

HACU National Internship Program



Celebrating 22 Years of Opening Doors of Opportunity



▶ Pictured above – Summer 2012 HACU Interns at the U.S. Department of Agriculture in Washington, DC



Introduction

What is HACU? What do we do?



What is HACU?

Hispanic Association of Colleges and Universities (HACU)

Established in 1986, HACU is a non-profit organization that advocates on behalf of HSI's (Hispanic-Serving Institutions).

HACU has more than 400 member institutions across the United States, Puerto Rico, and abroad. It provides programs for students, university administrators, and faculty.



HACU National Internship Program (HNIP)

Places students in federal and corporate internships in the spring, summer, and fall of each year.

HNIP started in 1992 with only 24 students at one federal agency. Today, HNIP places over 400 students per year at over 40 federal agencies and corporations nationwide.

HNIP: The Impetus

Professional Development

- ▶ Expose students to careers in the federal government and in the corporate sector
- ▶ Acquire skills
- ▶ Prepare students to compete for 21st century jobs
- ▶ Expand one's professional network
- ▶ Help students make more informed career and academic choices

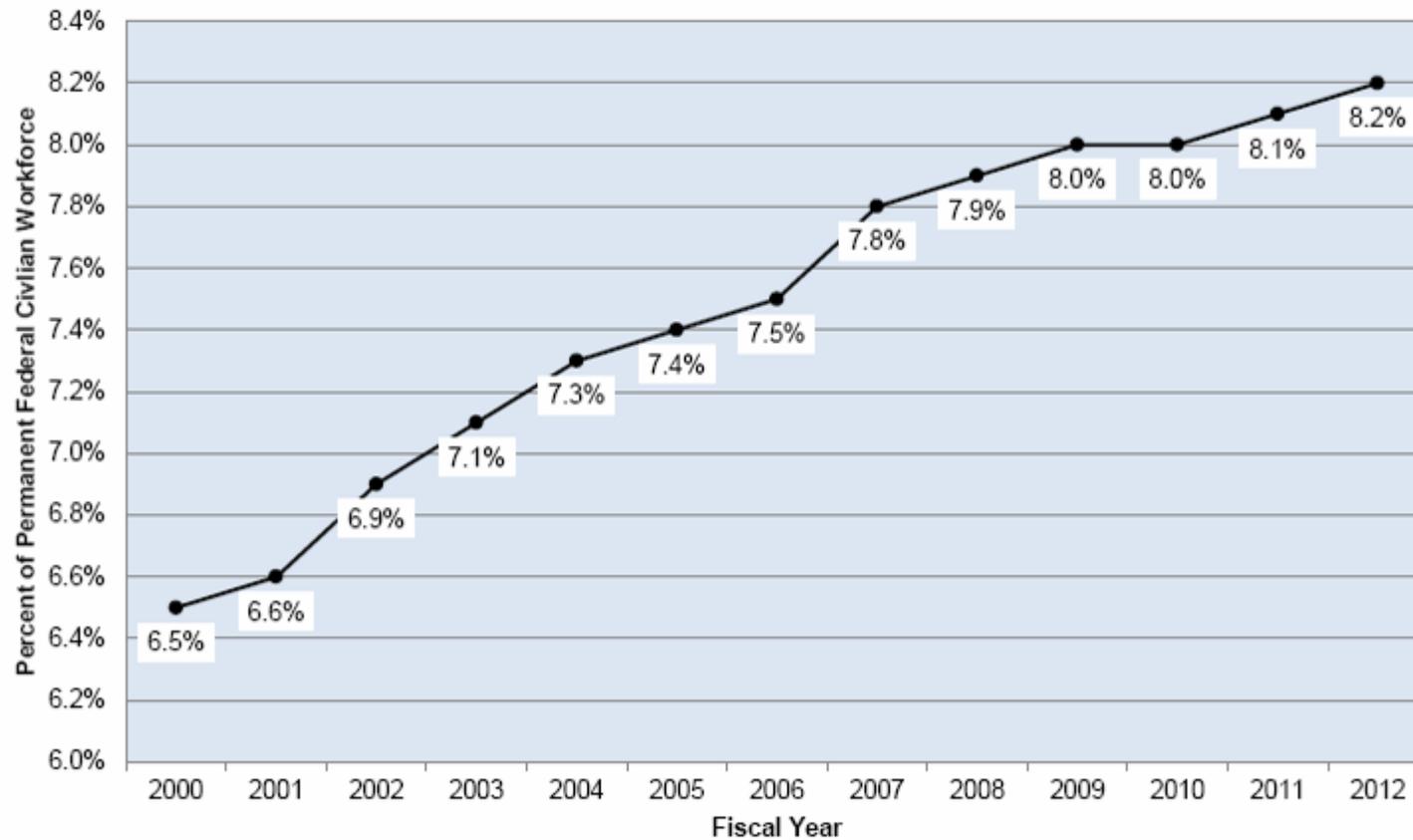
Diversity

- ▶ Showcase the best and brightest coming from HSIs and from across the country
- ▶ Promote a workforce that represents the citizens and customers both sectors serve
- ▶ Help agencies and corporations create a diversity recruitment pipeline that will enhance the work of the organization and improve the bottom line



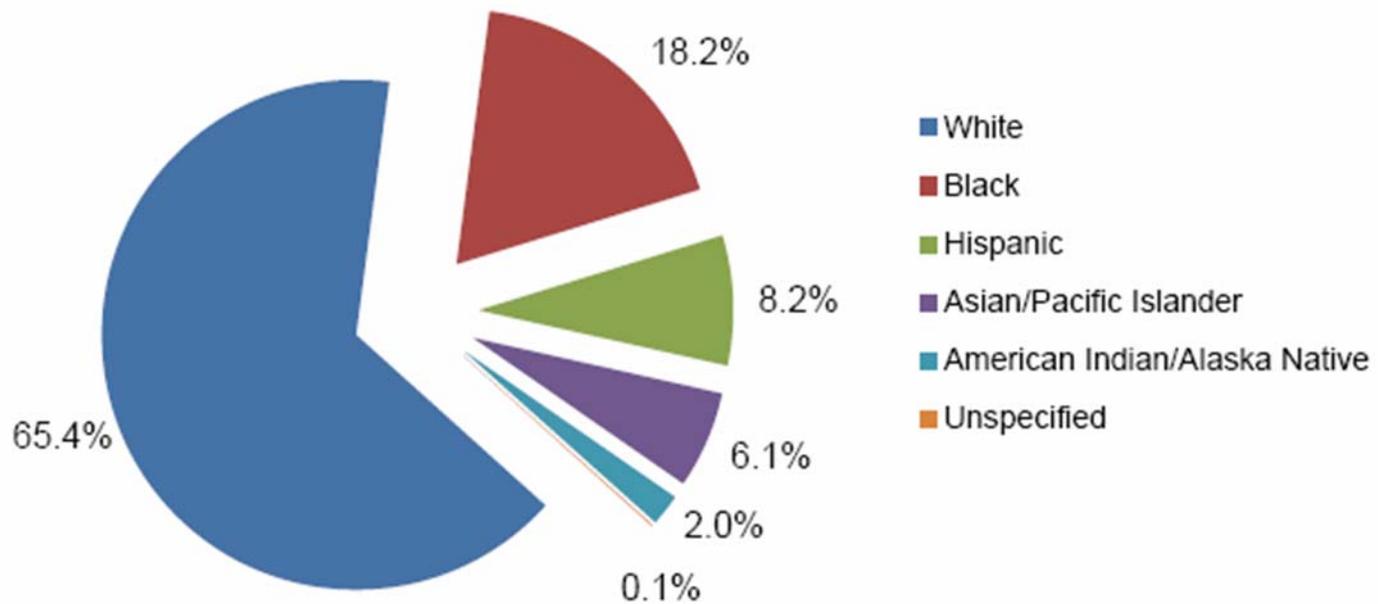
Diversity by the Numbers – Federal Government

Figure 1.
Hispanic Representation in the
Permanent Federal Civilian Workforce



Diversity by the Numbers – Federal Government

Figure 2.
Distribution of Permanent Federal Employees
as of September 30, 2012



Diversity by the Numbers – Federal Agency Breakdown

AGENCY	Hispanics On-Board Sep 30, 2011		Hispanics On-Board Sep 30, 2012		TREND
	Number	%	Number	%	
HOMELAND SECURITY	37,966	20.9	38,327	20.9	■
SOCIAL SECURITY ADMINISTRATION	9,349	14.3	9,209	14.5	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	328	13.4	308	13.6	▲
TREASURY	9,527	9.1	9,806	9.5	▲
JUSTICE	9,884	8.7	9,984	8.8	▲
LABOR	1,242	7.9	1,346	8.3	▲
ARMY	18,701	7.2	18,569	7.3	▲
HOUSING AND URBAN DEVELOPMENT	656	7.0	661	7.3	▲
AIR FORCE	11,453	6.8	11,275	6.9	▲
TRANSPORTATION	3,830	6.8	3,863	6.9	▲
VETERANS AFFAIRS	20,095	6.8	20,556	6.8	■
AGRICULTURE	5,522	6.4	5,555	6.8	▲



Diversity by the Numbers – Federal Agency Breakdown

AGENCY	Hispanics On-Board Sep 30, 2011		Hispanics On-Board Sep 30, 2012		TREND
	Number	%	Number	%	
ENERGY	1,024	6.5	991	6.5	■
NAT'L AERONAUTICS AND SPACE ADMINISTRATION	1,117	6.2	1,142	6.5	▲
INTERIOR	3353	5.7	3422	5.9	▲
ENVIRONMENTAL PROTECTION AGENCY	988	5.7	968	5.8	▲
DEFENSE ⁵	5321	5.2	5536	5.4	▲
GENERAL SERVICES ADMINISTRATION	657	5.2	642	5.2	■
STATE (MINUS FOREIGN SVC)	475	5.0	514	5.2	▲
EDUCATION	212	5.1	201	5.1	■
NAVY	9,560	4.9	9,981	5.1	▲
OFFICE OF PERSONNEL MANAGEMENT	291	4.7	287	5.1	▲
ALL OTHER AGENCIES	2357	4.8	2445	5.0	▲
COMMERCE	1,799	4.2	1,965	4.5	▲
HEALTH AND HUMAN SERVICES	1,986	3.2	2,098	3.4	▲



Challenges & Opportunities

The Growing Hispanic Workforce

- ▶ In 2012, Hispanics made up 16.9% of U.S. population.
- ▶ In 2011, Latinos made up 15% of civilian labor force.
- ▶ By 2020 and 2050, Hispanics will account for 18.6% and 23.7% of civilian labor force respectively.
- ▶ In 2011, 69% of Latinos in labor force had completed high school and only 16% in labor force had graduated from college.

Diversity as a Federal Agency Imperative

- ▶ Increase financial literacy to reduce bad debt in the Hispanic community
- ▶ Increase ESL resources and teacher education to promote higher education
- ▶ Improve delivery and dissemination of ACA to Hispanic community
- ▶ Enhance outreach to DACA recipients
- ▶ Reallocate EPA funds to low-income communities





HNIP Overview

HACU
NATIONAL INTERNSHIP PROGRAM
HISPANIC
ASSOCIATION
OF COLLEGES &
UNIVERSITIES



Benefits of Participating in HNIP

- ▶ Paid internship (stipend per week)

Undergraduate: \$520

Graduate students: \$590

Airfare provided to and from internship site

- ▶ Orientation in Washington, DC

- ▶ travel and lodging provided

- ▶ Housing arranged by HNIP staff

- ▶ Opportunities for professional development





2016 Program Timelines

	Spring	Summer	Fall
Session Dates	1/14/16 – 4/30/16	6/3/16 – 8/13/16 & 6/17/16 – 8/27/16 (Quarter Session)	8/25/16 – 12/10/16
Application Deadline	October 30, 2015	Early deadline: October 30, 2015* Regular deadline: February 15, 2016	June 17, 2016
Notes	Part-time internships are sometimes available	Quarter Session is for those who attend school on a quarter calendar	Part-time internships are sometimes available



Requirements



All applicants must:

- ▶ Be enrolled in a degree-seeking program
 - ▶ Associate, bachelor, graduate, or professional degree (law, medical, business)
 - ▶ Students from all academic disciplines are welcome to apply
 - ▶ Recent graduates are eligible for a limited number of internships
- ▶ Finish their first year of college before the internship begins
- ▶ Be authorized to work in the United States
- ▶ Have a 3.0 GPA (preferred but not mandatory)

All individuals, regardless of race, sex, age, sexual orientation, or disability, may apply. HACU is an Equal Opportunity Employer.



Majors HNIP is Seeking

- ▶ All majors are encouraged to apply. Internships are offered in nearly every field of study.

- ▶ About half of our internships are offered in the following areas:
 - ▶ Business (all fields)
 - ▶ Communications
 - ▶ Computer Science/IT
 - ▶ Science/Health Sciences
 - ▶ Engineering and Mathematics
 - ▶ International Studies/Political Science
 - ▶ Natural Sciences and Agriculture

- ▶ In demand majors include Mathematics/Statistics, Environmental Sciences, Geography/GIS, Graphic Design





HNIP Federal Partners

Broadcasting Board of Governors

Department of Commerce

USAID

US Department of Agriculture

Court Services and Offender Supervision Agency

Office of Personnel Management

FDIC-Federal Reserve Board

Department of Labor

Corporation for National
and Community Service

Department of Defense

Department of Homeland Security

Department of Health
and Human Services

Department of Treasury

National Science
Foundation

Environmental Protection Agency

Library of Congress

Consumer Product Safety Commission

Department of
Transportation

Department of Veterans Affairs

National Archives and
Records Administration

Department of the Interior





Corporate Partners

- ▶ **Deloitte** – Accounting
 - ▶ **General Electric** – Engineering, Computer Science
 - ▶ **Sodexo** – Culinary Arts, Hospitality Management
 - ▶ **Lockheed Martin** – Engineering, Computer Science
 - ▶ **BBVA Compass** – Accounting, Finance, Economics
 - ▶ **Goldman Sachs** – Accounting, Finance, STEM
 - ▶ **Chick-fil-A** – Accounting, IT
 - ▶ **Hormel** – Agriculture, Business, STEM
 - ▶ **Aetna** – Business, STEM
-



Internship Locations

- ▶ Two-thirds of all internships are hosted in the Washington, DC area
- ▶ Other potential sites:
 - ▶ AK: Anchorage
 - ▶ CA: Albany, Fresno, Los Angeles, & Riverside
 - ▶ CO: Boulder, Denver, Fort Collins, & Pueblo
 - ▶ FL: Maitland, Tampa, & Orlando
 - ▶ GA: Atlanta & Athens
 - ▶ IL: Chicago & Urbana-Champaign
 - ▶ MA: Boston, Waltham, & Winchester
 - ▶ MO: St Louis & Kansas City
 - ▶ NY: New York & Albany
 - ▶ Puerto Rico: San Juan
 - ▶ TX: College Station, Dallas, & San Antonio
 - ▶ WA: Bothell, Seattle, Walla Walla, & Wenatchee



Types of Internships (Federal – Engineering)

▶ **Federal Aviation Administration**

- ▶ Intern will shadow and observe Aviation Safety Inspectors during routine surveillance and during the conductance of Occurrence, incident and accident investigations. Will research rules, regulations and procedures, as required for enforcement investigation reports and general reports.

▶ **US Department of Interior -- Bureau of Land Management**

- ▶ The Lander Field Office is in need of a Petroleum Engineer (PE) student to review the Lander Field Office's backlog of idle wells. Idle well reviews would occur on wells located on the Wind River Indian Reservation that the BLM manages through our Trust responsibility. The Lander Field Office has about 150 wells that fit these criteria.



Types of Internships (Federal – Health)

▶ **Department of Veterans Affairs**

- ▶ Intern will rotate through the various laboratory systems- Chemistry, Microbiology, Hematology, Immunology & Molecular Biology, etc. Relate to laboratory findings with clinical findings, help implement new standards, and become familiar with laboratory accreditation and their regulations.

▶ **Department of Veterans Affairs**

- ▶ Intern will work in the Chief, Patient Administrative Service office rotating through various departments assigned to the Chief. Incumbent will gain hands-on experience in all aspects of hospital administration including finance, process examination and policy.



Types of Internships (Federal – Business)

▶ **Department of Defense**

- ▶ Work with special emphasis and affirmative employment programs. Review and develop affirmative employment plans and accomplishment reports and provide general oversight, analysis, and guidance on special emphasis programs that include minority groups, women and persons with disabilities.

▶ **Pension Benefit Guaranty Corporation**

- ▶ The Office of Inspector General conducts independent audits of agency programs and operations in accordance with government auditing standards. A trainee auditor will assist in planning, conducting and coordinating financial and performance audits; collect and analyze data pertaining to PBGC programs and operations.



Types of Internships (Federal – Agriculture)

▶ **U.S. Department of Agriculture**

- ▶ Use ArcMAP and custom tools to digitize and edit Common Land Unit (CLU) GIS data and generate geographic information system (GIS) maps; develops GIS maps from orthophotos, rough drawings, sketches, GIS data files and verbal instructions; performs finishing edits and quality assurance checks regarding GIS data accuracy; produces maps for final review.

▶ **U.S. Department of Agriculture**

- ▶ Collects and summarizes information relative to general livestock market conditions, as well as information and data on receipts, shipments, and prices. Confers with producers, buyers, sellers, and others in the livestock industry to obtain pertinent information and keep abreast with marketing conditions in the designated area.

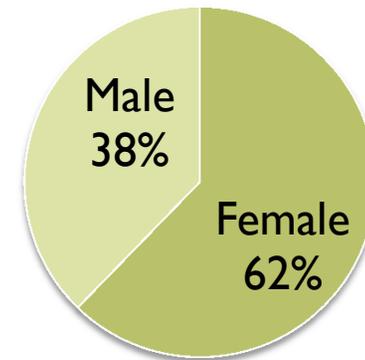


HNIP 2015 Highlights

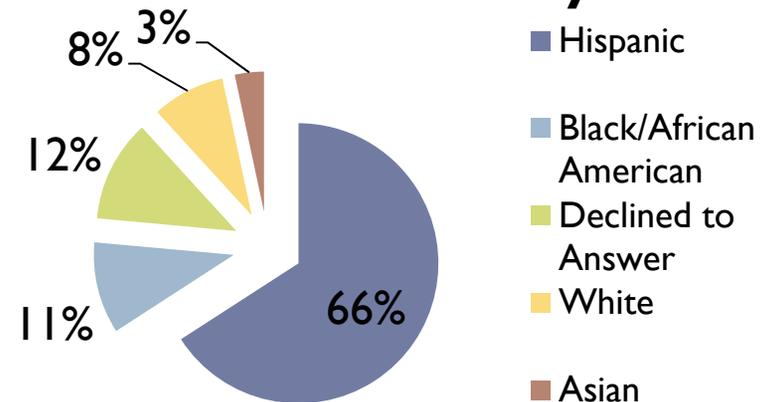
- ▶ **Total Placements: 418**
 - ▶ Federal Govt. : 375
 - ▶ Corporate: 43
- ▶ **Federal Agencies: 20**
- ▶ **Corporations: 7**
 - ▶ Nonprofits*: 5
- ▶ **Avg. GPA: 3.46**
- ▶ **Avg. Age: 24**
- ▶ **Age Range: 18 – 52**

*Nonprofit participation is funded through a grant with the Ford Motor Company Fund.

Gender

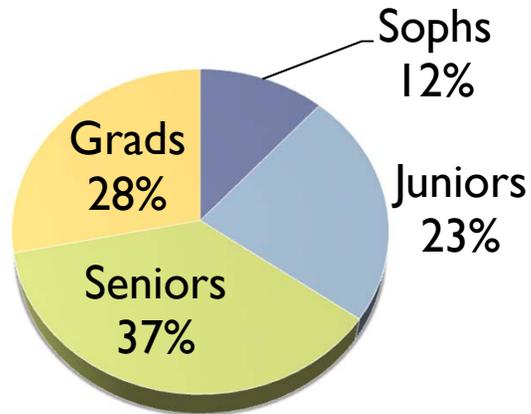


Race/Ethnicity

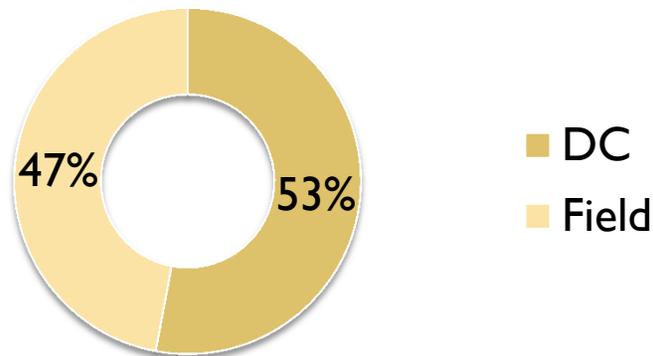


HNIP 2015 Highlights

Class Levels



Location



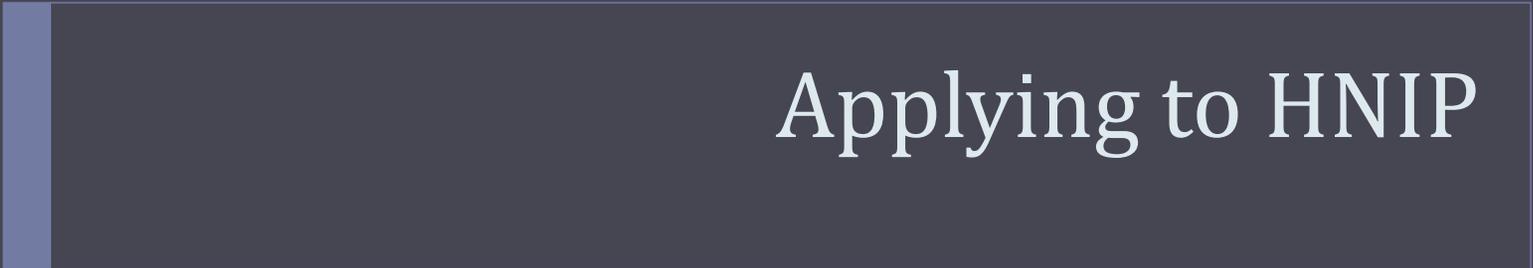
▶ Breakdown of Placements by Sessions:

- ▶ Spring – 63
- ▶ Summer – 281
 - ▶ Federal – 239
 - ▶ Corporate – 42
- ▶ Fall - 74



Where do our interns come from?





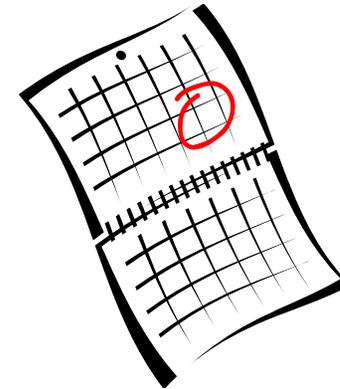
Applying to HNIP

HNIP Application

Go to www.HACU.net/HNIP

* For Corporate:

Email resume to CHNIP@HACU.net



Fill out a simple online application, which requires a summary of work history & personal essay.

Then, upload an enrollment verification or cert. of graduation, official transcript, & letter of recommendation

Save and Submit



Application Process

Applications are matched to internship descriptions provided by sponsoring organizations.



HACU staff and/or hiring managers at sponsoring organizations pick their top candidates and some conduct a phone interview.



Typically, a student is notified about his/her selection and is officially offered a position one to two months in advance.



HACU Alumni Association

Be part of the more than 10,000 former interns who have taken on the challenge and have used their internships to launch their professional careers.





Thank You!

Jonathan Santeliz

Executive Director

HACU National Internship Program

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Find out more at www.hacu.net/hnip

