

**UNITED STATES DEPARTMENT OF HOMELAND SECURITY**



**WHITE HOUSE INITIATIVE ON EDUCATIONAL EXCELLENCE FOR HISPANICS**

**Objective 3.1.7: Internship and Fellowships:**

Identify internship and fellowship opportunities available to HSI's and Hispanic students.

**Department/Agency: U.S. Department of Homeland Security**

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p><b>1. <u>Internship Program (OPM Pathways):</u></b></p> <p>This program is for current students enrolled in a wide variety of educational institutions from high school to graduate level.</p>	<p>Ongoing</p>	<p>Projected for FY15: 432</p>	<p>Program open to all.</p>	<p>Each DHS Component is responsible for the Pathways program costs, including salary and administration.</p>	<p>ICE – Antonia Acevedo, <a href="mailto:Antonia.n.acevedo@ice.dhs.gov">Antonia.n.acevedo@ice.dhs.gov</a>                      CBP – Courtney Williams, <a href="mailto:courtney.r.williams@cbp">courtney.r.williams@cbp</a>                      USCG – Collette Pinkney – <a href="mailto:Colette.pinkney@uscg.mil">Colette.pinkney@uscg.mil</a>                      OIG – Anthony Jones – <a href="mailto:Anthony.jones2@oig.dhs.gov">Anthony.jones2@oig.dhs.gov</a>                      FEMA – Andrew Kaiser – <a href="mailto:Andrew.kaiser@fema.dhs.gov">Andrew.kaiser@fema.dhs.gov</a>                      FLETC - Sonja Smith, <a href="mailto:Sonja.smith@fletc.dhs.gov">Sonja.smith@fletc.dhs.gov</a>                      USCIS – Christopher Hoggan, <a href="mailto:Christopher.b.hoggan@uscis.dhs.gov">Christopher.b.hoggan@uscis.dhs.gov</a>                      USSS – Kai Petty, <a href="mailto:kai.s.petty@uss.s.dhs.gov">kai.s.petty@uss.s.dhs.gov</a></p>	<p>Enables participants to have paid work opportunities to explore Federal careers while still in school.</p>

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
					NPPD – Edwin Chinery, <a href="mailto:Edwin.chinery@hq.dhs.gov">Edwin.chinery@hq.dhs.gov</a> HQ – Keisha Monroe, <a href="mailto:Keisha.monroe@hq.dhs.gov">Keisha.monroe@hq.dhs.gov</a>	
<p><b>2. <a href="#">Recent Graduates Program</a> (OPM Pathways):</b></p> <p>This program is for individuals who have recently graduated from qualifying educational institutions or programs and seek a dynamic, career development program with training and mentorship. To be eligible, applicants must apply within two years of degree or certificate completion (except for veterans precluded from doing so due to their military service obligation, who will have up to six years to apply).</p>	Ongoing	Projected for FY15: 112	Program open to all.	Each DHS Component is responsible for the Pathways program costs, including salary and administration.	Same as above	Intended to provide developmental experiences and promote possible careers in the civil service.
<p><b>3. <a href="#">Presidential Management Fellows Program</a> (OPM):</b></p> <p>For more than three decades, the PMF Program has been the Federal government’s premier leadership development program for advanced degree candidates. This program is now for individuals who have received a qualifying advanced degree within the preceding two years.</p>	Fall each year as determined by OPM	Projected for FY15: 26	Program open to all.	Each DHS Component is responsible for the Pathways program costs, including salary and administration.	Same as above	Designed to provide federal agencies with high potential candidates for future leadership positions.
<p><b>4. <a href="#">DHS Office of the White House Liaison Unpaid Volunteer Internship</a></b></p>	The program is year-round, and aligns	10-15	Program open to all.	This is an unpaid volunteer opportunity,	<a href="mailto:WHLOintern@HQ.DHS.GOV">WHLOintern@HQ.DHS.GOV</a> WHLO – Dominique Robertson	<ul style="list-style-type: none"> <li>To offer dedicated students with an interest in public service a meaningful</li> </ul>

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<p><b>Program:</b></p> <p>This program is focused on registered undergraduate and graduate students that are pursuing a career in Homeland Security field of work. The Office of the White House Liaison works with potential intern candidates and offices across DHS to determine placement. There is a specific focus on early career development and continued education on how the Department functions to carry out its mission.</p>	<p>itself with academic semester calendar. The duration of the program is a maximum of 120 days and student must be able to volunteer at least 20 hours/week.</p>			<p>offices cover on-boarding and overhead costs.</p>		<p>opportunity to serve as a part-time intern in one of DHS' departments.</p> <ul style="list-style-type: none"> <li>• To provide students with an occasion to gain invaluable work experience, and to provide them with crucial employment tools and relationships.</li> <li>• To usher in a generation of leaders with a desire to service our nation.</li> </ul>

**Objective 3.1.8: Workforce Diversity:**

Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Latinos for Hire	4/30/14-4/30/14	N/A	N/A	N/A	Transportation Security Administration (TSA)	<ul style="list-style-type: none"> <li>Event targets Diversity initiative</li> <li>Career fair to increase Hispanic hiring</li> </ul>
2. 41st National Latino Peace Officer's TNG Conference		N/A	N/A	N/A	US Secret Service (USSS)	Information sharing regarding agency and employment opportunities
3. Florida International University	1/29/14	N/A	N/A	N/A	US Secret Service (USSS)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
4. Mountainview College Spring 2014 Career Fair	4/9/14	N/A	N/A	N/A	US Secret Service (USSS)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
5. Advertising/Marketing Campaigns: Recruitment Brochure	FY14	N/A	N/A	N/A	Federal Law Enforcement Training Center (FLETC)	Market/advertise using FLETC recruitment brochure, which reflects more diversity
6. Hispanic Association of Colleges and Universities	10/4/14 – 10/6/14	N/A	N/A	N/A	Federal Emergency Management Agency (FEMA)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
7. Advertising/Marketing Campaigns: Websites, Professional Orgs, Colleges, Universities MOUS, LinkedIn	FY14	N/A	N/A	N/A	Federal Emergency Management Agency (FEMA)	Market/advertise all vacant positions to All Races & Genders/All Underrepresented Groups
8. Universidad Pontificia Catolica (Ponce, PR)	10/3/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	Career fair to recruit for mission critical positions
9. Lummi Nation Annual Career Fair	5/2/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
10. Instituto de Bancay Comerico	5/7/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
11. National University College	6/5/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
12. ICPR Junior College – Arecibo (Puerto Rico)	6/13/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
13. Safety and Security Weekend (Hatillo, PR)	10/5/14-10/6/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	Career fair to recruit for mission critical positions
14. Interamerican University (Barranquitas, PR)	10/16/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
15. Universidad del Sagrado Corazon Job Fair (Santurce, PF)	11/6/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
16. Laredo Community College	1/22/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>
17. Youth Challenge Academy Job Fair (Ponce, PR)	2/11/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>Career fair to increase Hispanic hiring</li> <li>Information sharing and hiring tips</li> </ul>

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18. 10 <sup>th</sup> Annual Job Fair	4/3/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
19. Annual Spring Job Fair (Texas State Technical College)	4/3/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
20. Government, Military and Law Enforcement Information/Job Fair	4/10/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
21. Mt. San Jacinto College Spring 2014 Career Fair	4/11/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
22. San Antonio College Career Fair	4/16/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
23. Texas A&M International College Recruiting Booth	4/17/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
24. Health and Security Fair (Mayaguez, PR)	5/16/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
25. Alianza Empleo Feria (San Juan, PR)	5/20/14 – 5/21/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
26. Administration of Labor Development (Aibonito, PR)	6/12/14	N/A	N/A	N/A	Customs & Border Protection (CBP)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>
27. League of United Latin American Citizens Conference (LULAC)	7/8/14 – 7/12/14	N/A	N/A	N/A	FEMA, TSA, US Immigration & Customs Enforcement (ICE), US Coast Guard (USCG)	<ul style="list-style-type: none"> <li>• Career fair to increase Hispanic hiring</li> <li>• Information sharing and hiring tips</li> </ul>

**Objective 2.1.6: Data, Grant and Funding Models:**

Identify grant opportunities, programs, etc...benefitting Hispanic STEM education, with a specific focus on Hispanic Serving Institutions (HSI's).

**High Priority Performance Goal or Program Goal 2: K-12 EDUCATION - STEM****Other Programs/Projects/Initiatives:**

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Providing DHS procurement opportunities for small disadvantaged businesses (SDB), which includes Hispanic owned small businesses; In accordance with the Small Business act, establish a 5% SDB participation goal defined as total contracting dollars awarded to SDBs divided by total contracting spending.	Annual Goal	10,000 small businesses located in all 50 states including Hispanic owned small businesses	Part of the annual 5% SDB goal	DHS contracts are funded through the annual appropriations process	DHS Office of Small and Disadvantaged Business Utilization (OSDBU) <a href="http://www.dhs.gov/openforbusiness">www.dhs.gov/openforbusiness</a>	FY 2013 – DHS awarded 13.3% of total contracting dollars to SDBs
2. 8(a) Business Development Program. In order to help small, disadvantaged businesses compete in the marketplace, the SBA created the 8(a) Business Development Program. It's a business assistance program for small disadvantaged businesses. The 8(a) Program offers a broad scope of assistance to firms that are owned and controlled at least 51% by socially and economically disadvantaged individuals.	Ongoing; 8(a) contracts are a subset of the annual 5% SDB participation goal	About 7,000 firms participate in the 8(a) program	Hispanic owned small businesses are a subset of the 7,000 participating 8(a) firms	SBA annual appropriations	SBA <a href="http://www.sba.gov/content/about-8a-business-development-program">http://www.sba.gov/content/about-8a-business-development-program</a>	a number of participating 8(a) firms b total contracting dollars awarded using  The 8(a) Program is an essential instrument for helping socially and economically disadvantaged entrepreneurs gain access to the economic mainstream of American society. The program helps thousands of aspiring entrepreneurs to gain a foothold in government contracting. the 8(a) program