Concept

As a result of the growing homelessness crisis in Kern County, Bakersfield College President Dr. Sonya Christian strategically identified a taskforce charged with the development and facilitation of the Bakersfield College Homeless Initiative. Through community collaboration and participation, implementation of the initiative’s pilot project, “Homeless to a Job in 6 Months,” will be accomplished and stands to be truly life changing.

The Proposal

In partnership with others, Bakersfield College will launch Cohort 1 of the Homeless Project Pilot. During the six-month pilot operational period, 10 student participants will complete a series of steps including orientation, instruction, internship, training and transition to employment.

Details of the components of the Homeless Project Pilot are as follows:

**Step 1**

**Orientation & Registration**

- This step takes Cohort 1 students through the matriculation process at Bakersfield College and orients them to the college as well as the pilot program.

**Step 2**

**Career & Life Instruction**

- Cohort 1 will take Bakersfield College non-credit, career-focused classes spring 2020 semester with the goal of completing the Basic Office Skills Certificate.
- Instruction will be located at the Job Spot at 1501 Panama Lane in Bakersfield.
- Anticipated completion of the certificate program is one month, with all costs covered by BC and free to the Cohort.
- Cohort 1 will engage in life development and self-sufficiency courses offered by nonprofit organizations Mission at Kern County and City Serve in partnership with Bakersfield College.

**Step 3**

**Job Development**

- Completed in one month, Step 3 provides Cohort 1 students the workforce information they need to prepare them for the upcoming internship and for future employment. Components of Step 3 are:
  - Resume building
  - Interview skills workshop
  - Job readiness training—completion within 1 week

**Step 4**

**Transition to Employment**

- Partner employers will provide paid employment or unpaid internship opportunities where Cohort 1 students will engage in the workforce and put forth their obtain skills.
- Upon interview and offer, students will be transitioned to full time permanent employment.

**Step 5**

**Ongoing Support**

- Continued care and support for students provided by City Serve, a nonprofit outreach to those in need in Bakersfield.
Background

Bakersfield College is sensitive to and aware of the homeless crisis occurring throughout Kern County. As an Institution, BC is determined to be part of the solution in combating homelessness through its innovative and community-based efforts, bringing the Bakersfield College Homeless Initiative to the forefront with the concept of the Homeless Project Pilot launch in January 2020.

Bakersfield College has the opportunity to impact homelessness through education and community collaboration. Realizing there are a myriad of reasons why people end up in shelters and on the streets, Bakersfield College intends the Homeless Initiative to provide access to education to those who are ready but need the inspiration and support to see themselves as viable students. Through this and other efforts, Bakersfield College seeks to continue its commitment of bringing BC to the community.

Why this project?

On any given day, nearly 130,000 Californians experience homelessness, according to a 2018 report to the U. S. Department of Housing and Urban Development. These homeless include family households, veterans, unaccompanied young adults, and individuals experiencing chronic homelessness. In the same year in Kern County, homelessness saw a 9% annual increase from 810 to 855 people and a 38% jump in the number of unsheltered people from 269 to 370, according to Home at Last! Kern County’s Plan to End Homelessness by 2028. This joint report by United Way of Kern County and the Kern County Homeless Collaborative characterized ending homelessness “the morally correct thing to do.”

- The estimated total of unaccompanied youth from the HUD single point-in-time count is 40,799 homeless youth nationwide on a single night.

- On a single night California in 2018, 36,361 unaccompanied youth were counted as homeless. Of those, 89 percent were between the ages of 18 to 24. The remaining 11 percent (or 4,093 unaccompanied children) were under the age of 18.

- Contributing factors include economic circumstances like poverty and housing insecurity, racial disparities, and mental health and substance use disorders

According to the National Alliance to End Homelessness, to end homelessness, youth and young adults need stable housing, supportive connections to caring adults, and access to mainstream services that will place them on a path to long-term success. Reunifying youth with family or a support system, when safe and appropriate, should be at the core of any approach. Young adults may also require broader education and employment supports and may need more low-barrier short- and long-term housing options, including rapid re-housing.

Community college students in California are just as vulnerable to homelessness. A 2019 survey of nearly 40,000 students from 57 California community colleges, co-sponsored by the California Community Colleges Chancellor’s Office, found that 60% of student respondents identified themselves as housing insecure in the previous year.
What will it look like?

This project will pilot the use of strategically designed Career Development Career Preparation noncredit curriculum developed with a cohort of 10 participants in mind. Participants have been pre-identified by key partner, The Mission at Kern County, a non-profit charitable organization based in Bakersfield. Come and volunteer, make donations, and get involved with the Bakersfield community, in collaboration with Bakersfield College. Outreach & enrollment efforts will be facilitated by BC Adult Education Team. City Serve, a local faith based non-profit organization committed to serving the neighborhoods through empowering the local churches and a key partner in this project, will provide additional supportive services for student participants directly on site with Bakersfield College. Student participants will complete the Career Development Career Preparation Certificate (Basic Office Skills Certificate for cohort #1) and will then participate in job development and employment readiness preparation on campus to ensure successful transition to employment. Adventist Health, is a faith-based, nonprofit integrated health system serving more than 80 communities on the West Coast and Hawaii, stands to be an ideal key partner to bring this project to its full capacity. By providing internship and employment opportunities for cohort participants, the Homeless to a Job in 6 months project can be accomplished and a model established.

How will it work?

- **Project Implementation & Facilitation**: April 2019- Ongoing
  - Bakersfield College Taskforce identified
- **Curriculum Development**: June 2019- Ongoing
  - Basic Office Skills- In the que for approval in by Jan. 2020
  - Landscape Design- Going through revision
  - Safe Serve- In the que for approvals mid-spring
- **Outreach & Recruitment**: Sep. 2019- Jan. 2020
  - 19 Potential students identified via Mission at Kern County with a goal of 10 for cohort #1
  - Orientation/ Enrollment begins November 2019
- **Phase 1**
  - **Cohort #1**: Basic Office Skills Certificate
    - Instruction: 8/31/20- 2/21/20
    - Job Development: 2/22/20-3/07/20
    - Employment: 3/8/20- new pay period via Adventist
  - City Serve will provide continuum of care for Cohort
- **Phase 2**
  - **Cohort #2 & #3**: Landscape Design/ Safe Serve Certificates
    - Instruction: Dependent upon curriculum/ state approval
    - Target Date: Mid-Late Spring
- **Phase 3**
BASIC OFFICE SKILLS CERTIFICATE

This certificate will require 45 hours; three required courses and one elective.

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<thead>
<tr>
<th>Required Courses</th>
<th>Electives</th>
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<tbody>
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<td>Introduction to Careers</td>
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<td>Office Procedures</td>
<td>Introduction to Word Processing Software</td>
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<td>Best Practices in Customer Service</td>
<td>Computer for Beginners</td>
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LANDSCAPE DESIGN CERTIFICATE

This certificate will require 162 hours, each course is 54 hours and can be taken in any order.

- Landscape Skills Construction
- Landscape Skills Maintenance
- Landscape Skills Irrigation

FOOD HANDLER TRAINING

This training requires 9 hours culminating in the California Food Handler Card

- Work Entry Skills for Food Service Worker
Homeless to Job in 6 months
Collaborative Commitment

Phase One
Student will complete the Basic Office Assistant non-credit course offerings and be provided job readiness preparation that will include personalized resume review and interview techniques prior to placement with Adventist.

Adventist Health will interview student.

Phase Two
Adventist Health Bakersfield will commit to hiring student for part time probationary employment.

Minimum commitment:

Basic Office Assistant Certificate – position that will allow utilization of basic office procedures, word processing, providing customer service and basic data entry.

- $13 hourly wage
- Student to be employed a minimum of 90 days at 19 hours per week (approx. $2,964)
- Provide college information on the department and immediate supervisor where the student will be placed
- Opportunities for fulltime up to 40 hours per week are welcomed.
- Tentative start date for employment 3/8/20.

Phase Three
At the completion of 90 days Adventist Health will re-assess student to consider transitioning to full time employment.
**BASIC OFFICE SKILLS CERTIFICATE (45 hours)**

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<td>• Learn to Type (9 hours)</td>
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<tr>
<td>• Office Procedures (18 hours)</td>
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**Landscape Design Certificate (162 hours)**

- Landscape Skills Construction (54 hours)
- Landscape Skills Maintenance (54 hours)
- Landscape Skills Irrigation (54 hours)

**FOOD HANDLER TRAINING (9 hours)**

- Work Entry Skills for Food Service Worker (9 hours)

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**Course descriptions**

**Introduction to Careers:** This course is designed to introduce participants to Careers within a specific discipline. Effective communication and guidance strategies for seeking employment and upward economic pathways in the student’s chosen field of interest will be presented.

**Office Procedures:** This course is designed to give participants the skills and knowledge required to maintain professional standards in an office environment. The course emphasizes the necessary procedures for an organized and effective functioning office structure.

**Best Practices in Customer Service:** This course is designed to give participants the skills required to resolve complaints and defuse angry customers. This course emphasizes effective customer communication and customer retention.

**Computer for Beginners:** This course is designed to give the participant a basic understanding on how a computer works in a general offices setting. The course will provide the hands on ability to utilize a computer.

**Learn to Type:** This course is designed to give the participant the basic skills required to type using the proper posture and hand movement. Participants will have the opportunity to improve speed and accuracy.

**Introduction to Word Processing Software:** The course is designed to give the participants the ability to become comfortable with the computer and editing techniques used in word processing software. The
course emphasizes the hands on ability to navigate the computer screen and compose a short document.

**Work Entry Skills for Food Service Worker:** This nine hour course will provide participants with the skills necessary to function as a busser, prep cook, and dish washer. Discussion of dishwasher operation and food storage requirements are also included. Upon successful completion of the course, the student is eligible for the California Food Handler Card.

**Landscape Skills Construction:** This course covers the fundamentals of landscape construction, including soil preparation, paving and construction materials, hand and power tool use, turf and plant installation, plan reading, estimating, and bid preparation; also covers local codes, state requirements, and new technologies. This course prepares participants to pass the California C-27 Landscaping Contractor’s License exam.

**Landscape Skills Maintenance:** This course prepares participants to enhance the function and aesthetic value of public and private landscapes by applying appropriate maintenance techniques. Topics include planting, pruning, watering, soil fertility, pest management, weed control, and landscape maintenance business practices.

**Landscape Skills Irrigation:** This course covers design, installation and maintenance of a water-efficient landscape irrigation system. Topics include water supply, basic hydraulics, component identification and terminology, system layout, pipe sizing; types of heads, valves, controllers, and practices related to appropriate horticulture for California.