

# FACT SHEET: SECVA's Human Infrastructure Speech Content



Department of Veterans Affairs (VA) employees provide Veterans with timely access to world-class health care, earned benefits and the lasting resting place they deserve. They have saved and improved the lives of countless Veterans while leading the way in the national COVID-19 response effort. Employees have made VA stronger and took care of our Nation's Veterans when they needed it the most.

On February 9, 2022, Secretary McDonough delivered remarks at the VA Medical Center in Charleston, South Carolina about the importance and urgency of investing in VA's incredible workforce. The Secretary thanked employees and shared that, in partnership with Congress, VA is moving forward with 10 major steps to make every VA job a good job, where all employees are engaged, supported, heard and empowered:

## 10 Major Steps to Invest in VA Employees

- 1. Work with Congress to invest in wages** by raising the Federal worker minimum wage to \$15 an hour and urging Congress to pass the RAISE Act to raise them and/or empower us to pay employees what they're worth.
- 2. Maximize bonuses and retention incentives** by waiving limits on bonuses for work done during the pandemic and increasing retention incentives.
- 3. Increase opportunities to advance at VA** by growing future leaders and opening the door to opportunities for higher general schedule grades and promotions.
- 4. Expedite the hiring process** by better leveraging hiring authorities and redesigning the national onboarding process.
- 5. Offer greater flexibility in where employees work** by maximizing opportunities to increase flexibility to work outside your traditional workspace whenever and wherever possible.
- 6. Help cover the cost of childcare** by increasing the income cap from \$89,000 to \$149,000 per year to receive a childcare subsidy through VA.
- 7. Invest in measures to improve well-being** by listening to employees and developing recommendations for how to address burnout, promote work-life balance and more.
- 8. Invest in education** by funding scholarship programs for employees and working with the President on loan forgiveness.
- 9. Embed inclusion, diversity, equity and access (I-DEA) across VA** by integrating I-DEA principles into hiring, position management and talent management, and ensuring VA is a welcoming workplace for all employees.
- 10. Protect employees from COVID-19** by pursuing the latest workplace safety measures, offering all employees N95 masks for voluntary use and enforcing the vaccine requirement for all health care personnel.

*VA strives to be a model employer by treating the workforce with dignity and respect while providing competitive benefits and challenging and rewarding work. How we treat our workforce has a direct impact on morale and how we care for Veterans. VA cannot increase access and improve outcomes for Veterans without investing in our people.*

Download the **VA Welcome Kit** [www.va.gov/welcome-kit/](http://www.va.gov/welcome-kit/)

Subscribe to **#VetResources** [www.va.gov/vetresources/](http://www.va.gov/vetresources/)

**Veterans Crisis Line:** 1-800-273-8255, Press 1

**VA is here for you.** Call 1-800-MyVA411 or visit [VA.gov/contact-us/](http://VA.gov/contact-us/)

**VA**



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