

**PROTOTYPE ARTICLE TO SHOW EDITING AND
APA (7TH ed) PUBLICATION STYLE FOR CAREER CONVERGENCE**


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**~~First-Generation College Students and Career Services~~
~~The Role of Career Services in First-Generation Student Success~~** 

By *<include Author's First and Last Name, without any degrees or certifications>*


Abstract:

First-generation college students represent a significant portion of individuals seeking higher education in the United States, yet they face many barriers that hinder their success. Career Services sits in the perfect position to assist first-generation college students. However, we must first understand their struggles and needs to be effective.

First-generation college students are usually defined as students whose parents matriculated, but never graduated with a bachelor's degree and/or those students whose parents ~~never persisted past a high school diploma~~ ~~didn't~~ never pursue higher education (College Factual, 2018). 

~~They~~ First-generation students typically tend to come from lower income families and ethnic minority backgrounds. They often face an ~~They often times, they face an wide~~ array of barriers that place them at a disadvantage compared to their non-first generation counterparts. Some of those barriers include:

~~A sense~~ Sense of not belonging

- Being underprepared academically and lack of study skills
- ~~A lack~~ Lack of social/cultural capital
- Taking longer to choose a major
- Being more likely to work full-time
- Having an almost nonexistent professional network
- ~~A Lack~~ Lack of role models and mentors to help them navigate college and the career process. 

First-generation college students usually need additional support and guidance throughout their ~~college-career~~ time in college. ~~We who work in~~ Career Services ~~sits~~ sits in the perfect position to

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effectively assist first-generation college students in ~~successfully~~ completing their degrees and obtaining post-graduate success. ~~Purpose and direction can be found~~ ~~are able to help students find purpose and direction~~ through career exploration and planning, ~~we and career counselors~~ can help broaden horizons and possibilities by connecting students with experiential learning opportunities. ~~Career Services can also build student~~ ~~and we can build their~~ confidence through career-related educational events.

~~In order to~~ **To** successfully support first-generation college students, ~~we career professionals~~ must fully understand their needs and how to communicate with them ~~effectively~~. Through respect and sensitivity, ~~we career counselors~~ can empower students to become successful.

How Career Services ~~can~~ **Can** Support First-Generation College Students

First, it is important to know that ~~most~~ ~~any~~ first-generation college students ~~lack support from home~~. They generally receive less emotional, informational and financial support ~~from their families at home~~. ~~This is~~ ~~The deficiency in support is~~ not ~~always necessarily~~ due to a lack of interest from the parental figure, but ~~may be~~ due to the fact that they ~~too~~ lack the ~~specific information and experience knowledge~~ needed to assist the student. ~~Listed here~~ ~~several areas for career services to focus on when supporting first-generation college students:~~

Mentors, ~~with no prior experience themselves~~, parental figures of first-generation college students are ~~ill~~ ~~equipped to assist the student~~ ~~them~~. In understanding this, Career Services ~~staff~~ ~~must understand realize~~ that first-generation college students may need additional support to understand the ~~environment they are in~~ ~~higher education environment~~, and the many career options available to them after graduation (Gibbons et al., 2011). They will need role models and mentors to help them through the career process.

Career centers can help students find mentors ~~is to host by hosting~~ networking events specifically for first-generation students, ~~collaborating~~. ~~Career centers can collaborate~~ with departments such as the Office of Diversity and Inclusion ~~or a program like TRIO~~ ~~Student Support Services~~, ~~in hosting these events~~. Recently, ~~at~~ ~~career practitioners at the~~ ~~The~~ University of Toledo, ~~we collaborated worked with the~~ ~~with our~~ Office of Multi-Cultural Student Success, ~~where multi-cultural student success is the priority~~, in hosting a two-part networking series. The first event was geared towards teaching students how to network and the second event was a round-table networking event where students could connect with employers and alumni. The students found this format less intimidating and reported they were able to establish ~~some great~~ connections.


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Another tool that can be useful is utilizing online platforms to directly connect students and alumni, in addition to encouraging students to use free networking sites liked LinkedIn, Websites such as LinkedIn allows students the ability to connect with alumni in a meaningful way. We have recently~~The University of Toledo recently launched an online server called Rocket Connect, powered by Wisr, to provide help connect students and alumni. It provides a safe place for them~~students and alumni to chat, message, and participate in discussion boards.

Experiential Learning: Secondly,~~first-generation college students often times~~often lack the social network to help them connect with meaningful and relevant experiential learning opportunities. ~~and~~Therefore, they might miss out on first-first-hand experiences, causing the student to be less marketable upon graduation.

Career professionals understand that experiential learning is significant, as sStudents are able to build on what they already know and are able to make the connections between what they have learned in the classroom and practical application. Through experiential learning, students can also work on developing transferrable skills, thus making them more desirable to potential employers and graduate programs. As career services professionals, we must not only help first-generation students to search for such opportunities, but to help them understand their importance ~~of them~~.

Currently, we are developing~~The University of Toledo is developing an internship preparation program that will walk students through the process of career exploration, resume building, networking and other tasks needed in the preparation as they prepare to apply for internship opportunities for applying to internships ,faculty ,and staff support.~~faculty ,and staff support.  Instructors and advisors are essential when promoting experiential learning programs to students.

Professional Education: first-generation college students often ~~times~~ lack proper-sufficient funding to support themselves, leading them increasing their to need to work while attending college. The necessity to work often leads to students missing out on educational opportunities on campus, including career-related workshops, networking events, and career fairs. Career professionals need to think of creative ways to reach out to first-generation students to help them receive the much-needed valuable advice and education needed to be successful long-term financially and academically. The use of

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technology is a great way to reach those students who may be unable to attend ~~such~~ traditional onsite Career Services events.

The career center at the University of Toledo utilizes ~~At our career center, we utilize~~ several online platforms to provide access to career development tools 24/7. These services help students search for jobs, connect with alumni, practice interviewing, and find research opportunities and conference. Finding the right platform for your student population is critical, and implementing such platforms gives students great access to services.

If not already doing so, career centers ~~should~~ can also explore ideas such as creating a video library that houses an online space for career-related informational videos. This can be an especially effective strategy for conveying career information to Millennial and Generation Z students, who average nearly ~~It's said that young adults spend nearly~~ six five and a half hours per day watching videos (The Nielson Company, 2019)s. It is how they absorb information now. E. ~~You can also explore~~ the idea of virtual career fairs or promoting micro-internships.

First-generation college students face many challenges; however, they ~~hold~~ have many overlooked strengths ~~that are might be overlooked too~~ that can apply to the working world. Based on their experiences, they are often ~~They are~~ resilient, have a strong desire to create a better future for themselves, are curious, appreciative, adaptable, have and show both grit and gratitude. They are an amazing population to work with and with the proper support from Career Services staff, they have limitless potential.

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