



U.S. Department of Veterans Affairs

Veterans Health Administration

Utilizing Psychology Training in VA to Enhance VA's Future Workforce

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OBJECTIVES: VAPLC ATTENDEES WILL BE ABLE TO



IDENTIFY OAA STRATEGIC GOALS,
RECENT ACCOMPLISHMENTS AND
INNOVATIVE RESOURCES TO SUPPORT
HEALTH PROFESSION EDUCATION (HPE)
PROGRAMS



DESCRIBE CURRENT TELESUPERVISION
GUIDANCE AND APPLICATION WITH
HEALTH PROFESSIONS TRAINEES (HPT)
DURING PATIENT ENCOUNTERS



DESCRIBE ONGOING RECRUITMENT AND
HIRING EFFORTS UTILIZED TO FILL
CRITICAL VACANCIES AND STREAMLINE
HPT ONBOARDING PROCESSES



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MEET THE AHE SECTION



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AHE MANAGES:



All HPTs except:

Medical & Dental, Nursing, Advanced Fellowships



Total AHE budget \$144 million

-18 funded professions; >60 unfunded professions

-VA facility operations budget receives \$96K per HPT/year



~20,500 AHE HPTs rotate at VA medical facilities annually

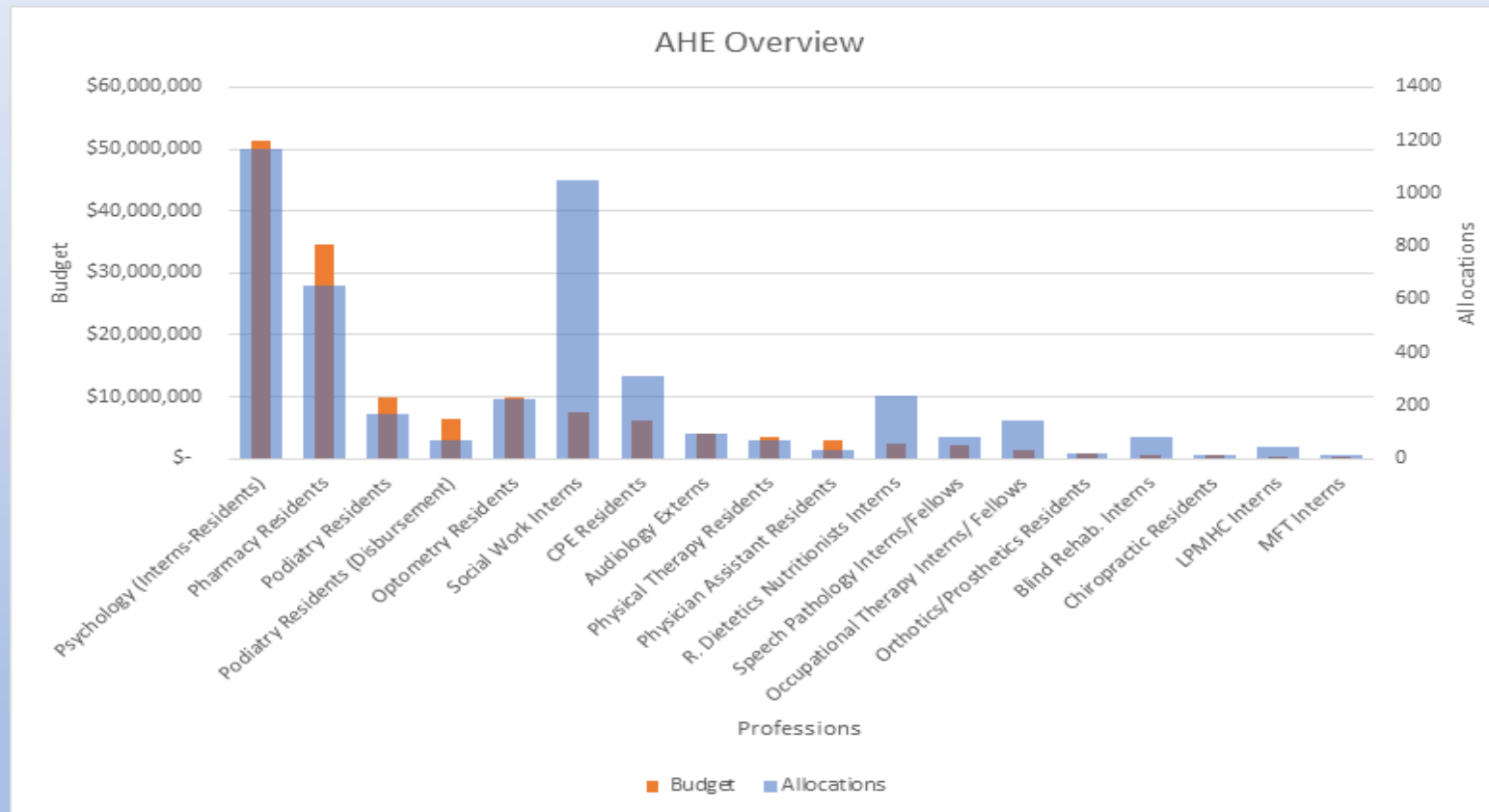


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IMPACT: ACADEMIC YEAR 22-23 AHE FUNDED TRAINING PROFESSIONS



Psychology Training Data

APPIC STATISTICS AY23-24

- Internship imbalance has shifted nationally
 - 3,855 applicants submitted rankings
 - 4,018 positions available
- Postdoctoral – Common Hold Date
 - 103 unfilled VA positions (32.2%) on UPPD

OAA Data	Internship	Postdoctoral Residency/Fellowship
# Programs	129	120+ (AHE) 12 (AF)
# Funded Positions	711	455 (AHE) 134 (AF) AY 22-23 only
# Filled Positions AY22-23	678	397 (AHE)
# Filled Positions AY23-24	658 (7.5%)	434 (AHE); verification report upcoming in July



Trainee Satisfaction Survey AY21-22

DOMAIN	PSYCHOLOGY HPT % SATISFIED (N=790)	NATIONAL HPT % SATISFIED (N=13,492)
BEFORE how likely to consider VA employment	76.8	50.4
AFTER how likely to consider VA employment	84.2	69.4
OVERALL, how satisfied	94.4	91.2
Treated with respect at work	95.7	94.9
Clinical Faculty/Preceptors	95.2	94.1
VA Learning Environment	95.7	91.5
VA Physical Environment	75.8 (82.9 AY 20-21)	83.7
VA Working Environment	91.8	91.9
Trainee Onboarding Experience	69.8 (78.9 AY 20-21)	74.8

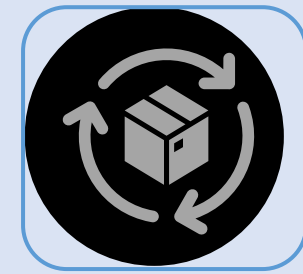


FISCAL YEAR 23 AHE STRATEGIC GOALS



INCREASED COMMUNICATION & AWARENESS

ANNOUNCEMENTS AND RESOURCES
AVAILABLE ON OAA INTERNAL
SHAREPOINT TO IMPROVE
COMMUNICATION, TRANSPARENCY
AND OVERALL SATISFACTION



CONTINUOUS IMPROVEMENT

REEVALUATE AND ASSESS
OPTIONS TO STREAMLINE
THE ALLOCATION
PROCESS



OPERATIONAL EFFICIENCY & OVERSIGHT

DEVELOP APPLICATION
FOR THE FIELD TO SUBMIT
DOCUMENTS, REDUCING
MANUAL TRACKING AND
INCREASING
TRANSPARENCY AND
INTERNAL
ACCOUNTABILITY



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RECENT AHE ACCOMPLISHMENTS



Market analysis for HPT annual stipend rate increases



Blanket Purchase Agreements Renewal



VEPTA Portal Enhancements for Site Visits



Updated Needs and Excess Process



ONGOING & DEVELOPING OAA PROJECTS



Allocation Redesign and Verification Process



HPE Office Standardization



CERNER HPT Council & Electronic Health Record Entry and Ordering



HPT Registration and Tracking System for onboarding



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UPDATES ON HOT TOPICS



Virtual Supervision (telesupervision)



Educational Details (off-site rotations)



Interprofessional Post-Graduate HPT
Recruitment Trends



Trainee Recruitment Events and
Hiring Initiatives



Types of Supervision

HPT-Focused Supervision

- Educational and interactive experience between the supervisor and HPT (defined by accreditation guidelines).
- Focus is on the HPT's development of competencies/clinical skills.

Clinical Supervision (1400.04)

- Supervision provided by licensed provider in same profession when clinical encounter is happening between HPT and patient
- Subject to documented Graduated Levels of Responsibility
- Virtual supervision, including real-time videoconferencing, must not be used to substitute for appropriate clinical supervision for in-person clinical encounters.



Virtual Supervision Pre-COVID

HPT-focused virtual supervision is **allowed** (consult accreditation guidelines)

Clinical supervision **must be in the same location** regardless of the modality of treatment



Virtual Supervision: COVID

- **Virtual supervision** of telehealth (TH) visits when HPTs are **not co-located** with the supervisor are **now permitted** during this health crisis, if the HPT meets the appropriate GLR
- **Virtual supervision is not permitted** for face-to-face visits
- In January 2021, National Defense Authorization Act confirmed that VA healthcare professionals, including HPTs, may deliver TH care across state lines

Department of Veterans Affairs **Memorandum**

Date: September 8, 2022

From: Chief Academic Affiliations Officer, Office of Academic Affiliations (14AA)

Subj: Update on Virtual Supervision

To: Associate Chiefs of Staff for Education/Designated Education Officers

1. The VHA Office of Academic Affiliations (OAA) retains the statutory authority for the oversight of health professions education (HPE) programs across VA.
2. In virtual supervision (VS), the health professions trainee (HPT) and the clinical supervisor are not physically co-located. Prior to March 11, 2020, VS was not permitted in most HPE settings. During the National Public Health Emergency (NPHE), OAA added permission to use VS for telehealth (TH) encounters.
3. Given the widespread use of VS during the NPHE, OAA has been evaluating data on the safety and effectiveness of VS and examining ways to incorporate VS into revised directives. The following is current VS guidance:
 - a) During the [NPHE](#) (in effect through October 15, 2022), VS is permissible for TH encounters.
 - b) VS will continue to be permissible for VA TH (even after the NPHE ends) until the revised VA HPT supervision directive is published and new standards go into effect.
 - c) The use of VS for face-to-face (non-TH) encounters is not permitted during routine business hours except as allowable per current policy.
4. As you plan for HPE experiences, please bear in mind the following to ensure high quality training:
 - a) Face-to-face supervision is important for HPTs to develop appropriate skills and the building of effective relationships with supervisors and the health care team. Therefore, OAA discourages 100% virtual HPT rotations.
 - b) VS should not be used exclusively for the convenience of individuals, including supervisors and HPTs.
5. For additional information concerning this announcement, please contact the relevant OAA clinical section using the [OAA Helpdesk](#).

Marjorie A Bowman, MD, MPA
Chief Academic Affiliations Officer



Virtual Supervision: Post-COVID



- Updates pending in revisions of VHA Directive; some allowances for limited virtual supervision
- Gradual changes from current COVID practices to post-COVID practice
- HPT-focused telesupervision *may* continue virtually, based on accreditation guidelines



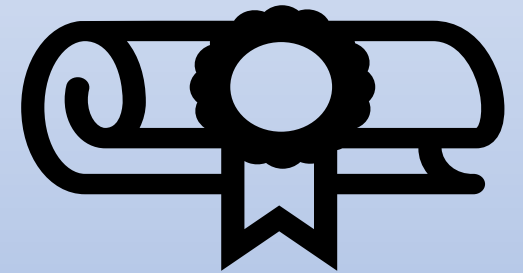
Educational Details

- Anticipate updates in VHA Directive 1400.15 and 1400.17
- Currently the training experience at a non-VA location must :
 - Provide direct benefit to VA, veteran care, or be an accreditation requirement
 - Not be available at the VA facility
 - Not exceed one-sixth of their total training time
- Future considerations:
 - Directive will identify an accreditation requirement
 - Existing experiences may not continue indefinitely
 - OAA encourages WOC exchanges with affiliates sponsoring accredited programs
 - When the revised policy is published, there will be a grace period for implementation



Interprofessional Post-Graduate Recruitment Trends

- Post-graduate HPT programs are typically not required (e.g. Optometry, PT, Psychology, etc.)
- Board exam pass rates are decreasing since pandemic and HPTs may be less prepared for post-graduate programs
- Psychology postdocs are competing to fill with VA's Mental Health Hiring Initiative staff vacancies
 - 319 UPPD VA listings (103 postdoctoral positions)
 - 1738 total UPPD listings (423 unfilled)



Association of Psychology Postdoctoral and Internship Centers (APPIC) 2023 Survey

[2023 Survey Results \(appic.org\)](https://appic.org) Key Take Aways

- **Program Survey (over 250 respondents)**
 - 15.8% respondents were VA facility setting
 - 39.7% positions were unfilled
 - 42% of programs will likely not continue to recruit for unfilled positions this year
 - Timing is close between when first offers were made and when positions filled using Common Hold Date

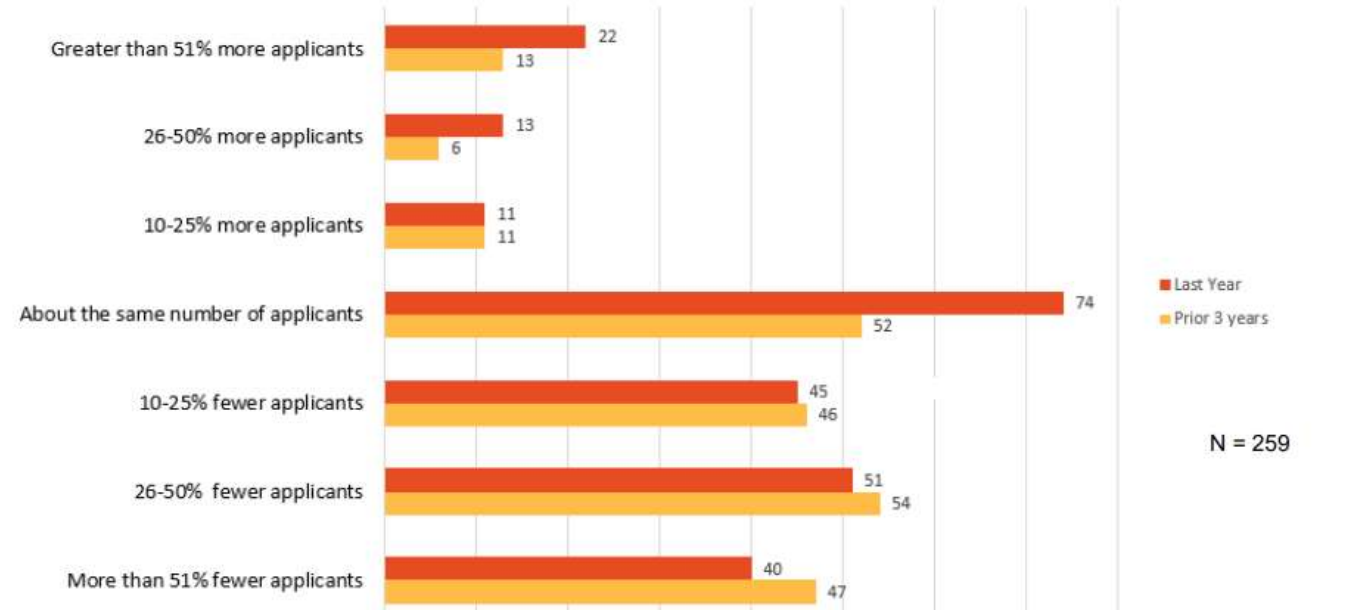


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APPIC Postdoctoral Program Applications Received

Applications Received Compared to Last Year and Previous 3 Years



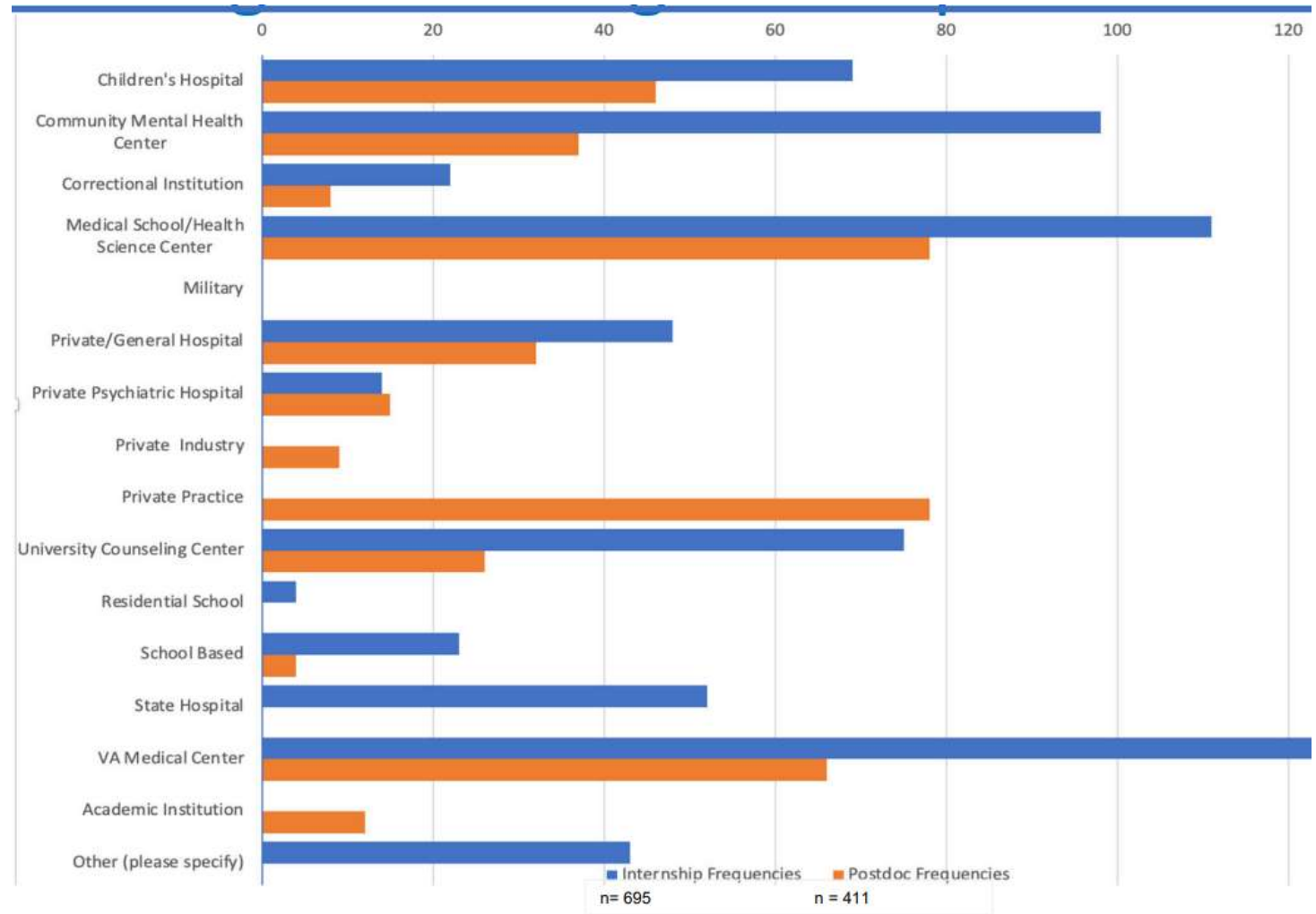
APPIC Postdoctoral Survey Data

[2023 Survey Results \(appic.org\)](https://appic.org) Key Take Aways

- **Applicant Survey (over 570 respondents)**
 - 95% secured 1st or 2nd choice
 - 19% applied to both postdocs and employment
 - Average hold time for offers was 3.8 days
 - 22% see themselves working in private sector even with significant number of respondents from VA setting (18%)
 - 57% felt that internship training director was useful in guiding through selection process – opportunity to mentor



Comparison of Frequency of Current Internship Setting and Setting of Accepted Postdoc Position



Factors Impacting Decision to Apply for Employment (N=71)

Importance of Factors That Impacted Decision to Apply to Jobs



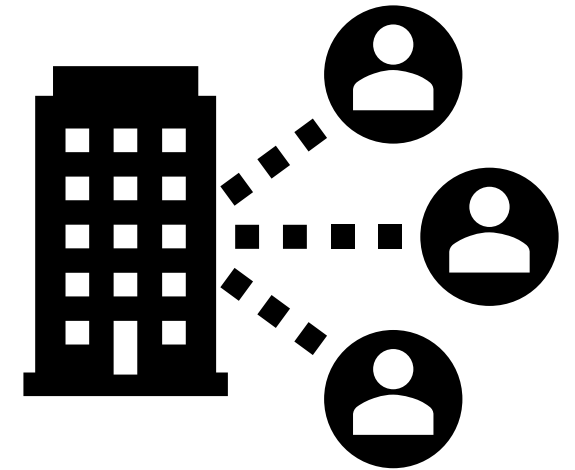
N = 71; 1 – Not important; 5 = Very important

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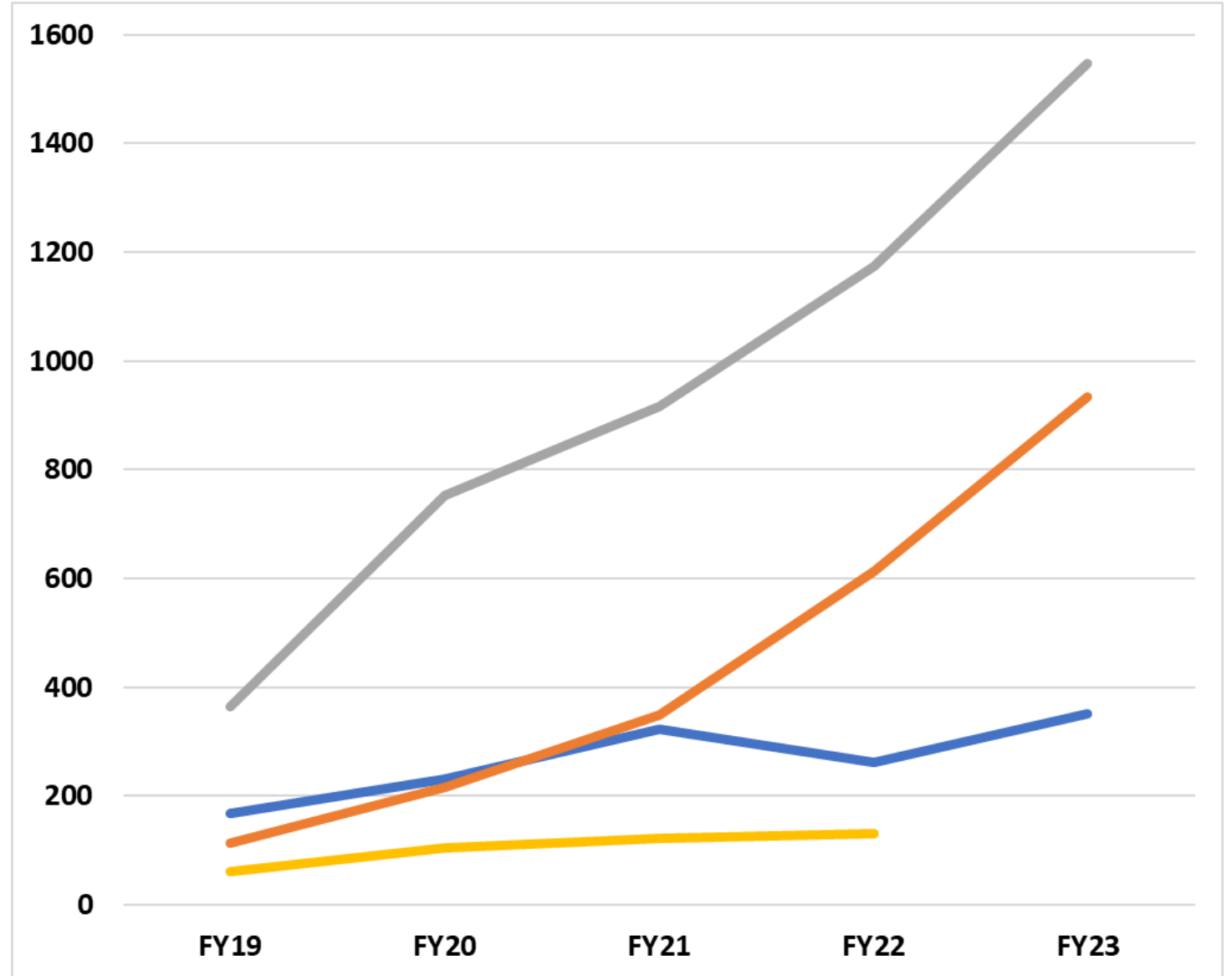
Trainee Recruitment and Hiring Updates

- VA priority to hire faster and more competitively
- VHA has supply (HPTs) and demand (vacancies) to fill critical staffing needs.
- Agency invests \$2B annually on training HPTs
- Authority to use and promote non-competitive hiring flexibilities for Title 38/Hybrid Title 38
- OAA and WMC co-chair Trainee Recruitment and Hiring Workgroup (TMRW)



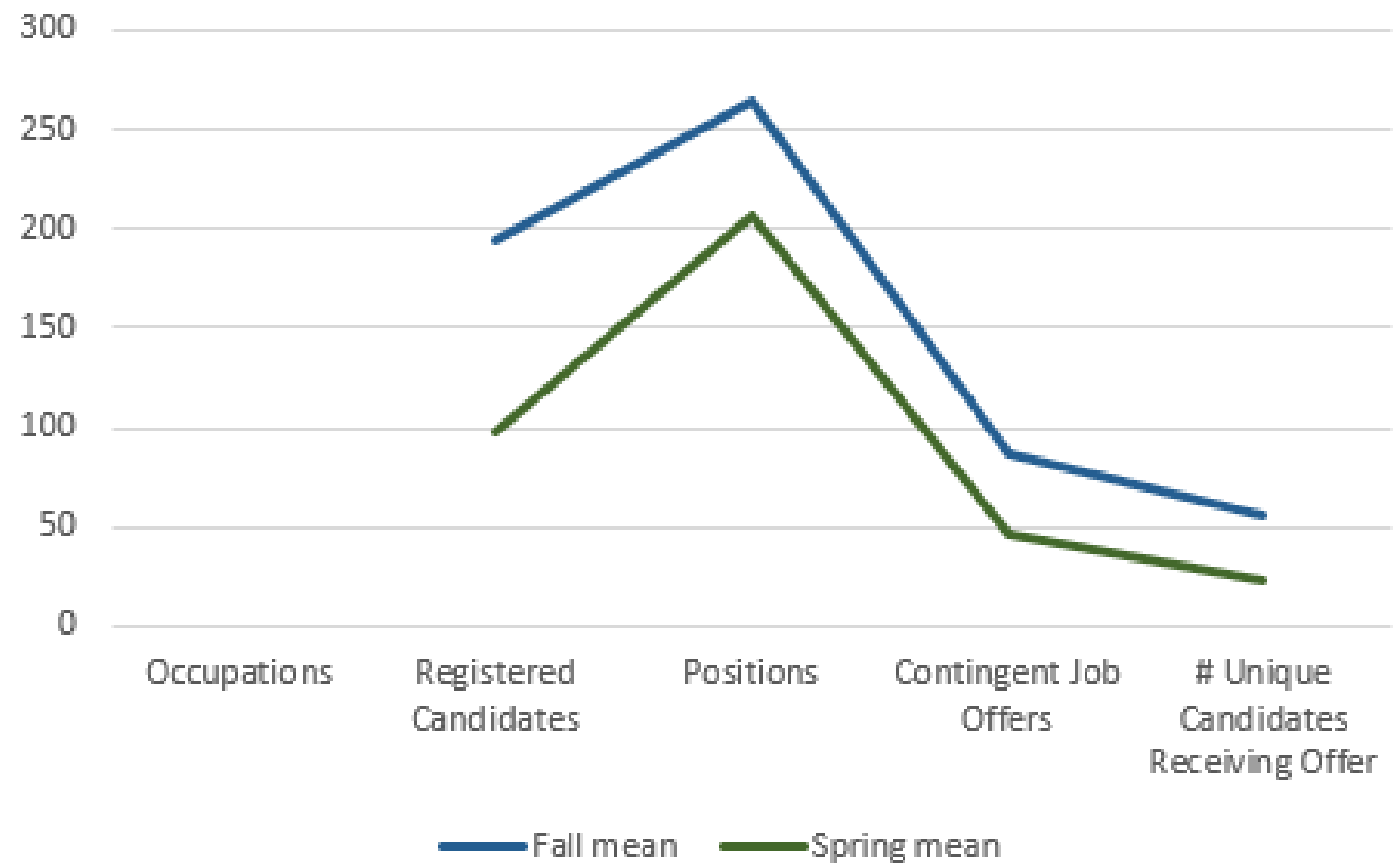
Trainee Recruitment Events: Psychology

- Matches (4754)
- Positions (2227)
- Candidates (1335)
- Accepted Offers (419)



FY 23 PSYCHOLOGY TRAINEE RECRUITMENT EVENTS

Spring vs Fall TRE Psychology Hiring



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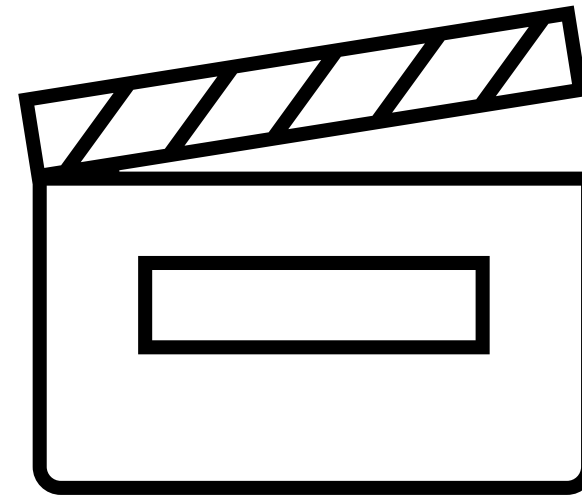


Act Now & Hire



General strategies to leverage hiring flexibilities:

- Redesigned internal webpage to improve user experience
- Established external webpage for users outside VA firewall
- Created microlearning video marketing Trainee Recruitment Events



Resources and References

- [OAA Intranet Page](#)
- [Telehealth](#)
- [Associated Health Fact Sheet](#)
- [Internal Non-competitive Hiring Flexibilities Webpage](#)
- [External VA Careers Webpage](#)
- [APPIC Internship Match 2023 Combined Statistics](#)
- [APPIC Postdoctoral Survey 2023 Results](#)



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Contact Us



Please direct all questions to the [OAA Help Desk](#)

Use Associated Health/Allied Health Inquiries or Affiliation Agreements – Associated Health drop down

