

# A Comparative Study on the Employment Ability of First Generation and Non First Generation College Students

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**Abstract.** This study aims to delve into the employability of first generation and non first generation college students, provide a detailed description of background characteristics, and analyze differences in academic performance, practical experience, job preparation, and employment status. Significant differences were found in family background, resource support, and experience accumulation between these two groups, which have a profound impact on their employability. Measures were proposed to improve the employability of college students. Understanding the differences in employability and taking measures to support career development are crucial for establishing an inclusive and diverse workplace, aimed at promoting sustainable social and economic development.

## 1. Introduction

The employability of college students has always been a focus of attention in the field of education and society. With the popularization of higher education and the intensification of social competition, the competition among college graduates in the workplace is becoming increasingly fierce. However, it is worth noting that the background and family experience of college students play an important role in shaping their employability. Among college students, we can divide them into two main groups: first generation college students and non first generation college students. The first generation of college students refer to those who have not completed their undergraduate degree in their families, and are the first higher education learners in their families. On the contrary, non first-generation college students refer to those who have completed a bachelor's degree or higher with at least one family member, and may enjoy more support and resources within their family.

There are significant differences in family background, educational experience, and resources between these two groups of students, which may affect their academic performance, practical experience, job preparation, and ultimately employment status. Therefore, a deep understanding of the employability and underlying factors of first and non first generation college students is crucial for formulating targeted education policies and providing appropriate support. Through this study, we aim to provide useful references and suggestions for promoting the comprehensive development and career success of college students, in order to build a more inclusive and diverse workplace.

## 2. Definition of First Generation and Non First Generation College Students

### 2.1. Definition of the first generation of college students

The first generation of college students refers to those who have no one in their family who has completed a bachelor's degree. This means that they are the first people in their family to embark on the path of higher education. These students usually come from families with lower socio-economic status, and their parents or guardians may not have received university education, so they lack experience and guidance within their families regarding university studies. This situation may present them with more challenges, including academic, financial, and emotional difficulties. At the same time, they also need more academic support and resources to adapt to university life, overcome academic difficulties, and achieve their educational goals. The stories of the first generation of college students are full of courage and perseverance. They are not only the pride of their families, but also provide diverse talents and opportunities for society.

### 2.2. Definition of Non First Generation College Students

Non first generation college students refer to those who have completed a bachelor's degree or higher with at least one family member (usually a parent or relative). They may enjoy more support and resources in their families, as they can rely on the experience and guidance of family members to cope with various challenges in

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college life. These students may be more likely to receive academic and career advice as they can seek advice and assistance from family members. In addition, their families may provide more financial support, allowing them to focus more on their studies and fully realize their potential. Non first generation college students not only represent the educational process of family inheritance, but also provide broader education and career diversity for society. Their experience and background have enriched the diversity of university campuses, promoting the inheritance and innovation of knowledge.[1-4]

### **3. First generation and non first generation college students**

#### **3.1. Analysis of the Employment Ability of the First Generation College Students**

The first generation of college students is usually the first member of the family to pursue higher education. Their employability is not only influenced by their family background, but also by the school environment. Due to a lack of university experience within their families, they may need more time to adapt to university studies. This may affect their academic performance and overall abilities as they need to overcome academic and emotional challenges.

In addition, internships and work experience are crucial for improving employability. However, compared to non first generation college students, first generation students may rely more on schools and external opportunities to gain relevant experience. This may lead to their relatively weak professional skills and require more effort to fill this gap.

Job preparation is also a key factor. The first generation of college students may face more challenges, such as resume writing, interview skills, etc., as their families may lack relevant experience and resources. In addition, their career plans may be relatively unclear and require more support and guidance to help them clarify their career goals and paths [5].

Finally, the employment situation is a key aspect of evaluating the employability of the first generation of college students. This includes factors such as employment rate, salary level, and job satisfaction. By comprehensively analyzing these aspects, we can gain a more comprehensive understanding of the situation of the first generation of college students in the job market, as well as their challenges and opportunities in the workplace.

#### **3.2. Analysis of Employment Ability of Non First Generation College Students**

Unlike the first generation of college students, non first generation college students typically have educational experience within their families, which may have a positive impact on their employability. Firstly, their academic performance may be positively influenced by

their family background, as they may receive guidance and support from family members. This family background may increase their confidence and chances of academic success in school.

In addition, non first-generation college students may be more likely to obtain internships and work experience during their time in school, which can contribute to their career development and market competitiveness. They may be more likely to acquire vocational skills related to their major, as they can obtain practical advice on career success from family members.

Job preparation may also be more thorough, as non first-generation college students may rely on the experience and advice of family members. Their career plans may be more clear because they can learn from the career paths of family members and establish their own career goals based on this foundation.

Finally, the employment situation is also an important aspect of evaluating the employability of non first generation college students. By analyzing factors such as employment rate, salary level, and job satisfaction, we can comprehensively understand the performance of non first generation college students in the job market. These factors collectively shape the employability of first and non first generation college students and influence their success and career development in the workplace.[6-8]

### **4. Comparative Analysis of Employment Ability between First Generation and Non First Generation College Students**

The importance of higher education for personal career development is constantly increasing, so understanding the employability of different groups of college students has become crucial. Among them, the first generation and non first generation college students represent two different groups, with different family backgrounds, educational experiences, and resources, which have a profound impact on their employability. This article will compare and analyze the employability of these two groups to gain a deeper understanding of their strengths and challenges in the workplace.

#### **4.1. Academic performance**

The first generation of college students usually come from backgrounds where no one in the family has completed a bachelor's degree, so they may face academic performance challenges. They may need more time to adapt to the university learning environment because they lack university experience and guidance within their families. In contrast, non first-generation college students are often able to rely on the experience and support of their family members, making them more likely to excel academically. They may have been exposed to academic knowledge earlier and have higher academic confidence.

However, this does not mean that the first generation of college students did not have the opportunity to succeed academically. Many first-generation college students overcame academic difficulties with resilience and determination, and improved their academic performance through active academic support and self-management abilities. Therefore, although they may face some initial challenges, their academic achievements may not necessarily be inferior to those of non first generation college students.

#### **4.2. Internship and Work Experience**

Internship and work experience are crucial for improving employability. In this regard, non first-generation college students may have more advantages. They usually receive advice and opportunities related to professional experience from family members or relatives. This makes it easier for them to gain practical experience related to their major and enter the workplace early. In contrast, the first generation of college students may need more time to find suitable internships and job opportunities, and they may rely more on the resources provided by the school.

However, the determination and desire of the first generation of college students may drive them to actively seek practical opportunities. Some first-generation college students can also accumulate valuable practical experience through hard work and active participation in community activities. Therefore, although they may face some initial difficulties, their practical abilities cannot be ignored.

#### **4.3. Job Preparation**

Job preparation is a crucial step in successfully entering the workplace. In this regard, non first-generation college students may have more advantages. They can rely on career advice and guidance from family members to better prepare resumes, interviews, and career plans. They may start thinking about their career path early on and setting clear career goals.

On the contrary, the first generation of college students may need more self exploration and career counseling provided by the school. Their career plans may be relatively unclear and require more time to determine their career direction. However, their determination and desire may drive them to actively pursue career goals and gradually improve their job preparation through continuous efforts.

#### **4.4. employment**

"The increasing pressure of getting a job is a serious problem that each and every college graduate has to face in the development of higher education. In this respect, there are several constraining factors for a graduate, such as how one student thinks about one's carrier or first job and his/her ability at that time, his/her competence in the carrier and job desired, the will to sacrifice of their job, and the relevant circumstances of employment." [9]

Ultimately, employment status is one of the important indicators for measuring employability. Non first generation college students may be more likely to find jobs in the job market because they have richer practical experience and career preparation. They may have more confidence in salary negotiations because they understand industry standards and expectations.

However, the first generation of college students cannot be ignored. Their resilience and perseverance may enable them to stand out in the fiercely competitive workplace. Some studies have shown that the first generation of college students perform well in terms of career satisfaction because they feel proud of being able to change family history and achieve success. Their diverse backgrounds and unique perspectives have also brought new ideas and innovations to the workplace.

#### **4.5. Family background and socio-economic status**

Family background and socio-economic status are important factors that affect the employability of first and non first generation college students. Non first generation college students typically come from more stable economic families, and they may be more likely to receive financial support, reduce economic pressure, and focus more on academic and career development.

In contrast, the first generation of college students may come from families with lower socio-economic status, and they may face greater economic difficulties. They may need to work part-time to pay for tuition and living expenses, which may affect their academic performance and career development.

#### **4.6. Social support and campus resources**

Social support and campus resources are crucial for the career development of college students. Non first generation college students can usually rely on the support and advice of family members, which can enhance their competitiveness in the workplace. In addition, some schools provide specialized career development services and resources, which may be more easily utilized by non first-generation college students.

The first generation of college students may need to seek internal resources and social support to make up for deficiencies within their families. Some schools offer special support programs for the first generation of college students, including mentoring systems and career counseling services, to help them better prepare for the workplace.

There are differences in employability between first generation and non first generation college students, but this does not mean that one side is superior to the other. Each group has its own advantages and challenges, and the education system and society should provide them with appropriate support and opportunities to achieve their career goals. This will help establish a more diverse and inclusive workplace, fully leveraging the contributions of various backgrounds and experiences to society and the economy. Ultimately, whether it is the

first generation or non first generation college students, they have the potential to achieve success and make important contributions to social progress and development.

## **5. Measures to Improve the Employment Ability of College Students**

### **5.1. Improving academic and professional abilities**

In their college careers, students should prioritize their academic and professional abilities. This includes in-depth learning of professional knowledge, pursuit of excellent academic performance, and active participation in academic research projects. In addition, students can also consider obtaining certifications or qualifications related to their professional field, which not only helps improve their competitiveness in the field, but also lays a solid foundation for future career development. Therefore, it is crucial to prioritize academic and professional knowledge as the primary task for enhancing employability .

### **5.2. Accumulate practical experience**

During college, accumulating practical experience is also indispensable. These experiences can be obtained through internships, part-time jobs, volunteer activities, or academic research projects. By personally participating in practical work and projects, students can apply theoretical knowledge to practical situations, enhance their ability to solve problems and respond to challenges. Practical experience can also help establish a career network, meet potential employers and mentors, which is crucial for future career development.

### **5.3. Developing Soft Skills**

In addition to professional knowledge and practical experience, students should also focus on cultivating soft skills, such as communication skills, leadership skills, team collaboration, and problem-solving abilities. These skills are crucial in career development, not only helping to better communicate with colleagues, clients, and superiors, but also improving work efficiency and workplace adaptability . Students can accumulate these soft skills by participating in communication courses, leadership training, team projects, and volunteer work.[10-12]

### **5.4. Actively seek career guidance and support**

Students should actively seek career guidance and support. Schools usually provide career counseling services, where students can consult career planners for job search advice and career guidance. In addition, students can actively participate in career exhibitions, online seminars, industry events, and lectures to

establish career connections, understand industry trends, and gain career opportunities. Maintaining contact with alumni and industry experts is also an effective way to obtain useful career advice and establish a career network [13].

## **6. Conclusion**

In summary, there are a series of differences and advantages between the first generation and non first generation college students in terms of employability. The first generation of college students often need to overcome the limitations of their family background and resources, but their resilience and determination make them excel in the workplace. At the same time, non first-generation college students may have more family support and resources, which is beneficial for them to gain a competitive advantage in academic, practical experience, and job preparation [14-16].

In order to improve the employability of college students, they should strive to improve their academic and professional abilities, accumulate practical experience, cultivate soft skills, and actively seek career guidance and support. These measures help them better cope with workplace challenges and achieve personal and professional success.

The most important thing is that the social and educational systems should provide equal opportunities and support for first and non first generation college students, ensuring that they can fully realize their potential and contribute to social progress and diversity. Promoting inclusivity and equity in education will help establish a more diverse and inclusive workplace, fully utilizing various backgrounds and experiences, and promoting sustainable social and economic development. Therefore, it is crucial to pay attention to and support the improvement of college students' employability, which will help establish a more prosperous and diverse society

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