

# **You Belong: Meeting the College and Career Readiness Needs of First-Generation Students**

September 9, 2021



# Welcome!



**Kimberly Lent, MPH**

Assistant Director for Research and Policy  
Florida College Access Network

[klent@FloridaCollegeAccess.org](mailto:klent@FloridaCollegeAccess.org)



@krlent

**Thank you to:**

**UF ONLINE**  
**UNIVERSITY *of* FLORIDA**

**For their generous support of this webinar.**

# Today's Presenters



**Dr. Khristi Keefe**

Early College Program  
School Counselor,  
Riverside High School



**Jonathon J. Milian**

CAP Advisor,  
Jose Marti MAST 6-12 Academy



**Dr. Michael Preston**

Executive Director,  
Florida Consortium of  
Metropolitan Research Universities

# Questions & Conversation

- Submit your questions in the box
- Share on social media

Twitter: @FLCollegeAccess  
#FCAN  
#TalentStrongFL

*This webinar is being recorded; all materials will be available within a week of recording*



## **Our mission:**

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

## **Our vision:**

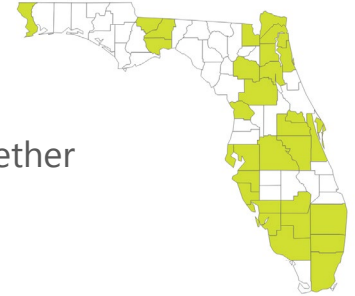
A Florida working together, where education is the pathway to economic mobility for all.

# FCAN's Work



**Research and Data** FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida's talent pool.

**Local college access networks (LCANs)** LCANs support 82% of the state's population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.



**Statewide Initiatives** FCAN coordinates 4 College Ready Florida initiatives that provides schools and community organizations resources to help students continue their education after high school.

## 7 Conditions for Success

**Opportunity for everyone:** To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

**Clear information and guidance:** Students and families need exposure and counseling early and often to make informed decisions about their futures.

**Affordable:** Postsecondary education needs to be within everyone's financial reach, regardless of household income or life circumstances.

**Multiple pathways to success:** Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

**Lifelong learning:** No degree or credential is "one and done;" Floridians need to prepare for career changes through continuous learning.

**Effective use of data:** Transparent access to data on education and economic outcomes, especially for Florida's diverse populations, helps achieve our goals.

**Community collaboration:** When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.



# Introduction to First-Generation Students



# What does first-generation mean?

**National Student Clearinghouse:** First-generation college students are students who enrolled in post-secondary education and whose parents do not have any post-secondary education experience.

**Florida Department of Education:** A student is considered 'first generation' if neither of the student's parents earned a college degree at the baccalaureate level or higher.

# National Landscape

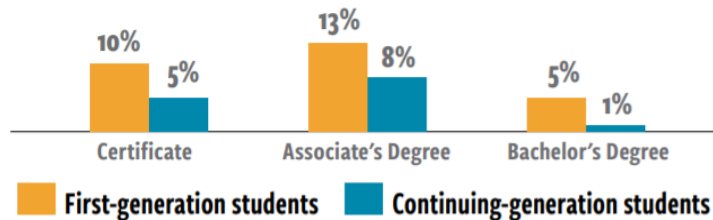
- Rates differ based on definition and data source
- In an analysis of students enrolled in 2015-16, the Center for First-Generation Student Success found:
  - 56% had parents who did not have a bachelor's degree
  - 24% had parents with no postsecondary education at all
  - First-gen students were more likely to identify as Black, Hispanic/Latinx, or AI, AN, NH, PI than their continuing-generation peers
  - Median parental income for first-gen students was \$41,000 vs. \$90,000 for their continuing-generation peers

RTI International. (2019). *First-generation College Students: Demographic Characteristics and Postsecondary Enrollment*. Washington, DC: NASPA. Retrieved from <https://firstgen.naspa.org/files/dmfile/FactSheet-01.pdf>

# National Landscape

- First-gen students at public and private not-for-profit 4-year institutions are less likely to persist after their second year
- Regardless of credential level first-gen students are more likely stop out after their first year than their continuing-generation peers

**Percentage Who Departed from Postsecondary Education Without a Credential After the First Year and Did not Enroll Again, by Level of Degree Program**



RTI International. (2019). *First Year Experience, Persistence, and Attainment of First-generation College Students*. Washington, DC: NASPA. Retrieved from <https://firstgen.naspa.org/files/dmfile/FactSheet-02.pdf>

Among students who graduated with a bachelor's degree in academic year 2015–16, **fewer first-generation** graduates had **participated in extracurricular and co-curricular activities** than **continuing-generation** graduates.

Participated in an **extracurricular club** as undergraduate students:

**46%**

of **first-generation** college graduates

**65%**

of **continuing-generation** college graduates

Held a **formal leadership** role



**31%** of **first-generation** college graduates

**44%** of **continuing-generation** college graduates

Had a **paid internship**



**23%** of **first-generation** college graduates

**33%** of **continuing-generation** college graduates

Participated in a **research project** with a faculty member



**23%** of **first-generation** college graduates

**30%** of **continuing-generation** college graduates

Studied **abroad**



**8%** of **first-generation** college graduates

**17%** of **continuing-generation** college graduates

RTI International. (2021). First-generation College Graduates' Participation in Extracurricular and Co-curricular Activities as Undergraduate Students. Washington, DC: NASPA. <https://firstgen.naspa.org/files/dmfile/FactSheet-021.pdf>

# Opening Remarks

## Evangeline Cummings

Assistant Provost & Director  
UF Online



@EvieCummings23

@UFonline



# WELCOME TO TODAY'S WEBINAR

EVANGELINE "EVIE" TSIBRIS CUMMINGS

ASSISTANT PROVOST AND DIRECTOR, UF ONLINE

UNIVERSITY OF FLORIDA – *GO GATORS!*

**UF** ONLINE  
UNIVERSITY *of* FLORIDA



**UF**  
ONLINE

# SUPPORTING FIRST-GEN STUDENTS WEBINAR

PRESENTED BY FCAN



**FLORIDA**  
COLLEGE ACCESS NETWORK



**SEPT 9<sup>TH</sup>**  
**1PM EDT**



THE UNIVERSITY OF FLORIDA IS PROUD TO SUPPORT  
THE FLORIDA COLLEGE ACCESS NETWORK





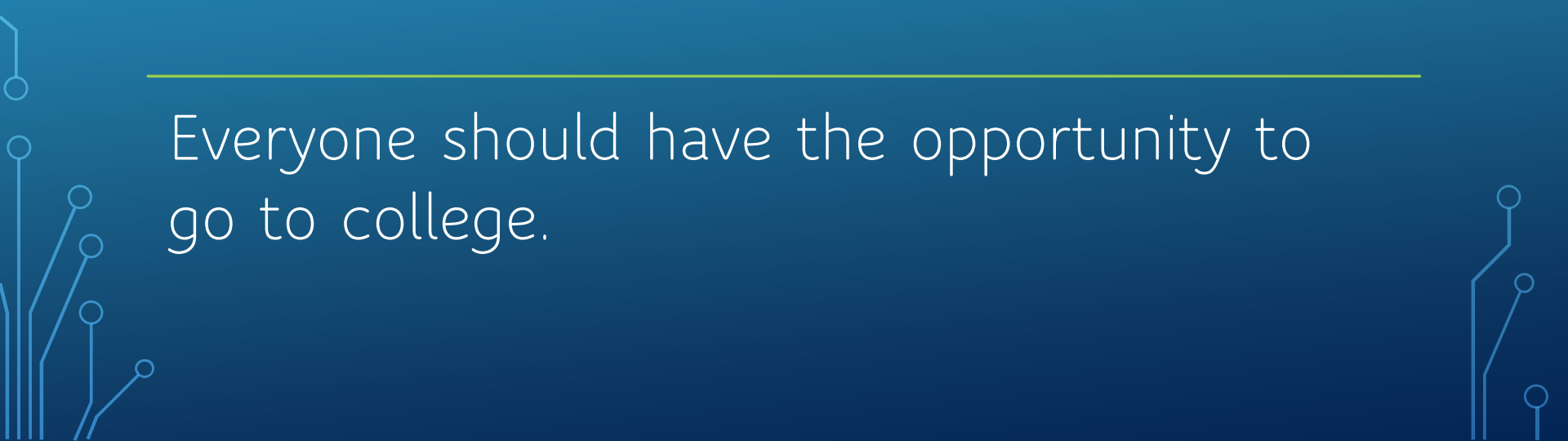
# UF AND FCAN WE HAVE A SHARED MISSION

---

Everyone should graduate high school.

---

Everyone should have the opportunity to go to college.



## WHAT IS THE PROBLEM WE ARE WORKING TO SOLVE?



- There is unequal access to college. We want to remove barriers.
- The State of Florida alone has 3 million adults with some college credit but no degree, plus vast inequalities of college and college readiness access among its rural and urban populations.
- The University of Florida wants to do more to increase opportunity for students most in need, providing them pathways to earn their way into UF, now the #6 Public University in the nation.

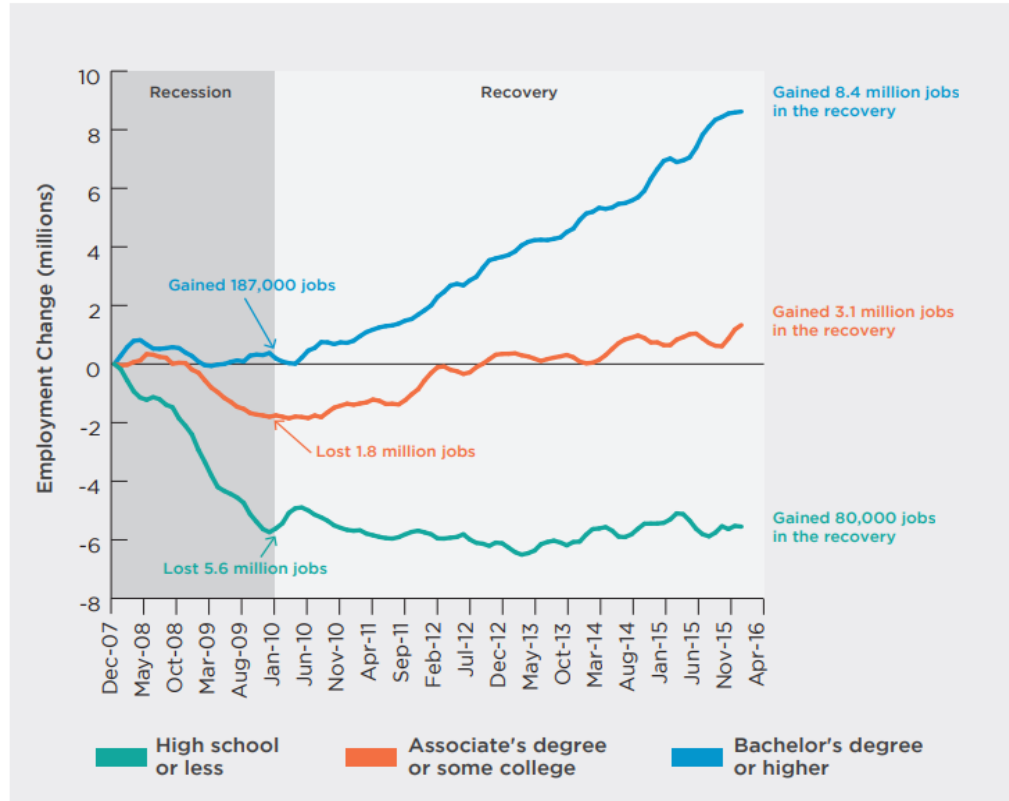
# STATE OF FLORIDA EDUCATION AND TRAINING NEEDS

- *Florida has been hit hard with job losses: [The Florida College Access Network \(FCAN\)](#) reports that [more than half of all Floridians have lost their job, had a pay cut, or experienced a reduction in hours.](#)*
- From FCAN, more than 1/3 believe they will need additional education or training to find a job with equal or greater earnings than what they earned pre-COVID.
- Those facing job loss and economic insecurity will be searching for education pathways.
- Adult learners are eager to complete their degree, millions haven't yet in Florida, to ascend their family's welfare economically in our shifting economy now with record jobless rates.
- Adult learners are more likely to seek online pathways to a degree.

## Bachelor's Degree holders gained the most jobs in the recovery.

- College isn't the only path available, but we know that a college degree unlocks opportunity to the highest paying jobs and careers for the largest number of people.
- Also, since the 2008 recovery, most jobs created still require a bachelor's degree.

Figure I. Workers with a Bachelor's degree have added 8.4 million jobs in the recovery, but workers with a high school diploma or less added only 80,000 jobs after losing 5.6 million jobs in the recession.



Source: Georgetown University Center on Education and the Workforce analysis of *Current Population Survey* (CPS) data, 2007-2016.

Note: Employment includes all workers age 18 and older. The monthly employment numbers are seasonally adjusted using the U.S. Census Bureau X-12 procedure and smoothed using a four-month moving average.

# UF ONLINE: WE'RE DOING THE WORK

- Keeping college affordable: UF Online tuition and fees are 40% less than campus
  - In-State: \$112/credit hour
  - For non-Florida residents: \$500/credit
- Expanding pathways to UF for future Gators!
  - Transfer pathways across our Network
  - Expanding partnerships
  - New! → UF Pathway Coaches

*We love removing barriers so that students may enjoy the benefits of UF and contribute to our global Gator learning community.*



# UF IS A LEADER IN MODERN BACHELOR'S DEGREE PATHWAYS

- The University of Florida has invested in quality courses and teaching, a virtual campus community, as well as enrollment and academic supports for UF Online students.
- Achieving outcomes that matter:
  - 3,500 graduates via UF Online so far
  - 4,500 Gators with us this fall!
  - UF faculty innovating thousands of UF courses & labs



**Our Incredible  
students and  
graduates are  
proof of the  
power and  
potential of 4-  
year Universities  
to impact college  
access**

- Majority of UF Online students are working a job and going to school.
- Role in household:
  - 25.3% are caring for dependents under 18yrs
  - 20.3% are caring for dependent adults (parents, adult relatives, grandparents)
  - 7.2% are both caring for a dependent AND an over 18 relative.
- High rates of first-generation college students:
  - 51% of UF Online overall; 33% of PaCE respondents tell us they identify as first-generation



## FIND THE ONLINE LEARNING PROGRAM AND COMMUNITY *THAT'S RIGHT FOR YOU:*

- Invest your time in a program that will add value to your resume and career path,
- Rankings aren't everything but employers eye them,
- Accreditation is going to be important
  - For Financial Aid,
  - When Transferring Credits and Pursuing Graduate Education, and
  - Career progression and Professional Licensures.





# WE HOPE YOU ENJOY TODAY'S WEBINAR!

UF INVITES YOU TO JOIN OUR GLOBAL LEARNING COMMUNITY AND ALUMNI  
NETWORK VIA UF ONLINE.

QUESTIONS? EMAIL US [INFO@UFONLINE.UFL.EDU](mailto:INFO@UFONLINE.UFL.EDU)

**CONTACT US: 1-855-994-2867**

# Today's Presenters

## **Dr. Khristi Keefe**

Early College Program School Counselor,  
Riverside High School





# SCHOOL COUNSELORS SUPPORTING STUDENTS' POST- SECONDARY PLANS

---

Dr. Khristi Keefe

School Counselor, Riverside High School

Duval County Public Schools

# What do school counselors do?

- School counselors:

*Support development of all students to achieve goals in academic, career, and life readiness*

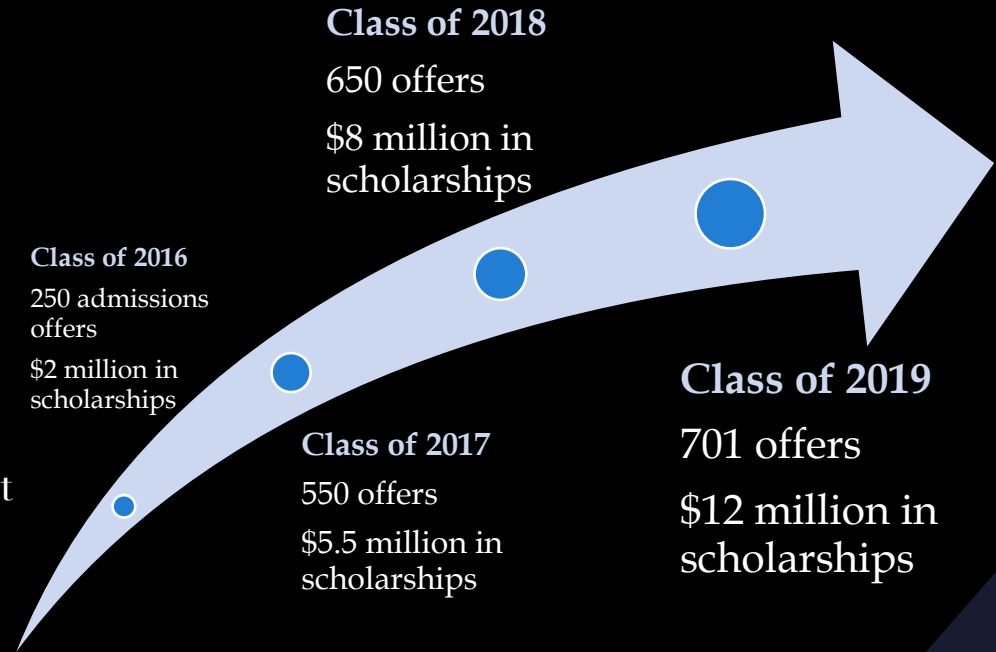
*Use data to assess students' needs*

*Implement scaffolded program to address identified needs*

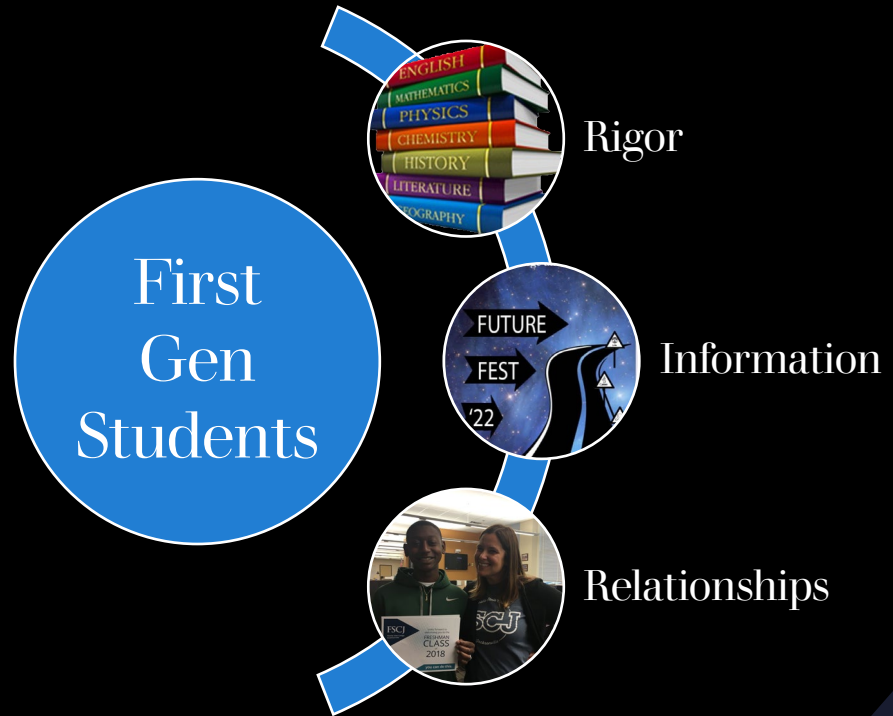


# Student Body Demographics & Academic Success

- 9<sup>th</sup>-12<sup>th</sup> grade
- 1,600 students
- 76% African-American
- 80% graduation rate
- 1/3 of Senior Class earns dual enrollment credit beyond SLS1103
- Classes of 2016-2019 showed gains in  
*College-readiness in Reading & Math*  
*College admission offers*  
*Scholarship offers*

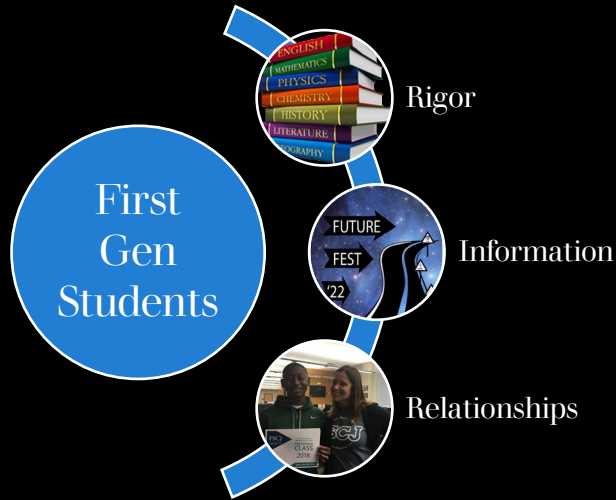


Riverside High  
School  
Counseling  
Supporting  
Post-Secondary  
Planning





# Riverside School Counseling: Providing College & Career Information





# Providing College & Career Information: Future Fest '22

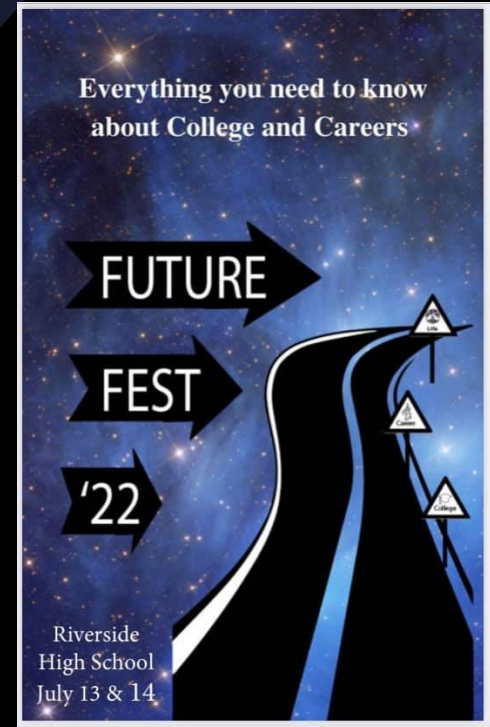
- Summer College Conference
- Facilitated by student leaders
- Sessions developed based on Needs Survey, including:

*College application assistance*

*Financial Aid information*

*Mental Health resources*

*College Fair*



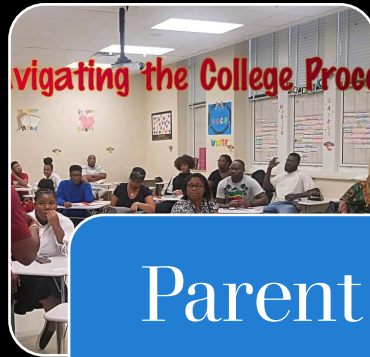
# Future Fest '22 Summer College Conference



# Riverside School Counseling: Relationships



College  
Quest



Parent  
Info  
Sessions



Instant  
Decision  
Day



# Celebrate Student Success!

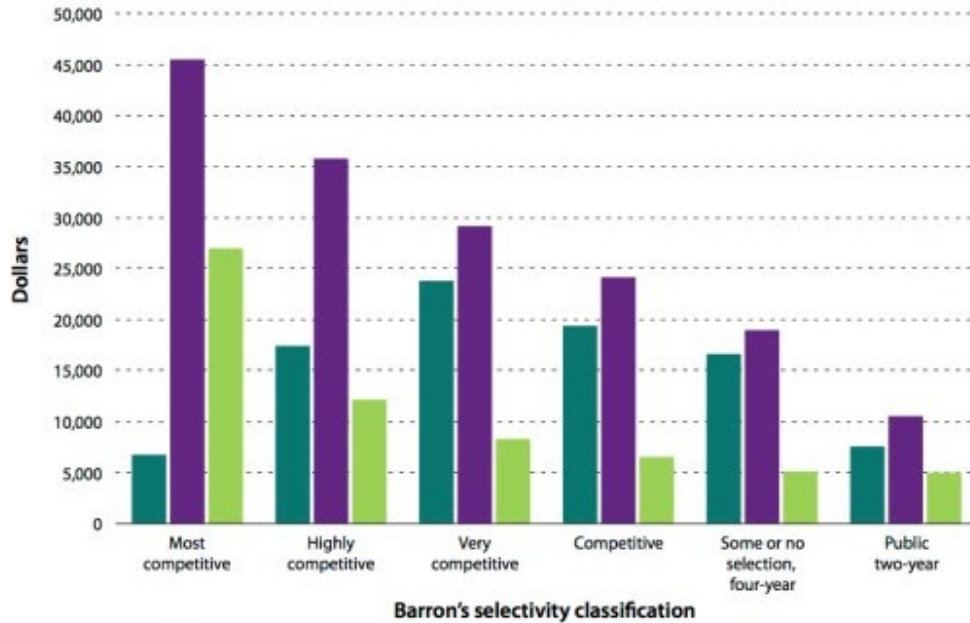


## Jonathon J. Milian

CAP Advisor,  
Jose Marti MAST 6-12 Academy

 @MrJMilian





- *Covid has compounded this*

- *They believe the cost is too high*

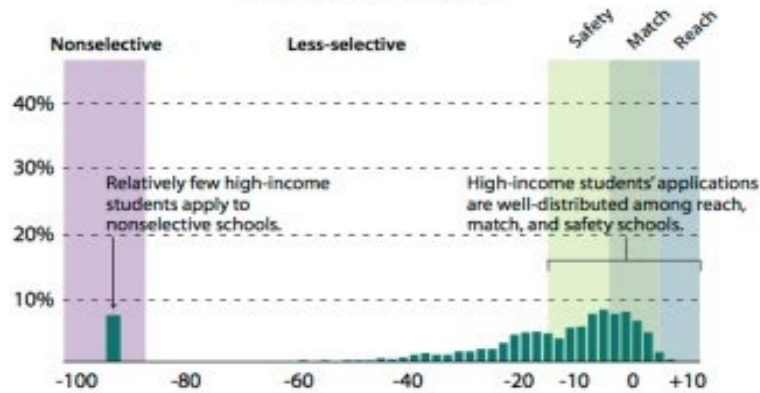
# 1<sup>ST</sup> GENERATION UNDERMATCHING

# 1<sup>st</sup> Generation Undermatching

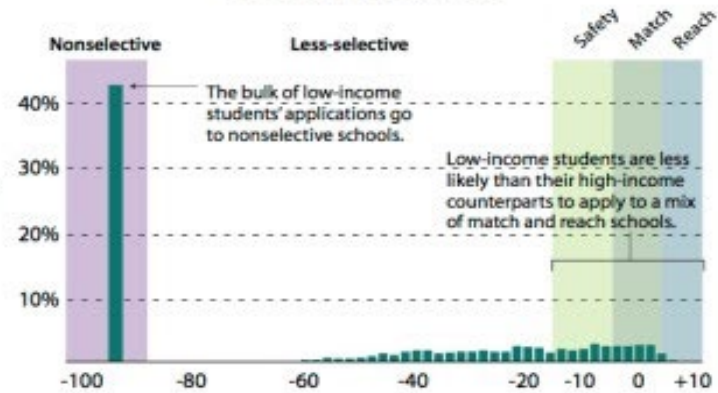
FIGURE 1.

## Application Behavior of High-Achieving Students

Panel A: High-Income Students' Portfolios of College Applications



Panel B: Low-Income Students' Portfolios of College Applications



College selectivity, measured as college's median SAT score—student's SAT score (in percentiles)

Source: Avery and Hoxby (2012).

**Q: How can we help close  
the gap for our first-  
generation college students?**

**A: Provide them with someone who can teach them about the  
college process**

---



# How do you do it?



Empower

Educate

Experience

---

# Strategies

Essay writing through ELA 11<sup>th</sup> grade teachers

Host a junior college camp

Provide resources

- Scholarship bulletin with local, state, and national scholarships
- School and virtual visits from colleges
- Providing lists of school's students should apply to
  - HBCU's, HSI's, Test-Optional, schools with no loan policies, schools that meet 100% demonstrated need, etc.

Providing office hours

Bringing back alumni

Find a place that can be a college resource room & equip it with tech!

Create a course

---

# Challenges of working with FGLI

- ❖ **"Know your stuff, know whom your stuffing, and know how to stuff'em."**
  - ❖ **Sometimes there are language barriers**
  - ❖ **Inability to believe in themselves (imposter syndrome anyone)**
  - ❖ **Financial Aid Filing**
  - ❖ **Positive support and coaching**
-

## **Dr. Michael Preston**

Executive Director,  
Florida Consortium of Metropolitan  
Research Universities

 [@MPrestonEdD](https://twitter.com/MPrestonEdD)





FLORIDA  
CONSORTIUM  
OF METROPOLITAN  
RESEARCH UNIVERSITIES

Transforming **Learning** into **Talent** for Florida.

# Vision

We leverage the unique assets of  
Miami, Orlando, and Tampa Bay  
to develop talent which enhances community well-being

# Mission

We strengthen Florida's talent pipeline through the sharing of ideas and  
scalable solutions which accelerate learner achievement and access to  
economic opportunity





A low-angle photograph of a graduation ceremony. Numerous black mortarboard caps with red tassels are suspended in the air, falling from the top of the frame. In the foreground, the hands and arms of graduates in blue gowns with red cuffs are raised, reaching towards the falling caps. The background is a large, light-colored building with many windows. The image is overlaid with a semi-transparent white rectangular box containing the text.

# Focus On The First Gen

# Defining First Gen for Colleges

The term “first generation” was first introduced in the **H.R. 5192: Education Amendments of 1980**.

The term was intended to identify underserved students such as low-income or racial minority students, who lacked cultural capital and college-going knowledge.

According to the **Florida Department of Education**, a first-generation college student is someone whose custodial parents have not earned a college degree at the baccalaureate level or higher.

The **United States Department of Education** classifies first-generation students as those who are the first in their families to attend college.





# First Generation Demographics

- Amongst state of Florida institutions, 1 of every 4 students is first generation.
- For the three Florida Consortium Institutions we enroll over 34,600 undergraduate students based on 2019 fall enrollment numbers or 26%
- A larger percentage of first-generation college students are transfers. Of national fall cohorts between 2012-2014, 56 percent of students whose parents had no college experience transferred from a State College to a University. For students, whose parents had some college experience this number was 49 percent.
- In a study which followed high school sophomores from 2002, 49 percent of those students whose parents had no college experience were white; 14 percent Black, 27 percent Hispanic, and 5 percent were Asian.
- Of those whose parents who had some college experience but had not obtained a Bachelor's degree, 70 percent were White, 11 percent Black, 9 percent Hispanic, and 6 percent were Asian.
- 50 percent of first-generation students studied had a household income between \$20,001 and \$50,000 in 2012. 27 percent of the students in the study had a household income that fell below \$20,000.
- The household income for continuing generation students was vastly different, with over 70% having a household income of \$50,000 or more and only 6 percent falling below \$20,000.



# Challenges for First Gen Students

Access	Financial Barriers	Cultural Capital	Preparation	Advising
<p>College students who had one or more parents graduate from college were twice as likely (48%) as their first gen peers (26%) to enroll directly at a university out of high school.</p>	<p>43% of Pell Students were First Gen but make up only 33% of enrollments.</p> <p>First Generation students, on average, fall \$3,600 short in unmet financial need as compared to their peers.</p>	<p>A majority of First Gen students reported feeling unskilled at using enhanced vocabulary, public speaking skills, and knowing how to navigate college.</p> <p>Also, they tend to report most of their close friends do not attend their university.</p>	<p>Routinely, when surveyed, first gen students either underestimate or overestimate the amount of effort, time, skills, and financial understanding needed to navigate college.</p>	<p>We know that the likelihood for retention goes up 13% for each visit to an advisor a first gen student makes but first gen students were much less likely to visit their advisor.</p>

# Solutions for First Gen Students

Most institutions have adopted one or more programs from TRiO, the federally funded grant program created to assist first-generation, low-income, or disadvantaged students before and through college to programs specifically catered to first generations students. These institutions include:

**Florida International University** ([Student Access and Success](#))

**University of Central Florida** ([First-Generation Program](#))

**University of South Florida** ([First Generation College Student Guide](#))

**Summer Bridge Programs** – Students who complete Summer Bridge have a 2% higher first year retention rate than the overall one-year retention rate. 80% of Bridge students graduate, 6% higher than the Consortium average.

**Introduction to College Courses** – Students reported higher efficacy in financial planning, time management, and overall lower stress levels. For First Gen, graduation levels matched their peers.

**Summer Camps / Welcome Weeks** – Student reported feeling more connected to the university, were more likely to report starting the year with at least one peer friend and felt more confident in their educational prospects.



A woman with long brown hair, wearing a dark blue floral dress, is seen from behind, sitting at a desk in a library or study area. She is holding an open book and appears to be reading. The background shows bookshelves filled with books. The image is overlaid with a semi-transparent white box containing text. The left side of the image has a teal gradient overlay, and the right side has a blue gradient overlay.

**It's about giving every  
student a chance.**



FLORIDA  
CONSORTIUM  
OF METROPOLITAN  
RESEARCH UNIVERSITIES



# Learn More:

Webinar:

## **Scaling Experiential Learning: Miami Dade County's Summer Youth Internship Initiative**

September 13, 1-2PM EST

For upcoming webinars, policy briefs, and promising practices, subscribe at:

[FloridaCollegeAccess.org/subscribe](https://FloridaCollegeAccess.org/subscribe)