The purpose of the WAIII program at Bakersfield College (BC) is to provide Employment Services (employment preparation, job development and job placement) and Work Experience (part-time employment, internships, volunteer work) for Department of Rehabilitation clients who are also Bakersfield College students and alumni.

SERVICES TO BE PROVIDED

Internships
Internships include short term placements both on and off campus in a job consistent with the academic and IPE goals. WAIII staff will develop Internship positions with employers and will also monitor the student/alumni’s performance in the work environment. These internships may be paid or unpaid and participants may participate in more than one internship, as appropriate and needed by the consumer and required by their college major.

2018-2019 Internship Goal:
A minimum 42 participants who will participate in at least one internships/ part-time employment.

Employment Services
Employment Services (ES) assist a participant prepare for, obtain, and retain employment. Activities may include instruction regarding techniques for obtaining and maintaining employment, such as:

- Interviewing techniques
- Resume development
- Job Search techniques
- Application preparation
- Appropriate work behaviors/soft skills
- Relevant work practices
- Appropriate grooming and hygiene
- Self-Advocacy
- Identification of additional support needs
- Assistance in becoming knowledgeable regarding the impact of employment on a Participant's disability and benefits

Employment Services Goal:
A minimum of 72 Participants who will receive Employment Prep services.

Job Development, Placement and Follow-up
Assist job ready students/Participants to obtain employment in the community by identifying specific job openings that are appropriate for each Participant, assisting in placing the Participant in the job consistent with their IPE, orient the Participant to the job, and identify specific ongoing support and resource needs. Activities include:

- Contact employers and build networks to develop and/or identify job opportunities
- Work site analysis, as needed
• Job site consultation to identify or modify barriers
• Negotiate job carving or other job accommodations
• Maintain an organized system of current job openings
• Assisting Participants to find jobs which match their Individual Plan for Employment vocational goal
• Continued assistance with benefits planning related to work and with reporting wages to Social Security
• Retention: A limited amount of contact with the Participant and/or their employer post-placement to ensure job satisfaction

2018-2019 Job Development, Placement and Follow-up

A minimum of 47 Participants who will receive Job Development, Placement and Follow-up services.

LINKAGES TO OTHER COMMUNITY AGENCIES

Bakersfield College WAIll meets regularly with the following community agencies: Independent Living Center, Cal JOBS (California State Employment Development Department), Bakersfield College Job Placement, Bakersfield Mayor’s HIRE Committee, Bakersfield Chamber of Commerce, Bakersfield College WAIll Advisory Board, Goodwill Industries, California Placement Association, America’s Job Center.

OUTREACH:
WAIII staff will meet with Bakersfield College students with disabilities referred by any BC Department to explain programs such as on campus employment, Department of Rehabilitation Services and other employment related questions.