

2022-2023 ANNUAL REPORT

KERN COMMUNITY
FOUNDATION

Growing community.
Growing philanthropy.



BAKERSFIELD





A WORD FROM THE PROGRAM MANAGER

I am excited to share with you the remarkable progress and positive impact of the Bakersfield Youth Jobs Program. Over the past year, we have diligently worked to steer the program in a direction that not only empowers our local youth but also strengthens our community as a whole.

We have worked to improve the accessibility and diversity of job opportunities for young individuals in Kern County. The team has also expanded our network of partnering organizations to provide a wider range of experiences and built trust with departments in the City to extend opportunities. This diversification has not only broadened our participants' horizons but also cultivated a sense of responsibility and community engagement among them.

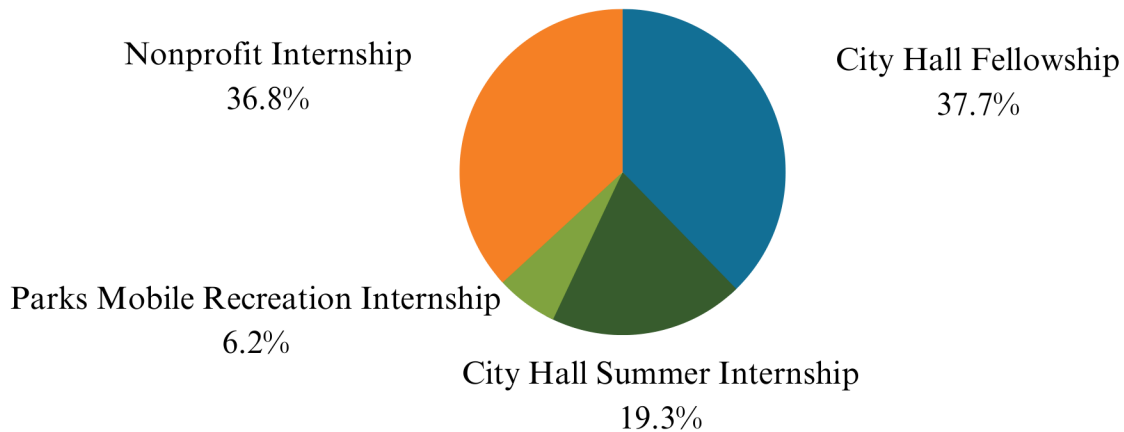
The impact of our program is resonating across Bakersfield. We've witnessed firsthand the transformative power of these experiences as our participants develop essential life skills, gain confidence, and explore potential career paths. Furthermore, our collaboration with local organizations has strengthened our ties with the community, fostering a supportive environment that encourages youth development. Looking ahead, we remain committed to enhancing our program's effectiveness and expanding our reach.

MICHELLE DAMBAEV-TIEU
PROGRAM MANAGER

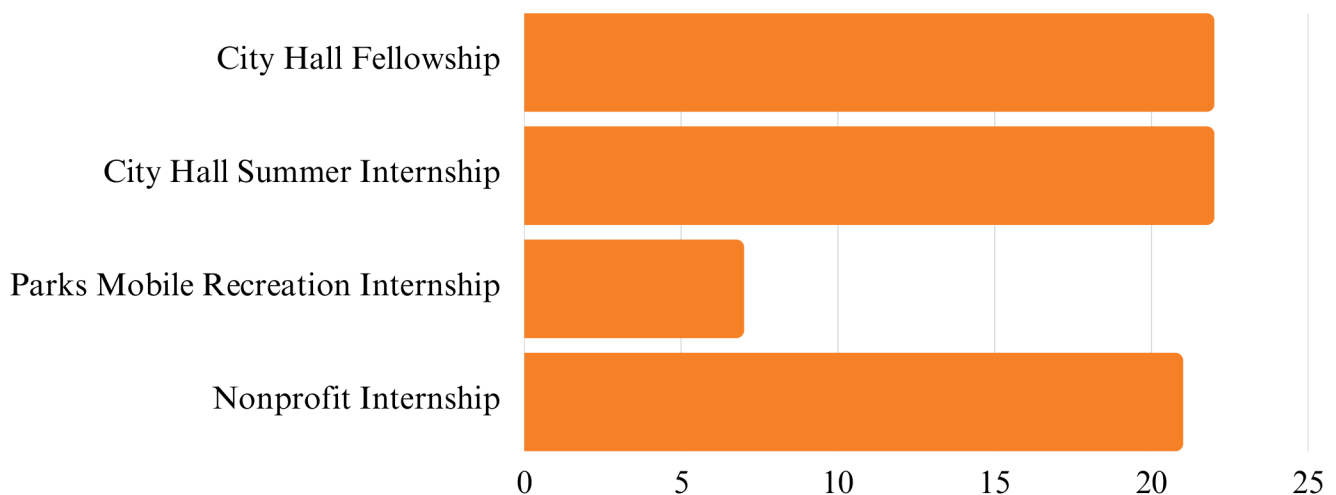
PROGRAM OVERVIEW

The Bakersfield Youth Jobs Program was established in the spring of 2022 with the primary objective of providing job training, case management, and mentorship to underserved youth, ages 16 to 30, in Kern County. The program bolsters the future workforce by offering a range of entry-level and career paths through partnerships with City departments and nonprofit organizations. With a focus on hands-on and technical training, participants gain valuable experience and knowledge to prepare them for permanent employment.

PROGRAM DISTRIBUTION



PROGRAM COMPLETIONS



**APPLICATIONS RECEIVED
AS OF OCTOBER 2023**

252

314

12

157

735

**PARTICIPANTS HIRED
AS OF OCTOBER 2023**

43

22

7

42

114

City Hall Fellowship

City Hall Summer Internship

Parks Mobile Recreation Internship

Nonprofit Internship

Total

**PROGRAM
PARTICIPANT
ELIGIBILITY:**

None of the Above
15.8%

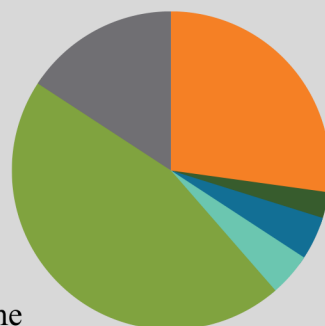
Difficulty Finding Employment
27.2%

Disability
1.1%

Foster Youth
4.4%

Justice-Involved
4.4%

Low Income
45.6%



**PROGRAM
PARTICIPANT
WARD DISTRIBUTION:**

Greater Bakersfield Metro-Area
41.5%

Outside of Kern County
2.1%

Ward 1
11.7%

Ward 2
6.4%

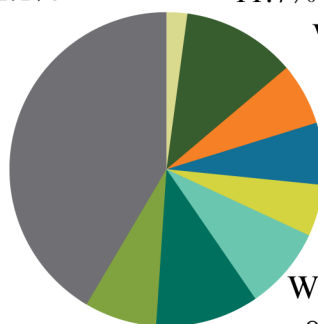
Ward 3
6.4%

Ward 4
5.4%

Ward 5
8.5%

Ward 6
10.6%

Ward 7
7.4%



Legend

Ward 1: 11 hires

Ward 2: 6 hires

Ward 3: 6 hires

Ward 4: 5 hires

Ward 5: 8 hires

Ward 6: 10 hires

Ward 7: 7 hires

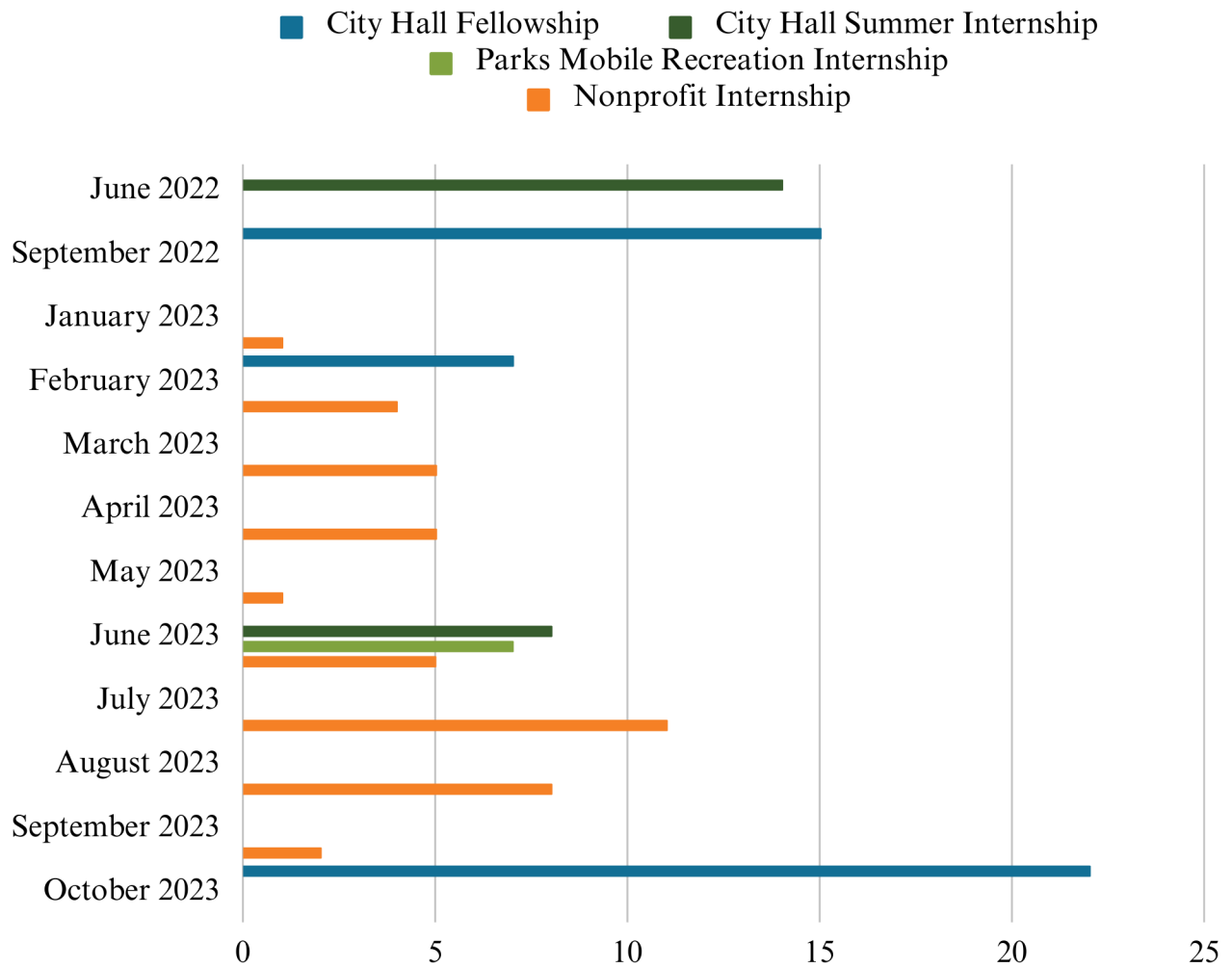
Outside of Kern

County: 2 hires

Great Bakersfield

Metro-Area: 39 hires

BYJP HIRING BY MONTH



Metropolitan Recycling, LLC



HOURS WORKED THROUGH BYJP

17,587

Hours Worked by the Fellows of the
City Hall Fellowship.

3,351

Hours Worked by the Interns of the
City Hall Summer Internship.

807

Hours Worked by the Interns of the
Parks Mobile Recreation Internship.

6,841

Hours Worked by the Interns of the
Nonprofit Internship.

BYJP COMMUNITY CONNECTIONS

Engagement during community events for the Bakersfield Youth Jobs Program is vital as it fosters connections and strengthens our commitment to nurturing the potential of our local youth.

01

Kern County Career & STEM Expo

Hosted by Kern High School District on April 28, 2023, at the Career & Technical Education Center. The event's purpose was to build Career & STEM awareness for the future workforce of Kern County.

05

Give Big at the Park (GBK)

Hosted by Kern Community Foundation on April 22, 2023 at Park at River Walk. The event's purpose was to invite the community to connect with all the nonprofits participating in Give Big Kern and discover all the resources that they have to offer.

02

Rebound the MLK Community Transportation & Resource Fair

Hosted by MLKcommUNITY Initiative on November 5, 2022, at MLK Park. The focus was to educate the community on local resources, clean transportation's importance and opportunities.

06

The Celebration of A King & a Day of Service

Hosted by The Bakersfield City School District, in collaboration with Stay Focused on February 18, 2023, at Belle Terrace Park. The event's purpose was to connect attendees to local resources and opportunities.

03

AGM Job Fair

Hosted by AGM, the event took place on August 11, 2022, at the Four Points by Sheraton. The event's purpose was to connect employers with potential hires for part-time, full-time, or internship opportunities.

07

East Bakersfield Festival

Hosted by Children First, the event took place on May 20, 2023 at Jefferson Park. The event's purpose was to provide resources to the community to keep children healthy and on the path to success.

04

CSUB Spring Career Expo

Hosted by CSUB, the event took place on March 2, 2023, at the campus Student Recreation Center. The event's purpose was to allow students to network with employers from a variety of industries to find employment and internship opportunities.

08

City of Bakersfield Job Fair

Hosted by the City of Bakersfield on August 17th, 2023, at the Mechanics Bank Convention Center. The event's purpose was for prospective candidates to have the opportunity to apply and learn about up to 200 open positions in the city.

CITY HALL FELLOWSHIP AT A GLANCE

NUMBER OF HIRES

2022-2023 COHORT

22

PARTICIPATING DEPARTMENTS

2022-2023 COHORT

12

NUMBER OF HIRES

2023-2024 COHORT

21

PARTICIPATING DEPARTMENTS

2023-2024 COHORT

8

MAJOR PROJECTS

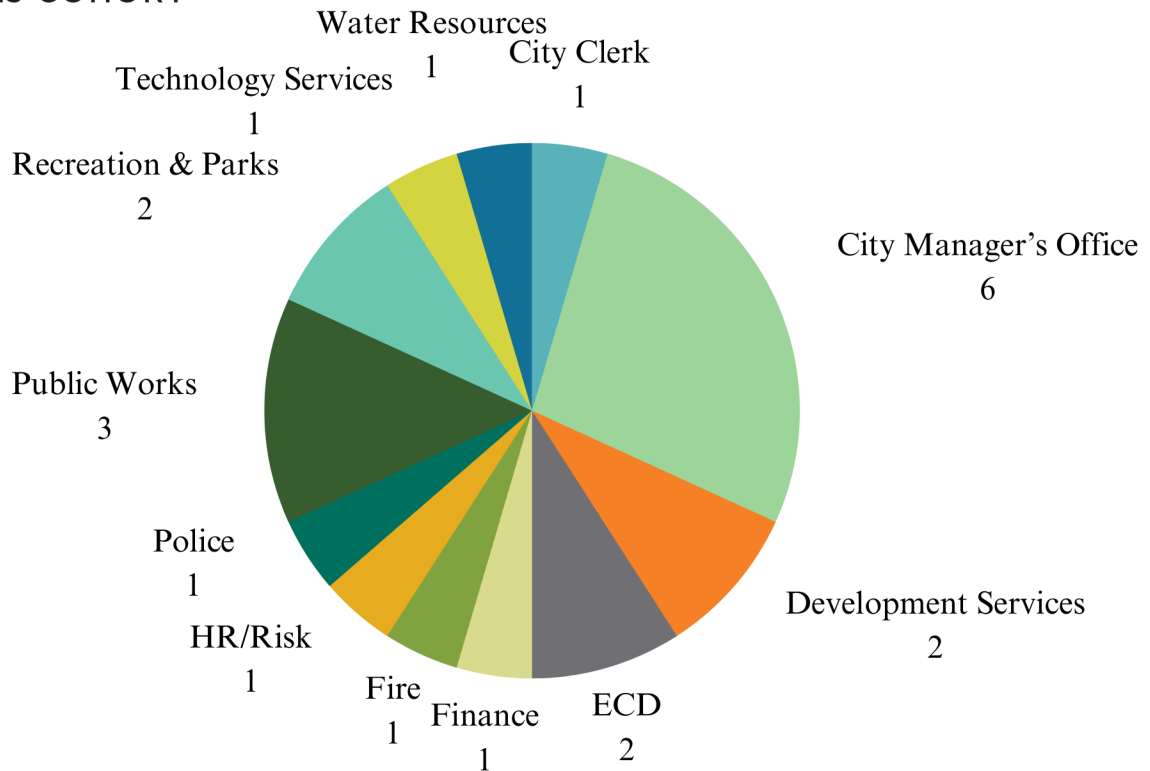
2022-2023 COHORT

- **\$10 million RAISE Grant:** Wrote merit criteria for a \$10 million Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant for the revitalization of Chester Ave. which will include increased landscaping, such as shade trees, along with hardscaping enhancements, new median islands, and bus stops, pedestrian accessible pathways, new stormwater management features to collect and treat stormwater, decorative streetlighting, Class II bike lanes with buffers, and public art, according to the City.
- **Great America Clean-Up:** Coordinated the Great American Cleanup event, effectively mobilized nearly 2,000 volunteers to clean the city, and fostered sponsor and media relations, successfully raising over \$50,000 for Keep Bakersfield Beautiful, while securing strategic in-kind donations for the event. Efforts also included educational outreach on waste management through community engagement and social media in preparation for the event.
- **Tobacco Retail License Ordinance:** Managed the process of adopting the Tobacco Retail License (TRL) Ordinance, which involved meeting with various stakeholders in the County's Public Health Department, Blue Zones, and other community members, collaborating with the City Attorney's Office to develop a draft of the ordinance, and sending needs assessments to the City Manager's Office. In addition, the Fellows conducted background research regarding food access, infrastructure, and tobacco use in Bakersfield for the Blue Zones Project, a company working with the City of Bakersfield to assess various health indicators.
- **Centralized Command Project:** Developed a centralized command concept to efficiently handle complaints and requests through the Bakersfield city app. In order to do so, the Fellows conducted research on reducing dangerous panhandling, assessed the viability of a homeless trash bag incentive program, worked with the CALVIP program, created a presentation showcasing incidents related to gun violence, and analyzed data from multiple teams in regards to homelessness to reinforce/demonstrate the need for 3rd party ARC GIS software.

CITY HALL FELLOWSHIP AT A GLANCE

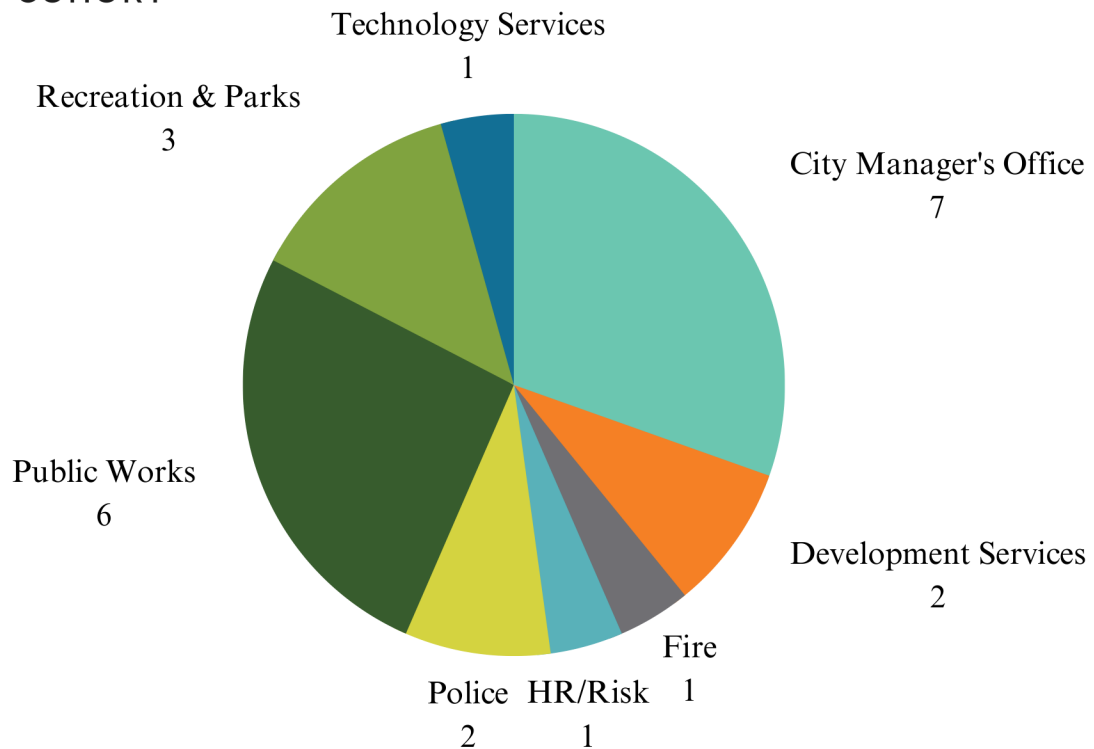
FELLOW DISTRIBUTION IN DEPARTMENTS

2022-2023 COHORT



FELLOW DISTRIBUTION IN DEPARTMENTS

2023-2024 COHORT



CITY HALL SUMMER INTERNSHIP AT A GLANCE

NUMBER OF HIRES

SUMMER 2022 COHORT

14

PARTICIPATING DEPARTMENTS

SUMMER 2022 COHORT

8

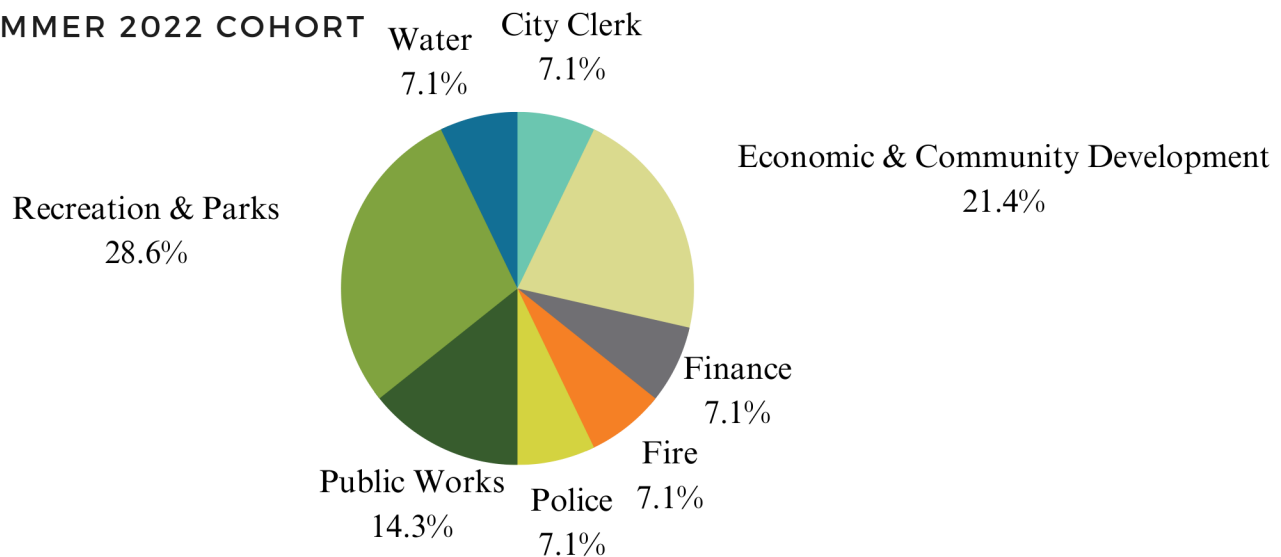
MAJOR PROJECTS

SUMMER 2022 COHORT

- **Recreation Activity Leadership:** Engaged with children and provided valuable support to instructors. As Interns adjusted to the role, they were given the opportunity to host independent lectures and activities, contributing significantly to the educational and recreational experience of the young participants.
- **Water Education Program:** Tasked with designing eye-catching flyers that effectively conveyed important information about water conservation and created a rebate flyer for water conservation initiatives in collaboration with the City of Bakersfield and Cal Water. Additionally, they provided assistance in compiling annual reports, which were essential for tracking the program's progress.
- **Summer Safety Education:** Focused on two key areas: water safety and promoting healthy beverage choices. Their contributions were vital in educating the community about essential safety measures around water bodies, helping to reduce accidents and promote well-being. Additionally, interns worked diligently to raise awareness about healthy beverage options, fostering a better understanding of nutritious practices and behaviors among residents.

INTERN DISTRIBUTION IN DEPARTMENTS

SUMMER 2022 COHORT



CITY HALL SUMMER INTERNSHIP AT A GLANCE

NUMBER OF HIRES

SUMMER 2023 COHORT

8

PARTICIPATING DEPARTMENTS

SUMMER 2023 COHORT

6

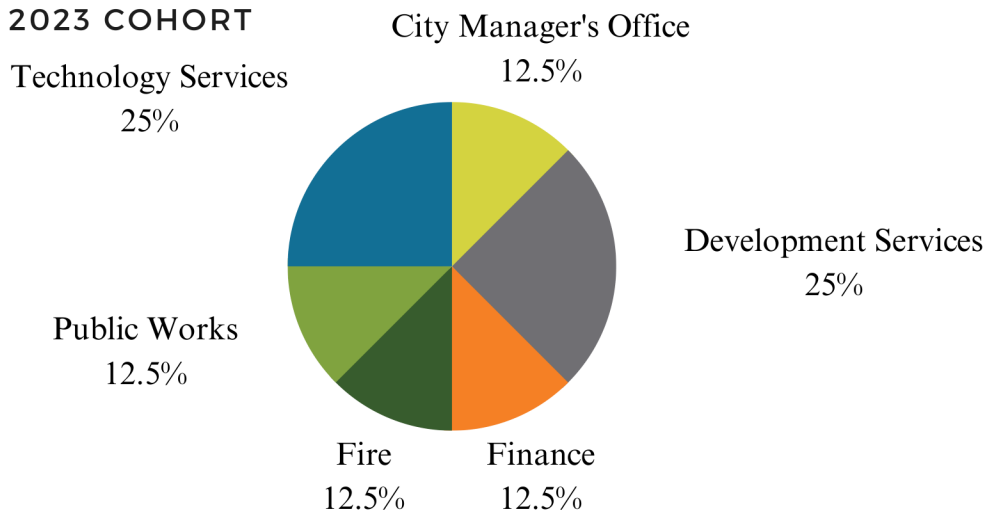
MAJOR PROJECTS

SUMMER 2023 COHORT

- **Cyber Security Project:** Conducted a comprehensive security audit on two city-owned websites, Click2Gov and Rectrac, further contributed to network security by performing a network penetration test on an assigned subnet, and in collaboration with supervisors, and assisted in troubleshooting NAT translation on the firewall and researched email and phishing blocklists for mail server enhancement. Additionally, the intern identified and examined a substantial database of password hashes to evaluate the organization's password security.
- **Public Works Project:** Crafted compelling grant narratives for various infrastructure projects, demonstrated strong collaboration skills by working closely with departmental teams and effectively incorporating pertinent data to secure grants, and utilized problem solving to overcome a challenge related to data decentralization, where the intern resorted to reviewing previous narrative examples and asking relevant questions for data retrieval.
- **Code Enforcement Project:** Managed the status of complaint cases once Code Enforcement officers completed their investigations, played a pivotal role in addressing citizens' safety concerns, which are reported either through the Mobile App or over the phone, by promptly creating corresponding cases and conducted the meticulous task of stamping, folding, and organizing seven-day notices, which are then placed into envelopes for individuals who have property violations. These notices grant citizens a seven-day window to address property maintenance issues.

INTERN DISTRIBUTION IN DEPARTMENTS

SUMMER 2023 COHORT



PARKS MOBILE RECREATION INTERNSHIP AT A GLANCE

NUMBER OF HIRES

SUMMER 2023 COHORT

7

NUMBER OF COMMUNITY EVENTS

SUMMER 2023 COHORT

5

Summer 2023
Weekly Programming (June 27 – August 12)
Tuesdays: Pin Oak Park & Saunders Park
Wednesdays: Siemon Park & Saunders Park
Thursdays: Wilson Park & Saunders Park
Mobile Rec Summer Tour '23 Event 1: Greystone Park, June 17
Mobile Rec Summer Tour '23 Event 2: Planz Park, June 24
Mobile Rec Summer Tour '23 Event 3: Jastro Park, July 15
Mobile Rec Summer Tour '23 Event 4: Jefferson Park, July 29
Mobile Rec Summer Tour '23 Event 5: Stone Creek Park, August 12



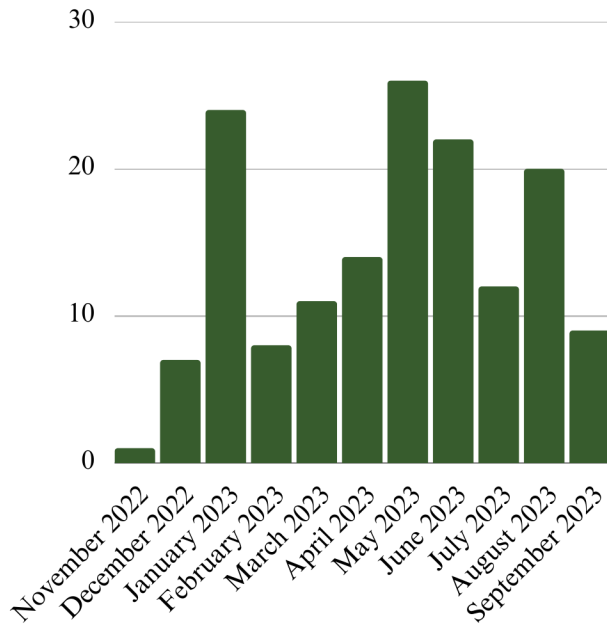
NONPROFIT INTERNSHIP AT A GLANCE

NUMBER OF HIRES

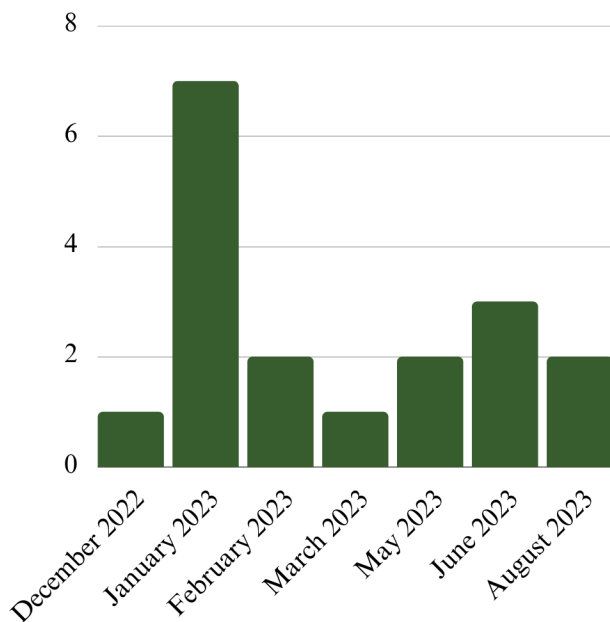
2023

42

APPLICATION RECEIVED



WORKSITE ONBOARDING

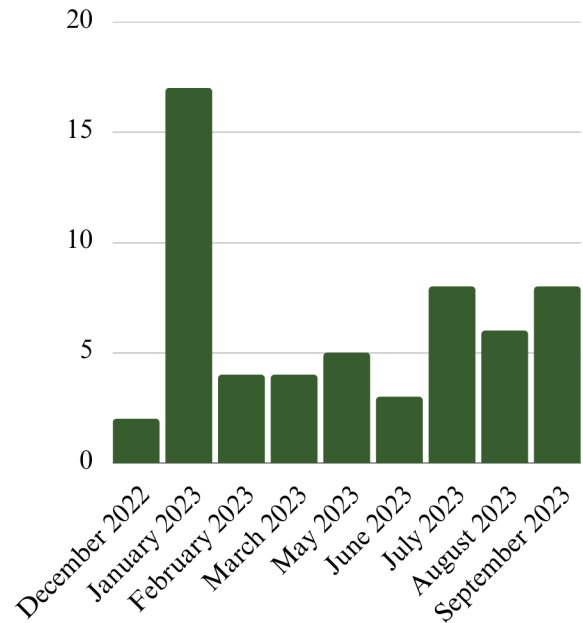


NONPROFIT HOSTS

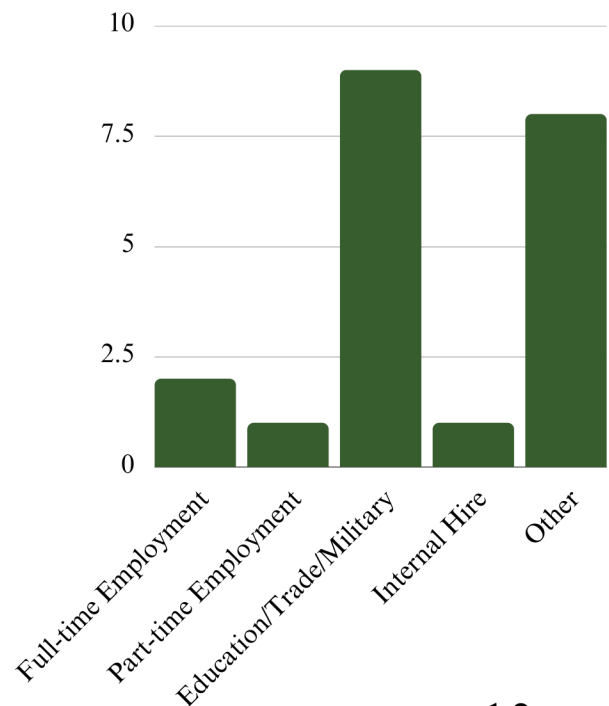
2023

17

REFERRALS RECEIVED



PROGRAM EXITS



NONPROFIT INTERNSHIP AT A GLANCE

SITE PLACEMENTS & NUMBER OF INTERNS

01

Bakersfield Senior Center: 1 Intern

The Bakersfield Senior Center helps improve the health and well-being of senior citizens targeting low-income, under-served seniors, and veterans by providing them access to better health services, programs which will allow them to socialize in an environment where they can share their life experiences and also be educated so that they can live long healthy lives.

02

Bike Bakersfield: 1 Intern

501c(3), membership organization working to promote active transportation. Walking and bicycling transform our communities by reinventing transportation and offering solutions to the universal challenges of health, livability and the environment.

03

Children First: 1 Intern

Children First believes that all Bakersfield children deserve an opportunity to succeed in life. Children First's goals are to create prosperous communities, ensure that all children live in healthy, safe, and nurturing neighborhoods that promote academic achievement and success, and to counter the negative influences of drugs, crime, violence, and poverty.

04

Covenant Coffee: 5 Interns

Our goal at Covenant Coffee is to break the cycle of abuse and neglect. This only happens as we come alongside foster youth with life skills training, transitional housing, and employment services.

05

CSF Medical Non-Profit Foundation: 2 Interns

CSF Foundation provides support for the under-served communities to improve equity and promote access to quality care. CSF believes equitable resource accessibility is a cornerstone of democracy. To provide this care access regardless of socio-economics promotes inclusion to community members who are underrepresented at the table of resource allocation. CSF outreach goals and objectives demonstrate genuine concern thereby building healthier and stronger community partnerships.

06

Farmworkers Institute of Education & Leadership Development (FIELD): 1 Intern

Farmworkers Institute of Education & Leadership Development (FIELD) is committed to uplifting the economic prospects of our underserved populations in poor, minority communities. We are a 501(c)3 non-profit founded and established in 1978 by Farmworker Leader Cesar E Chavez. Cesar's ultimate vision was to inspire farmworkers & the rural workforce to gain self-sufficiency through employee owned social enterprises.

NONPROFIT INTERNSHIP AT A GLANCE

SITE PLACEMENTS & NUMBER OF INTERNS

07

Garden Pathways:
4 Interns

Provides life-building services such as Comprehensive Mentoring Services, Employment Strategies, Transformative Education, Arts Mentoring, Downtown Education Center, Tattoo Removal, Breaking the Cycle & Hospital Intervention

08

Habitat for
Humanity:
3 Interns

Nonprofit housing organization working in local communities across all 50 states and in more than 70 countries around the world. Habitat's vision is of a world where everyone has a decent place to live. Habitat works toward this vision by building and improving homes in partnership with individuals and families in need of a decent and affordable place to live.

09

Kern County
Black Chamber of
Commerce:
1 Intern

Works to create and deliver member value through focusing resources on critical areas of business that will assure smart growth and sustainability for the county. Those critical areas include economic development, entrepreneurship, innovation, government contracting, marketing, technology, emerging industries, economic diversification, and regionalism.

10

League of Dreams:
1 Intern

Program to give every child a chance to play by providing sports training, team camaraderie and competitive sporting opportunities to athletes with disabilities.

11

Links for Life:
2 Interns

Works to improve breast health outcomes in Kern County, educate and empower our neighbors to take ownership of their breast health and provide care and support to people affected by breast cancer.

12

MARE Riding
Center:
4 Interns

501(c)3 that provides equine-assisted therapies and activities for children, adults & veterans living with special needs and disabilities.

13

Mountain
Communities
Family Resource
Center: 3 Interns

The purpose of the Mountain Communities Collaborative is to bring together all those who have a stake in the Frazier Mountain Communities -- whether local community members, agencies, businesses or organizations -- to share resources, ideas, and referrals with the ultimate goal of identifying and solving problems that face individuals and families in our community.

NONPROFIT INTERNSHIP AT A GLANCE

SITE PLACEMENTS & NUMBER OF INTERNS

14

The Garden
3 Intern

A faith-based organization located in the heart of downtown Bakersfield.

15

United Way of
Kern County:
3 Interns

United Way of Kern County leads a movement to uplift our communities through education, health, and economic resilience. We deliver programs and services to enhance the lives of residents we serve within the counties of Kern, Inyo, Mono, and northern San Bernardino. We bring donors, volunteers, advocates, and other stakeholders together to build powerful and sustainable coalitions and partnerships.

16

West Side
Recreation &
Parks District:
6 Interns

The purpose of the WSRPD is to provide a well-rounded, wholesome program of leisure time activities for people residing in the District as well as to help provide a positive economic impact throughout the community in which we serve.

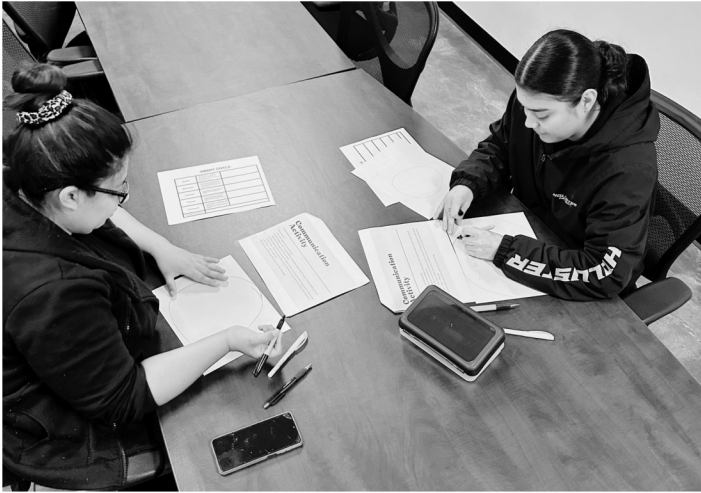
17

Youth 2 Leaders
Education
Foundation

Youth 2 Leaders Education Foundation is a non-profit organization dedicated to ensuring that the next generation of Kern County students have the opportunity to go to college. Our ultimate goal is to increase the number of Kern County youth that attain a higher education at the community college or university of their choice.



BYJP TESTIMONIALS



City Hall Fellowship:

"What I enjoy most about BYJP is the opportunity to experience first-hand the inner working of local government as an employee of the City. I get to take part in projects, solving problems, and enjoying celebrations. I am more aware of the large and small efforts the City does and how it all related to one another. BYJP is a unique experience in many ways. In many organizations I would not be given the chance to work on projects like I am here, or given the space to learn. You also come in with connections to many departments through the other fellows. The Bakersfield Youth Jobs Program has positively impacted my life primarily by giving me an opening to a career path that I had begun to believe I would not be able to pursue. The experience I have gained at the BYJP is important in itself, and in the confidence it has afforded me in my skills and my future." – Rukaiya N. (Finance)

"The Bakersfield Youth Jobs Program has helped me learn skills that will help me succeed in the workforce. This has impacted my life by preparing me for future opportunities and making me better equipped to succeed in them. It has provided me with experience and given me connections I wouldn't have otherwise had. I am appreciative of the Bakersfield Youths Jobs Program experience and the opportunity it gave me to grow in this space." – Narges O. (City Clerk)

City Hall Summer Internship:

"So far as an intern for the City of Bakersfield Public Works Department I have had an incredible opportunity to work closely with civil engineers on meaningful infrastructure projects. This hands-on experience has given me a firsthand understanding of the complexities and importance of public works. However, it is more than just the technical aspects that have shaped my experience. The workshops, lectures, and mini-lessons organized as part of the program have been invaluable. Listening to supervisors, business owners, and non-profit leaders share their professional journeys has been inspiring, broadening my perspective on potential career paths and the dedication required to excel in the field. Additionally, the lessons on soft skills and personal finance have equipped me with valuable tools beyond the internship. This program has not only deepened my knowledge of civil engineering and the city's inner workings but has also instilled in me a sense of purpose, motivation, and a desire to make a positive impact in my community." – Michael K. (Development Services)

BYJP TESTIMONIALS

Parks Mobile Recreation Internship:

"This internship has impacted my career choices and has opened my eyes to new opportunities. I already knew before starting this internship that working for a city's recreation and parks department after graduating college was a consideration, but I never considered working with youth or nonprofits. After having the opportunity to work with young kids and learn more about nonprofits, I am considering these options as a career path. This program has pushed me out of my comfort zone and made me realize how much I enjoy working with the youth in my community. My favorite thing about this program is the individuals I get to work with every day and the work environment we have built as a team. This internship means a lot to me because it relates to my professional goals and has helped me gain so much knowledge." – Lanyssa C. (Recreation & Parks)

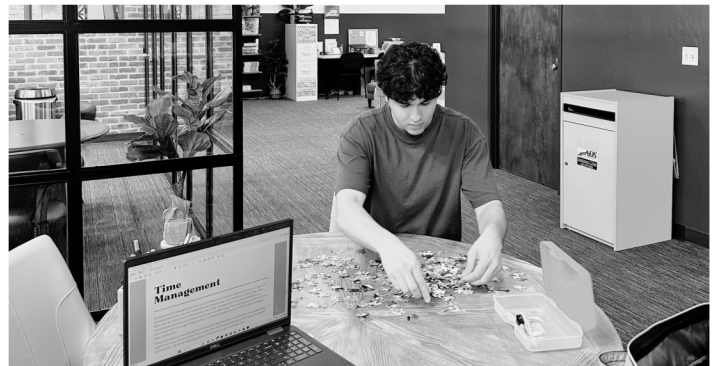
Nonprofit Internship:

"I literally cannot name a single bad thing about my internship here. For starters, everyone here is so welcoming, inclusive, and kind. The staff is very small, so maybe that is why the connection is so high. We like to refer to ourselves as a family. They also provide us with snacks and drinks! Also, in relation to our staff, everybody here is so dedicated and passionate about their jobs. They truly care about their impact, and helping others, and it's truly inspiring.

Now, speaking about my position and tasks, it's been such a great opportunity for me. Especially thanks to my supervisor, Dr. Varela, who brings me to her meetings, and to events. I get to connect with many different people, see how these events are set up, how they work, and what we do as an organization. I've even gotten the opportunity to speak in front of a senior citizen center! Dr. Varela has been letting me try new tasks, allowing me to learn. For example, I'm PPI trained and certified, so I can handle private information. This allows me to work with other members of my department, with helping with the applicant review/process, and answering phone calls. I also learned the full process of writing/ sending letters to our applicants.

I've also attended many outreach events, where I helped set up booths, managed them, and spoken with many other potential clients, informing them about our program with ease. This list of experiences goes on, which is not only beneficial to me, but also my resume.

All in all, I work with very kind, welcoming, passionate people, who allow me to learn and grow as an intern, and this job does not even feel like work, because of how fun and kind the environment is. This program has truly impacted my life in a great way, not only allowing me to work, but also connecting me with such a great company, and people." – Guillermo B. (United Way of Kern County)



The program's financial support comes from a \$5.39 million grant provided by California Volunteers, Office of the Governor. The allocated funds are distributed across the various programs within the Bakersfield Youth Jobs Program.



Budget Breakdown

PHASE	ESTIMATED BUDGET
CITY HALL FELLOWSHIP	\$ 1,196,000.00
CITY HALL SUMMER INTERNSHIP	\$ 109,440.00
PARKS MOBILE RECREATION INTERNSHIP	\$ 112,320.00
NONPROFIT INTERNSHIP	\$ 385,200
TOTAL	\$ 1,802,960