

Supporting First-Gen Students in Overcoming Career Readiness Barriers

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Rowan College
at
BURLINGTON COUNTY

Overview

- Factors that promote career readiness
- Addressing barriers
 - Resource awareness
 - Experience
 - Financial resources
- Sharing best practices

Factors that promote career readiness

“First gen students have fewer professional contacts and social capital than their continuing generation counterparts.”
(Montoya 2022)

- Access to career-readiness resources
- Networking
- Mentoring
- Experiential learning
- Financial resources

What can we do?

	Resource Awareness

	Experience	
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	Financial Resources	

Addressing Barriers: Resource Awareness

- Expose students to resources early in their college experience
- Bring the support to them rather than wait for them to seek it
- Embed career-related activities into courses
- Target courses and programs that are likely to have a high first-gen enrollment rate
 - Developmental courses
 - BRAVE - Brothers Achieving Excellence program
 - EOF
- Equitable access to opportunities
- Thinking creatively about programming and resources

Addressing Lack of Resource Awareness

- Embedding CP/EL into courses and programs
 - Psych 101
 - Criminal justice embedded EL
 - EXP course

Addressing Barriers: Experience

- Helping students “get in the door”
 - Networking
 - Mock interviews
- Offer a training and resources that outline professional expectations (timeliness, accountability, email etiquette)
- Volunteering is a great way to get some initial experience and build a resume

Addressing Lack of Experience

- First Gen Week @ RCBC
- Cross-campus collaboration between Career, EMSS, and EOF
- Included various events including the First-Gen Mixer & Mocktails
- Opportunities for students to network with other first gen faculty and staff
- Networking cards

HOW TO NETWORK

4 Tips for Networking

Networking = Meeting interesting people & sharing with them who you are.

- Introduce Yourself!**
 - Name, major, general skills, where you are from, etc.
- As Good Questions**
 - What do you do?
 - How do you like it?
 - What's your favorite part of your job?
 - Tell me about your career path leading up to your current role.
 - Do you have any advice for RCBC students?
- Listen Deeply and Actively**
 - Reply
 - See how you can benefit.
 - Find the spot to promote yourself.
- Follow Up**
 - Send a thank you email.
 - Thank for the discussion and share something you learned from it.

Turn card over. →

RCBC FIRST GEN

Follow up with your new contacts.

Use the space below to write down names and emails.

“ ”

Handshake

For additional resources and a complete list of Career Preparation & Experiential Learning events throughout the year, log onto Handshake. Don't forget to RSVP for upcoming events.

Addressing Barriers: Financial Resources

- Work with employers to establish high-quality paid internships and experiential learning opportunities
- On-campus student employment
- Promote existing on-campus resources such as a food pantry, emergency fund, Foundation scholarships, Office of Student Support

Addressing Lack of Financial Resources

- Paid, course-based opportunity such as SLR
- Federal Work-Study for eligible students
- Collaboration with Office of Career Preparation and Experiential Learning, Financial Aid, and course instructor

Best Practices

We would love to hear from our colleagues and students!

Other ideas?

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Contact

Please feel free to reach out with questions or to connect!

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