

DEPARTMENT OF VETERANS AFFAIRS ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION WASHINGTON DC 20420 DEC 3 0 2008

Mr. Anselm G. Davis
Executive Director
White House Initiative on Tribal Colleges
and Universities
Department of Education
1990 K Street, NW
Washington, DC 20006

Dear Mr. Davis:

Enclosed is a copy of the Department of Veterans Affairs (VA) Three-Year Plan to implement Executive Order 13270 on Tribal Colleges and Universities Fiscal Years 2009-2011.

VA fully supports Executive Order 13270 and will continue to champion education, training, internships, and employment opportunities in the Native American and Alaska Native communities.

Questions regarding this submission should be directed to Ms. Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion (formerly, Office of Diversity Management and Equal Employment Opportunity), at (202) 461-4131.

Sincerely yours,

Willie L. Hensley

Acting

Enclosures

White House Initiative on Tribal Colleges and Universities Three-Year Plan for Assistance to Tribal Colleges and Universities Fiscal Years 2009-2011

Executive Summary

The Department of Veterans Affairs (VA) supports Executive Order 13270 through programs designed to increase the participation of Tribal Colleges and Universities (TCUs) in VA-sponsored programs. One of VA's enabling goals is to recruit, develop, and retain a competent, committed, and diverse workforce that provides high-quality service to veterans and their families.

VA Central Office (VACO) will continue to encourage organizations to utilize summer and fall internships through Fellowships, Internships, Recruitments, and Intergovernmental Personnel Acts. Some of these interns are students at one of the 32 U.S. Tribal Colleges and Universities that comprise the American Indian Higher Education Consortium. These students will be sponsored by VA to provide temporary and future employment opportunities. Also, VACO will establish a system to monitor and track student employment and inform organizations of upcoming internships availability. This will be a long-term development.

VA's Veterans Health Administration (VHA) is strongly committed to broadening the participation of TCUs. VHA Workforce Succession Strategic Plan lists various strategies that emphasize commitment to establish affiliations with various colleges and universities. The Plan reflects the critical steps that VHA is taking, in partnership with TCU's, to achieve educational excellence while furthering the Administration's mission. These strategies, which include the affiliation with TCUs, are to:

- Promote diversity, excellence and satisfaction in the workforce, and foster a culture which encourages innovation.
- Improve VA's ability to recruit trainees into the permanent workforce following training.
- Promote a system-wide comprehensive program for recruiting personnel in scarce professions and career fields.

VHA will continue to support and implement employment initiatives, internship programs, academic affiliations, recruitment forums, and education and training programs with TCUs.

The Workforce Management and Consulting Office Equal Employment Opportunity/Affirmative Employment Team (EEO/AET): The EEO/AET will continue to work with the Department of Health and Human Services' Indian Health Services in fulfilling the work plan that was established in 2008. The work plan was developed as a part of this initiative which includes various strategies to increase the number of American Indian/Alaskan Natives in VHA's workforce.

The Healthcare Recruitment and Retention Office (HRRO): One of HRRO's goals is to provide VA facilities with a unique opportunity to promote diversity while simultaneously providing college students with paid federal government work experiences. HRRO projects a slight increase of funding during FY 2009-2011.

HRRO plans to continue to support the Student Education Employment Program (SEEP) and VA Learning Opportunity Residency (VALOR) which allows undergraduate and graduate students in high-demand career fields to obtain a viable work experience while pursuing their academic degree which is based on agreements between VA facilities and academic institutions.

HRRO will continue to support employees in developmental programs such as: Employment Incentive Scholarship Program (EISP), National Nursing Education Incentive (NNEI), VA National Education for Employees Program (VANEEP), and the Education Debt Reduction Program (EDRP).

HRRO will continue to organize the attendance and sponsor recruitment exhibits at national meetings and conventions of all major health care occupations, job fairs and other recruitment forums held throughout the country to promote VA's image as an employer of choice. HRRO plans to continue to have representations of the Student National Medical Association, National Medical Association, National Hispanic Nurses Association, and National Black Nurses Association. These National events continue to target minority students and educational institutions. Representatives from HRRO will provide information about the mission of VA, employment opportunities, residencies, internships and scholarships.

The Office of Academic Affiliations: The Office of Academic Affiliations (OAA) will continue to provide clinical training experiences to students who attend tribal colleges and universities. OAA has oversight for VHA's health professions training program. This program does not provide awards to colleges or universities; however, it provides direct support to VA facilities for students receiving training in VA. Direct support includes salary and fringe benefits paid directly to medical residents and associated health trainees. Indirect support is

the reported cost by VA Medical Centers of VA staff who are instructors for trainees and other administrative costs associated with the training program. The majority of the students that will participate in training at a VA facility are on a without compensation (WOC) basis but there is indirect costs associated with the training program.

The Office of Research and Development (ORD) is committed to supporting research activities that will strengthen initiatives to serve veterans of diverse racial and ethnic groups, including American Indians and Alaska Natives. ORD has supported collaborative efforts by VA and the Indian Health Service to improve access and health outcomes for American Indians and Alaska Native veterans. VA's ORD supports a diverse and wide-range research portfolio aimed at understanding and reducing health disparities among racial and ethnic groups, and; in addition, has established a Center of Excellence devoted to research on health equity research and promotion. VA has been at the forefront of disparities research, and as an equal access healthcare system, has encouraged research that will ensure quality of care for all veterans, including American Indians and Alaska Natives.

VA has established equity and health disparities as a research priority, and recognizes that veterans, providers, health care facilities, and health care systems may all contribute to health care disparities. Research on all of these potential contributors is being supported. In addition, continual interventions focused on culture, language, and community outreach is identified as potential strategies to reduce disparities. This emphasis demonstrates ORD's commitment to the intent of the White House Initiative on Tribal Colleges and Universities. Other ORD research initiatives focused on healthcare informatics, implementation and management research, and educational interventions for health professionals will have the potential to enhance government efforts to facilitate improved partnerships between tribal colleges and universities and VA.

VA's Veterans Benefits Administration (VBA) provides educational assistance payments to eligible veterans, dependents, reservists, and service members while they are enrolled in approved educational programs at TCUs and other institutions of higher learning. These payments help veterans and other eligible enrollees defray the costs of tuition and fees while enrolled at educational institutions.

VBA does not establish funding goals or measurable objectives for TCUs or any other educational institution under VA's educational assistance program. Education benefit payments are made directly to veterans or their dependents on the basis of their eligibility for such assistance. VBA conducts outreach activities to encourage eligible veterans and their dependents to use education benefits before the time period for their use expires.

VBA also makes payments to TCUs, which are referred to as reporting fees. The fees are paid to TCUs to cover administrative costs for processing reports and certifications of veterans' enrollments, as required by Title 38 USC, section 3684[c], in the administration of VA educational assistance programs. The total reporting fees awarded varies from year-to-year at each educational institution, as they are based on the number of veterans and other eligible beneficiaries who are enrolled.

VA's National Cemetery Administration (NCA) will continue to honor all veterans with a final resting place and lasting memorials that commemorate their service to our Nation.

NCA will continue to work towards increasing the participation of TCUs in Federal programs by sponsoring interns from the Washington Internship for Native Students (WINS) and the American Indian Science and Engineering Society (AISES) organizations that fall under VA's National Internship Program. Through the program, NCA will be able to sponsor American Indian students for a 10-15 week—summer, spring, and fall sessions throughout the year. NCA will work to strengthen our partnership with the Society of American Indian Government Employees (SAIGE).

NCA will participate in job fairs and conferences at TCUs and other local American Indian organizations, share job announcements, and provide NCA's employment Web site for employment opportunities. NCA will work collaboratively with the WINS, AISES, and SAIGE programs and establish a partnership with the American Indian College Fund to participate in annual tours for American Indian students to travel to local reservations and tribal colleges to stimulate cultural awareness and provide education and job opportunities. NCA will work to include VA's local and national cemeteries during these tours. Also, NCA will identify other TCU organizations that have not participated in VA's National Internship Program and establish a partnership to increase the representation of American Indians in the Federal internship program. NCA will increase participation with TCU organizations in an effort to build and strengthen the partnership with the American Indian community.

FY 2009 Plan Resources to Assist Tribal Colleges and Universities

Agency Name: Department of Veterans Affairs

Strategic Goals	Synopsis of TCU Programs that	Performance Measure	Projected Funding for Program	Funding Category	Mandates in EO 13270
Promote diversity, excellence	Veterans Health Administration's	Improve VA's ability to	\$0	Other Activities	Long-term Development
and satisfaction in the workforce,	(VHA) Management and Support	recruit trainees into the			
and foster a culture which	Office/EEO/Affirmative	permanent workforce			
encourages innovation.	Employment Team	following training.			
Improve VA's ability to recruit	VHA's Healthcare and Retention	2% increase over FY	\$258,933	Student Futton	Educational
trainees into the permanent	and Recruitment Office	2008		Assistance,	Achievement
workforce following training.				Aid Aid	
Promote a system-wide	VHA's Healthcare and Retention	2% increase over FY	\$64,363	Fellowships,	Long-term Development
comprehensive program for	and Recruitment Office	2008		Daniships,	
recruiting personnel in scarce				Recidionell, in As	
processories and carrot notes.	VHA's Office of Academic	VA will continue to	\$65.233	Fellowships,	Educational
trainees into the permanent	Affiliations	encourage the		Internships,	Achievement
workforce following training		expansion of affiliation		Recruitment, IPAs	
¢		efforts with Tribal			
		College Institutions			
Ensure quality of care for	Office of Education and Research	Improve access and	\$0	Other Activities	Education and
veterans	Development	health care outcomes			Research
		for American Indian and			
		Alaska Native veterans.			
Direct Institutional Subsidies	VBA's funding to TCUs	Reporting fees paid to	\$3,867,402	Student Tuition	Institutional Capacity
		TCUs to cover		Assistance,	
		administrative costs for		Scholarships and Other	
		processing reports and		Aid	
		certifications.			
Student Tuition Assistance,	VBA's funding to TCUs	Educational assistance	\$2,505,419,738	Student Tuition	Institutional Capacity
Scholarships, and Other Aid		payments to veterans,		Assistance,	
		dependents, reservists		Scholarships and Other	
		and service members		Aid	
		attending TCUs.			

organization job fairs	9	
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anni Alanka Matikan	Ind	
American	Arr	Native organizations.
TCUs and other	TC	local American Indian/Alaska
licipation at various	pai	onferences at TCUs and other
A will increase Stable	NCA's EEO/HR offices NC	Participate in job fairs and
NCA's workforce	wit	
ans/Alaska Natives	Ind	
erican		
resentation of		Federal Workforce
ease the \$155,000	NCA's EEO/Human Resources Inc	Participation of TCUs in the
	rease the vesentation of herican lians/Alaska Natives h NCA's workforce A will increase ticipation at various	NCA's EEO/Human Resources Increase the representation of American Indians/Alaska Natives with NCA's workforce NCA's EEO/HR offices Participation at various

Additional information

Direct Institutional Subsidies based on a 1.020% increase Student Tuition Assistance, Scholarships, and Other Aid based on a 1.020% increase

FY 2010 Plan Resources to Assist Tribal Colleges and Universities

Agency Name: Department of Veterans Affairs

and Improve VA's ability to recruit trainees into the permanent workforce following training 2% increase over FY 2009 at 2% increase over FY 2009 attment VA will continue to encourage the expansion of affiliation efforts with Tribal College Institutions. Improve access and health outcomes for American Indians/Alaska Native veterans. VS Reporting fees paid to TCUs to cover administrative costs for processing reports and certifications. Educational assistance payments to veterans, dependents, reservists and service members attending TCUs. Increase the number of American Indians/Alaska Native interns within NCA.		Strategic Goals	Synopsis of TCU Programs that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in EO 13270
Team Workforce following training Team Workforce following training WHA's Healthcare and Recruitment Office WHA's Healthcare and Recruitment Office WHA's Office of Academic WHA's Office of Academic WHA's Office of Research and Development Development Development WBA's funding to TCUs WBA's funding to Twitinent, IPA's WBA's fundi		Promote diversity, excellence	VHA's Management and	Improve VA's ability to recruit		Other Activities	Long-term Development
Team Team Team 2% increase over FY 2009 Retention and Recruitment Office VIA/s Healthcare and Recruitment Office VIA/s Healthcare and Recruitment Office VIA/s Office of Academic Improve access and health Development Improve access and health of to processing reports and over administrative costs to cover administrative costs of payments to veterans, dependents, reservoites and payments to veterans, dependents, reservoites and service members attending TCUs VBA's funding to TCUs Continue to encourage Increase Increase Increase Scholarships, Internships, Recruitment, IPAs So Office of Research and Improve access and health Outcomes for American Indians/Alaska Native veterans. Reporting fees paid to TCUs to cover administrative costs or cover administrative cos		workforce and factor a	CEO/Affirmative Employment	workforce following training			
Retention and Recruitment Office of Academic Affiliations Affiliations Affiliations Office of Research and Development Development Development October Student Tottlo Assistance, appropring fees paid to TCUs Departments to expansion of affiliation and recruitment outcomes for American indians/Alaska Native interns within NCA. VBA's funding to TCUs Departments to encourage Institutions. Affiliation Assistance, increase Development PAs Increase Increa		culture which encourages	Team	9			
t VHA's Healthcare and Recruitment Office Retention and Recruitment Office Office Office VHA's Healthcare and Recruitment office of Academic VA will continue to encourage affiliations VHA's Office of Academic VA will continue to encourage affiliation and Recruitment in the expansion of affiliation of affiliations of affiliation of affilia		innovation.					
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Office VHA's Healthcare and Recruitment PA's increase over FY 2009 Retention and Recruitment PA's increase over FY 2009 Retention and Recruitment PA's Pallowships, Internships, Retention and Recruitment PA's PA's Coffice of Academic PA's Will continue to encourage the expansion of affiliation Affiliations VHA's Office of Academic PA's Will continue to encourage the expansion of affiliation PA's Partitions. Office of Research and Development Indians/Alaska Native interns within NCA. PA's funding to TCUs PA		trainees into the permanent	Retention and Recruitment			Scholarships and Other Aid	
NCA's EEO Office VHA's Healthcare and Prelowships, Internships, Retention and Recruitment PAs Office of Academic Coffice VHA's Office of Academic Use Provided Partitions. VIA will continue to encourage Efforts with Tribal College Institutions. Office of Research and Improve access and health outcomes for American Inclians/Alaska Native VBA's funding to TCUs Payments to veterans. VBA's funding to TCUs Payments to veterans. VBA's funding to TCUs Educational assistance payments to veterans. VBA's funding to TCUs Educational Assistance payments to veterans. Cover administrative costs for processing reports and certifications. Cover administrative costs for processing reports and service members attending TCUs. Cover administrative costs Increase Student Tuition Assistance, Scholarships and Other Aid dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA.		workforce following training.	Office				
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VHA's Office of Academic VA will continue to encourage Affiliations affiliation efforts with 1 Tibal College Institutions efforts and notional Alaska Native veterans. VBA's funding to TCUs Reporting fees paid to TCUs to cover administrative costs for processing reports and certifications. VBA's funding to TCUs Educational assistance payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA Increase Fellowships, Internships, Recruitment, IPAs		comprehensive program for	Retention and Recruitment			Recruitment, IPAs	
Affiliations Affiliations Affiliations Affiliations Office of Academic Office of Research and Development Student Tuition Assistance, Scholarships and Other Aid Development Development Development Development Development Development Development Student Tuition Assistance, Scholarships and Other Aid Development		recruiting personnel in scarce	Office				
t VHA's Office of Academic Affiliations Office of Research and Development Develo		professions and career fields.					
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Office of Research and Improve access and health Development Improve access and health outcomes for American Indians/Alaska Native veterans. VBA's funding to TCUs Reporting fees paid to TCUs to cover administrative costs for processing reports and certifications. VBA's funding to TCUs Educational assistance payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. Increase Fellowships, Internships, Andrive interns within NCA.		trainees into the permanent	Affiliations	the expansion of affiliation		Recruitment, IPAs	
Office of Research and Improve access and health Development outcomes for American Indians/Alaska Native veterans. VBA's funding to TCUs Reporting fees paid to TCUs for processing reports and certifications. VBA's funding to TCUs Educational assistance payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interms within NCA. Native interms within NCA.		workforce following training.		efforts with I ribal College			
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VBA's funding to TCUs Control processing reports and certifications. VBA's funding to TCUs Educational assistance payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. Native interns within NCA. Student Tuition Assistance, Scholarships and Other Aid Scholarships and Other Aid Increase Fellowships, Internships, Recruitment, IPAs		veterans	Development	outcomes for American			
VBA's funding to TCUs to cover administrative costs for processing reports and certifications. VBA's funding to TCUs VBA's funding to TCUs VBA's funding to TCUs Certifications. Educational assistance payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. Increase Increase Fellowships, Internships, Recruitment, IPAs Recruitment, IPAs				Indians/Alaska Native veterans.	į		
VBA's funding to TCUs VBA's funding to TCUs VBA's funding to TCUs Educational assistance payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. Scholarships and Other Aid Scholarships and Other Aid Increase Scholarships and Other Aid Scholarships an		Direct Institutional Subsidies	VBA's funding to TCUs	Reporting fees paid to TCUs	Increase	Student Tuition Assistance,	Institutional Capacity
VBA's funding to TCUs Educations Educations Educations Increase Increase Student Tuition Assistance, payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. Increase Fellowships, Internships, Recruitment, IPAs Recruitment, IPAs	_			for processing reports and		Octorarismpo and Once And	
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payments to veterans, dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. Scholarships and Other Aid service members attending TCUs. Fellowships, Internships, Recruitment, IPAs Recruitment, IPAs		Student Tuition Assistance,	VBA's funding to TCUs	Educational assistance	Increase	Student Tuition Assistance,	Institutional Capacity
dependents, reservists and service members attending TCUs. NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. Recruitment, IPAs		Scholarships, and Other Aid		payments to veterans,		Scholarships and Other Aid	
NCA's EEO Office Increase the number of American Indians/Alaska Native interns within NCA. NCA's EEO Office Increase Fellowships, Internships, American Indians/Alaska Recruitment, IPAs Recruitmen				dependents, reservists and			
NCA's EEO Office Increase the number of Increase Fellowships, Internships, American Indians/Alaska Native interns within NCA.				service members attending			
NCA's EEO Office Increase the number of Increase American Indians/Alaska Native interns within NCA.				ICUs.			
American Indians/Alaska Native interns within NCA.		Increase the participation of	NCA's EEO Office	Increase the number of	Increase	Fellowships, Internships,	Long-term Development
		TCUs in the Federal		American Indians/Alaska		Recruitment, IPAs	
American Indians/Alaska Native interns in the National Internship Program.		workforce and the number of		Native interns within NCA.			
Internship Program.		American Indians/Alaska					
interniship rrigitation.		Native interns in the National					
		Internship Program.					

			stimulate cultural awareness and provide educational/job opportunities; and include the local and patient local and patients.		NCA's workforce.
	Recruitment, IPAs		journey tours annually for American Indian students to travel to local reservations and tribal colleges to		American Indian College Fund. Increase the representation of American Indians/Alaska Natives within
Long-term Development	Recruitment, IPAs Recruitment, IPAs Fellowships, Internships,	Increase	Search for i CUs that have not participated in the national internship program and establish a partnership. Participate in the three	NCA's EEO Office	identify other TCUs organizations to form partnerships. Increase the representation of American Indians/Alaska Natives within NCA's workforce. Establish partnership with the
Long-term Development	Fellowships, Internships, Recruitment, IPAs	Increase	Send job announcements to the organizations and work collaboratively with these organizations to visit reservations to inform individuals of job opportunities	NCA's EEO/HR Office	Strengthen partnership with the TCUs organizations and other American Indian organizations to increase the number of American Indians/Alaska Native applicants.
Long-term Development	Other Activities	Increase	Increase the representation of American Indians/Alaska Natives within NCA's workforce.	NCA's EEO/HR Office	Participate in job fairs and conferences at TCUs which includes: Washington Internships for Native Students, American Indian Science and Engineering Society, and Society for American Indian Government Employees and other local American Indians/Alaska Native organizations.

Additional Information

Direct Institutional Subsidies increases to \$4,022,099 based on a 1.040% increase Student Tuition Assistance, Scholarships, and Other Aid increases to \$2,605,636,528 based on a 1.040% increase

FY 2011 Plan Resources to Assist Tribal Colleges and Universities

Agency Name: Department of Veterans Affairs

Student Tuition Assistance, Scholarships, and Other Aid	Direct Institutional Subsidies	Ensure quality of care for veterans	Improve VA's ability to recruit trainees into the permanent workforce following training	Promote a system-wide comprehensive program for recruiting personnel in scarce professions and career fields.	VA's ability to recruit trainees into the permanent workforce following training	Promote diversity, excellence and satisfaction in the workforce, and foster a culture which encourages innovation.	Strategic Goals
VBA's funding to TCUs	VBA's funding to TCUs	VHA's Office of Research and Development	VHA''s Office of Academic Affiliations	VHA's Healthcare and Retention and Recruitment Office	VHA's Healthcare and Retention and Recruitment Office	VHA's Management and Support Office EEO/Affirmative Employment Team	Synopsis of TCU Programs that Relates to Goal
Educational assistance payments to veterans, dependents, reservists and service members attending TCUs.	Reporting fees paid to TCUs to cover administrative costs for processing reports and certifications.	Improve access and health outcomes for American Indians/Alaska Native veterans.	VA will continue to encourage the expansion of affiliation efforts with Tribal Colleges and Universities	2% percent increase over FY 2010	2% increase over FY 2010	Improve VA's ability to recruit trainees into the permanent workforce following training	Performance Measure for Each Program
Increase	increase	\$0	\$64,363	\$67,452	\$269,809	\$0	Projected Funding for Program
Student Tuition Assistance, Scholarships and Other Aid.	Student Tuition Assistance, Scholarships and Other Aid	Other Activities	Fellowships, Internships, Recruitment, IPAs	Fellowships, Internships, Recruitment, IPAs	Student Tuition Assistance, Scholarships and Other Aid	Other Activities	Funding Category
Institutional Capacity	Institutional Capacity	Education and Research	Educational Achievement	Long-term Development	Educational Achievement	Long-term Development	Relationship to Mandates in EO 13270

			Cerreteries considerate		
			comptosion division the		
			local and national		
			opportunities Include the		
			provide educational/job		
			cultural awareness and		
			colleges to stimulate		workforce.
			reservations and tribal		Indians within NCA's
	•		to travel to local		representation of American
			American Indians students		College Fund. Increase the
IPAs	Recruitment, IPAs		journey tours annually for		the American Indian
Internships, Long-term Development	Fellowships, Internships,	Increase	Participate in the three	NCA's EEO Office	Establish partnership with
					within NCA's workforce.
					Indians/Alaska Native
			partnership.		representation of American
			program and establish a		with. Increase the
IPAs	Recruitment, IPAs		not participated in the intern		organizations to partner
Internships, Long-term Development	Fellowships, Internships,	Increase	Search for TCUs that have	NCA's EEO Office	Identify other TCUs
			opportunities.		applicants.
			individuals of job		Indian/Alaska Native
			reservations to inform		the number of American
			these organizations to visit		organizations to increase
			work collaboratively with		and other American Indian
IPAs	Recruitment, IPAs		to the organizations and		the TCUs organizations
Internships, Long-term Development	Fellowships, Internships,	Increase	Send job announcements	NCA's EEO/HR Office	Strengthen partnership with
					Native organizations.
					American Indian/Alaska
			workforce.		SAIGE and other local
			Natives within NCA's		include WINS, AISES and
			of American Indian/Alaska		conferences at TCUs to
es Long-term Development	Other Activities	Increase	Increase the representation	NCA's EEO/HR Office	Participate in job fairs and
					Program.
					National Internship
					Native interns in the
					of American Indian/Alaska
			Native interns within NCA.		workforce and the number
IPAs	Recruitment, IPAs		American Indian/Alaska		TCUs in the Federal
Internships, Long-term Development	Fellowships, Internships,	Increase	Increase the number of	NCA's EEO Office	Increase the participation of

Additional information

Direct Institutional Subsidies increases to \$4,267,447 based on a 1.061% increase Student Tuition Assistance, Scholarships, and Other Aid increases to \$2,764,580,356 based on a 1.061% increase

Designation of Agency Representative

Please use this form to designate the senior-level official in your department or agency serving as FY 2009 liaison to WHITCU to implement Executive Order 13270. Please fax the completed form to 202-219-7086 by December 15, 2008.

Agency	Department of Veterans Affairs
Name of Liaison	Brenda A. Martin
Title	EEO Specialist
Phone	(202) 461–4040
Fax	(202) 501–2145
E-mail	Brenda.martin@mail.va.gov
Office	Department of Veterans Affairs
Address	810 Vermont Avenue, NW
City/State/Zip	Washington, DC 20420
Signature of Agency Head	Willie L. Hensley
Date	