

First Generation College Students in the Health Professions

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UCSF Health Workforce Research Center on Long-Term Care

Our mission is to help answer the essential question:

Is our health care workforce prepared to meet the growing long-term care needs of the U.S. population?

We conduct **policy-oriented research** to collect, analyze, and report data on issues surrounding the long-term care **workforce** and its impact on **high quality, efficient long-term care** across the nation and within states.

Long-term care needs cut across age and demographic groups.

Who are First Generation College Students?

Why are First Generation College Students Essential to Improving Our Nation's Health?

- **Culturally-, socially-, and racially-concordant care results in significantly better health outcomes and patient satisfaction:**
 - Patients are more likely to choose a provider who is their same race and speak their language
 - Race-concordant visits have higher patient ratings; patients are more satisfied, rate their provider as “more involved,” and are less likely to avoid or delay seeking care
 - More timely treatment and resolution of screening findings
 - Low social concordance (i.e., the match between the provider's and patient's age, gender, and education) is associated with less positive care perceptions and lower patient satisfaction

<https://firstgen.naspa.org/blog/why-first-gen-health-professionals-are-essential-to-improving-our-nation-s-health-care>

Good timing:

THE WHITE HOUSE



[Administration](#)

[Priorities](#)

[COVID-19](#)

[Briefing Room](#)

[Español](#)

[MENU](#)



BRIEFING ROOM

Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

JUNE 25, 2021 • PRESIDENTIAL ACTIONS

...Sec. 2. Definitions. For purposes of this order, in the context of the Federal workforce:

(a) The term “underserved communities” refers to populations sharing a particular characteristic, as well as geographic communities, who have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life. In the context of the Federal workforce, this term includes individuals who... first-generation professionals or first-generation college students....

Challenges

- Delayed entry to college/university after high school;
- First attending Associate Degree programs;
- Attending school part-time;
- Working full time while in school;
- Being financially independent from parents;
- Having dependent children;
- Being a single parent;
- Higher attrition;
- Achieve lower GPAs;
- Take a longer time to graduate;
- NCLEX-RN pass rates among those second-language speakers.



Currently Funded by California Wellness Foundation

FirstGenRN Program

- Launch: October 2017
- 90 students each year
- 4 Schools (UCSF; CSU-EB (Hayward and Concord); Hartnell College)
- Hold monthly sessions: giving back to your community, time management, writing support and how to work with an editor
- Faculty Development workshop
- Data Collection: Demographics, persistence (“grit”), and stress
- Qualitative Data:
 - “It means that I will be paving my own path, with the hope that family/friends/colleagues will be supportive. Almost everything is a new experience...Despite the challenge that comes with this label, I cannot help but feel proud to be a FG2C, and to be breaking barriers as well as paving the path for future generations.”

Student Learning Community

Theme	Content
(1) Family	(1) caring for our underserved communities
(2) “Fun”	(2) “managing a panel of patients”; (3) time management, organization; and taking care of ourselves
(3) Finance	(4) applying for nursing scholarships; (5) investing and financial management for the future
(4) Faculty	(6) what is mentorship?; (7) receiving and giving constructive feedback
(5) Finish	(8) professional development; (9) successfully completing nursing school, writing support
(6) Future	(10) alumni networking; (11) passing the certification and licensure exams
(7) Fellowship	(12) collaborative and interprofessional leading and interprofessional care in caring for the underserved.

Faculty Development Workshop: From Application to Graduation and Beyond: Supporting the FirstGenRN Community

- Admissions
- Identification
- Continued Mentorship
- Graduation

Faculty Development

“I’m interested in learning more about you.”

“Tell me, what brings you joy and passion in life?”

“Where did you grow up?”

“Are you having difficulty in any specific area that is a hardship in your life as a graduate student?”

“How are things going for you so far?”

“Would you be comfortable sharing some of the important things that happened in your life that brought you to UCSF?”

“How was your high school experience in comparison to your college experience?”

Questions & conversation starters provided by FirstGenRN Students

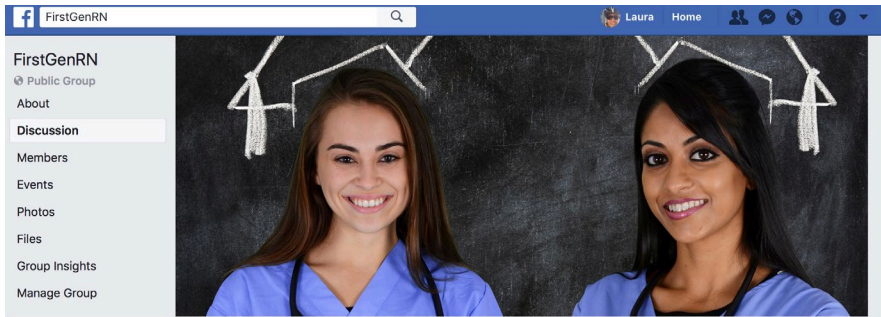
Sustainability

- Visibility Campaign
- Funding (e.g., Foundation; HRSA; Philanthropy)
- Student champions
 - Chapters



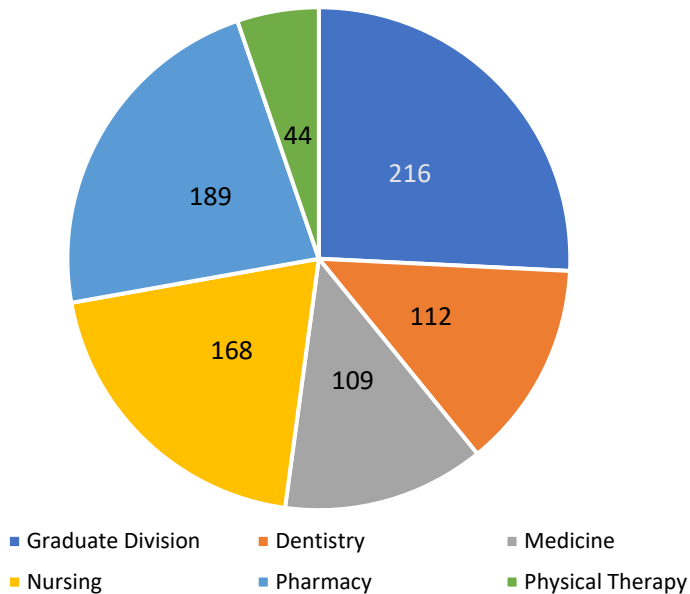
School of Nursing student Frank Molina, a first-generation college graduate and San Francisco native from the Excelsior District, is dedicated to serving the homeless and under-represented populations of the city. He regularly volunteers at a student-run Homeless Clinic at the St. Vincent de Paul shelter. *Photo by Steve Babuljak*

Visibility Campaign



First Generation Support Services (FGSS)

30% of UCSF students identify as First Generation College



“Being first gen means: building on the shoulders of my family, navigating the challenges of the unknown, overcoming expectations, carving out my own path, walking in the footsteps of others before me - who are now my first gen family <3 I am so lucky to be part of this community that's shaped me through and through.”

Student Services Fee Proposal

Events

- Monthly Virtual Lunches
- National First Gen Virtual Celebration
- Mentorship Workshops

Partner collaborations:

- Student Health & Counseling Services
- Office of Career & Professional Dev.
- Student Financial Services

Buddy Program

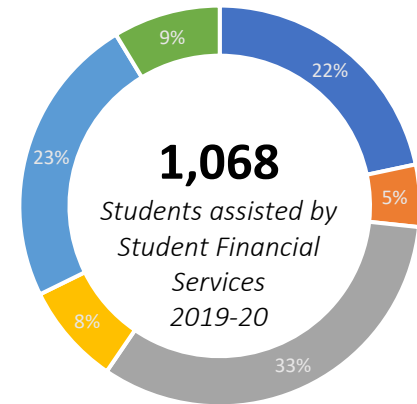
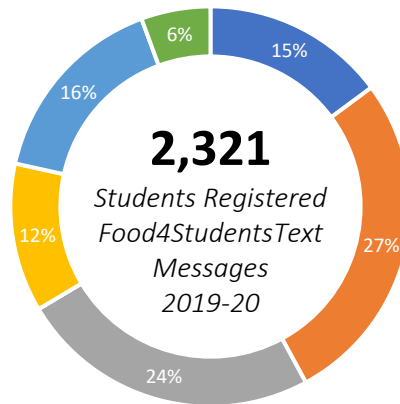
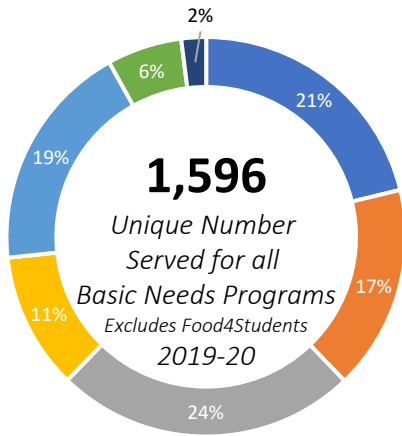
- 70** Peer First Gen Buddies
- 35** Incoming First Gen Buddies
- 35** Successful Matches (*Successful matches doubled compared to 2019-2020.*)

Mentoring Program

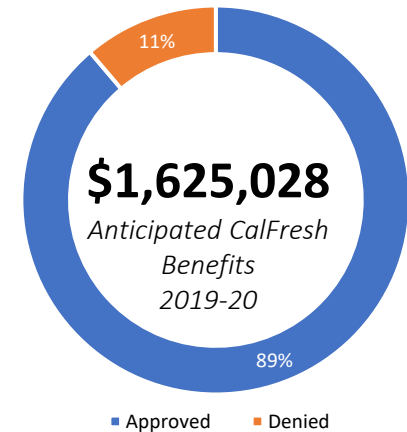
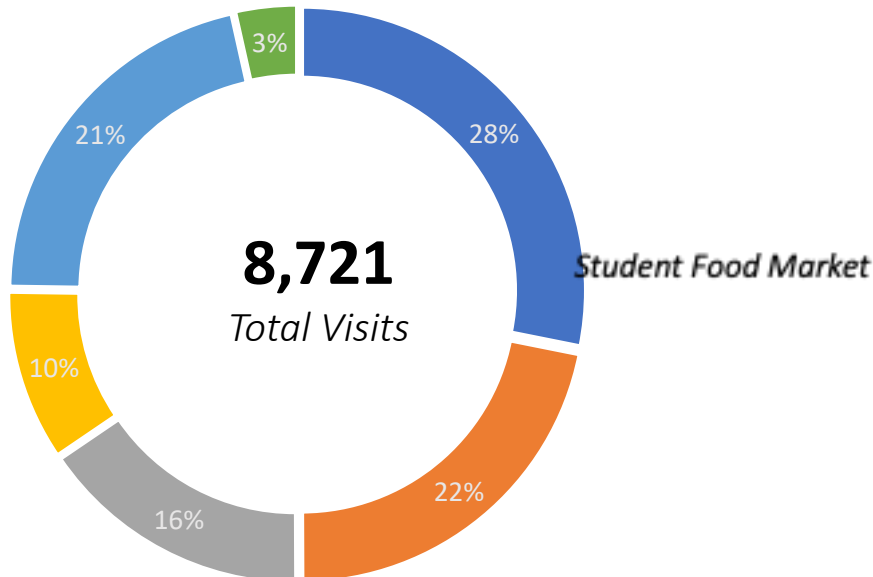
- 118** Mentors
- 29** Mentees
- 28** Successful Matches

Basic Needs & Food Security

Program Overview: *Student Food Market, CalFresh, Emergency Support, Food4Students Text Messages*



■ Dentistry ■ Graduate Division ■ Medicine ■ Nursing ■ Pharmacy ■ Physical Therapy



Salinas Valley Health Professions Pathway Partnership

Debra Kaczmar, Dean
Iris Medina, Coordinator
Alma Loreda, Parent Organizer
Rosie Armstrong, 5 Cities

dkaczmar@hartnell.edu





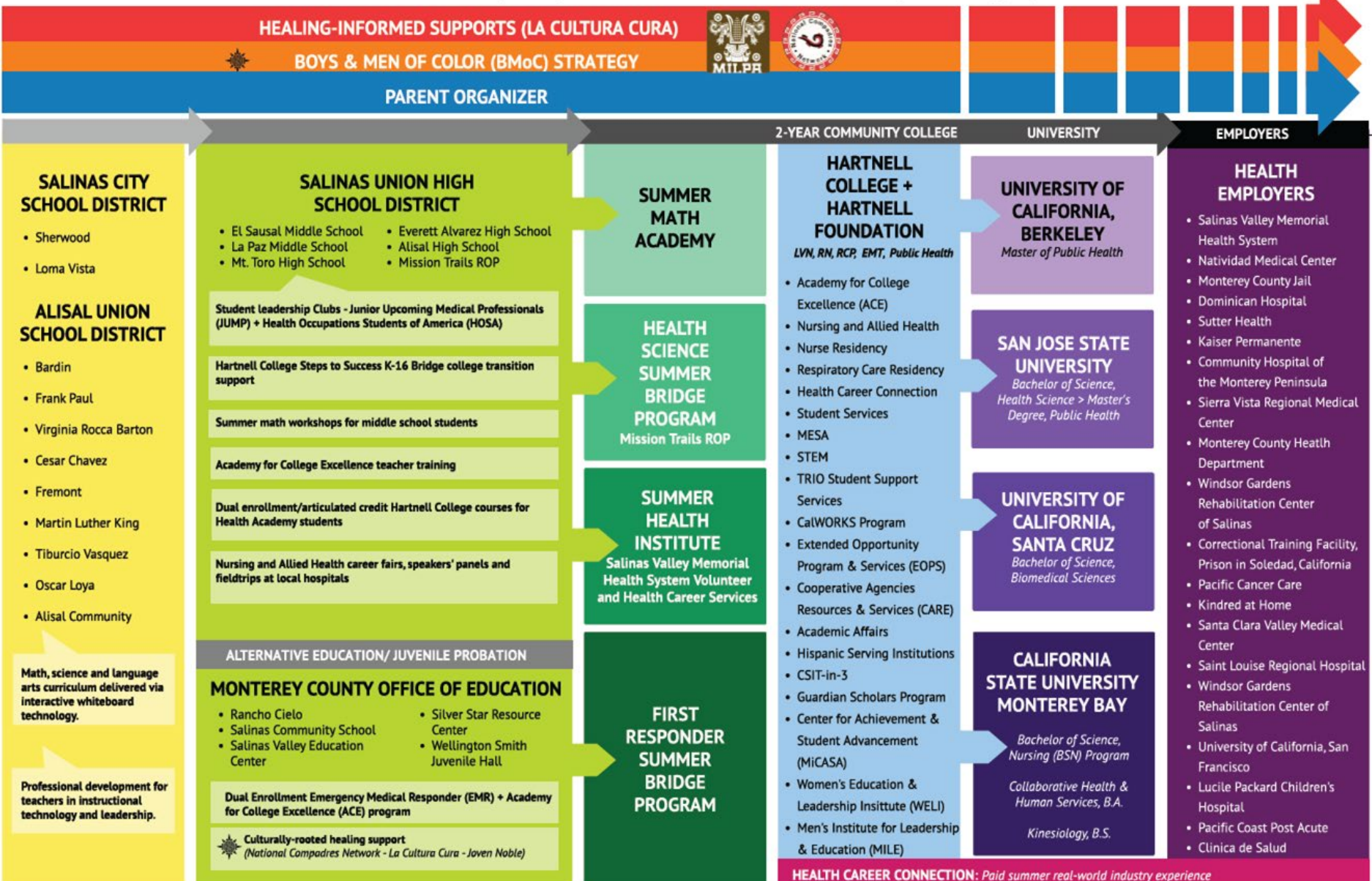
Mission:

To grow a local, culturally relevant regional workforce with East Salinas youth in the healthcare industry for high wage, high skill, and high demand careers while serving their community.



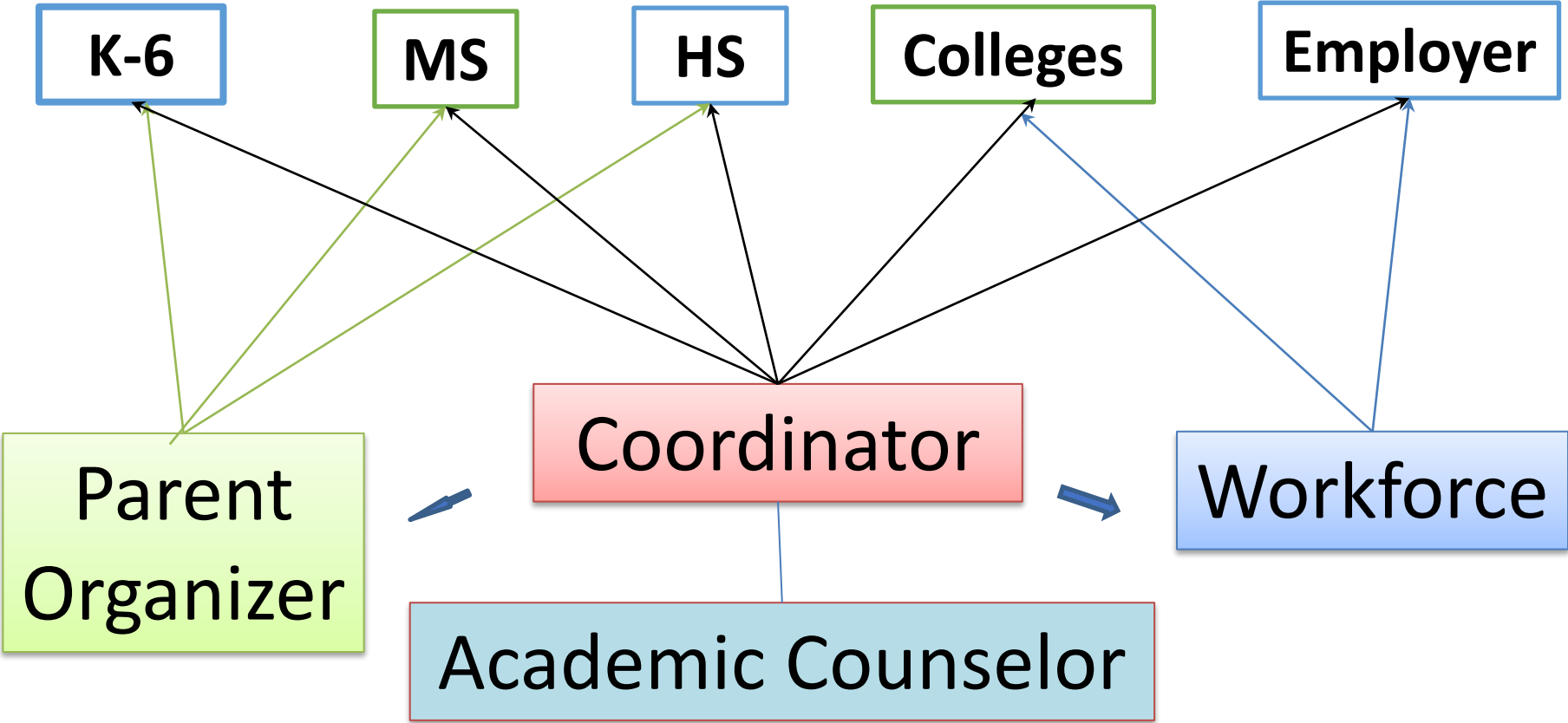
Schematic of Pathway

SALINAS VALLEY HEALTH PROFESSIONS PATHWAY PARTNERSHIP (formerly Alisal Health Professions Workforce Pathways Partnership) Updated December, 2017



Reorganization

Internal Champion Model



Questions?
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