State of Student Employment at Bakersfield College

Significant Outcomes: Increase in Student Employment

The Student Employment Department of Career Technical Education Programs sought to increase students’ access to and success in garnering employment to complement their college experience. This increase is a result of implementation of a recent process for recruiting and onboarding on-campus student employees through Jobspeaker, a collaboration software that connects employers and job-seeking students with each other and with relevant and meaningful career services. The utilization of this platform positioned Bakersfield College as a leader among other California Community Colleges. The Student Employment Department provided support to other colleges throughout California in the implementation of Jobspeaker by sharing our experience with the platform and the additional tools we created. Colleges to which we have provided support include West Hills Lemoore, Cerro Coso, Delta College, College of the Sequoias, Golden West College, Fresno City College, and Pasadena City College.

Budget Impact: Slight Increase

The Student Employment Department’s annual budget of more than $136,700 funds our work to produce expected outcomes related to on-campus employment and other Strong Work Force and VTEA benchmarks. On-campus employment remains a priority for our department. In the graph below, in the 18-19 fiscal year we employed 702 students within 53 different departments (the number of students for 2018-19 are unduplicated, as many students maintain up to two jobs on campus).

*Note: this reflects employment from November 2017 through June 2018.
In utilizing the Guided Pathways approach, we reached out to departments that previously did not hire student employees. We sought to connect students to job opportunities with job experience that related to the students’ declared majors. Moving into the new academic year, 2019-20, five additional departments have been approved to employ students and were awarded Federal Work Study Funding. These included the Renegade Rip (newspaper editors), Renegade Room (kitchen and front-of-house restaurant assistants), Dual Enrollment (office assistant), Marching Arts (marching band performance assistant), and Veterans Center (peer tutors).

**Operational Cost: Slight Increase**

The 2018-19 fiscal year reflects a $15.67 operational cost per student for 8,723 students served by on-campus employment activities. Activities included visits to the Student Employment Lab, tabling at various events on campus (beginning June 2019), weekly student workshops, processing of applications through Jobspeaker and processing all on onboarding paperwork related to on-campus student employment. In addition, we partnered with Athletics, EOPS/CARE/CalWorks, AB540 and Next Up to host workshops that are mandatory to their student constituents throughout the semester.