

**UNITED STATES DEPARTMENT OF LABOR**



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

**Department/Agency: U.S. Department of Labor**

**High Priority Performance Goal or Program Goal 2: POST-SECONDARY**

**Other Programs/Projects/Initiatives:**

**Objective 3.1.6: Funding and Grant Opportunities - Identify funding and grant opportunities, federal level resources (e.g. student aid efforts,) available to HSI's and Hispanics.**

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p><b>1. Workforce Investment Act Adult Program</b> – Provides employment and training services to disadvantaged, low-skilled, and underemployed individuals, and helps employers find the skilled workers they need to compete and succeed in business. (18 years of age or older)</p>	<p>Hispanics served and performance outcomes based on PY 2012 participants (July 2012 to June 2013)</p> <p>Funding is for PY 2014</p>	<p>1,418,897</p>	<p>143,421 (10.1%) The total number of participants who self-identified as Hispanic, divided by the total number of participants.</p>	<p>\$763,969,000</p>	<p>Employment and Training Administration (ETA) <a href="http://www.doleta.gov/contact.cfm">http://www.doleta.gov/contact.cfm</a></p>	<p>61, 002 Hispanic participants (62%) entered employment in the public and private sectors.</p> <p>65, 865 Hispanic Participants (81.6%) retained employment for more than 180 days.</p>

<p><b>2. Workforce Investment Act Dislocated Worker Program –</b> Provides employment and training services to workers who have lost their jobs, including those dislocated as a result of plant closings or mass layoffs, and who are unlikely to return to employment in their previous industries; formerly self-employed individuals; and displaced homemakers who have been dependent on the income of another family member but are no longer supported by that income.</p>	<p>Hispanics served and performance outcomes based on PY 2012 participants (July 2012 to June 2013)  Funding is for PY 2014</p>	<p>957,775</p>	<p>115,504 (12.1%) The total number of participants who self-identified as Hispanic, divided by the total number of participants.</p>	<p>\$1,001,885,718</p>	<p>ETA</p>	<p>49,182 Hispanic participants (57.3%) entered employment.  46,915 Hispanic Participants (82.8%) retained employment for more than 180 days.</p>
<p><b>3. Trade Adjustment Assistance (TAA) Program:</b> A federal entitlement program that assists U.S. workers who have lost or may lose their jobs as a result of foreign trade.</p>	<p>Hispanics served and performance outcomes based on PY 2013 participants (July 2013 to June 2014)  Funding is for PY 2014</p>	<p>84,529</p>	<p>7,050 (8.3%) The total number of participants who self-identified as Hispanic, divided by the total number of participants.</p>	<p>\$608,768,000</p>	<p>ETA</p>	<p>In PY 2013, 70.5 % of Hispanic participants entered employment  In PY 2013, 90.1% of Hispanic Participants retained employment for more than 180 days.</p>
<p><b>4. Trade Adjustment Assistance Community College and Career Training (TAACCT) Fund Grants to HSI's:</b>  a) Union Community College b) Passaic County Community College c) CUNY LaGuardia Community College</p>	<p>A four year grant that was awarded in September 2013.</p>	<p>57 Grants/185 schools</p>	<p>19,174 (10.8%) The total number of participants who self-identified as Hispanic, divided by the total number of participants. *Only Passaic College has reported enrolling Hispanics.</p>	<p>a) \$1,551,852 b) \$8,998,233 c) \$3,178,409</p>	<p>ETA</p>	<p>N/A</p>
<p><b>5. National Farmworker Jobs Program Grants:</b> A nationally-directed, locally-administered program of employment and training services and housing</p>	<p>Calendar year 2013</p>	<p>12,982</p>	<p>9,971 (self-reported)</p>	<p>\$9.1 Million for (July 1 - 2013 – June 30 2014)</p>	<p>ETA</p>	<p>12,982 participants served with employment and training services, or housing assistance services, of which 9,971 self-reported as Hispanic.</p>

assistance for migrant and seasonal farmworkers (MSFWs). The program seeks to counter the chronic unemployment and underemployment experienced by MSFWs who depend primarily on jobs in agricultural labor performed within the United States and Puerto Rico.						
<b>6. YouthBuild:</b> A community-based alternative education program that provides job training and educational opportunities for at-risk youth ages 16-24. Youth learn construction skills while constructing or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. Youth split their time between the construction site and the classroom, where they earn their GED or high school diploma, learn to be community leaders, and prepare for college and other postsecondary training opportunities.	Cumulative from program start to 3/31/14  ETA began administration of the program in 2006.	32,544	6,551	\$72 million in FY 2014	ETA	ETA does not have performance outcomes disaggregated by demographic information.
<b>7. Job Corps:</b> The nation's largest residential education and training program for low-income youth ages 16 through 24.	Hispanics served and performance outcomes based on PY 2013	53,862	8,362 (Note: participant information is based on new enrollees)	\$1.6 billion	ETA	2,691 Hispanic participants (32%) became graduates  1,285 Hispanic participants (48%) were placed in jobs, apprenticeships, or the military
<b>8. Workforce Investment Act Youth Program:</b> Targets low-income youth (ages 14-21) with barriers to employment, including youth who are deficient in basic skills or are homeless, are	Hispanics served and performance outcomes based on PY 2012 participants (July 2012 to	218,747	56,153 (25%) The total number of participants who self-identified as Hispanic, divided by the total number of participants.	\$805,896,465	ETA	18,671 Hispanic participants (61.6%) were placed in employment or education.  14,498 Hispanic participants (45%) attained

runaways, are pregnant or parenting, or are ex-offenders, school dropouts, or foster children, and provides them with services that prepare them for employment and post-secondary education.	June 2013)  Funding is for PY 2014					a degree or certificate.
<b>9. Homeless Veterans Reintegration Program (HVRP):</b> Seeks to provide services such as, job training, counseling, and placement services (including job readiness, literacy, and skills training) to assist in reintegrating homeless veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless veterans.	FY 2013 / PY 2012	16,106 Participants	1,306 Hispanic participants (Self-reported).	\$36,188,000 (Total appropriation).	DOL/VETS	Overall employment placement rate was 63.3% for all participants. (DOL/VETS does not have access to outcomes disaggregated by ethnicity).
<b>10. Jobs For Veterans State Grants (JVSG):</b> A non-competitive grant program that allocates funds to State Workforce Agencies in direct proportion to the number of veterans seeking employment within their state. The grants support two principal staff positions: Disabled Veterans' Outreach Program Specialists (DVOPS) and Local Veterans' Employment Representatives (LVERs).	FY 2013 / PY 2012	360,763 participants	DOL/VETS does not have access to participation by ethnicity.	\$161,291,000	DOL/VETS	53% overall entered employment rate for all participants.  (DOL/VETS does not have access to outcomes disaggregated by ethnicity).

<b>Objective 3.1.7: Internship and Fellowships - Identify internship and fellowship opportunities available to HIS's and Hispanic students.</b>						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes

<p><b>1. DOL Career Pathways Program:</b> An innovative employment program targeting college students and recent college graduates. Provides entry-level federal job or a federal internship opportunity.</p>	FY 2014	167	18 (Self-identified)	N/A (Each participating sub-agency of DOL funds these positions with existing FTE's.) No additional funds are spent to coordinate this project.	Todd Wheeler, Pathways Program Coordinator, US. Department of Labor, Office of the Assistant Secretary for Administration & Management (OASAM), Office of Human Resources Policy and Accountability (OHRPA)	167 placements in entry level federal jobs or federal internship opportunities. 18 of these self-reported as Hispanics.
<p><b>2. Add Us In Grant - Maryland (GenerationWork) Demonstration Project:</b> Add Us In grants are a national initiative of the U.S. DOL's Office of Disability Employment Policy (ODEP) designed to identify and develop strategies to increase employment opportunities within the small business community for individuals with disabilities. The grants focus on businesses owned and operated by African-Americans; Asian-Americans; Latino or Hispanic Americans; members of federally recognized tribes and Native Americans; lesbian, gay, bisexual and transgender individuals; and women.</p> <p>The Maryland GenerationWork demonstration project partners with the Hispanic Chamber of Commerce and the Hispanic Business Foundation to promote inclusive hiring practices as well as to place youth with disabilities age 16-24 in work-based learning experiences, including internships and employment.</p>	Grant Period: October 1, 2011 – September 30, 2014	124 individuals (1/3 of whom are Hispanic) & Hispanic Chamber of Commerce of Montgomery County (HCCMC) and Hispanic Business Foundation members	30 youth (in summer internship program)  FY12 – 1 youth FY13 - 10 youth FY14 - 19 youth  Hispanic Chamber of Commerce of Montgomery County (HCCMC) and Hispanic Business Foundation members	Cooperative Agreement \$330K per year	Taryn Williams ODEP Williams.Taryn@dol.gov	30 disabled Hispanic youth placed in internships. The project also has policy oriented; systems change outcomes, focused on a) achieving systems change within entities serving individuals with disabilities to include more Hispanic youth, and b) achieving systems change within entities primarily focused on Hispanic business, to include more youth with disabilities.  Metrics for accomplishing systems change outcomes cannot be meaningfully reported in the limited space available in this matrix. However, below are two examples of Hispanic-specific systems change outcomes from this project: 1) The Hispanic Chamber of Commerce will now include Hispanic youth with disabilities as part of their internship program moving forward. 2) The consortium is coordinating and collaborating with numerous community programs, including the school system and recreation department to identify Hispanic youth with disabilities, and to promote and develop customized employment opportunities and internships for them as part of a broader business case that seeks to assist Hispanic businesses in achieving greater efficiency.

<b>Objective 3.1.8: Workforce Diversity</b> – Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.						
Strategic Activity	Timeframe	Total	Hispanics	Funding	Driver/Contact Info	Performance Outcomes

		Population Served	Served (Explain metrics)	(PY 2014)		(PY 2012)
<p>DOL's Office of Diversity Inclusion has established formal partnerships with two Hispanic serving organizations, National Image Inc. and the National Association for Hispanic Federal Executives. The partnerships institutionalize the sharing of job announcements from DOL's component agencies with the objective of increasing the applicant pool of Hispanics applying to DOL positions.</p> <p>In addition to sharing job announcements, several organizations assist the Department by posting job announcements on their respective websites and social media sites.</p>	2014	College students, Recent college graduates, current federal employees, and general adult workers	N/A	N/A	<p>Paul M. Plasencia, Director, Office of Diversity and Inclusion and Veterans Employment Program Manager U.S. Department of Labor Office of the Assistant Secretary for Administration &amp; Management (OASAM) Office of Diversity and Inclusion (ODI) 202-693-5840</p>	<p>Since the establishment of the partnership, DOL has collaborated with National Image and the National Association for Hispanics Federal Executives and have shared approximately 20 senior job opportunities. While outreach metrics are not tracked, the partnership continues to be collaborative and positive.</p>
<p>DOL's Office of Diversity Inclusion regularly participates in panels, hosts pre-conference forums, provides federal employment workshops, participates in hiring fairs, and participates in training and development efforts with partner Hispanic serving organizations.</p>	Ongoing.	College students, Recent college graduates, current federal employees, and general adult workers	N/A	5	<p>Paul M. Plasencia, Director, Office of Diversity and Inclusion and Veterans Employment Program Manager U.S. Department of Labor Office of the Assistant Secretary for Administration &amp; Management (OASAM) Office of Diversity and Inclusion (ODI) 202-693-5840</p>	<p>In mid-November 2014, DOL partnered with the National Society of Hispanic MBAs (NSHMBA) on career day event at the DOL Federal Building. Over 50 people visited with the NSHMBA booth and received information on job opportunities.</p> <p>During the summer and fall of 2014, DOL collaborated with the November National Association of Hispanic Federal Executives (NAHFE) on a speed mentoring event (1) and a (1) networking event. Unfortunately, participation metrics were captured.</p> <p>In September 2014, DOL partnered with National Image, Inc. at their 2014 National Conference in Linthicum, MD. DOL provided a DOL senior representative for their Mentoring Panel and had a DOL/OFCCP information booth at the conference that provided information on DOL job opportunities as well as Federal professional development resources.</p>

						Outreach outcomes not available.
DOL will sponsor the League Of United Latin American Citizens (LULAC's) 2014 Federal Training Institute at the Department in September 2014.	September 2014.	N/A	N/A	N/A	Paul M. Plasencia, Director, Office of Diversity and Inclusion and Veterans Employment Program Manager U.S. Department of Labor Office of the Assistant Secretary for Administration & Management (OASAM) Office of Diversity and Inclusion (ODI) 202-693-5840	Over 50 DOL employees joined LULAC's 2014 Federal Training Institute Partnership which took place at DOL on September 16-17, 2014. Over 300 Federal employees attended and received, amongst other material, professional development and information to help develop the Executive Core Qualifications required for leadership positions and entry into the Senior Executive Service.