	9999 Other	

Ranked Occupations for VISN 19 Station: 660 HCS SALT LAKE CITYUT

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0620 Practical Nurse 0644 Medical Technologist 0681 Dental Assistant 	<ul style="list-style-type: none"> 0083 Police 0801 General Engineering 3566 Custodial Worker 0675 Medical Records Technician 0675 Medical Records Technician 	<ul style="list-style-type: none"> 31- PSYCHIATRY N9- CARDIAC ELECTROPHY E4- CARDIOVAS/THOR SGR 27- NEPHROLOGY 13- PHYSIATRY 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD CM- RN STAFF CRIT CARE CW- RN STAFF PERI OP M2- RN CASE MGR CARE 88- RN STAFF INPT
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 21 Station: 662 MC SAN FRANCISCO CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0621 Nursing Assistant 0185 Social Work 0180 Psychology 	<ul style="list-style-type: none"> 0083 Police 3566 Custodial Worker 0679 Medical Support Assistance 7408 Food Service Worker 0801 General Engineering 	<ul style="list-style-type: none"> 12- UROLOGY 1- ANESTHESIOLOGY CA- CARDIOLOGY NON-INVAS E5- NEUROSURGERY 26- PULMONARY DISEASES 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CW- RN STAFF PERI OP CV- RN STFF INTERVENTION F1- ASSOC CH NURSING SV CR- RN STFF EMCY DEPT CR
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 20 Station: 663 HCS SEATTLE WA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0681 Dental Assistant 0603 Physician's Assistant 0620 Practical Nurse 0661 Pharmacy Technician 0621 Nursing Assistant 	<ul style="list-style-type: none"> 0801 General Engineering 3566 Custodial Worker 0679 Medical Support Assistance 0083 Police 6907 Materials Handler 	<ul style="list-style-type: none"> P1- PRIMARY CARE 16- EMERGENCY MEDICINE 31- PSYCHIATRY 20- DERMATOLOGY 40- GERIATRICS 	<ul style="list-style-type: none"> CM- RN STAFF CRIT CARE CR- RN STFF EMCY DEPT CR CQ- RN STFF IN MNTL HLTH CW- RN STAFF PERI OP
<u>Unique Position Occupations</u> (Optional)	1306 Health Physics 5402 Boiler Plant Operator	5415 Air-Conditioning Equipment Operator	

Ranked Occupations for VISN 22 Station: 664 HCS SAN DIEGO CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0633 Physical Therapist 0649 Medical Instrument Technician 0665 Speech Pathology and Audiology 0610 Nurse 0640 Health Aid and Technician 	<ul style="list-style-type: none"> 6907 Materials Handler 0318 Secretary 0301 Miscellaneous Administration and Program 2010 Inventory Management 4749 Maintenance Mechanic 	<ul style="list-style-type: none"> P1- PRIMARY CARE 31- PSYCHIATRY 7- ORTHOPEDIC SURGERY 2- SURGERY E5- NEUROSURGERY 	<ul style="list-style-type: none"> 79- CNS MED SURG CH- INPATIENT NURSE CW- RN STAFF PERI OP CQ- RN STFF IN MNTL HLTH M2- RN CASE MGR CARE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 19 Station: 666 HCS SHERIDAN WY

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0661 Pharmacy Technician 0633 Physical Therapist 0601 General Health Science 0638 Recreation/Creative Arts Therapist 	<ul style="list-style-type: none"> 0340 Program and 0344 Management and Program Clerical and Assistance 0086 Security Clerical and Assistance 4749 Maintenance Mechanic 7408 Food Service Worker 0201 Human Resources Management 	<ul style="list-style-type: none"> 21- GEN INTERNAL MED 31- PSYCHIATRY 51- CHIEF OF STAFF 49- FAMILY PRACTICE R7- SPORTS MEDICINE 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH CJ- RN STAFF RESRCE FLT CM- RN STAFF CRIT CARE 87- RN MGR HEAD NURSE CU- RN STFF DOMICILIARY
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 16 Station: 667 MC SHREVEPORT LA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0602 Medical Officer 0180 Psychology 0662 Optometrist 0644 Medical Technologist 	<ul style="list-style-type: none"> 5306 Air Conditioning Equipment Mechanic 4749 Maintenance Mechanic 2805 Electrician 2010 Inventory Management 2005 Supply Clerical and Technician 	<ul style="list-style-type: none"> K8- CRITICAL CARE 25- GASTROENTEROLOGY 27- NEPHROLOGY 31- PSYCHIATRY P1- PRIMARY CARE 	<ul style="list-style-type: none"> 88- RN STAFF INPT CM- RN STAFF CRIT CARE 86- RN SHIFT SUPERVISOR M2- RN CASE MGR CARE CV- RN STFF INTERVENTION
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 20 Station: 668 MC SPOKANE WA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0620 Practical Nurse 0644 Medical Technologist 0645 Medical Technician 	<ul style="list-style-type: none"> 7408 Food Service Worker 7404 Cook 0679 Medical Support Assistance 0083 Police 5306 Air Conditioning Equipment Mechanic 	<ul style="list-style-type: none"> 31- PSYCHIATRY 25- GASTROENTEROLOGY 16- EMERGENCY MEDICINE K6- HOSPITALIST P1- PRIMARY CARE 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD S4- RN WOUND CARE SPEC 75- NP PRIMARY CARE Q1- RN STAFF OUTPATIENT CH- INPATIENT NURSE
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 17 Station: 671 HCS SAN ANTONIO TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0649 Medical Instrument Technician 0605 Nurse Anesthetist 0180 Psychology 0640 Health Aid and Technician 	<ul style="list-style-type: none"> 0679 Medical Support Assistance 3566 Custodial Worker 0622 Medical Supply Aide and Technician 0675 Medical Records Technician 7408 Food Service Worker 	<ul style="list-style-type: none"> 31- PSYCHIATRY CA- CARDIOLOGY NON-INVAS 16- EMERGENCY MEDICINE 67- ORAL SURGERY 38- RADIOLOGY-DIAGNOSTIC 	<ul style="list-style-type: none"> 88- RN STAFF INPT CR- RN STFF EMCY DEPT CR Q6- RN STAFF INP CLC CJ- RN STAFF RESRCE FLT
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 08 Station: 672 MC SAN JUAN PR

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0180 Psychology 0602 Medical Officer 0660 Pharmacist 0647 Diagnostic Radiologic Technologist 0601/31 Respiratory Therapist 	<ul style="list-style-type: none"> 0503 Financial Clerical and Assistance 0560 Budget Analysis 0540 Voucher Examining 0525 Accounting Technician 0201 Human Resources Management 	<ul style="list-style-type: none"> E4- CARDIOVAS/THOR SGR 11- THORACIC SURGERY E5- NEUROSURGERY G9- RADIATION ONCOLOGY M9- CARDIOLOGY-INTERVEN 	<ul style="list-style-type: none"> S4- RN WOUND CARE SPEC CT- RN STFF WMN HLTH CLC N5- NP OTHER S1- RN POLYTRAUM REHAB CY- NP GERIATRICS
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 08 Station: 673 MC TAMPA FL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0644 Medical Technologist 0605 Nurse Anesthetist 0667 Orthotist and Prosthetist 0647 Diagnostic Radiologic Technologist 0621 Nursing Assistant 	<ul style="list-style-type: none"> 5703 Motor Vehicle Operator 1105 Purchasing 0675 Medical Records Technician 0801 General Engineering 7404 Cook 	<ul style="list-style-type: none"> P1- PRIMARY CARE E4- CARDIOVAS/THOR SGR 8- OTOLARYNGOLOGY 40- GERIATRICS E5- NEUROSURGERY 	<ul style="list-style-type: none"> CR- RN STFF EMCY DEPT CR 88- RN STAFF INPT Q6- RN STAFF INP CLC CW- RN STAFF PERI OP CQ- RN STFF IN MNTL HLTH
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISA 17 Station: 674 HCS TEMPLE TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0681 Dental Assistant 0610 Nurse 0620 Practical Nurse 0603 Physician's Assistant 0649 Medical Instrument Technician 	<ul style="list-style-type: none"> 0622 Medical Supply Aide and Technician 5306 Air Conditioning Equipment Mechanic 0679 Medical Support Assistance 0675 Medical Records Technician 0083 Police 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 31- PSYCHIATRY K6- HOSPITALIST 16- EMERGENCY MEDICINE 22- INTERNAL MEDICINE 	<ul style="list-style-type: none"> CR- RN STFF EMCY DEPT CR Q1- RN STAFF OUTPATIENT CW- RN STAFF PERI OP S4- RN WOUND CARE SPEC Q6- RN STAFF INP CLC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISA 08 Station: 675 MC ORLANDO FL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0610 Nurse 0180 Psychology 0602 Medical Officer 0620 Practical Nurse 0185 Social Work 	<ul style="list-style-type: none"> 0341 Administrative Officer 0201 Human Resources Management 0679 Medical Support Assistance 3566 Custodial Worker 0675 Medical Records Technician 	<ul style="list-style-type: none"> 25- GASTROENTEROLOGY 31- PSYCHIATRY G9- RADIATION ONCOLOGY 8- OTOLARYNGOLOGY P1- PRIMARY CARE 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD F1- ASSOC CH NURSING SV Q7- RN PERM CHRNG NURSE Q6- RN STAFF INP CLC CQ- RN STFF IN MNTL HLTH
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISA 12 Station: 676 MC TOMAH WI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0180 Psychology 0662 Optometrist 0620 Practical Nurse 0610 Nurse 0602 Medical Officer 	<ul style="list-style-type: none"> 3566 Custodial Worker 7404 Cook 0083 Police 0086 Security Clerical and Assistance 0801 General Engineering 	<ul style="list-style-type: none"> P1- PRIMARY CARE 21- GEN INTERNAL MED 31- PSYCHIATRY 40- GERIATRICS 49- FAMILY PRACTICE 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH CS- RN STFF OUT MNTL HLT Q1- RN STAFF OUTPATIENT 88- RN STAFF INPT Q6- RN STAFF INP CLC
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISA 22 Station: 678 HCS TUCSON AZ

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0185 Social Work 0661 Pharmacy Technician 0602 Medical Officer 0620 Practical Nurse 0180 Psychology 	<ul style="list-style-type: none"> 2005 Supply Clerical and Technician 0203 Human Resources Assistance 0679 Medical Support Assistance 0201 Human Resources Management 7408 Food Service Worker 	<ul style="list-style-type: none"> 26- PULMONARY DISEASES 25- GASTROENTEROLOGY 1- ANESTHESIOLOGY K6- HOSPITALIST 40- GERIATRICS 	<ul style="list-style-type: none"> S2- RN INFORMATICS Q6- RN STAFF INP CLC CR- RN STFF EMCY DEPT CR CM- RN STAFF CRIT CARE 74- RN INFECTION CONTRO
<u>Unique Position Occupations</u> (Optional)			

Ranked Occupations for VISN 07 Station: 679 MC TUSCALOOSA AL

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0633 Physical Therapist 0638 Recreation/Creative Arts Therapist 0631 Occupational Therapist 0620 Practical Nurse 	<ul style="list-style-type: none"> 0201 Human Resources Management 3566 Custodial Worker 0083 Police 0203 Human Resources Assistance 0801 General Engineering 	<ul style="list-style-type: none"> 31- PSYCHIATRY 59- ASSOC COS AMBUL CARE 21- GEN INTERNAL MED 49- FAMILY PRACTICE 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD S4- RN WOUND CARE SPEC Q6- RN STAFF INP CLC N5- NP OTHER Q2- RN STAFF MIXED
<u>Unique Position Occupations (Optional)</u>	0690 Industrial Hygiene		

Ranked Occupations for VISN 20 Station: 687 MC WALLA WALLA WA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0185 Social Work 0662 Optometrist 0630 Dietitian and Nutritionist 0180 Psychology 0647 Diagnostic Radiologic Technologist 	<ul style="list-style-type: none"> 3566 Custodial Worker 0679 Medical Support Assistance 2005 Supply Clerical and Technician 0675 Medical Records Technician 0303 Miscellaneous Clerk and Assistant 	<ul style="list-style-type: none"> P1- PRIMARY CARE 38- RADIOLOGY-DIAGNOSTIC 31- PSYCHIATRY 51- CHIEF OF STAFF 57- PHYS--ADMIN, OTHER 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE N4- NP MENTAL HEALTH SUD 87- RN MGR HEAD NURSE G6- RN PROG MGR COORD G7- RN ADMIN OTHER
<u>Unique Position Occupations (Optional)</u>	0184 Sociology 9999 Other		

Ranked Occupations for VISN 05 Station: 688 MC WASHINGTON DC

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0667 Orthotist and Prosthetist 0630 Dietitian and Nutritionist 0647 Diagnostic Radiologic Technologist 0601/31 Respiratory Therapist 0636 Rehabilitation Therapy Assistant 	<ul style="list-style-type: none"> 0083 Police 0672 Prosthetic Representative 0858 Biomedical Engineering 0086 Security Clerical and Assistance 0301 Miscellaneous Administration and Program 	<ul style="list-style-type: none"> 45- RADIOLOGY-INTERVENT P1- PRIMARY CARE 30- NEUROLOGY K8- CRITICAL CARE 31- PSYCHIATRY 	<ul style="list-style-type: none"> CR- RN STFF EMCY DEPT CR CM- RN STAFF CRIT CARE Q6- RN STAFF INP CLC CH- INPATIENT NURSE 73- RMEC NURSE
<u>Unique Position Occupations (Optional)</u>	4102 Painting 9999 Other	4607 Carpenter	

Ranked Occupations for VISN 01 Station: 689 VA Connecticut HCS, CT

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0602 Medical Officer 0610 Nurse 0647 Diagnostic Radiologic Technologist 0668 Podiatrist 0649 Medical Instrument Technician 	<ul style="list-style-type: none"> 0801 General Engineering 0083 Police 0201 Human Resources Management 7408 Food Service Worker 0203 Human Resources Assistance 	<ul style="list-style-type: none"> 12- UROLOGY R3- HEMATOLOGY/ONCOLOGY 10- COLON & RECTAL SURG 7- ORTHOPEDIC SURGERY 16- EMERGENCY MEDICINE 	<ul style="list-style-type: none"> N4- NP MENTAL HEALTH SUD Q6- RN STAFF INP CLC G6- RN PROG MGR COORD 85- RN EDUCATOR Q2- RN STAFF MIXED
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 22 Station: 691 HCS W/LOS ANGELES CA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0620 Practical Nurse • 0610 Nurse • 0602 Medical Officer • 0185 Social Work • 0660 Pharmacist 	<ul style="list-style-type: none"> • 0083 Police • 0675 Medical Records Technician • 0679 Medical Support Assistance • 0801 General Engineering • 2005 Supply Clerical and Technician 	<ul style="list-style-type: none"> • E5- NEUROSURGERY • 1- ANESTHESIOLOGY • P1- PRIMARY CARE • 31- PSYCHIATRY • P7- PHARMACIST EXECUTIVE 	<ul style="list-style-type: none"> • CW- RN STAFF PERI OP • Q1- RN STAFF OUTPATIENT • CM- RN STAFF CRIT CARE • M2- RN CASE MGR CARE • CR- RN STFF EMCY DEPT CR
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 20 Station: 692 SORCCWHITE CITY OR

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0180 Psychology • 0681 Dental Assistant • 0185 Social Work • 0647 Diagnostic Radiologic Technologist • 0603 Physician's Assistant 	<ul style="list-style-type: none"> • 0675 Medical Records Technician • 0679 Medical Support Assistance • 0083 Police • 3566 Custodial Worker • 0540 Voucher Examining 	<ul style="list-style-type: none"> • P1- PRIMARY CARE • 31- PSYCHIATRY • 38- RADIOLOGY-DIAGNOSTIC • CC- PAIN MANAGEMENT • CF- DERMATOLOGY MOHS 	<ul style="list-style-type: none"> • N4- NP MENTAL HEALTH SUD • CQ- RN STFF IN MNTL HLTH • Q1- RN STAFF OUTPATIENT • CS- RN STFF OUT MNTL HLT • G5- RN FACILITY ADMIN
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 04 Station: 693 MC WILKES BARRE PA

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0602 Medical Officer • 0610 Nurse • 0180 Psychology • 0603 Physician's Assistant • 0644 Medical Technologist 	<ul style="list-style-type: none"> • 5306 Air Conditioning Equipment Mechanic • 2805 Electrician • 3566 Custodial Worker • 7408 Food Service Worker • 0675 Medical Records Technician 	<ul style="list-style-type: none"> • R4- VASCULAR SURGERY • 20- DERMATOLOGY • 12- UROLOGY • 25- GASTROENTEROLOGY • 31- PSYCHIATRY 	<ul style="list-style-type: none"> • Q6- RN STAFF INP CLC • CQ- RN STFF IN MNTL HLTH • CR- RN STFF EMCY DEPT CR • Q1- RN STAFF OUTPATIENT • 75- NP PRIMARY CARE
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 12 Station: 695 MC MILWAUKEE WI

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> • 0610 Nurse • 0602 Medical Officer • 0647 Diagnostic Radiologic Technologist • 0621 Nursing Assistant • 0640 Health Aid and Technician 	<ul style="list-style-type: none"> • 0801 General Engineering • 0622 Medical Supply Aide and Technician • 0675 Medical Records Technician • 0083 Police • 3566 Custodial Worker 	<ul style="list-style-type: none"> • CA- CARDIOLOGY NON-INVAS • R3- HEMATOLOGY/ONCOLOGY • 31- PSYCHIATRY • P1- PRIMARY CARE • 20- DERMATOLOGY 	<ul style="list-style-type: none"> • Q6- RN STAFF INP CLC • 88- RN STAFF INPT • CR- RN STFF EMCY DEPT CR • CM- RN STAFF CRIT CARE • CQ- RN STFF IN MNTL HLTH
<u>Unique Position Occupations (Optional)</u>			

Ranked Occupations for VISN 17 Station: 740 HCS HARLINGEN TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0180 Psychology 0101 Social Science 0185 Social Work Identified in the Unique Position Component 0602 Medical Officer 	<ul style="list-style-type: none"> 0801 General Engineering 0675 Medical Records Technician 0083 Police 0679 Medical Support Assistance 0341 Administrative Officer 	<ul style="list-style-type: none"> 21- GEN INTERNAL MED 38- RADIOLOGY-DIAGNOSTIC 49- FAMILY PRACTICE 13- PHYSIATRY CA- CARDIOLOGY NON-INVAS 	<ul style="list-style-type: none"> CQ- RN STFF IN MNTL HLTH
<u>Unique Position Occupations (Optional)</u>	9999 Other		

Ranked Occupations for VISN 17 Station: 756 OC EL PASO TX

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0180 Psychology 0185 Social Work 0644 Medical Technologist 0645 Medical Technician 0640 Health Aid and Technician 	<ul style="list-style-type: none"> 0083 Police 0675 Medical Records Technician 0201 Human Resources Management 3566 Custodial Worker 0679 Medical Support Assistance 	<ul style="list-style-type: none"> 21- GEN INTERNAL MED 19- INFECTIOUS DISEASES 20- DERMATOLOGY 29- ENDOCRIN AND METAB 30- NEUROLOGY 	<ul style="list-style-type: none"> 75- NP PRIMARY CARE CS- RN STFF OUT MNTL HLT 74- RN INFECTION CONTRO Q1- RN STAFF OUTPATIENT M2- RN CASE MGR CARE
<u>Unique Position Occupations (Optional)</u>	9999 Other 9999 Other	9999 Other	

Ranked Occupations for VISN 10 Station: 757 OPC COLUMBUS OH

<u>Clinical</u>	<u>Nonclinical</u>	<u>Physician Specialties</u>	<u>Nurse Specialties</u>
<ul style="list-style-type: none"> 0647 Diagnostic Radiologic Technologist 0645 Medical Technician 0601/31 Respiratory Therapist 0681 Dental Assistant 0602 Medical Officer 	<ul style="list-style-type: none"> 0201 Human Resources Management 3566 Custodial Worker 0801 General Engineering 0083 Police 0679 Medical Support Assistance 	<ul style="list-style-type: none"> 26- PULMONARY DISEASES 7- ORTHOPEDIC SURGERY 26- PULMONARY DISEASES 20- DERMATOLOGY 8- OTOLARYNGOLOGY 	<ul style="list-style-type: none"> CS- RN STFF OUT MNTL HLT CR- RN STFF EMCY DEPT CR Q1- RN STAFF OUTPATIENT 75- NP PRIMARY CARE DA- NP SURGICAL SPECIAL
<u>Unique Position Occupations (Optional)</u>			