Providing Career Development Support to Minority Millennials

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Introduction

- Olamide pronounce (Ohlameday) Coker (her/she)

- Counselor, North Hennepin Community College

- Migrated from Lagos, Nigeria, West Africa

- All but Dissertation, St. Mary's University of Minnesota – *Phenomenological Study of the workplace experiences of Millennials of color in higher education*/corporate/non-profit

- Masters in Counseling Student Personnel with an emphasis in Mental Health counseling at Minnesota State University, Mankato

Bachelors in Clinical Psychology at Minnesota State University, Mankato

Presentation Outline

- Brief Introduction
- Introduction activity
- Goals and Objectives
- Definition of terms
- Overview
- Activity
- Case conceptualization
- Information on Millennial groups
- Q &A

Introduction

- Drawing activity: Draw a picture of you at 8years old, 16 years old , 28 years old and now!

- Next to the picture, write your intended major/career (what you will like to be when you grow up) at the different ages

- Form a group of 3 and share!

- **Group discussion:**

    1. What did you notice

    2. What messages did you receive about the occupation/career/major growing up

    3. How has your sexual orientation, age, race, SES affected your career choices?

Today's Goals and Objectives

- To create space and facilitate discussion regarding career development support for minority millennials

Terms

- **Millennials**: a person reaching young adulthood in the early 21st century.

- **Millennials of Color**: a person reaching young adulthood in the early 21st century who is not white or of European parentage.

- **Eurocentric Norms**: reflecting a tendency to interpret the world in terms of European or Anglo-American values and experiences

- **Immigrants Millennials**: an immigrant is any person who lives in a country other than their country of birth.

- **Native Americans Millennials**: a member of any of the indigenous peoples of North, Central, and South America who is reaching young adulthood in the early 21st century

- **African-American Millennials** : (also referred to as Black Americans or Afro-Americans) are an ethnic group of Americans with total or partial ancestry from any of the black racial groups of Africa.

- **LGBTQ Millennials** : The letters LGBTQIA refer to lesbian, gay, bisexual, transgender, queer or questioning, intersex, and asexual or allied.

Women : millennial women—defined here as those aged 16–34 in 2013

Terms

- **Acculturation** : occurs when immigrants migrate into the new culture of the United States and adopt the values, beliefs, and practices of the dominant (American) culture. At the same time, immigrants often decide to maintain aspects of their own ethnic identity, home language, and cultural practices

- **Enculturation** : the gradual acquisition of the characteristics and norms of a culture or group by a person, another culture, etc.

- **Covered** : Covering practices help alleviate organizational discomfort and help maintain the separation of self-identify and social perception.

- Passing : some aspects of identity are not so evident that they need to be suppressed by passing; they simply need to be temporarily covered.

- **Latino and Hispanic Millennials** : Hispanic" is a different term that refers to persons that speak Spanish natively, or have Spanish-speaking ancestry, while "Latino" is more frequently used to refer generally to anyone of Latin American origin or ancestry, which includes Brazilians..

- **Asian American Millennials** : Asian Americans are Americans of Asian ancestry. The term refers to a pan ethnic group that includes diverse populations, which have ancestral origins in East Asia, South Asia, or Southeast Asia, as defined by the U.S. Census Bureau.

- **Disabled Millennials** : The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.

Overview

- The utilization of personal experiences, affirmation of students' cultural background are effective during career counseling

- Factors such as SES, race, sexual orientation, immigration status play a role in millennials' career choices

- Minority millennials have additional stressors that often go unnoticed yet are seen on social media and news outlet daily

- By the year 2025, millennials will comprise 75% of the U.S. workforce and will peak in 2036 at 82.1 million (Fry, 2016; Pew Research Center, 2010)

- What does acculturation and biculturalism mean for millennials of color ?
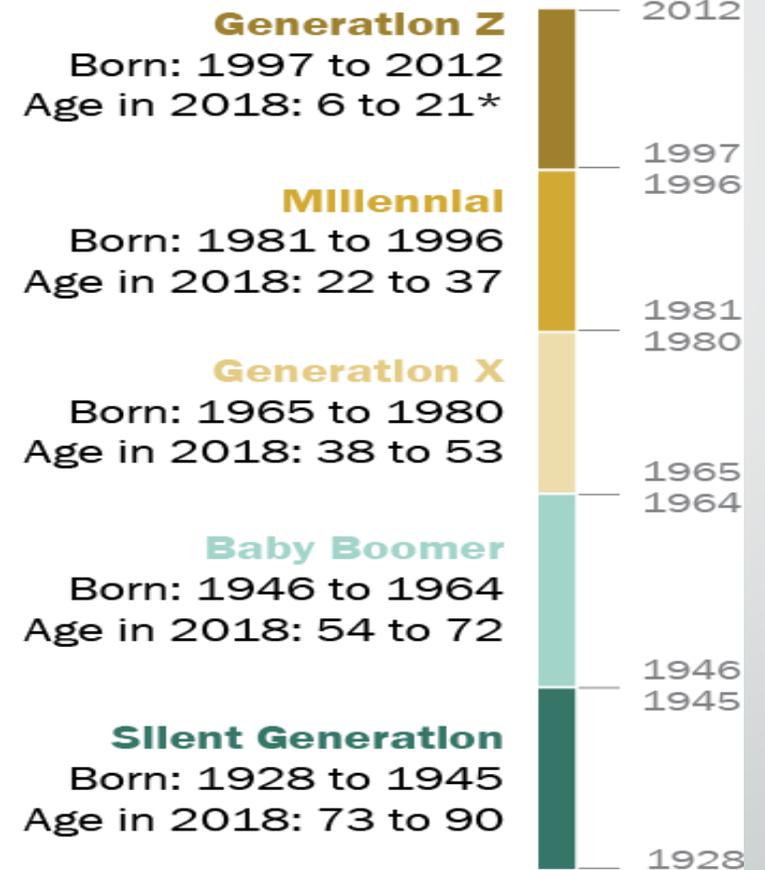
Overview

- Heightened socio-political climate

- The impact of "Eurocentric norms" on minority students' career development

- Advocate for lost voices in career development processes

- Career sociopolitical consciousness advocate

- Culturally relevant career development support

Entitled,

Achieving, Confident, Conventional

Pressured, Sheltered ,job-hopping,

inflated-ego, selfie-sensational

youngsters

The generations defined

Generation Z
Born: 1997 to 2012
Age in 2018: 6 to 21*

2012

1997
1996

Millennial
Born: 1981 to 1996
Age in 2018: 22 to 37

1981
1980

Generation X
Born: 1965 to 1980
Age in 2018: 38 to 53

1965
1964

Baby Boomer
Born: 1946 to 1964
Age in 2018: 54 to 72

1946
1945

Silent Generation
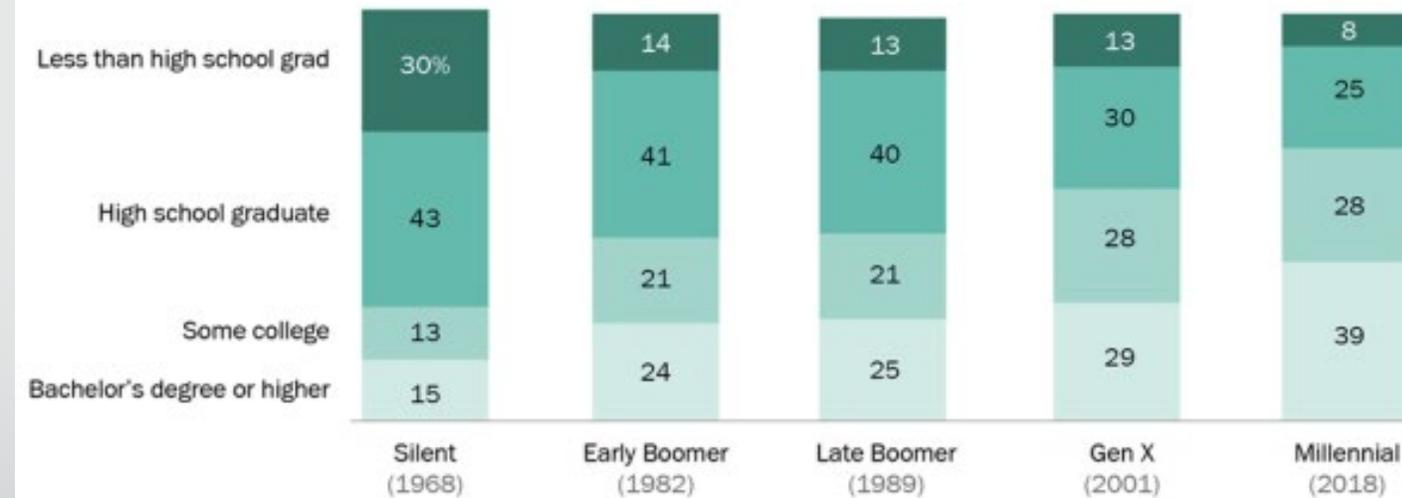Born: 1928 to 1945
Age in 2018: 73 to 90

1928

*No chronological endpoint has been set for this group. For analytical purposes, Generation Z is defined as those ages 6 to 21 in 2018.

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Millennials

Millennials are better educated than prior generations

Educational attainment of 25- to 37-year-olds (%)

	Silent (1968)	Early Boomer (1982)	Late Boomer (1989)	Gen X (2001)	Millennial (2018)
Less than high school grad	30%	14	13	13	8
High school graduate	43	41	40	30	25
Some college	13	21	21	28	28
Bachelor's degree or higher	15	24	25	29	39

Note: Figures may not add to 100% due to rounding. "High school graduate" includes those who have a high school diploma or its equivalent, such as a GED certificate. "Some college" includes those with an associate degree and those who attended college but did not obtain a degree. The educational attainment question was changed in 1992. For Boomers and Silents, "high school graduate" includes those who completed 12th grade (regardless of diploma status) and "bachelor's degree or higher" includes those who completed at least four years of college (regardless of degree status).
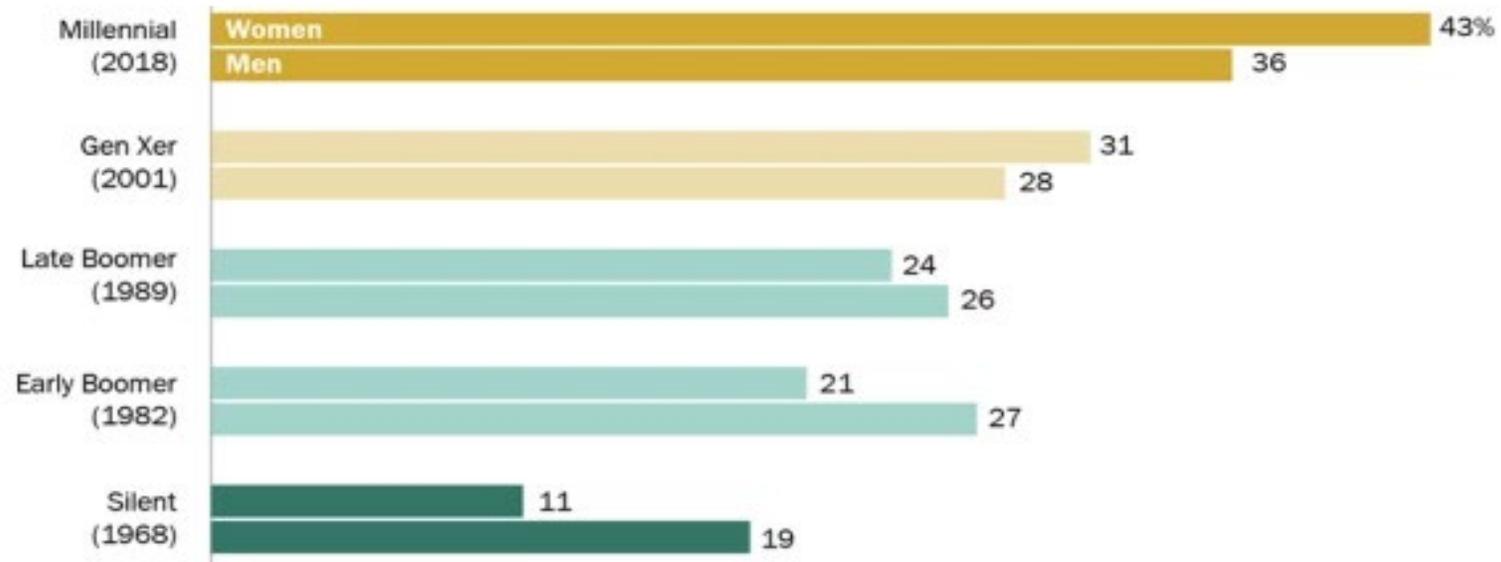
Source: Pew Research Center analysis of 1968, 1982, 1989, 2001 and 2018 Current Population Survey Annual Social and Economic Supplements (IPUMS).

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Millennials

Among Millennials, women outpacing men in college completion

% of 25- to 37-year-olds who have completed at least a bachelor's degree

|	
Millennial (2018) Women	43%
Millennial (2018) Men	36
Gen Xer (2001)	31
Gen Xer (2001)	28
Late Boomer (1989)	24
Late Boomer (1989)	26
Early Boomer (1982)	21
Early Boomer (1982)	27
Silent (1968)	11
Silent (1968)	19

Note: The educational attainment question was changed in 1992. For Boomers and Silents, the shares shown include those who completed at least four years of college (regardless of degree status).

Source: Pew Research Center analysis of 1968, 1982, 1989, 2001 and 2018 Current Population Survey Annual Social and Economic Supplements (IPUMS).

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U.S. MILLENNIAL COMPOSITION BY ETHNICITY
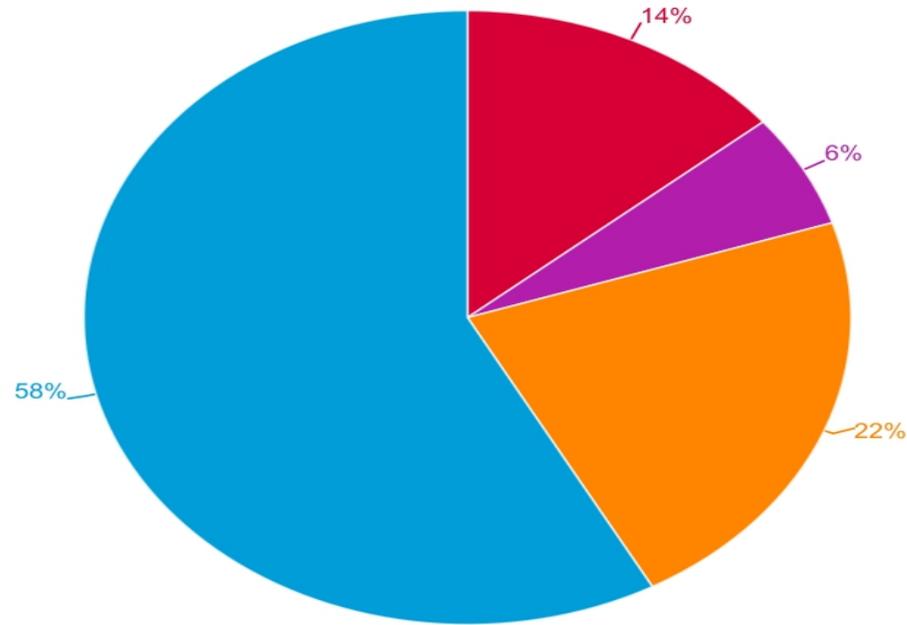
- African-American — 14%
- Asian-American — 6%
- Hispanic — 22%
- Non-Hispanic White — 58%

African-American Millennials

- Millennial descriptions and experiences does **NOT** apply

- Lack of access to STEAM careers

- Gender gap amongst college educated African American millennials

- Sharp disparities in education attainment (Brookings.edu)

- Learn about clients' diverse cultural backgrounds

- Coping with implicit bias and micro aggressions

- Impact of everyday racism on career choices (Police officer and education)

- Provide financial support to parents and family members

Latino and Hispanic Millennials

- 53 million Latinos in the United States

- United States is the second largest Spanish-speaking country with the average age of 27 years

- Latinos will make up 74% of the labor force by 2020

- Latinos have the largest number of entrants into the workforce as of 2017

- Latinos will make up 29% of income growth

Latino and Hispanic Millennials

- About $1.3 trillion in buying power

- Underrepresented in professional and leadership roles across the U.S

- 32% of Hispanics are employed in lower categories of construction, maintenance, and transportation

- Latinos develop bicultural with commitment and knowledge of American culture and the culture of their ethnic heritage.

- Provide financial support to parents and family members

LGBTQI Millennials
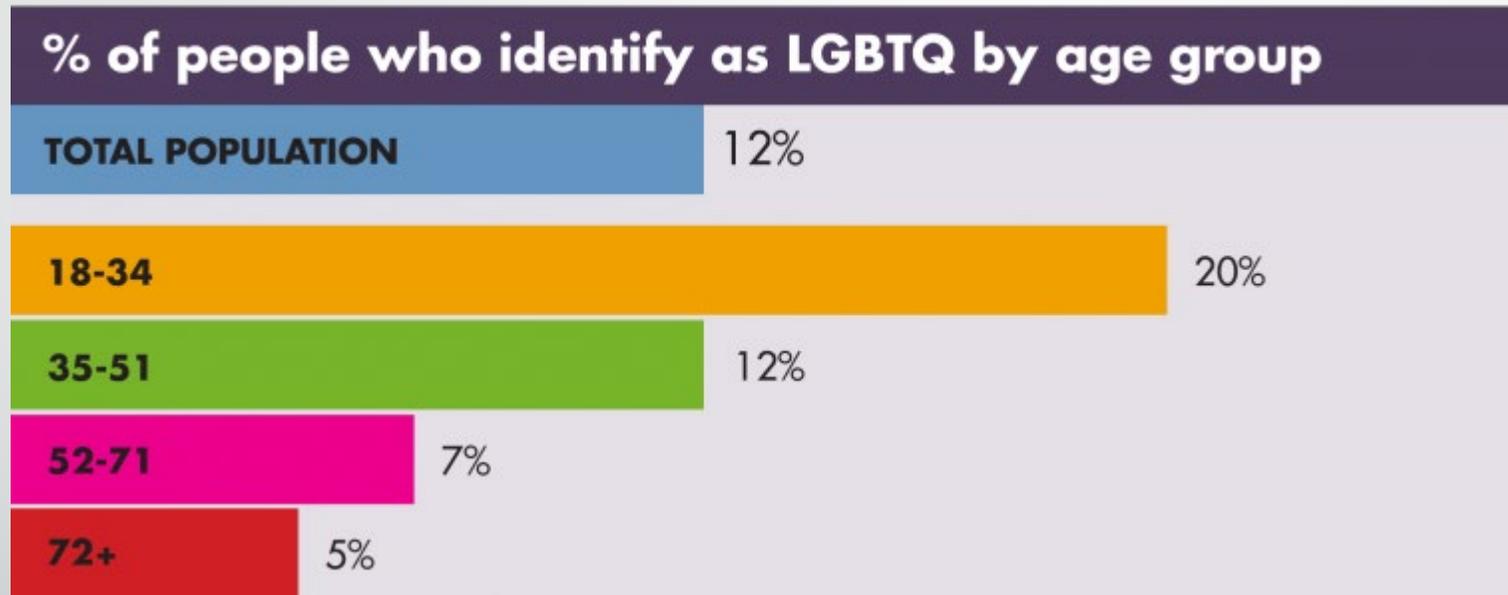
New GLAAD study reveals 20% of millennials identify as LGBTQI

LGBTQI Millennials

- **Case Conceptualization**

  - It's a typical day in University College's career -development center. Students are pouring in for career planning sessions with hopes of leaving prepared to conquer the world of work. Then, in walks David Flynn, a bisexual junior majoring in business management. David is an active member of Pride, the lesbian, gay, bisexual, transgender, and questioning (LGBTQ) student organization. David has a resume drafted but makes an appointment to see Veronica, a career planning specialist, to find ways to incorporate his study-abroad coursework. Veronica gives David several tips on how to strategically construct his resume, and makes him seem even more appealing on paper than he is in person. Just before their session ends, Veronica notices Pride listed as one of David's leadership activities. She cautiously explains to David that while hiring discrimination is illegal, it still occurs within some organizations. David learns that any personally identifiable information on his resume may be used as a reason for rejection. In fear of missing out on an employment opportunity, David opts to remove Pride from his resume. David's decision and career center experience represents the job-search process for many LGBTQ college students across the country.

  Discussion question:

- **Was Veronica's response ethical?**

- **How can David incorporate his leadership activities into his resume?**

  If you were Veronica's supervisor, what feedback would you give Veronica?

Case Conceptualization

- As a career development professional, I want you to think about how you would respond to this scenario

- How has your country of origin impacted your career choices?

  - " I moved to Minnesota when I was eight years old from Nigeria. I speak three different languages. When I got accepted into Mango College, I was beyond elated! During freshman orientation, I met with my academic counselor. She asked if I had chosen a major, I responded that I was thinking about Law. My academic counselor told me that I should perhaps think about another major because of my accent. She said since English wasn't my first language it will be difficult for someone with my thick accent to study law. She suggested human services as a suitable major for immigrants"

Asian American
and
Pacific Islanders Millennials

- Model Minority Myth- impact on career development process of AAPI client

- Asian-American studies in higher education curriculum

- Influence on social media culture

- Higher use of social media and various forms of technology than other races

Disabled Millennials

- A third of millennials have a disability

- Passage of ADA's impact on career development

- Access to mental health diagnosis

- Millennials are more likely to report that a have a mental health condition about 42%

- Assumptions about disability

- More individuals with disability (fear of discrimination)

Immigrant Millennial

- Children of immigrants about 15% were born in foreign countries

- Assimilation impact on career development process

- Values oriented

- Socio-political climate

- Advocacy

Native American and Indigenous Millennials

- Norm battle
- Community centered vs. Individual centered perspectives
- Acknowledge the differences in worldview
- High school to community colleges pathway
- Most millennial indigenous students complete education to serve their communities
- Open and receptive to learning
- Impact of role models on Indigenous millennials' personal and professional development
- Low enrollment in colleges and universities
- Opportunity to learn more about this population

Indigenous Millennials

- Boarding School
- Tribal Colleges & Universities (Native American Millennials)
- Native American Millennial identity
- Knowledge of the culture

What do Millennials want in their Careers?

- Respect for diversity

- Flexibility

- Ethics

- Advocacy

- Openness and transparency

- Career growth Sense of Belonging

- Sense of Competency = self-actualization

Minority Millennials sources of Career information

- Faculty and college courses
- Job and Internship
- Family
- Social media
- Friends
- Career center and career counselor

Implications for Career Development Professionals

- Anglo- capitalistic culture

- Career suggestions for Minority Millennials

- Enculturation-acculturation impact on career trajectory of Millennials

- Experience and challenges associated with being a Minority millennial in the workplace

- Benefits of being bilingual

- Biculturalism Vs. Cosmopolitanism

- Impact of cosmopolitanism on career development

- Job interviews and resume support (Gerdeman,2017)

- Trainings on Implicit bias and micro aggressions

- Career assessment bias (Strengths finder, strong interest inventories and Myers Briggs)

- Bring authentic self to work "Covering"

   Advocacy for marginalized population during job search process

Implications for Career Development Professionals

- For LGBTQ clients, consider identity development prior to providing career development advise

- Educate minority millennial clients on the pros and cons of listing race/sex identity (a way of weeding out hostile environment)

- Question to ponder upon: "Have I encouraged my students/clients to hide their sexual /gender/racial identity?

- Cass's Model of Homosexual Identity Formation

- Listening, honest rapport and transparency

- In-depth disclosure on identity disclosure

- Economic crisis of 2008/2009 on millennials' career development process

- More research needs to be done on other Millennials of color

- The median wealth of white households is thirteen times the median wealth of black households. In addition, the most recent housing bust is estimated to have wiped out half of the collective wealth of black families a setback of two generations.

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Thank you for listening!
Questions?