Improving College and Career Outcomes for First-generation Students
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?
THE NEED

By 2020, what percentage of jobs will require a college education? 65%

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

What percentage of first-generation college students graduate?
THE NEED

65% By 2020, what percentage of jobs will require a college education?

26% What percentage of first-generation college students leave college after their freshman year?

What percentage of first-generation college students graduate?

26%
THE NEED

- By 2020, what percentage of jobs will require a college education? 65%
- What percentage of first-generation college students leave college after their freshman year? 26%
- What percentage of first-generation college students graduate? 11%
TURN AND TALK

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

Source: BCG and ANY Survey 2013
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

Source: BCG and ANY Survey 2013
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
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

10:00-10:45
ANY Resume

1:30-1:45
Lunch

2:20-2:55
Drafting resume

1:45-2:20:
Brainstorming resume content

12:10-12:30
Proofing resumes

2:55-3:20
Reviewing draft

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

3:20-4:00
Closing rituals
THE FELLOWS PROGRAM

- Intensive Career Development
- One-on-One Mentorship
- Robust Networks
- Holistic Support
MENTOR COACHES
OUTCOMES

Transferred to four year colleges: 97%
Graduated or are on track to graduate: 96%
Are employed or enrolled in graduate school within six months of graduating: 91%

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