

UNITED STATES DEPARTMENT OF VETERANS AFFAIRS



WHITE HOUSE INITIATIVE ON EDUCATIONAL EXCELLENCE FOR HISPANICS

Objective 2.3.6: Data, Grant and Funding Models

Identify grant opportunities, programs, outreach efforts etc...that address family engagement in the Hispanic community.

Department/Agency: Department of Veterans Affairs (VA)

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION – College Access

Other Programs/Projects/Initiatives:

Strategic Activity	Timeframe	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
Promote Utilization of Diversity Internship Program through the Hispanic Association of Colleges and Universities (HACU)	Ongoing Began in Fiscal Year (FY) 2012.	14 Interns	During FY 2014 NDIP was initially funded for 880k. However, we requested additional funding for NDIP and the final amount received was \$1,815,000.	VA Office of Diversity & Inclusion: Michael Youngblood Michael.Youngblood@va.gov Phone: 202-632-7614	<ol style="list-style-type: none"> 1. There were 14 paid internships through HACU for NDIP. 2. During FY 2014, NDIP experienced a decrease in applications for NDIP from HACU from previous years.

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
<p>1. Hispanic Employment Program National Network Team</p>	<p>Ongoing Was established in March of FY 2012</p>	<p>VA has reached approximately 700 Local Communities and stakeholders nation-wide.</p>	<p>Through this effort, VA has reached approximately 700 Local Communities and stakeholders nation-wide.</p>	<p>There is currently not an established budget for this effort.</p>	<p>VA Office of Diversity & Inclusion Andy Gonzalez, Andy.Gonzalez@va.gov Phone: 202-299-4320</p>	<p>1. Local activities held at schools, colleges and Veterans organizations 2. Utilizes virtual Tele- conferences to provide career and professional development to Hispanic Employment Program Managers nation-wide.</p>
<p>2. Distribution of employment information via Hispanic organizations and conferences: Information on ODI's National Diversity Internship Program provided via:</p> <p>1. Participation in the U.S. Hispanic Leadership Institute National Conference, National Hispanic Medical Association, League of United Latin American Citizens (LULAC) Women's Conference, LULAC's 85th Annual National Convention, and National Image Inc.'s 2. National Leadership and Diversity Training Program via various exhibit booths and 2 VA pre-Conference VA Employee Training Forums 3. Via email communication / conference calls to Hispanic Employment Program internal and external</p>	<p>Ongoing</p>	<p>Approximately 5,000 total participants attended 5 National Hispanic affinity events supported by VA ODI staff</p>	<p>All VA locations and segments of society, including employees, Hispanic communities, & Hispanic Veterans are targeted in this program.</p>	<p>There is currently not an established budget for participation in these events; each event's participation is budgeted on an ad hoc basis.</p>	<p>VA Office of Diversity & Inclusion Andy Gonzalez, Andy.Gonzalez@va.gov Phone: 202-299-4320</p>	<p>During FY 14, VA participated in five diversity outreach events focused on the Hispanic community</p>

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4. stakeholders network VA-wide. VA-wide distribution of All Station Memorandums signed by Assistant Secretary for Human Resources & Administration						
5. Implementation of the Hispanic Employment Retention and Outreach Strategic Plan	Ongoing (FY 13-16) The HERO Plan was developed in FY 2012 and signed and published in March of FY 2013.	N/A	VA employees, Hispanic communities, Hispanic affinity organizations, and Hispanic Veterans.	There is currently not a dedication budget for this initiative. Each event is funded on an ad hoc basis.	VA Office of Diversity & Inclusion Andy Gonzalez, Andy.Gonzalez@va.gov Phone: 202-299-4320	<ol style="list-style-type: none"> 1. Build a diverse, high-performing workforce that is reflective of all segments of society, including the Hispanic community and Hispanic Veterans. 2. Cultivate a work environment that is inclusive of Hispanics, as evidenced by increased retention, career development, and advancement of Hispanics in the VA workforce, in keeping with merit principles. 3. Facilitate outstanding, culturally competent public service and Hispanic stakeholder relations through effective leadership & accountability.
4. Training on special hiring authorities and internship programs	Ongoing	N/A	N/A	In FY 2014, The VHA Healthcare Talent Management (HTM) committed to \$111,833 to Hispanic Internships	Veterans Health Administration Roberto Rojo Phone: 202-632-7615 roberto.rojo@va.gov	Additional recruitment avenues for groups with low participation, promotion of special hiring authorities and encouragement for hiring officials to participate in internship programs will be sought.
5. Provide virtual training to the VHA Hispanic Employment Program Managers (HEPM) to share recruitment strategies	Ongoing Hispanic Employment Program Manager training began at the Department-Level in FY 2013.	VHA Hispanic Employment Program Managers	N/A	There is no budget for this action	Veterans Health Administration Roberto Rojo Phone: 202-632-7615 roberto.rojo@va.gov	VHA Hispanic Executive/Senior Level Officials and Managers increased to 1,481 in FY 2014 from 1,409 in FY 2013.
6. Encourage affiliations with the National Council of	Ongoing	N/A	N/A	There is no budget for this	Veterans Health Administration	<ol style="list-style-type: none"> 1. National Diversity Internship Program a total of 19 were

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Hispanic Employment Program Managers				action	Roberto Rojo Phone: 202-632-7615 roberto.rojo@va.gov	trained in VHA 2. 11 were from the Hispanic Association of Colleges and Universities 3. One was from Hispanic-Serving Health Professions Schools
7. VA's Community Outreach and Communications Initiative	Ongoing	500 attendees, 3 leads generated from the NHMA event.	N/A	N/A	Shawanda Poree, Program Director, Veterans Health Administration Phone: 504-565-4896 Shawanda.Poree@va.gov	a. VA's VHA Healthcare Recruitment & Marketing Office will take part in National Hispanic Medical Association. b. Continue to work with HACU to place interns in VHA central office program offices and VHA medical centers