



# Building Hispanic Talent Initiative®

The Building Hispanic Talent Initiative® (BHTI) is a transformative partnership between Dominion Energy and the Hispanic Association of Colleges and Universities (HACU) designed to expand pathways to higher education and careers in the energy industry. Open to students of all races, ethnicities, and backgrounds, BHTI provides funding to Hispanic-Serving Institutions (HSIs) and emerging HSIs to deliver STEM-focused summer bridge programs that help high school students develop college readiness, explore energy careers, and earn college credit before graduation.

**368**  
Students

**91**  
High Schools

**1,185**  
College Credits Awarded

**94%**  
College Course  
Pass Rate

Institution	Credits Offered	Credits Earned	Pass Rate	Students Enrolled
George Mason University	102	99	97.1	34
Northern Virginia Community College	92	92	100	23
Sampson Community College	490	425	86.5	102
University of Connecticut- Stamford	240	233	97	32
University of North Carolina at Pembroke	120	117	97.5	20
University of Puerto Rico- Mayagüez	102	99	97.1	34
Greenville Technical College	136	120	88	27
<b>Total</b>	<b>1282</b>	<b>1185</b>	<b>94%</b>	<b>368</b>

## 2025 Student Familiarity with Career Fields and Related Opportunities

Survey Question	Pre-Survey	Post-Survey
How familiar are you with the STEM (science, technology, engineering, and mathematics) field?	73%	75%
How familiar are you with career opportunities in the STEM (science, technology, engineering, and mathematics) field?	74%	79%
How familiar are you with the energy field?	40%	51%

“I am more confident going into Information Technology because it is constantly changing and I learned about how to improve myself professionally so I can be better prepared to work in an environment where I have to interact with other people.”

– Amy Lirieth Gonzalez, Sampson Community College

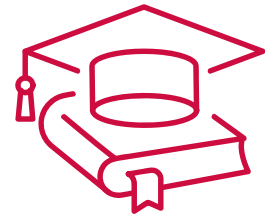
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## Increasing Impact

“I do feel more confident about pursuing a career in STEM because this program helped me realize the global challenges that still persist to this day and that made me interested in how I can contribute to help solve those issues.”

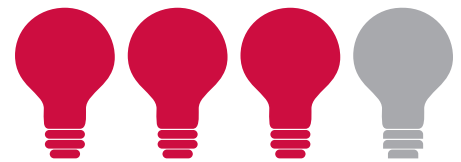
- Amulya Ghale, George Mason University



**BHTI offers a premier college readiness experience to high school participants.**

## Exposure to STEM/Energy

The 2025 survey results demonstrated strong and consistent familiarity across campuses. Among STEM students, moderate to high familiarity increased from 73% at program entry to 75% post-program, reflecting sustained engagement across 198 pre-surveys and 386 post-surveys. Familiarity with STEM career opportunities rose from 74% to 79%, while awareness of the energy field increased notably from 40% to 51%, indicating growing understanding of industry pathways.



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

## Demystifying College

“In August I’m starting in software engineering, which is a stem major. The program showed me that even though it’s not the easiest if I put the effort in I can definitely be successful in that area.”

- Alec Avier Rodriguez Velazquez, University of Puerto Rico-Mayagüez

With gratitude for Dominion Energy’s continued support, HACU and its partner institutions enter Year 5 focused on strengthening a data-informed, student-centered pipeline for the next generation of energy leaders.

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