WOCs are volunteers, students or employees of nonprofits and universities working on VA projects “Without Compensation.”

VHA Handbook 1200.17 defines WOC Appointments as Nonprofit Research and Education Corporations (NPC) employees who are directly or indirectly involved or engaged in approved VA research or education and training activities, and who perform such duties under the supervision of VA personnel, must have a VA WOC appointment. If performing such duties, the NPC employee must sign a VA Intellectual Property Agreement prior to performing such work.

References:
1. VHA Handbook 1200.17