



DEPARTMENT OF VETERANS AFFAIRS
ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION
WASHINGTON DC 20420

DEC 15 2006

COPY

Ms. Deborah J. Cavett
Executive Director
White House Initiative on Tribal Colleges
and Universities
Department of Education
1990 K Street, NW
Washington, DC 20006

Dear Ms. Cavett:

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 2006-2008.

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. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity, at (202) 501-1970.

Sincerely yours,

A handwritten signature in black ink, appearing to read "R. Allen Pittman", is written above the printed name.

R. Allen Pittman

Enclosures

**White House Initiative on Tribal Colleges and Universities
Three-Year Plan for Assistance to Tribal Colleges and Universities
Fiscal Years 2006-2008**

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 goals is to create a workforce that reflects the diversity of our Nation and the veterans we serve. TCUs enable the Department to achieve diversity by providing VA facilities with a broader recruitment pool of trained and qualified applicants.

Veterans Health Administration (VHA) is strongly committed to broadening the participation of TCUs. The attached Plan reflects the critical steps that VHA is taking, in partnership with TCUs, to achieve educational excellence while furthering the Department's mission.

VHA's Management Support Office Equal Employment Opportunity/Affirmative Employment Team has implemented an employment initiative with the Department of Health and Human Services' Indian Health Service. The initiative includes various employment strategies to increase the number of American Indians/Alaskan Natives in VA's workforce. The Healthcare Recruitment and Retention Office (HRRO) goal is to provide VA facilities with a unique opportunity to promote diversity while simultaneously providing college students with paid Federal government work experiences. The Student Educational Employment Program (SEEP) guides and fosters partnerships between TCUs and VA facilities. SEEP 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 represent the Department at national meetings, conventions, job fairs, and other recruitment forums held throughout the country which targets minority students and institutions. The forums may include: the National Alaska Native Indian Nurses Association, Student National Medical Association, National Medical Association, and the National Student Nurses Association. Representatives from HRRO will provide information about the VA's mission, employment opportunities, and other issues.

The Office of Academic Affiliations implements the Health Professions Education and Training Program. The Program does not provide awards to colleges or universities; however, it provides direct support to VA facilities for students receiving training in the 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 program.

Approximately one percent of the overall budget to institutions of higher learning will be used to provide education and training with students from TCUs.

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. These payments help defray the cost of their tuition and fees, as long as they are enrolled in approved educational institutions or programs. 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 work towards increasing the participation of TCUs in Federal programs by sponsoring interns from the Washington Internship for Native Students and the American Indian Science and Engineering Society organizations that fall under the National Internship Program. Through these programs, NCA will sponsor interns throughout the year and work to strengthen their collaboration with the Society of American Indian Government Employees and establish a new partnership with the American Indian College Fund.

NCA will participate in job fairs and conferences at TCUs and other local American Indian organizations and share job announcements and information for employment opportunities.

**FY 2006 Plan
Resources to Assist Tribal Colleges and Universities**

Agency Name: Department of Veterans Affairs

Strategic Goals	Synopsis to TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270
Promote diversity, excellence and satisfaction in the workforce, and foster a culture which encourages innovation.	VHA's Management and Support Office EEO/Affirmative Employment Team	Improve VA's ability to recruit trainees into the permanent workforce following training.	\$0	Other Activities	Long-term Development
Improve VA's ability to recruit trainees into the permanent workforce following training.	VHA's Healthcare Retention and Recruitment Office	3% increase over Fiscal Year 2006	\$57,447	Student Tuition Assistance, Scholarships and Other Aid	Educational Achievement
Promote a system-wide comprehensive program for recruiting personnel in scarce professions and career fields.	VHA's Healthcare Retention and Recruitment Office	3% increase over Fiscal Year 2006	\$42,957	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Improve VA's ability to recruit trainees into the permanent workforce following training.	VHA's Office of Academic Affiliations	VA will continue to encourage the expansion of affiliation efforts with Tribal Institutions.	\$51,227	Fellowships, Internships, Recruitment, IPA	Educational Achievement
Direct Institutional Subsidies	VBA's funding to TCUs	Reporting fees paid to TCUs to cover administrative costs for processing reports and certifications.	\$653,000	Student Tuition Assistance, Scholarships and Other Aid	Institutional Capacity
Student Tuition Assistance, Scholarships, and Other Aid	VBA's funding to TCUs	Educational assistance payments to veterans, dependents, reservists and service members attending TCUs.	\$1,661,000	Student Tuition Assistance, Scholarships and Other Aid	Institutional Capacity

Participation of TCUs in the Federal Workforce	NCA's EEO/HR Offices	NCA will increase the representation of American Indians and Alaska Natives within NCA's workforce.	\$135,000	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Participation in job fairs and conferences at TCUs and other local American Indian and Alaska Native organizations.	NCA's EEO/HR Offices	NCA will increase participation at various TCUs and other American Indian and Alaska Native organization job fairs and conferences.	Stable	Other Activities	Long-term Development

Signature of Agency Head

Susan C. McHugh
Name of Agency Liaison

**FY 2007 Plan
Resources to Assist Tribal Colleges and Universities**

Agency Name: Department of Veterans Affairs

Strategic Goals	Synopsis of TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270
Promote diversity, excellence and satisfaction in the workforce, and foster a culture which encourages innovation.	VHA's Management and Support Office EEO/Affirmative Employment Team	Improve VA's ability to recruit trainees into the permanent workforce following training.	\$0	Other Activities	Long-term Development
Improve VA's ability to recruit trainees into the permanent workforce following training.	VHA's Healthcare Retention and Recruitment Office	3% increase over Fiscal Year 2006	\$58,160	Student Tuition Assistance, Scholarships and Other Aid	Educational Achievement
Promote a system-wide comprehensive program for recruiting personnel in scarce professions and career fields.	VHA's Healthcare Retention and Recruitment Office	3% increase over Fiscal Year 2006	\$43,246	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Improve VA's ability to recruit trainees into permanent workforce following training.	VHA's Office of Academic Affiliations	VA will continue to encourage the expansion of affiliation efforts with TCUs.	\$51,227	Fellowships, Internships, Recruitment, IPAs	Educational Achievement
Direct Institutional Subsidies	VBA's funding to TCUs	Reporting fees paid to TCUs to cover administrative costs for processing reports and certifications.	Increase	Student Tuition Assistance, Scholarships and Other Aid	Institutional Capacity

Additional Information: Direct Institutional Subsidies increases to \$660,000 based on a 1% increase

Student Tuition Assistance, Scholarships, and Other Aid	VBA's funding to TCUs	Educational assistance payments to veterans, dependents, reservists and service members attending TCUs.	Increase	Student Tuition Assistance, Scholarships and Other Aid	Institutional Capacity
Increase the participation of TCUs in the Federal workforce and the number of American Indian and Alaska Natives in the National Internship Program.	NCA's EEO Office	Increase the representation of American Indian and Alaska Native interns within NCA.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Participate in job fairs and conferences at TCUs and other local American Indian and Alaska Native organizations.	NCA's EEO/HR Office	Increase the representation of American Indians and Alaska Natives within NCA.	Increase	Other Activities	Long-term Development
Strengthen partnership with the TCU organizations and other American Indian and Alaska Native organizations.	NCA's EEO Office	Send job announcements to the organizations and work collaboratively with these organizations to visit reservations to inform individuals of job opportunities.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Identify other TCU organizations to partner with.	NCA's EEO Office	Search for TCUs that have not participated in the intern program and establish a partnership.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Establish partnership with the American Indian College Fund. Increase the representation of American Indians and Alaska Natives within NCA's workforce.	NCA's EEO Office	Participate in the three journey tours annually for American Indian and Alaska Native students to travel to local reservations and TCUs to stimulate cultural awareness and provide educational/job opportunities. Include the local and national cemeteries during the tours.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development

Additional Information: Student Tuition Assistance, Scholarships, and Other Aid increases to \$1,678,000 based on a 1% increase

Signature of Agency Head

Susan C. McHugh

Name of Agency Liaison

**FY 2008 Plan
Resources to Assist Tribal Colleges and Universities**

Agency Name: Department of Veterans Affairs

Strategic Goals	Synopsis of TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270
Promote diversity, excellence and satisfaction in the workforce, and foster a culture which encourages innovation.	VHA's Management Support Office EEO/Affirmative Employment Team	Improve VA's ability to recruit trainees into the permanent workforce following training.	\$0	Other Activities	Long-term Development
Improve VA's ability to recruit trainees into the permanent workforce following training.	VHA's Healthcare Retention and Recruitment Office	2% increase over Fiscal Year 2007.	\$59,324	Student Tuition Assistance, Scholarships, and Other Aid	Educational Achievement
Promote a system-wide comprehensive program for recruiting personnel in scarce professions and career fields.	VHA's Healthcare Retention and Recruitment Office	2% increase over Fiscal Year 2007.	\$44,111	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Improve VA's ability to recruit trainees into permanent workforce following training.	VHA's Office of Academic Affiliations	VA will continue to encourage the expansion of affiliation efforts with TCUs.	\$51,227	Fellowships, Internships, Recruitment, IPAs	Educational Achievement
Direct Institutional Subsidies	VBA's funding to TCUs	Reporting fees paid to TCUs to cover administrative costs for processing reports and certifications.	Increase	Student Tuition Assistance, Scholarships, and Other Aid	Institutional Capacity

Additional Information: Direct Institutional Subsidies increases to \$667,000 based on a 1% increase

Student Tuition Assistance, Scholarships, and Other Aid	VBA's funding to TCUs	Educational assistance payments to veterans, dependents, reservists and service members attending TCUs.	Increase	Student Tuition Assistance, Scholarships, and Other Aid	Institutional Capacity
Increase the participation of TCUs in the Federal workforce and the number of American Indians and Alaska Natives in the National Internship Program.	NCA's EEO Office	Increase the number of American Indian and Alaska Native interns within NCA.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Participate in job fairs and conferences at TCUs and other local American Indian and Alaska Native organizations.	NCA's EEO/HR Office	Increase the representation of American Indian and Alaska Natives within NCA.	Increase	Other Activities	Long-term Development
Strengthen partnership with the TCU organizations and other American Indian and Alaska Native organizations.	NCA's EEO/HR Office	Send job announcements to the organizations and work collaboratively with these organizations to visit reservations to inform individuals of job opportunities.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Identify other TCU organizations to partner with.	NCA's EEO Office	Search for TCUs that have not participated in the intern program and establish a partnership.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development
Establish partnership with the American Indian College Fund.	NCA's EEO Office	Participate in the three journey tours annually for American Indian and Alaska Native students to travel to local reservations and TCUs to stimulate cultural awareness and provide educational/job opportunities. Include the local and national cemeteries during the tours.	Increase	Fellowships, Internships, Recruitment, IPAs	Long-term Development

Additional Information: Student Tuition Assistance, Scholarships, and Other Aid increases to \$1,695,000 based on a 1% increase

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Susan C. McHugh

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