



**Dominion Energy**

# Building Hispanic Talent Initiative®



Through partnership between Dominion Energy and the Hispanic Association of Colleges and Universities, the Building Hispanic Talent Initiative® (BHTI) aims to increase the number of Hispanic undergraduate students who are interested in pursuing careers in clean energy and more specifically, career opportunities at Dominion Energy. As such, seven partner post-secondary institutions were charged to implement Science, Technology, Engineering, and Math (STEM) summer bridge programs designed to help high school students build a college going identity and continue on to careers in STEM/energy. Below are key findings, along with testimonials, from the first two years of this initiative.

**1,501**  
Students

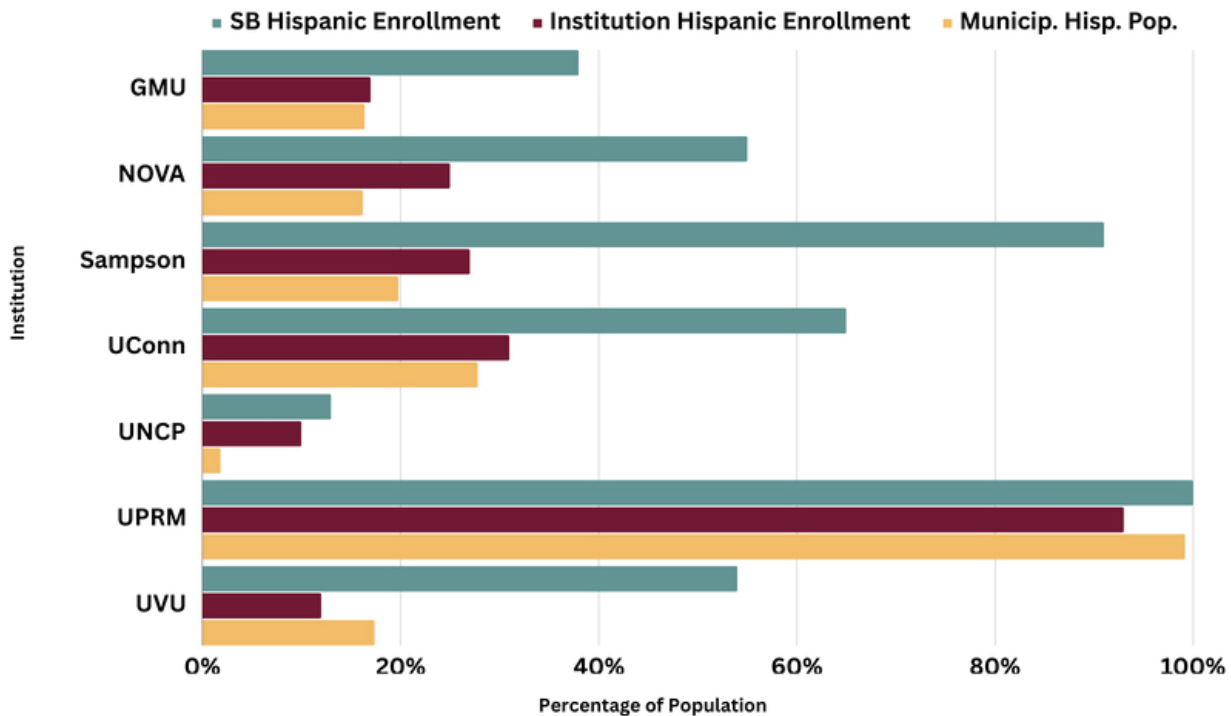
**133**  
High Schools

**5,068**  
College Credits  
Awarded

**83%**  
College Course  
Pass Rate

**55%**  
Hispanic  
Enrollment

Percentage of Hispanic Students Enrolled in Summer Bridge Programs Compared to Institutions and Local Municipalities, 2022-2023



GMU - George Mason University NOVA - Northern Virginia Community College Sampson - Sampson Community College UConn - University of Connecticut - Stamford UNCP - University of North Carolina at Pembroke UPRM - University of Puerto Rico - Mayaguez UVU - Utah Valley University

“Through the Summer Bridge program, I gained a better understanding of what college, and classes are going to be like in the fall. The program has helped me transition and get used to college life and develop my skills in organization and time management.”

**Denise Lopez, University of Connecticut- Stamford**

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## Increasing Representation

“From the summer bridge program, I got to know other students who were on the same path as me and from similar backgrounds as me. I also got to meet representatives from HACU and Dominion Energy. It was a fun overall experience. I feel more prepared for college now that I know about mentorship, personal branding, and what to expect going into the university setting.”

- Veronica Valdez-Gonzalez, Sampson Community College

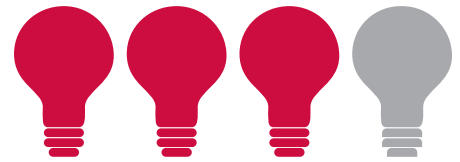


**4 in every 5 BHTI students are part of an underrepresented minority group**

## Exposure to STEM/Energy

“Having representatives from HACU and Dominion Energy on campus really elevated the experience for students and staff. Every student genuinely left our experience changed. They learned more about their identities and their future opportunities in STEM. Getting them out of their comfort zones and connecting with new students was really fun for us as staff and to get to see them grow over such a short time period was really rewarding.”

- Jamie Cannady, Sampson Community College Success Coach



**3 in every 4 BHTI Students are interested in pursuing a STEM career field**

## Demystifying College

It was a great opportunity; I feel more comfortable going into the fall. It's a good opportunity to make new social connections and build new friendships for college. I think the professors were very good, the staff were very supportive, and the program felt like it was designed to support. I gained seven credits for free, got used to the campus, got a head start, and made some new friends. I feel like I'm already comfortable with the college experience.”

- Caique Machado



**63% of BHTI students are prospective first-generation college students**

