**Bakersfield College**

**Program Review – Annual Update**

**I. Program Information:**

Program Name: **Art Department**

Program Type: **[ X ] Instructional** [ ]  Non-Instructional

**Program Mission Statement:**

The mission of the Bakersfield College Art Department is to provide excellent instruction in the visual arts; to prepare students to make societal contributions by becoming citizens who are visually literate, culturally aware, skilled in creative problem-solving, and aesthetically sensitive.

**Program Description: Describe how the program supports the Bakersfield College Mission.**

The Art Department provides college-level freshman and sophomore lecture and lecture/lab courses that:

 1. lead to an AA-T in Studio Arts,

 2. satisfy general education requirements in the “Arts, Literature, Philosophy and Foreign Language”

 category,

 3. meet transfer requirements in Art for the CSU and UC systems,

Four tenure-track, one full-time temporary, and twelve adjunct faculty members are staffing the Department in AY 2014-2015.

 Three tenured faculty members, the full-time temporary faculty member, and nine adjuncts have earned the terminal MFA degree.

 One tenured faculty and four adjuncts have earned an MA in Art or the equivalent.

On the Bakersfield College main campus, the department is housed in two dedicated campus buildings containing studios for: ceramics, three-dimensional design/sculpture, drawing/painting, two-dimensional design, and digital arts (photography and graphic design).

 In addition to these dedicated spaces, the department shares a large lecture hall for art history and art appreciation with other departments, and occasionally uses large lecture spaces on campuses as needed.

The department offers courses in the morning, afternoon, and evening at the main campus; at the Delano campus, the Arvin High School site, at Paramount Academy, and online.

Current degrees: AA-T in Studio Arts

The Digital Arts program is a workforce development program and a component of the “Arts, Media and Entertainment” designated career pathway.

 Two new 18 unit certificates (photography and graphic design) are currently in the curriculum approval process, and are expected to be available by summer 2015.

 Courses from the Digital Arts program are included as part of “List B – curricular area” in the AA-T in Studio Arts.

The department operates the Wylie and May Louise Jones Gallery, an art gallery located off the foyer of the Grace Van Dyke Bird Library. A curator, supervised by the department chair, provides programming and scheduling of exhibits and openings, and acts as the gallery preparator. The curator hires, schedules, and trains student workers, who act as gallery guards.

**II. Program Assessment (focus on most recent year):**

**A. How did your outcomes assessment results inform your program planning?**

• Combining outcomes assessment and ODS data, the Art Department continues to recognize the ART B1 - Art Appreciation course (general education) as having the lowest average success rate of all the courses in the department. The department monitors and continues to assess this course as improvement is needed in both success and retention rates.

 The department offered two “late start” online ART B1 courses in Fall 2014, and increased the total number of online sections of this course to better serve students.

• While the grades for PLO #3 (Students will demonstrate an understanding of a portfolio or "body of work.") exceeded the 70% minimum established by the department in AY 2013/14, there is always room for improvement.

 Plans for improvement include:

 a. Continued refinement of the way this PLO is taught.

 b. Portfolio workshops for students

 c. Portfolio workshops for scholarship applicants

 Plans for reassessment include:

 a. Use of a standardized assessment tool.

 b. Use of a tool that measures the PLO at the beginning and the end of the course.

 c. Research of "best practices" used by similar art departments at other community colleges.

 d. More thorough and complete explanation of what is needed for reporting (grades pulled from

 a random course).

 e. Encourage participation from more faculty members.

**B. How did your outcomes assessment results inform your resource requests this year?**

• A decreased amount of funding for instructional and non-instructional budgets was a difficult issue that threatened the academic mission of the department in AY 2013/2014. The department is working with the administration, examining student fees in courses, and arguing to increase funds to continue to operate photography, graphic design, and ceramics courses.

• The department’s resource requests include new faculty positions and an increase in budgets.

 The requests are linked to:

 • the AA-T in Studio Arts

 • assessment done at the program level

 • assessment done at the course levels

• While assessment of the PLOs and SLOs have generally been well above average, there is always room for improvement. Full-time faculty in the following areas will enable the department to make a stronger effort at increasing the scores of both the PLOs and the SLOs:

 • Drawing/Painting

 • Ceramics

 • Sculpture/Art Appreciation

 • Two Dimensional Design/Art Appreciation

**C. Instructional Programs only: How do course level student learning outcomes align with program learning outcomes?**

The Department PLOs are embedded the SLOs of each Art course.

**D. How do the program learning outcomes align with Institutional Learning Outcomes?**

The Department PLOs relate directly to the Institutional Learning Outcomes in the following ways:

1. Art Department Program Learning Outcomes

a. Students will demonstrate an understanding of a portfolio or "body of work."

 This outcome contains elements of three ILOs:

 • Think critically and evaluate sources and information for validity and usefulness.

 • Communicate effectively in both written and oral forms.

 • Demonstrate competency in a field of knowledge or with job-related skills.

b. Students will demonstrate an understanding of the principles, elements, and language of art/design.

 This outcome contains elements of two ILOs:

 • Communicate effectively in both written and oral forms.

 • Demonstrate competency in a field of knowledge or with job-related skills.

c. Students will demonstrate the ability to critique their own work, as well as the work of other students; and defend their creative choices verbally.

 This outcome contains elements of all four ILOs:

 • Think critically and evaluate sources and information for validity and usefulness.

 • Communicate effectively in both written and oral forms.

 • Demonstrate competency in a field of knowledge or with job-related skills.

 • Engage productively in all levels of society—interpersonal, community, the state and nation,

 and the world.

**E. Describe *any significant changes* in your program’s strengths since last year.**

1. Additional adjuncts

At the advice and urging of the administration, with the potential of expansion, the Art Department advertised, screened, and interviewed many candidates as potential adjuncts in the past year. The department was successful in hiring eight new adjuncts. In in addition to the five adjuncts who were already part of the team, these employees add a great deal of flexibility, energy, and potential for expansion to the department.

**F. Describe *any significant changes* in your program’s weaknesses since last year.**
1. Resignations

Tenured professor Laura Borneman (drawing, painting, figure drawing) resigned effective in May 2014. Tenured professor Emily Maddigan (ceramics, 3D design, sculpture) resigned effective August 2014. With these resignations came the challenge of covering their courses, while adding new sections to the schedule. Losing these tenured colleagues affects the continuity of the specific areas of expertise. The college did not approve the hiring of a replacement for drawing, painting, figure drawing; and the resignation of Professor Maddigan late in the summer did not provide an opportunity to request a replacement for ceramics. Professor Borneman’s courses are being covered by adjuncts. The college did approve of a full-time temporary faculty member for ceramics for AY 2014-15, and the department was fortunate to have a ceramicist/sculptor in the adjunct pool who was available to take the position.

2. Budget reductions

The department saw a 44% reduction in the instructional supplies, non-instructional supplies, professional expert, and maintenance budgets in AY 2013-14. (2012/13: $11,958; 2013/14: $7950) By the end of fall 2013 semester, the funds were essentially spent. To continue to offer photography, graphic design, ceramics, and to adequately operate the Jones Gallery, offer life drawing, and continue to offer the AA-T degree, the department needs these budgets restored to a minimum of 2011-12 funding levels.

**G. If applicable, describe any unplanned events that affected your program.**

(See “program weaknesses” above.)

**III. Resource Analysis:**

1. Human Resources
2. If you are requesting any additional positions, explain briefly how the additional positions will contribute to increased student success. (Faculty Request form; Classified Request form)

a. Tenure-track faculty members work with students during office hours, unlike adjuncts.
b. Tenure-track faculty members provide informal mentoring and are more apt to work with students in multiple (serial) art courses, providing time to help students with transfer plans.
c. Full time faculty focus more on the “big picture” of the department and the college, working with fellow art faculty, and providing valuable input and evaluation of courses and programs.
d. Full time faculty members contribute to the campus community by becoming members of committees and working groups, and are more engaged with the department.
e. Tenured faculty work with assessment and curriculum in a much deeper way than adjuncts, contributing to more successful outcomes.
f. Full time faculty engage with the campus community in a much more significant way than adjuncts.
3. Budget (Changes to the budget allocation can be requested using the [Budget Change Request Form](http://committees.kccd.edu/bc/committee/programreview)).

If you are requesting any additional funding, explain briefly how it will contribute to increased student success.

(From F.2 above) The department saw a 44% reduction in the instructional supplies, non-instructional supplies, professional expert, and maintenance budgets in AY 2013-14. (2012/13: $11,958; 2013/14: $7950) By the end of fall 2013 semester, the funds were essentially spent. To continue to offer photography, graphic design, ceramics, and to adequately operate the Jones Gallery, offer life drawing, and continue to offer the AA-T degree, the department needs these budgets restored to a minimum of 2011-12 funding levels.

 It’s not a matter of contributing to increased student success, an increase in the budget is a matter of maintaining the program.

**IV. Trend Data Analysis:**

Highlight *any significant changes* in the following metrics and discuss what such changes mean to your program.

1. Changes in student demographics (gender, age and ethnicity).
*(No significant changes)*
2. Changes in enrollment (headcount, sections, course enrollment and productivity).
Total census day enrollment increased from 2,883 (AY 2012-13) to 3,260 in AY 2013-14. FTES rose from 424.7 to 480.9. FTEF increased from 22.8 (2012-13) to 26.1 (2013-14). The department is expanding, and courses are filling.
3. Success and retention for face-to-face, as well as online/distance courses.
*(No significant changes)*
4. Other program-specific data that reflects significant changes *(please specify or attach).*The number of students enrolled as a Studio Arts AA-T major is increasing; in Fall 2012 there was 1, in Fall 2013 there were 5. This trend will continue, as the old AA degrees have been discontinued.

**V. Progress on Program Goals:**

1. List the program’s current goals. For each goal (minimum of 2 goals), discuss progress and changes. If the program is addressing more than two (2) goals, please duplicate this section.

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| --- | --- | --- | --- |
| **Program Goal** | **Which institutional goals from the Bakersfield College Strategic Plan will be advanced upon completion of this goal?** **(select all that apply)** | **Progress on goal achievement****(choose one)** | **Comments** **(if applicable)** |
| 1. Maintain an adequate number of courses to assure students can move through the program. | [X] 1: Student Success [ ]  2: Communication [ ]  3: Facilities & Infrastructure [X] 4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [ ]  Completed:\_\_\_\_\_\_\_\_\_\_ (Date) [ ]  Revised: \_\_\_\_\_\_\_\_\_\_ (Date)[X] Ongoing: September 2014 | This is an ongoing goal that will remain on the list and will continue to be monitored. Students need to be the first priority in all decision-making regarding courses and scheduling. |
| 2. Continue to evaluate, refine, and assess the program and course-level student learning outcomes. | [X] 1: Student Success [ ]  2: Communication [ ]  3: Facilities & Infrastructure [X] 4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development |  [X] Ongoing: September 2014 | This is an ongoing goal that will remain on the list and will continue to be monitored. |
| 3. Work on strategies to increase persistence and success rates. | [X] 1: Student Success [ ]  2: Communication [ ]  3: Facilities & Infrastructure [X] 4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Ongoing: September 2014 | This ongoing goal relates primarily to the large General Education sections of Art Appreciation, but applies to all courses. The Department continues to examine ways to increase retention and success rates in all courses in the department. |
| 4. Maintain facilities and technology. New computers and software needed in FA9 and FA10 in the next few years. | [X] 1: Student Success [ ]  2: Communication [ ]  3: Facilities & Infrastructure [X] 4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development |  [X] Ongoing: September 2014 | The Art Department facilities consist of seven different specific labs, each with its own needs. This goal will remain on the list to remind the department of ongoing need to maintain and update the facilities as needed.Software was purchased and will be installed in FA9 and FA10 during winter break. |
| 5. Update degrees and certificates (work was started in AY 2010/2011 with curriculum review, but not finished, due to curriculum deadline issues. | [X] 1: Student Success [ ]  2: Communication [ ]  3: Facilities & Infrastructure [X] 4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Completed:September 2014[X] Ongoing: September 2014 | Graphic design and photography degrees were entered in CurricUNET, regional consortium approval was granted. The certificates are currently (9/25/14) on the next agenda of the Curriculum Committee. |
| 6. Continue articulation efforts with area high schools. | [ ]  1: Student Success [X] 2: Communication [ ]  3: Facilities & Infrastructure [X] 4: Oversight & Accountability [X] 5: Integration [ ]  6: Professional Development | [X] Completed:September 2014[X] Ongoing: September 2014 | The Department continues to maintain strong positive relationships with area high school teachers, and hosted a VTEA-based event with area high school art teachers in spring 2014, and also hosted the Panorama Invitational art exhibit for high school juniors and seniors. |
| 7. The Department has two kilns that needs repair, and a kiln that needs to be connected to a gas line. | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [X] 4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Completed:May 2014[X] Ongoing: September 2014 | Raku kiln was installed and connected to gas line. Other kiln repair is not completed. |
| 8. The Department had a non-functioning air compressor that needed to be fixed or replaced.  | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [X] 4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Completed:May 2014 | Art Department was connected to the large compressor in the Industrial Arts building next door. Compressed air tools are now operable. |
| 9. Installation of an OSHA approved collection system for the sculpture lab to alleviate potential health (breathing) hazards. | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [ ]  4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Ongoing: September 2014 | No progress made with this goal. |
| 10. Upgrade to bats and pins on the potter’s wheels. | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [ ]  4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Ongoing: September 2014 | No progress made with this goal, primarily due to budget issues. |
| 11. Sculpture lab needs safety attachments for the table saw and band saw in Sculpture lab. | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [ ]  4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Ongoing: September 2014 | This old equipment is in good working order, but lacks current safety devices, Therefore the equipment cannot be used by students. Unknown costs to retrofit equipment, unknown costs to replace equipment. No progress made. |
| 12. Ceramic area repairsa. Back door, which leads to the loading zone, needs the exterior stopper replaced. The doors should push open and lock in place to the wall.b. Interior of the FA20 lab is in need of repainting.c. Earthquake straps need to be added to all shelvingd. Wireless Internet would allow professor to use computer and digital projector in a more effective and efficient manner.e. Large alpine gas kiln will need to be replaced soon. This kiln does not automatically light anymore. There are two “spark” starters. This is also a safety feature so the kiln will not just push gas, it will always be lit. They do not operate properly.f. Work was done on the small Alpine kiln last year but it still does not work. A work order has been submitted, but the job has not been completed. The digital component will not communicate with the gas and blowerg. M&O work orders have been submitted to have materials removed from the raku yard. | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [ ]  4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Completed:May 2014[X] Ongoing: September 2014 | Numbers “a” through “f” have not been completed. Number “g” was completed. |
| Fine Arts 23 maintenance and upgrades1. Drains are currently blocked (intentionally by plumber) because of intense sewage smells when they are not blocked. The floors need to be washed, but cannot be because of blocked drains. 2. Interior of FA23 is in need of repainting3. Earthquake straps need to be added to all shelving4. Investigate repurposing storage space as small lecture space. Or change lighting so students can see screen and take notes. 5. Wireless internet or wired internet in this room.6. Remove wood from the sculpture yard. 7. Repurpose another Macintosh and digital projector for FA23 lab. | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [ ]  4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Completed:May 2014[X] Ongoing: September 2014 | Number 6 was completed.  |
| Showcases installed on walls in locker roomThree years ago the department was given showcases by the Santa Barbara Museum of Art. The department has repeatedly been promised by M&O that the cases can be installed on a wall in this area.  | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [ ]  4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Ongoing: September 2014 | The cases have not been installed. |
| Projection screens need replaced in FA28, FA23, FA20 studios. | [X] 1: Student Success[ ]  2: Communication [X] 3: Facilities & Infrastructure [ ]  4: Oversight & Accountability [ ]  5: Integration [ ]  6: Professional Development | [X] Ongoing: September 2014 | This goal has appeared on the APR for many years, and then it drops off. The screens still need to be replaced. Unknown costs. |

1. New or revised goals (if applicable)

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| **New/Replacement Program Goal** | **Which institutional goals from the Bakersfield College Strategic Plan will be advanced upon completion of this goal? (select all that apply)** | **Anticipated Results** |
| The Jones Gallery needs to be painted. | [X] 1: Student Success [X] 3: Facilities & Infrastructure  | Provides the students and the campus community a more professional environment for exhibitions. |
| Remove carpeting from Jones Gallery and finish concrete floors. | [X] 1: Student Success [X] 3: Facilities & Infrastructure | Provides the students and the campus community a more professional environment for exhibitions. Unknown costs. |

**VI. Curricular Review (Instructional Programs only):**

1. Review of Course Information:
	* Column A list all of the courses associated with the degree.
	* Column B list the Fall term the review process will be started for ongoing compliance.
	* Column C list the compliance due date.
	* Column D list any changes to courses with regard to distance education.
	* Column E list corresponding C-ID descriptors if available. <http://www.c-id.net/>

**\*\*Dates listed should reflect a five year cycle allowing for one year of review**

**to maintain ongoing compliance.\*\***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **A. Course** | **B. Fall Term Review will be Submitted** | **C. Compliance Due Date** | **D. Distance Education Changes** | **E. C-ID Descriptors Available** |
| Art B1 / Art Appreciation | 2016/2017 | 2017 |  | ARTH 100 Art Appreciation |
| Art B2 / Drawing I | 2016/2017 | 2017 |  | ARTS 110 Fundamentals of Drawing |
| Art B3 / Drawing II | 2016/2017 | 2017 |  | ARTS 205 Intermediate Drawing |
| Art B4 / Two Dimensional Design | 2016/2017 | 2017 |  | ARTS 100 2-D Foundations |
| Art B5 / Three Dimensional Design | 2016/2017 | 2017 |  | ARTS 101 3-D Foundations |
| Art B6 / Acrylic Painting I  | 2016/2017 | 2017 |  | ARTS 210 Introduction to Painting |
| Art B7 / Acrylic Painting II | 2016/2017 | 2017 |  |  |
| Art B8 / Figure Drawing I | 2016/2017 | 2017 |  | ARTS 200 Figure Drawing |
| Art B9 / Figure Drawing II | 2016/2017 | 2017 |  |  |
| Art B10 / Ceramics I | 2016/2017 | 2017 |  | ARTS 230 Introduction to Ceramics |
| Art B11 / Ceramics II | 2016/2017 | 2017 |  |  |
| Art B12 / Ceramics III | 2016/2017 | 2017 |  |  |
| Art B13 / Sculpture I | 2016/2017 | 2017 |  | ARTS 240 Sculpture |
| Art B14 / Sculpture II | 2016/2017 | 2017 |  |  |
| Art B16 / Digital Photography   | 2015/2016 | 2016 |  | ARTS 260 Introduction to Photography |
| Art B17 / Black and White Photography | 2015/2016 | 2016 |  | ARTS 260 Introduction to Photography |
| Art B20 / Digital Art I - Vector Art | 2015/2016 | 2016 |  | ARTS 250 Introduction to Digital Art |
| Art B24 / Digital Art II - Raster Art | 2015/2016 | 2016 |  |  |
| Art B25 / Typography | 2015/2016 | 2016 |  |  |
| Art B29 / Special Studies | 2016/2017 | 2017 |  |  |
| Art B35 / Survey - Western Art I | 2016/2017 | 2017 |  | ARTH 110 Survey of Western Art from Prehistory through the Middle Ages |
| Art B36 / Survey - Western Art II | 2016/2017 | 2017 |  | ARTH 120 Survey of Western Art from Renaissance to Contemporary |
| Art B37 / Art of Latin America   | 2016/2017 | 2017 |  |  |
| Art B40 / Digital Illustration | 2015/2016 | 2016 |  |  |
| Art B41 / Advertising Design | 2015/2016 | 2016 |  |  |
| Art B42 / Graphic Design | 2015/2016 | 2016 |  |  |
| Art B46 / Advanced Photography I | 2015/2016 | 2016 |  |  |
| Art B47 / Advanced Photography II | 2015/2016 | 2016 |  |  |
| Art B48 / Advanced Photography III   | 2015/2016 | 2016 |  |  |

1. Review of Program Information:

Is the program information housed in CurricUNET accurate? (Considerations: changes in course(s) names and/or suffixes as well as additions/deletions of courses). If not, then a program modification needs to be started in CurricUNET to reflect the necessary changes. Explain the requested changes below.

 The information in CurricUNET is correct.

Is the program and course listing information in the current catalog accurate? If not, list the requested

changes below. Catalog information should reflect what is in CurricUNET.

 The current catalog is correct.

1. Student Education Plan (SEP) Pathway(s) uploaded to “Attached Files” in CurricUNET.

If applicable, SEP Pathway with CSU Breadth indicated? Yes

If applicable, SEP Pathway with IGETC indicated? No

If applicable, SEP Pathway with BC General Education indicated? No

 **\*\*Please ensure that the information housed in CurricUNET and the current catalog match. \*\***

1. If applicable, provide a description of the program’s future adoption of C-ID descriptors and Associate Degree for Transfer (ADT) or Model Curricula.

 The Art Department is committed to maintaining the Studio Arts AA-T degree to help students seamlessly

 transfer to four year programs. The department will continue to revise and align curriculum to C-ID

 standards.

**VII. Conclusions and Findings:**

Present any conclusions and findings about the program.

**VIII. Attachments (place a checkmark beside the forms listed below that are attached):**

[X] [Faculty Request Form](http://committees.kccd.edu/bc/committee/programreview) [ ]  [Classified Request Form](http://committees.kccd.edu/bc/committee/programreview) [X] [Budget Change Request Form](http://committees.kccd.edu/bc/committee/programreview)

[ ]  Professional Development [ ]  [ISIT Form](http://committees.kccd.edu/bc/committee/programreview) [ ]  [M & O Form](http://committees.kccd.edu/bc/committee/programreview)

[ ]  [Best Practices Form](http://committees.kccd.edu/bc/committee/programreview) **(Required)** [ ]  Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**IX. Certificates of Achievement:**

Programs with stackable certificates fill out the following form.

Stand alone certificates fill out the entire Annual Update.

**Certificate Form / Annual Update 2014-15**

**Name of Program:** Art Department

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Certificate Name** | **JSC** | **CA** | **Is the certificate stackable?** | **Is the certificate a** **stand alone program?** |
| Graphic Design – addition | X |  | Yes | No |
| Photography – addition | X |  | Yes | No |

Please discuss the following questions regarding all area Certificates of Achievement (CA):

**Graphic design – addition**

 SOC Codes:

 27-1024  Graphic Designers

 27-1011  Art Directors

 27-1014  Multimedia Artists and Animators

 27-1029  Designers, All Other

Statistics from Bureau of Labor:

 Graphic designers, Kern County, 2010 - 2020

 Estimated employment: 210

 Projected: 250

 Employment change: # 40, % 19.0

 Average annual openings: 10

 Median salary: $44,830

 Certificate developed, reviewed, and approved by local advisory committee.

 Certificate approved by regional advisory group.

 Projected annual completers: 10

**Photography - addition**

 SOC Codes:

 27-4020  Photographers

 27-4021 Photographers

 Statistics from Bureau of Labor:

 Photographers, Kern County, 2010 - 2020

 Estimated employment: 270

 Projected: 310

 Employment change: 40, % 14.8

 Average annual openings: 7

 Median salary: $29,280

 Certificate developed, reviewed, and approved by local advisory committee.

 Certificate approved by regional advisory group.

 Projected annual completers: 10