Improving College and Career Outcomes for First-generation Students

OUR MISSION

America Needs You fights for economic mobility for ambitious, first-generation college students. We do this by providing transformative mentorship and intensive career development.

THE NEED

By 2020, what percentage of jobs will require a college education?

What percentage of first-generation college students leave college after their freshman year?

What percentage of first-generation college students graduate?

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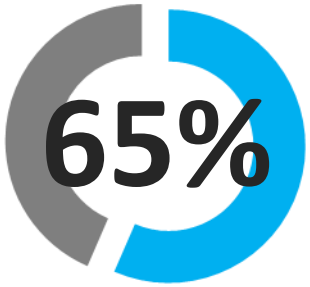

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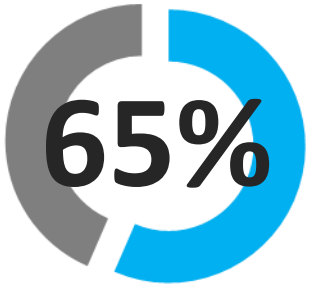

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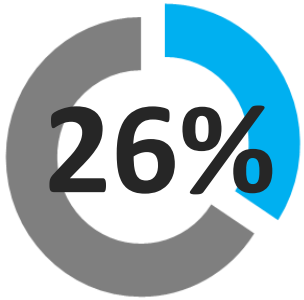

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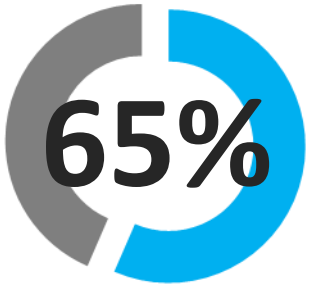

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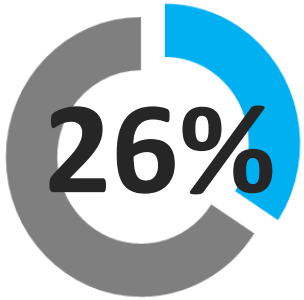

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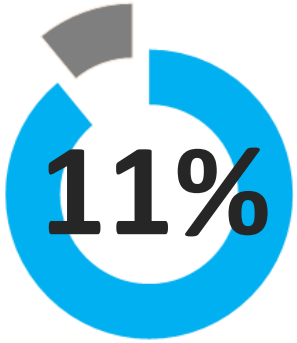
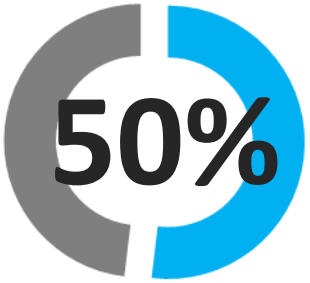


What percentage of first-generation college students graduate?

TURN AND TALK

What's one thing you wish you would have known going into your first job?

COLLEGE TO CAREER CHALLENGE



of hiring managers reported that even after finishing a four-year degree, recent college graduates are not “job-ready”

FIRST-GENERATION CHALLENGES

- Lack of familiarity with some traditions and unspoken rules of the workplace
- Feel like an outsider or "imposter“
- Lack access to internships and mentors
- Have conflicting priorities among family life, college life, and professional life
- Earn 10% less than peers after graduation

STUDENT NEEDS

- **Select –**
- **Secure –**
- **Succeed –**

STUDENT NEEDS

- **Select** – limited information, media offers main exposure
- **Secure** – struggle to communicate strengths and match employer needs, support is seen as too generic
- **Succeed** – unwritten rules, no safe space to practice

EMPLOYER NEEDS

1. Work in a **team structure**;
2. **Make decisions** and solve problems;
3. **Communicate** verbally;
4. **Plan**, **organize** and **prioritize** work;
5. Obtain and **process information**;

Source: NACE Job Outlook 2015

THE FELLOWS PROGRAM

Intensive Career Development

One-on-One Mentorship

Robust Networks

Holistic Support

WORKSHOP TOPICS

- Career Interests
- Elevator Pitches
- Internships
- Resumes
- Professional Etiquette
- Networking
- Industry Panels
- SMART Goals
- Self-Advocacy
- Cover Letters
- Interviewing
- Online Presence
- Financial Planning
- Time Management
- Interdependence Personal Board of Directors
- Public Speaking
- Building Resilience
- Unwritten Rules of the Workplace
- Presentations Communication Styles
- Managing Up
- Leveraging Strengths
- Complex Decision Making
- Organizational Culture
- Emotional Intelligence
- Performance Evaluations
- Entrepreneurship
- Leadership
- Project Management
- Life After College

WORKSHOP SAMPLE

10:00-10:20
Welcome, Goals, Agenda, Recap

10:20-11:00
Intro to Internships

11:00-11:30
Internship search process

11:30-11:50
Review example resumes

11:50-12:10
Components of an effective resume

12:10-12:30
Proofing resumes

Lunch

1:30-1:45
ANY Resume

1:45-2:20:
Brainstorming resume content

2:20-2:55
Drafting resume

2:55-3:20
Reviewing draft

3:20-4:00
Closing rituals

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MENTOR COACHES

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OUTCOMES

Transferred to four year colleges

Graduated or are on track to graduate

Are employed or enrolled in graduate school within six months of graduating

Assuming a **30-year career** and **3% annual raises**, ANY Fellows alumni will earn **$400,000 more than those earning the national average**

OUTCOMES

- **100%** of supervisors agreed that the contributions of ANY Fellows added **significant value** to their team or organization

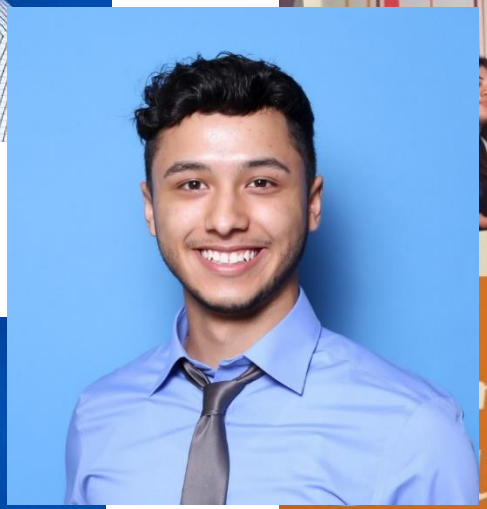
- **93%** of supervisors agreed that they would be willing to consider additional ANY Fellows at their organization

- **84%** of supervisors agreed that if a full-time role was available that they would **consider their Fellow for hire**

Last year, 92% of our Fellows completed internships.

As compared to other student interns, supervisors rated America Needs You Fellows **above average** in all of the following areas: working in teams; professional etiquette; building relationships and networking; giving and receiving feedback; time management; verbal communication and presentation skills; written communications; and managing up and taking initiative.

FELLOW SUCCESS STORIES



COLLABORATION & PARTNERSHIP

- Recruitment
- University based model
- Internship fair
- Curriculum Consulting
- Combo of recruitment/curriculum sharing
- Student resources (including financial assistance)

QUESTIONS

THANK YOU AND CONTACT DETAILS

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