

# First Generation Institute (FGI)

## Who we are

An intensive program designed for students to integrate their college experiences into the work world. FGI will empower first-generation students through critical mentoring, skill-building and reflection to enhance their knowledge, and give them a path to become first-generation professionals.

FGI received a NASPA Excellence Award Bronze Certificate and recognition in a collection of winning entries on the NASPA Excellence Awards page of the NASPA website.

## Program Activities

1. Professional Development Action Plan
2. Table Talk
3. First-Generation Storytelling
4. Taxes 101 Workshops
5. Mock Interviews
6. Elevator pitch Workshops
7. Financial literacy/Wellness Workshops
8. Professional brand/reputation Workshops

## Participation

1. Develop skills and perspectives needed to progress from first-generation students to first-generation professionals
2. Receive guidance in mapping out short and long term career goals
3. Build a customized plan for professional growth to increase self-awareness and professional marketability
4. Establish a network conducive for lasting collegial relationships with whom they can explore their identity and how it relates to their personal and professional success

## Demographics for 2018-2019 Academic Year (N=149)

### Gender

72% of them are female.

28% of them are male.

### Ethnicity

45% of them are Asian.

38% of them are Hispanic/Latino.

9% of them are Black/African American.

3% of them are Pacific Islander.

2% of them are identified as “Other.”  
1% of them are White.  
1% of them are Native American.

### Class Level

2% of them were freshmen.  
11% of them were sophomores.  
28% of them were juniors.  
54% of them were seniors  
5% of them were graduate students.

## Academic Outcomes

### Fall 2018

Average Term GPA was 3.24.  
Average Unit Load was 13.67.  
42% of students were enrolled in 15+ units.  
92% of students had full unit load.  
96% of students were in good academic standing.  
100% of students persisted the following semester.

### Spring 2019

Average Term GPA was 2.92.  
Average Unit Load was 13.24.  
44% of students were enrolled in 15+ units.  
83% of students had full unit load.  
98% of students were in good academic standing.  
96% of students persisted the following semester.

## Survey

93% of participants agreed/strongly agreed that being involved in this institute provided them the skills and knowledge needed to prepare for the workforce.

93% of participants agreed/strongly agreed that being involved in this institute had made them want to get more involved in the campus community.

79% of participants agreed/strongly agreed being involved in this institute has made them want to try harder in school and graduate.

100% of participants agreed/strongly agreed that being involved in this institute has helped them realize that they have a lot to be proud of.

## **From First Generation Students to First Generation Professionals**

An introductory course to prepare students to compete successfully for positions in today's workforce. Final project: students will identify a problem, formulate a solution and present the proposal.

### **Pre and Post Skills Assessment (Excelling Responses)**

1. Communication – from 12% to 52%
2. Team work and interpersonal - from 41% to 74%
3. Leadership – from 34% to 66%
4. Creativity and problem-solving – from 18% to 65%
5. Professionalism and productivity – from 41% to 52%
6. Global perspective – from 53% to 79%

### **Pre and Post Competency Assessment (Proficient to Expert Responses)**

1. Career Planning – from 53% to 93%
2. Self-assessment – from 48% to 100%
3. Market research – from 31% to 86%
4. Informational interview – from 47% to 72%
5. Networking – from 47% to 100%
6. Resume – from 68% to 93%

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