

THE STUDENT AS A WHOLE BEING

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DESCRIPTION

- The whole student mentality means that for a student to be successful in their educational journey all immediate needs must be met. This is especially true for students who are working to pay for school and/or have families and other responsibilities. This applies for students who are taking short-term courses and students who are pursuing degree programs.
- According to the Maslow's hierarchy of needs, there are 5 levels starting at the bottom: physiological, safety, love and belonging needs, esteem, and self-actualization. Addressing these needs is imperial to offer the student the best chance at success. In this workshop we will talk about strategies to address these needs, and the importance of community partnerships to accomplish this goal. We will also discuss three specific programs (a grant partnering a community agency with a school, a case manager approach, and a department which is solely tasked with addressing student needs).



STUDENTS AS WHOLE BEINGS

- Academic Responsibilities
- Family and Caregiving Roles
- Employment and Work Commitments
- Personal Barriers and Challenges
 - Transportation
 - Food insecurity
 - Childcare
 - Housing insecurity
- Social and Extracurricular Activities
- Health and Well-being
- Hobbies and Interests
- Financial Concerns
- Cultural and Ethical Values
- Educational Goals and Aspirations



Cristina

- Anas has 2 children
- She is a single mother
- She does not have a car, but needs to walk her children to the bus stop
- She has a PT job
- She lives in assisted housing
- She receives SNAP benefits



Cristian

- Is homeless, currently living in his car
- Has a temporary job that pays minimum wage
- Has no children

KEY TOPICS

- Maslow's Hierarchy of Needs
- 2Gen Strategies
 - Child-focused with parent elements
 - Parent-focused with child elements
- Whole Family Approach (The Aspen Institute)
- Springboard careers
- Occupational segregation
- 2 goals
 - Retention
 - Completion



MASLOW'S HIERARCHY OF NEEDS

- Motivational theory in psychology
- 5 levels divided in two sets of needs
- Needs at the bottom level must be satisfied, before a person can focus on the ones at the higher level
- Individuals may fluctuate between levels, depending on their own experiences
- Satisfaction of needs is not “all-or-none”, and the next need may emerge before the first one is fully met.
- Deficiency needs (Physiological, Safety)
 - Basic survival, deficiency-motivated, means to an end
 - Become stronger the longer the need is not met
- Growth needs (Love, Esteem, Self-actualization)
 - Psychological in nature, associated with unlocking your full potential, need to “self-actualize”
 - From desire to grow as a person
 - Once needs have been met, highest level can be achieved



Maslow's hierarchy of needs

<https://www.simplypsychology.org/maslow.html>

WHAT DOES **TWO-GENERATION** MEAN?

Two-generation strategies are based on the principle that children thrive when their parents do and vice versa. They “**intentionally and simultaneously**” weave child-focused and parent-focused policy and programs together to improve outcomes for all generations within the family. While there are a multitude of two-generation strategies, one common approach pairs education and workforce programs serving students who are parents with high-quality early childhood education programs that serve their children.

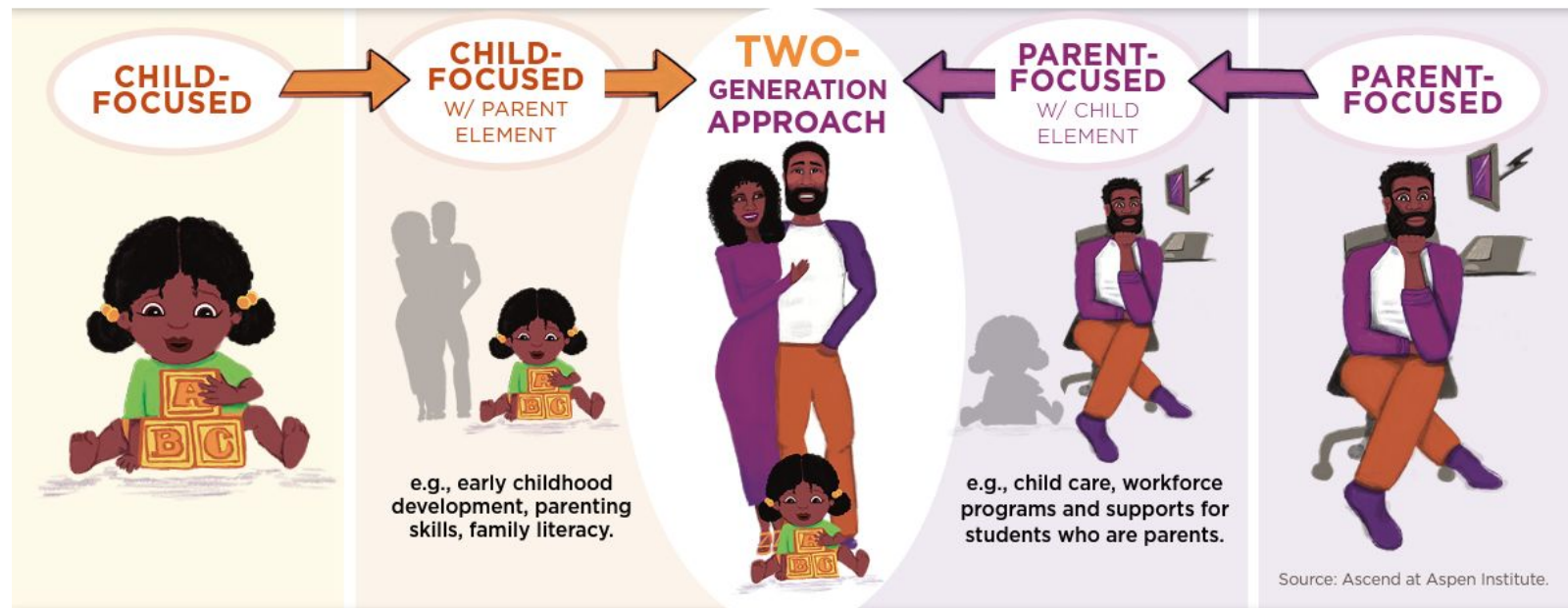


Table 1: The progression of thinking about parents in early childhood development

Old Think	New Think
Serve child or parent	Serve the whole family
Survive: Emphasize care	Thrive: Emphasize care <i>and</i> education
Provide information to parents	Promote responsible parenting, family life, self-efficacy, and leadership skills
Provide information on services	Partner with other organizations to provide access to: <ul style="list-style-type: none"> • Secondary and tertiary education for parents • Health care, including mental health services • Income supports • Career development and vocational training
Focus on the mother as the responsible party	Focus on both mothers and fathers as responsible parties.
Track outcomes for child or parent	Articulate and track outcomes for both children <i>and</i> parents

Adapted from Lombardi, Mosle, Patel, Schumacher, and Stedron. *Gateways to Two Generations: The Potential for Early Childhood Programs and Partnerships to Support Children and Parents Together*, 2014.⁸

Whole Family Approach – The Aspen Institute <https://files.eric.ed.gov/fulltext/ED581617.pdf>

TYPES OF CAREERS

- “**Lifetime jobs** are careers in themselves. Dental hygienists are an example. **Workers rarely advance to higher-level positions**, but these jobs **usually pay well and offer long-term stability**. Lifetime jobs are common in health care. Some high demand roles in advanced manufacturing, such as welders and machinists, are also lifetime jobs.”
- “**Springboard jobs lead to careers**. Human resource (HR) assistants are an example. Workers **often advance to different roles with more responsibility and greater pay** within the same career area. Business and IT feature many springboard jobs.”
- “**Static jobs** don’t typically lead to careers. Medical assistants and assemblers of electrical equipment are examples. They **offer low pay compared to other middle skill roles and suffer from high turnover**. There is **little potential for advancement** into higher-paying occupations or positions with greater responsibility. Our research found a greater prevalence of static jobs in traditional manufacturing occupations and in some health care positions.”
- https://ifforg-new-prod.s3.amazonaws.com/media/documents/When_Is_a_Job_Just_a_Joband_When_Can_It_Launch_a_Career.pdf



OCCUPATIONAL SEGREGATION

- Demographic group is underrepresented or overrepresented in a certain type of job.
- <https://www.americanprogress.org/article/occupational-segregation-in-america/>
- Occupational Concentration: "Black women constitute 6 percent of employed workers but make up 32 percent of home health aides, where they earn on average \$23,803 per year."
- Demographic Concentration: "19 percent of Black women work in just five occupations with an average salary of \$30,789."

CASE MANAGERS IN SCHOOLS

- **SNAP Employment & Training Program**
 - Noncredit and credit certificates
 - Financial assistance towards case manager
- SNAP Coordinator
 - Case management/follow up
 - Attendance
 - Connection to resources
 - Career advice
- Application/Intake Meeting
 - Past school experience
 - Financial information (employment, benefits received, household information)
 - Identify barriers/challenges: including, but not limited to, transportation, childcare, computer, Internet service, basic computer skills, study skills, test anxiety, learning disability, health issues, and balancing work/school/family.
- 1

EQUITY CENTER

Navigator/Case Worker

- Single Stop federal and state screener program
- Connect students to resources

Mental Health Counselor

AmeriCorps/VISTA member

- Assisting with Food Pantry, Equity Center initiatives, connecting students to non-academic or academic adjacent services

Student Ambassadors

- Liaison between students and the Center
- Connect students to the Equity Center and support services

Emergency Microgrants

Student Services Support Directory

Housing Grant

Financial Literacy

Wellness Workshops

Diversity, Equity, and Inclusion (DEI) Committee

DEI Activities

Cultural Activities

Women's Empowerment Forums



COMMUNITY ORGANIZATION & SCHOOL PARTNERSHIP

- BOOST Grant (KRESGE Foundation/Jobs For the Future)
 - Community organization to provide case management, addressing barriers, job search assistance, childcare, parent/children programming, career search
 - School to provide training and assist with career search
- Direct results:
 - Relationship strengthened between 2 organizations
 - MOU, to continue relationship even with staff changes
 - Reverse referrals
- 2Gen approach
 - Parent-focused with child elements
- Discussing appropriate career paths
 - Springboard careers
 - Occupational segregation
 - Went from cohorts, to individualized career path



KEEP IN MIND

- Soft Skills Training
 - Emotional intelligence
 - Resiliency
 - Emotional regulation training
 - Director X TED Talk
 - Meditation
 - Mindfulness
- SMART goals
 - SMART = Specific, Measurable, Achievable, Relevant, Time-bound
 - Small wins to keep engagement
- Staff/student relationships for student retention
 - **All** staff/faculty
- Stronger/intentional community and employer partnerships



THINKING OF THE FUTURE

- Generation Z (1995 to 2010 – 28yo to 13yo) makes up the majority of incoming college students
- They are known as “zoomers” or digital natives
- Priorities to keep in mind:
 - Technology
 - Diversity and inclusion
 - Mental health
- Students test scores in math and reading have been in a continuous decline over the last 10 years. The pandemic exacerbated this issue.
 - Academic supports
 - Embedded tutors
- Artificial Intelligence is an option to explore
 - Project LEO, DaVinci Schools

RESOURCES

- End Occupational Segregation: <https://info.jff.org/end-occupational-segregation>
- 10 Trends in the Era of Generation Z College Students: <https://www.leadsquared.com/industries/education/generation-z-college-students/>
- Breaking the Cycle of Poverty: Whole Family Approach: <https://files.eric.ed.gov/fulltext/ED581617.pdf>
- Two-Generation Strategies: [https://www.ecs.org/wp-content/uploads/Two-Generation Strategies to Improve Educational Attainment.pdf](https://www.ecs.org/wp-content/uploads/Two-Generation_Strategies_to_Improve_Educational_Attainment.pdf)
- When a Job is Just a Job-And When Can It Launch a Career: [https://jfforg-new-prod.s3.amazonaws.com/media/documents/When Is a Job Just a Job and When Can It Launch a Career.pdf](https://jfforg-new-prod.s3.amazonaws.com/media/documents/When_Is_a_Job_Just_a_Job_and_When_Can_It_Launch_a_Career.pdf)
- Occupational Segregation in America. <https://www.americanprogress.org/article/occupational-segregation-in-america>
- College students who..... <https://fortune.com/2023/01/11/college-students-with-jobs-20-percent-less-likely-to-graduate-than-privileged-peers-study-side-hustle>