



## **Hispanic College Fund**

Promising youth. Promising professionals.  
A stronger America.

# **ASSOCIATION FOR PROGRAM ADMINISTRATORS OF CSTEP AND STEP**

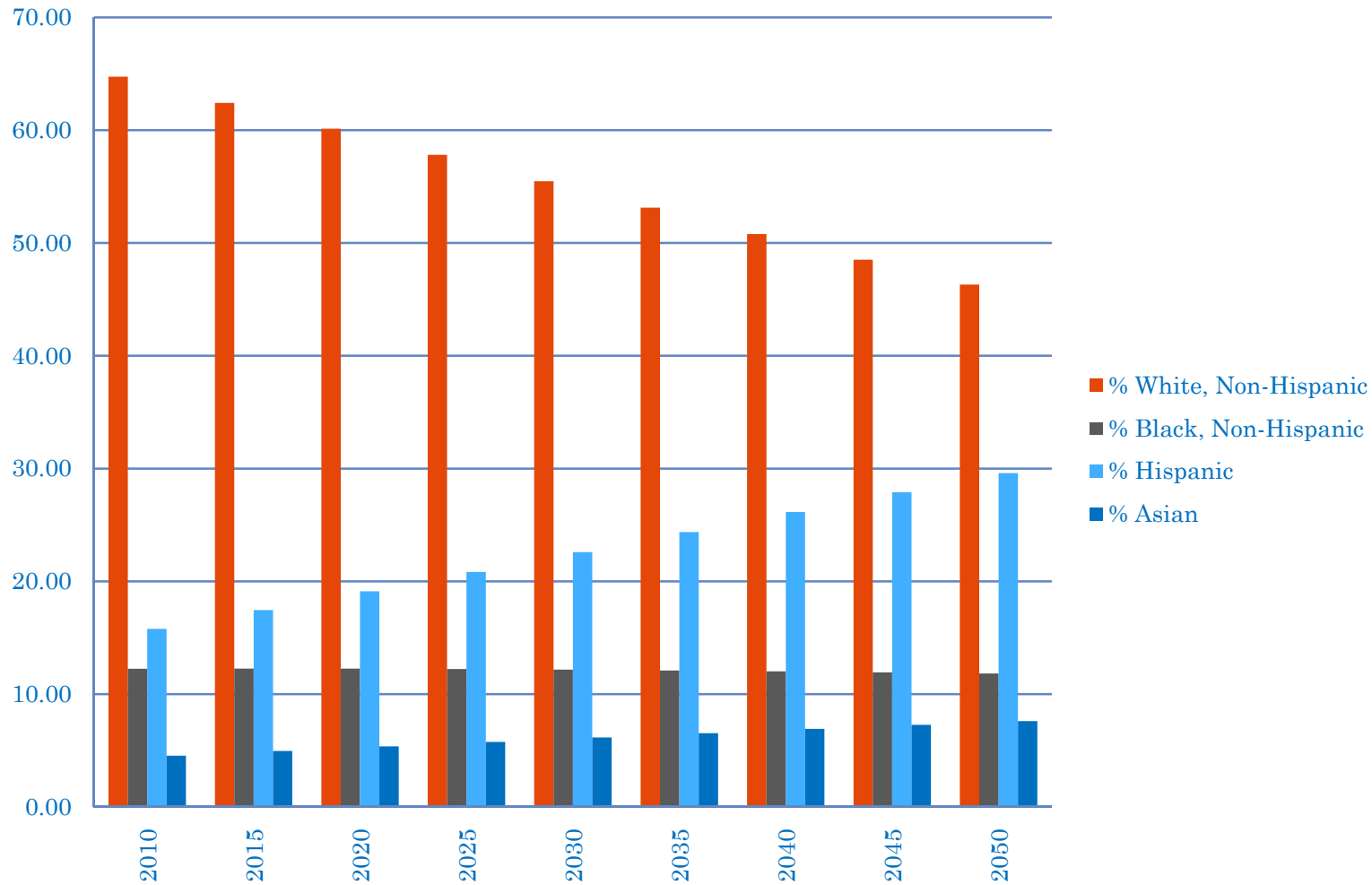
**Dr. Carlos E. Santiago, CEO  
Hispanic College Fund  
Albany, NY, June 8, 2011**

# THE NATIONAL IMPERATIVE

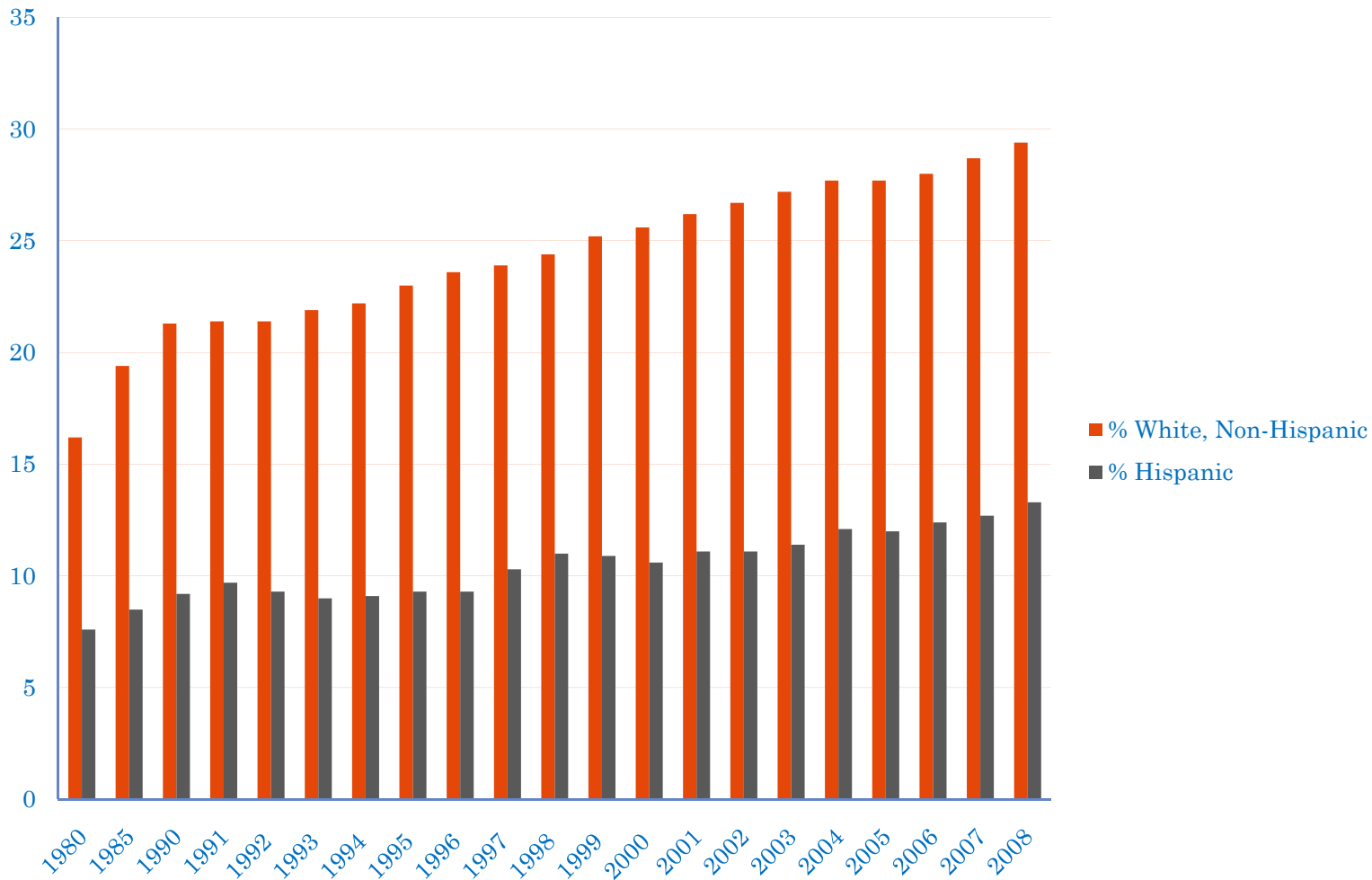
- Demographic Change and Educational Attainment in the Knowledge-based Economy
- From Educational Funnel to Academic Pipeline
- HCF Programs and Federal Initiatives
- Building Community Through Latino Student Success



# PERCENT DISTRIBUTION OF THE U.S. POPULATION, 2010-2050



# PERCENT OF POPULATION WITH AT LEAST FOUR YEARS OF COLLEGE COMPLETED



# THE COLLEGIATE FUNNEL

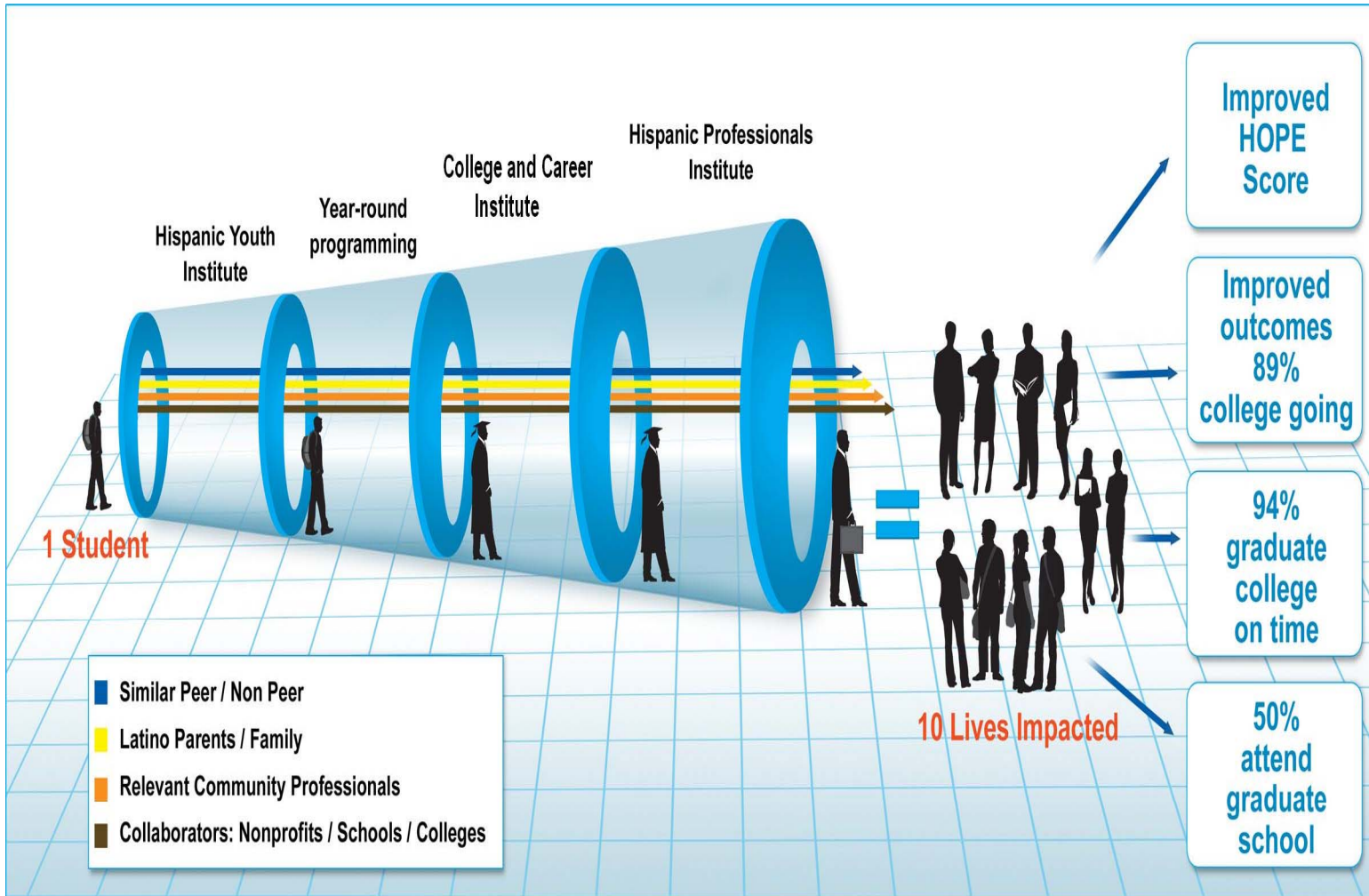
White Students	Hispanic Students
High School Dropout Rate 6%	High School Dropout Rate 22%
College Going Rate 42%	College Going Rate 25%
Degree Completion Rate 33%	Degree Completion Rate 11.3%

Note: The College Going Rate is the percent of the 18-24 year old population in college and the degree completion rate is the percent of 25-29 year old population that has completed at least a Bachelor's degree.

Source: U.S. Department of Education, *Status and Trends in the Education of Racial and Ethnic Minorities*, Anelina Kewal Ramani, Lauren Gilbertson, Mary Ann Fox, September 2007, NCES 2007-039, U.S. Department of Education.



# IMPACT OF HCF PROGRAMS



# PRE-COLLEGE: HISPANIC YOUTH INSTITUTE

## ○ **The Kick-Off**

- Every summer at a university campus
- 4 days, 3 nights
- 100-200 high school students
- Build confidence
- Learn real and perceived barriers to college access
- College and career workshops

## ○ **Year-Round Program**

- Curriculum reinforces key themes of college, career and community
- Promote college-going culture to peers in high school
- High school to college transition



# HISPANIC YOUTH INSTITUTE

## ○ **Our Locations and University Partners**

In 2010, Hispanic Youth Symposium programs served students in:

- |                               |                          |
|-------------------------------|--------------------------|
| ▪ Maryland                    | Towson University        |
| ▪ Washington, DC and Virginia | Virginia State U.        |
| ▪ Dallas, Texas               | SMU                      |
| ▪ Albuquerque, New Mexico     | University of New Mexico |
| ▪ Phoenix, Arizona            | ASU                      |
| ▪ Los Angeles, California     | UCLA                     |
| ▪ Silicon Valley, California  | Santa Clara University   |
| ▪ Central Valley, California  | CSU-Fresno               |





# HISPANIC YOUTH INSTITUTE

## ○ Results\*

- **89 percent** of alumni go on to college
- **75 percent** of alumni achieve a bachelor's degree within six years of graduating from high school
- **50 percent** of alumni pursue careers in business, health care, or STEM
- **65 percent** of alumni report having volunteered at least four hours/month in the previous six months

\*Based on surveys dating back to 2004



# COLLEGE AND CAREER INSTITUTE

## ○ The Program

- \$15 million
- 5,400 students
- Establishment of College Chapters
- Retention Services

## ○ Results

- **3.50** = Average GPA
- **93 percent** on-time graduation rate
- **52 percent** are first in the family to go to college



## CAREER: HISPANIC PROFESSIONALS INSTITUTE

### ○ **The Program**

- 40-45 scholars
- 5 days in Washington, D.C. (expanding to 2 day programs in Washington and Phoenix)
- Professional development workshops
- Prepare for transition from college to career

### ○ **Results**

- Past participants secured entry-level positions at partnering companies



# HCF FEDERAL PROGRAMS

HCF Federal Programs align with the National Academies 2010 Report - *Expanding Underrepresented Minority Participation: America's Science and Technology Talent at the Crossroads*

## The Report:

- Examines the role of diversity in the STEM workforce to keep America innovative and competitive
- Suggests that the proportion of underrepresented minorities needs to triple in science and engineering
  - In 2006, underrepresented minorities were just 9.1 percent of college educated Americans in science and engineering occupations yet they represented 28.5 of the population



# NASA MOTIVATING UNDERGRADUATES IN SCIENCE AND TECHNOLOGY (MUST) PROJECT

## **MUST Project Goal**

- Develop STEM expertise leading to eventual degrees among groups that are currently underrepresented in the workforce

## **MUST Project Components**

- *Affordability*: scholarship of one half tuition and fees not to exceed \$10,000
- *Academic and Social Support*: mentorship, tutoring, and 21st century leadership training
- *Professional Development*: a summer internship at one of ten NASA field centers



# MUST DEMOGRAPHICS FOR 2010/11

- 49% are female
- 27% are the first in family to attend college
- 21% attend a Minority Serving Institution
- 71% are Hispanic or African-American
- 4% are Native American
- 24% are Asian or Caucasian



# KEY FINDINGS: TRANSFORMATIVE ASPECT

- Mentorship: Peer, Graduate, and Faculty
  - 77% felt they had more options for their future
  - 70% had higher expectations of themselves
  - 64% had a better attitude toward school
  - 52% encountered new paths to careers not previously considered
  - 50% were more involved in STEM-related programs or activities
  - 40% had better grades and test scores
- 21st Century Leadership Symposium
  - 94% attended the MUST 21st Century Leadership symposium
  - 71% increase in scholar GPA since the Symposium began in 2008
- Tutoring
  - 70% felt tutoring contributed to their success in completing a STEM degree and improved their time management skills



# MUST PROJECT RESULTS

- 89% of MUST alumni are pursuing an advanced degree in a NASA core-competency field, work in the aerospace or STEM industry, or work for NASA
- Of the 45 new agency hires from NASA education programs, 38 were MUST Project Alumni
- 97% student retention rate in 2010





# NASA ONE STOP SHOPPING INITIATIVE (OSSI)

## NASA's agency wide effort to:

- Provide a standard application for all NASA internship, scholarship and fellowship opportunities
- Reach students from ALL Institutions of Higher Education
- Transition a high-performing and diverse student pool into the NASA workforce, including industry and academia



# HCF ROLE IN OSSI

## We are the Expert Advocate for Hispanic Serving Institutions

- *Access and Motivation:* Build relationships with faculty and students at HSIs to promote NASA opportunities and support the application process.
- *Retention:* Facilitate mentorships and information on continued NASA pipeline opportunities
- *Professional Development:* Offer online modules on: resume writing, interviewing, letters of recommendation, leadership, graduate school, etc.



## THE CHALLENGE: SCALABILITY

- HCF is not a transactional organization. We are a programmatic organization that creates and provides a support system for underserved Hispanic youth.
- This support system stays with the student throughout their academic careers and beyond.
- Subsequently, the advanced student or professional is expected to give back to their community and HCF by supporting the generation that is coming behind them.



# BUILDING COMMUNITY THROUGH LATINO STUDENT SUCCESS

- The multiplier effect of student engagement.
- Limitations of university involvement.

