Commemorate
Anniversary of the Americans with Disabilities Act

VA joins the Nation in commemorating the 29th anniversary of the Americans with Disabilities Act on July 26. This year also marks the 20th anniversary of the Olmstead Supreme Court decision protecting the rights of Americans with disabilities and leading to development of new opportunities for individuals with disabilities to live and work in their communities. For more information on that decision, visit https://www.justice.gov/opa/blog/departm...ommand럿m-20th-anniversary-olmstead-supreme-court-decision-protecting.

As of May 31, 2019, VA exceeded all four Equal Employment Opportunity Commission goals for increasing the employment of persons with disabilities (PWD) and targeted disabilities (PWTD). PWD represent 16.88 percent of VA’s permanent workforce, exceeding the 12 percent goal; and PWTD represent 3.19 percent, exceeding the 2 percent goal. Continued on page 4.
Student Outreach and Recruitment
New Coordinator Appointed

The Student Outreach and Recruitment (SOAR) Program focuses on providing information on Federal employment, VA careers, VA internships, and mentoring. The goal of the program is to establish a pipeline for students and graduates to explore careers at VA and to foster capacity building. The intention of the program is to provide real-time job, internship, and career information to SOAR Program participants.

Ms. Sehar Minhas was appointed VA’s new SOAR Coordinator this past April. In her short time in this position, Ms. Minhas has participated in a job fair and military and Veteran appreciation fair to promote opportunities in the Federal Government for students from a variety of backgrounds. She hopes to continue to expand partnerships with universities committed to diversity and inclusion and help the VA obtain top talent from various universities in the Nation.

For additional information on the SOAR program, visit https://www.diversity.va.gov/programs/soar.aspx or contact Ms. Minhas at Sehar.Minhas@va.gov.

Training

FEW NTP

The Federally Employed Women (FEW) 50th National Training Program (NTP) will be held July 22-26, 2019, at the downtown Philadelphia Marriott in Pennsylvania. This year’s convention theme is “Commemorating Fifty Years of Training: Encourage, Empower and Elevate.” FEW helps employees obtain hands-on self-development and career enhancing tools that follow the guidelines of the Office of Personnel Management’s Senior Executive Service, Executive Core Qualifications (Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions) and the underlying fundamental core competencies. VA employees who plan to attend the NTP are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Registration and/or travel must be funded by the employee’s benefitting program office. Following supervisory and budget approval, attendees who wish to participate in the conference must also register through the FEW Web site. For more information, contact Ms. Sehar Minhas, VA’s National Federal Women’s Program Manager, ODI.

LULAC Convention

The 90th League of United Latin American Citizens (LULAC) National Convention and Exposition will be held July 10-13, 2019, at the Convention Center in Milwaukee, Wisconsin. This year’s convention theme is “Movimiento LULAC: 90 Years of Building Power & Transforming Communities Across America!” LULAC’s mission is to advance the economic condition, educational attainment, political influence, housing, health, and civil rights of the Hispanic population of the United States. The LULAC Federal Training Institute will provide attendees with workshops and plenary sessions that enable government employees and other employees to enhance their leadership skills and develop the Executive Core Qualifications required for entry to the Senior Executive Service. VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Registration and/or travel must be funded by the employee’s benefitting program office. Following supervisory and budget approval, attendees who wish to participate in the conference must also register through the LULAC Web site. For more information, contact Ms. Edith Perry, VA’s National Hispanic Employment Program Manager, ODI.

Federal Interagency Reentry Council
MOU to Authorize VA to Provide Services to Incarcerated Veterans

The Office of Resolution Management’s (ORM’s) Business Operations Division (BusOps) is partnering with the Federal Bureau of Prisons (BOP) through the Federal Interagency Reentry Council to jointly develop services for inmates incarcerated in BOP custody who are Veterans. This effort will result in the signing of a joint Memorandum of Understanding (MOU) authorizing the VA to provide services to Veterans who are incarcerated in BOP custody. The VA-BOP “Informational Contacts in Correctional Facilities” MOU is intended to provide a framework by which VA can effectively provide information, access, and services for inmates who are Veterans and are incarcerated in BOP custody. This is an initiative to enable them to utilize or obtain Veterans benefits and other entitlements associated with their Veteran service. This program will span the entirety of BOP’s 122 facilities across the Nation. Incarcerated Veterans will receive coordinated visits from VA benefits counselors and access to websites and video teleconferences when feasible. For more information, contact BusOps at ORMBusOps@va.gov.
Historically Black Colleges and Universities Summit
Department to Host First HBCU Summit in VA Central Office

The Department of Veterans Affairs Central Office will host its first Historically Black Colleges and Universities (HBCU) Summit on September 5, 2019, in the G.V. “Sonny” Montgomery Veterans Conference Center, Room 230, from 9am to 4pm. The theme is “Choose VA to Care for the Veterans.” The Summit will include presentations from VA officials, the Department of Education, and faculty from local HBCUs. In addition, there will be a panel discussion and a flash mentoring session. For more information, contact Ms. Tynnetta Lee, VA’s National Black Employment Program Manager, at Tynnetta.Lee@va.gov.

VA proudly leads the effort to build a diverse workforce and cultivate an inclusive work environment. We do this by developing and implementing policies and programs that promote diversity and inclusion in our workplace as we strive to ensure that VA’s workforce is drawn from all segments of society so that it is poised to meet the present and future needs of our Nation's Veterans, their families, and survivors.

On February 27, 2017, President Trump signed Executive Order 13779 creating an interagency working group focusing on HBCUs and ordering any government agency regularly interacting with HBCUs to develop annual plans to strengthen the capacity of HBCUs. VA believes in the mission and impact of HBCUs and is building greater support for this important network of higher education institutions.

To get more involved or for more information, visit VA’s National African American Employment Program webpage at https://www.diversity.va.gov/programs/aa.aspx. For more information on the White House Initiative on Historically Black Colleges and Universities and a list of HBCUs, visit https://sites.ed.gov/whhbcu.

Workforce Recruitment Program
Volunteer as a National Recruiter

The Workforce Recruitment Program (WRP) provides a database of highly motivated college students and recent graduates with disabilities, including Veterans, for internship opportunities in a variety of fields, and in some cases, permanent employment.

Each year, WRP relies on 100 plus volunteer recruiters, to conduct phone interviews with WRP applicants. A special thanks to the 25 VA volunteers who dedicated their time to interview WRP applicants in fiscal year (FY) 2019. The Department of Labor is currently seeking volunteer recruiters for WRP for FY 2020.

VA volunteer recruiters often say that interviewing WRP candidates and working with school representatives is an extremely fulfilling experience. Some benefits of recruiting include:

- the opportunity to get an early look at the 2020 WRP candidates;
- assisting in the creation of the annual candidate database;
- the ability to develop a recruiting relationship with colleges and universities; and
- experience interviewing candidates.

Interested recruiters must be Federal employees (minimally GS-9 level) and complete online training. Recruiters will conduct and transcribe eight to ten telephone interviews (about 30 minutes each) between October and November 2019. To register as a recruiter, email vawrp@va.gov by August 30, 2019.
Military and Veteran Diversity
Where to Find Demographic Information on Servicemembers and Veterans

Over the past 30 years, racial and ethnic minorities have entered the military in ever-increasing numbers (Minority Veterans Report, [Minority Veterans Report](https://www.va.gov/vetdata/docs/SpecialReports/Minority_Veterans_Report.pdf)). For example, the West Point class of 2019 will include 34 female African America graduates, the largest in that military academy’s history.

Demographic infographics by race and gender for active duty service members, who are current or future VA customers, are available from the Department of Defense at [Diversity Defense.gov/Observances/Demographic-Infographics](https://diversity.defense.gov/Observances/Demographic-Infographics).

In March 2019, VA released a profile of Veterans showing the percentage of distribution of Veterans by gender and civilian population for age, race/ethnicity, important socioeconomic characteristics and period of service: [Profile of Veterans 2017](https://www.va.gov/vetdata/docs/SpecialReports/Profile_of_Veterans_2017.pdf). VA also published a profile of Veterans occupations providing an overview of occupations and class of Veteran workers in the labor force by status and gender: [Occupations Deep Dive](https://www.va.gov/vetdata/docs/SpecialReports/Occupations_Deep_Dive.pdf).

**Policy Alert**
Recent Changes to the Noncompetitive Hiring Authority of Military Spouses

Two recent provisions have significantly impacted the non-competitive hiring authority of military spouses. These are: Executive Order (EO) 13832 titled, “Enhancing Noncompetitive Civil Service Appointments of Military Spouses” signed by the President on May 9, 2018; and Public Law 115-232, The National Defense Authorization Act for Fiscal Year 2019 (NDAA FY19), section 573, signed by the President on August 13, 2018. For more information, visit [recent changes noncompetitive hiring authority military spouses](https://chcoc.gov/content/recent-changes-noncompetitive-hiring-authority-military-spouses).

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**Commemorate**
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For GS-11 to SES: PWD represent 12.15 percent, exceeding the 12 percent goal; and PWTD represent 2.17 percent, exceeding the 2 percent goal. Additionally, Disabled Veterans represent 14.13 percent of VA’s permanent workforce.

VA’s Office of Reasonable Accommodation Services works to ensure that every VA employee with a disability is provided the necessary tools, resources, and effective reasonable accommodation to enable them to provide our Nation’s Veterans with the world class benefits and services they deserve. VA employees, managers and supervisors are encouraged to join the VA Pulse RA Community of Practice. Sign up today by visiting [Reasonable Accommodation Services](https://www.vapulse.net/groups/reasonable-accommodation-services). For more information regarding VA’s Reasonable Accommodation Program, visit [RA.aspx](https://www.diversity.va.gov/programs/ra.aspx) or contact Ms. Andree Sutton, Chief of Reasonable Accommodation Services, at [Andree.Sutton@va.gov](mailto:Andree.Sutton@va.gov).

For more information on VA’s Individuals with Disabilities Employment Program, visit [IWD.aspx](https://www.diversity.va.gov/programs/iwd.aspx) or contact Mr. Roberto Rojo, VA’s National Individuals with Disabilities Program Manager, at [Roberto.Rojo@va.gov](mailto:Roberto.Rojo@va.gov).
Technical Updates to Executive Order 13496 NLRA Rights Poster

This email provides notification that the U.S. Department of Labor has made technical changes to the National Labor Relations Act (NLRA) rights poster that federal contractors and subcontractors are required to display under Executive Order 13496, “Notification of Employee Rights Under Federal Labor Law.”

The Department updated the poster to reflect a new telephone number for the National Labor Relations Board (NLRB), the agency responsible for enforcing the NLRA, as well as contact information for individuals who are deaf or hard of hearing. No other changes or updates were made at this time.

Federal contractors and subcontractors can obtain the updated poster at no cost by downloading it from the Department’s Office of Labor-Management Standards (OLMS) website at https://www.dol.gov/olms/regs/compliance/EO13496.htm.

If you have any questions, or if you would like a hard copy of the notice, you can contact OLMS at olms-public@dol.gov or 202-693-0123.