Timeline

- Recent Trends
- Changing the Narrative
- Building a Programmatic Model
- Retention Strategies
- Operational Strategies
- Close-out

What comes to mind when you hear the term First-Generation?

Recent Trends

Having less exposure to the college-going culture causes difficulty in assimilating into the college setting both academically and socially. FGCS are more likely to struggle to find their place and may feel left out (Stephens, Hamedani, & Destin, 2014).

This population is less likely to know the difference between various higher education institutions, and may select one that does not suit specific educational needs and goals (Arnold, Lu, & Armstrong, 2012).

As the United States continues to realize the importance of increasing the educational attainment of its citizens as key to its future economic stability in the global marketplace, improving postsecondary access and success among underrepresented populations, such as low-income, first-generation students, is paramount (Engle & Tinto, 2008).

- Academics
- Financial Obligations & Barriers
- Emotional/Family Support
- Lack of Cultural Capital

Percentage distribution of 2007–08 bachelor's degree recipients' labor market participation and degree enrollment, by parents' highest level of education: 2012
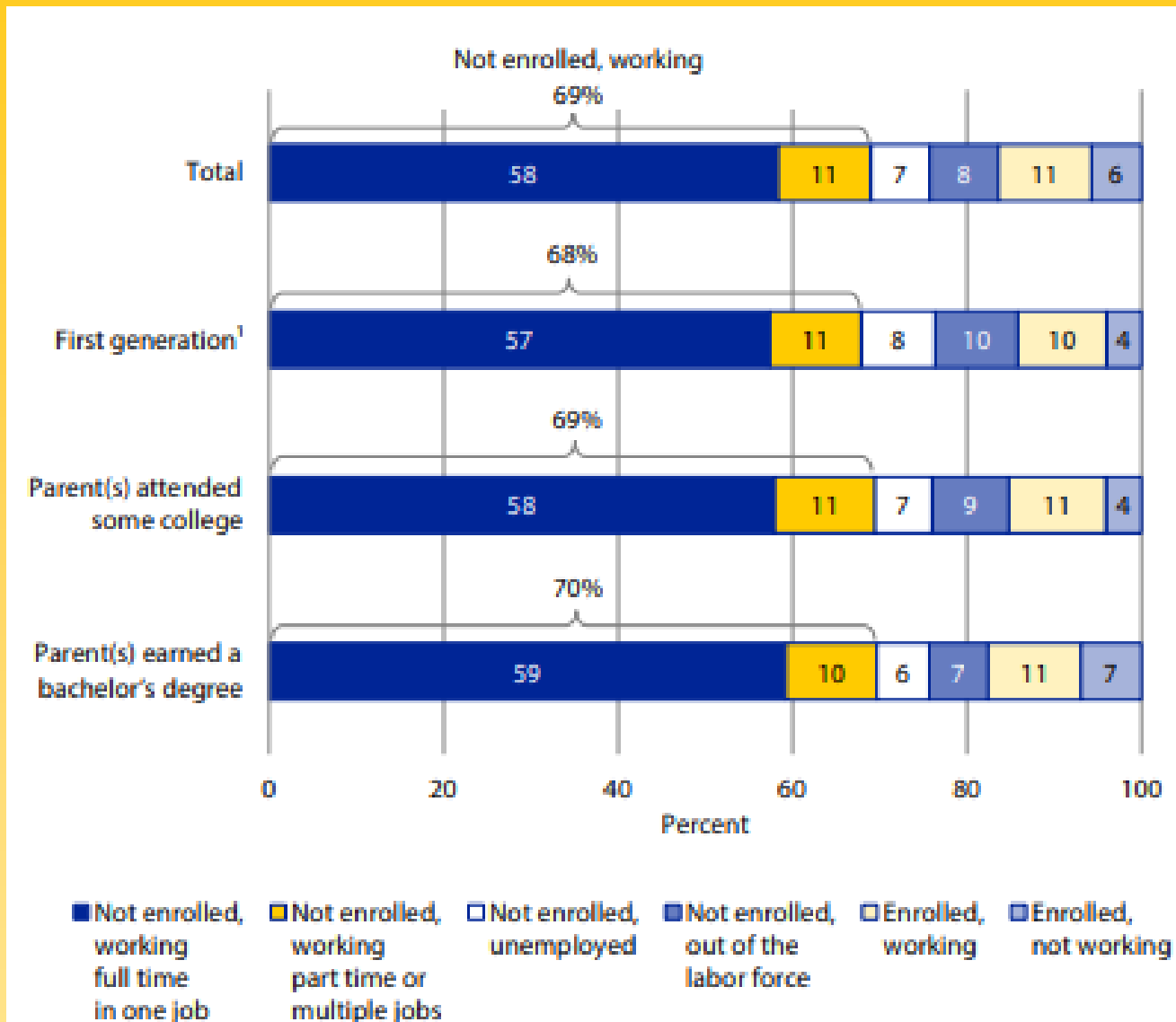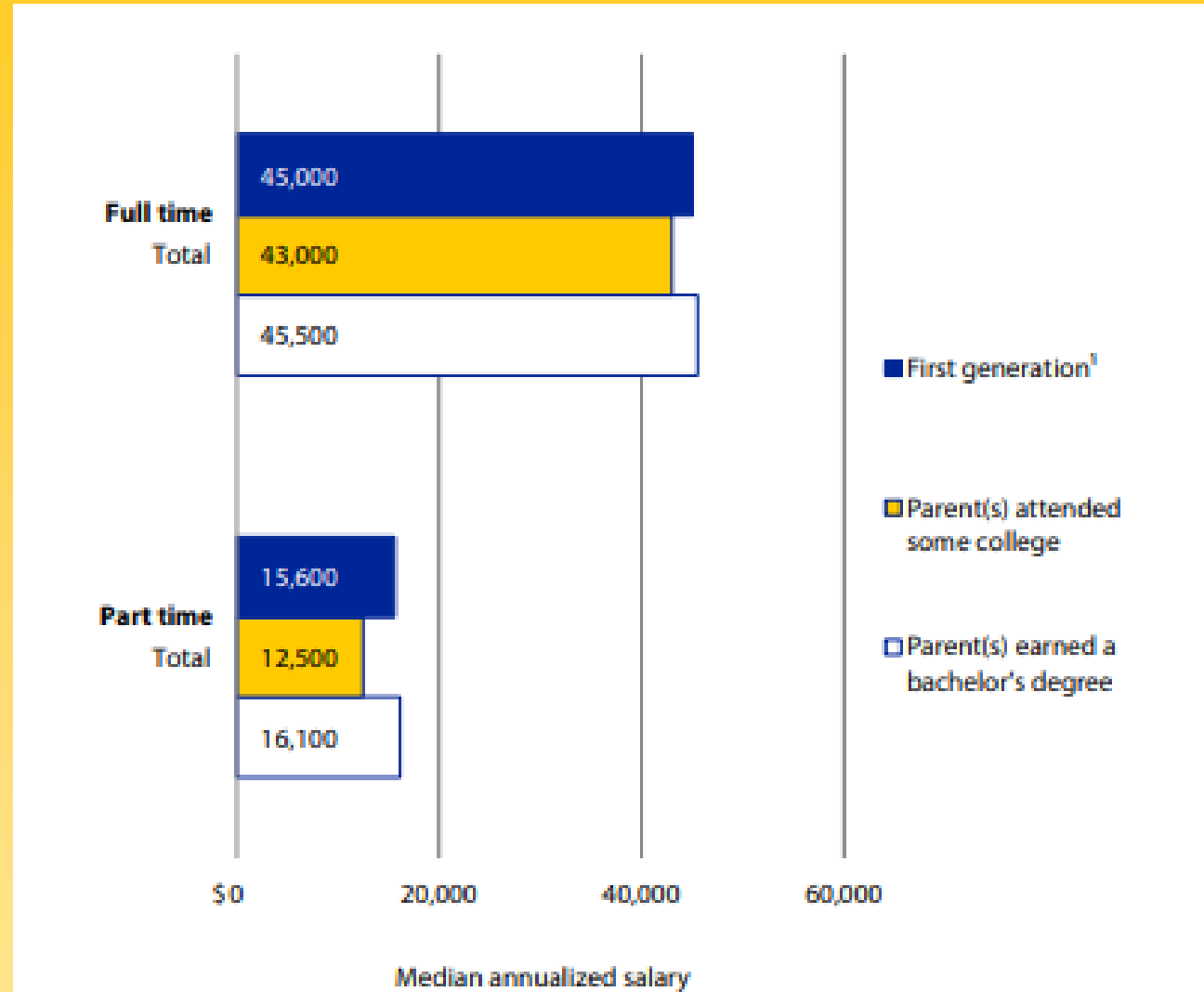
Not enrolled, working
69%

	Not enrolled, working full time in one job	Not enrolled, working part time or multiple jobs	Not enrolled, unemployed	Not enrolled, out of the labor force	Enrolled, working	Enrolled, not working
Total	58	11	7	8	11	6
First generation[1]	57	11	8	10	10	4
Parent(s) attended some college	58	11	7	9	11	4
Parent(s) earned a bachelor's degree	59	10	6	7	11	7

68% (First generation)
69% (Parent(s) attended some college)
70% (Parent(s) earned a bachelor's degree)

Percent

Legend:
- Not enrolled, working full time in one job
- Not enrolled, working part time or multiple jobs
- Not enrolled, unemployed
- Not enrolled, out of the labor force
- Enrolled, working
- Enrolled, not working

Figure 6 provides a snapshot of '07–'08 bachelor's degree recipients' labor market participation 4 years after graduating from college.

The majority of graduates were working and not enrolled in school, most in one full-time job.

(U.S. Department of Education, 2018)

"First-Generation Students: College Access, Persistence, & Post-bachelor's Outcomes"

Among 2007–08 bachelor's degree recipients who had not enrolled in a degree program since earning their bachelor's degree and had a primary job, median annualized salary for their primary job, by parents' highest level of education and work intensity: 2012

Full time Total
- First generation: 45,000
- Parent(s) attended some college: 43,000
- Parent(s) earned a bachelor's degree: 45,500

Part time Total
- First generation: 15,600
- Parent(s) attended some college: 12,500
- Parent(s) earned a bachelor's degree: 16,100

Legend:
- First generation[1]
- Parent(s) attended some college
- Parent(s) earned a bachelor's degree

Median annualized salary

"First-Generation Students: College Access, Persistence, & Post-bachelor's Outcomes"

Among graduates who had not enrolled in school between the '07–'08 bachelor's degree, the median annualized salaries **were not statistically different** between first-generation graduates and their continuing-generation peers.
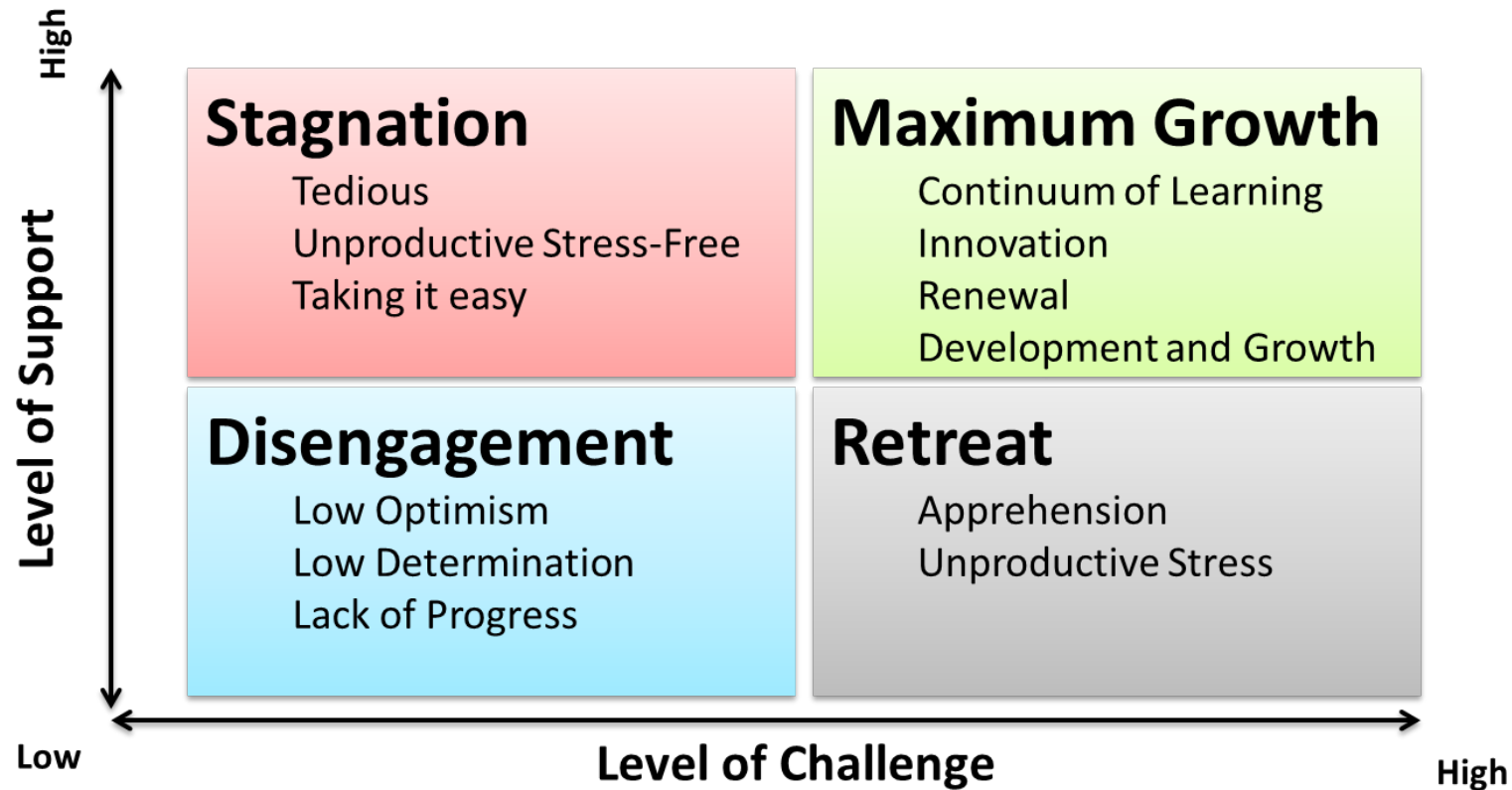
(U.S. Department of Education, 2018)

Building a Programmatic Model
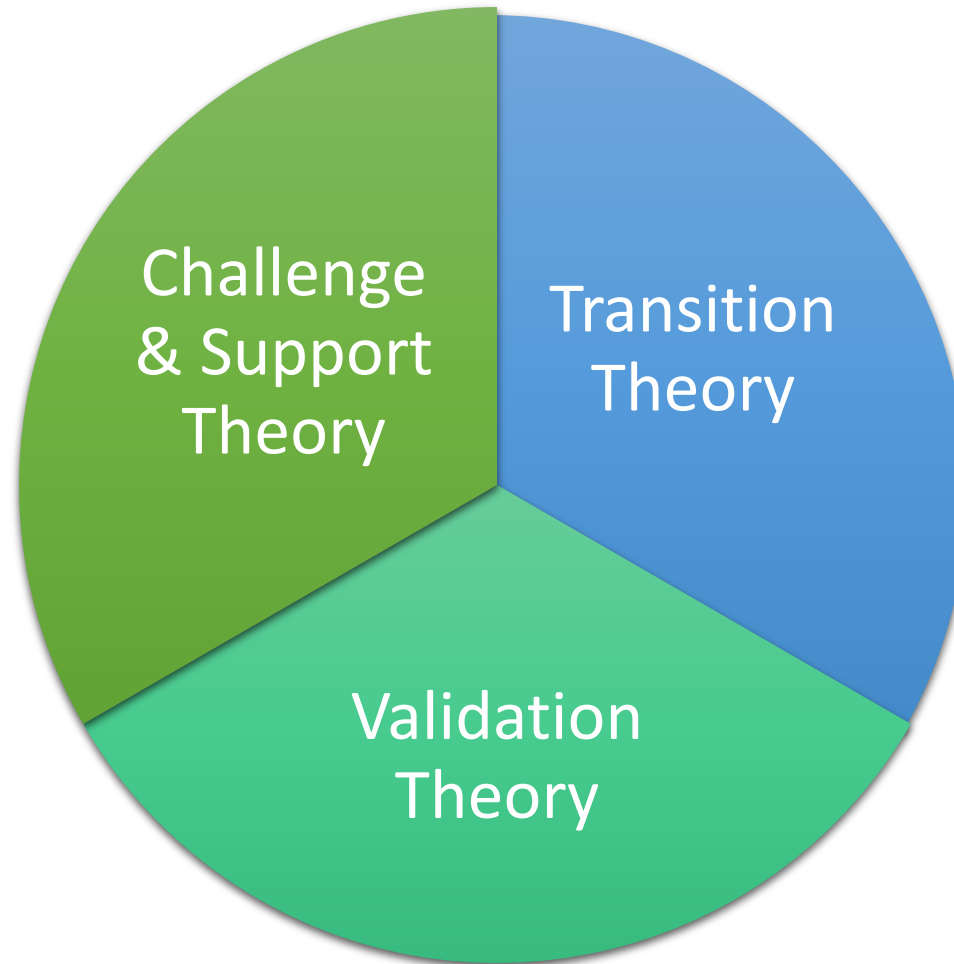
Theory

Sanford's (1967), Challenge and Support Theory

Challenges occur in situations for which [a student] does not have the skills, knowledge, or attitude to cope.

 Supports are buffers in the environment that help the student meet challenges to be successful.

 (Sanford, 1967)

Operational Strategies

- **Who is first-generation at your school?**
  - Difference in benefits

- **Who is currently supporting this group?**
  - Students
  - Staff
  - Offices
  - Departments
  - Divisions
  - Upper Level
  - Community Partner

- **Physical space and structure**
  - Invisible
  - Building Community

- **Finance & Budgeting**
  - Grants
  - Donors
  - Re-allocation of resources
  - Sustainability

- **Human Capital**
  - Staff needs
  - Be realistic-don't sell a dream
  - Success Coaching

Why are you interested in first-generation students?

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