



Young Adult

Onondaga Earth Corps Pre-Application Information Young Adult Program – Ages 18-25



We are excited that you are interested in joining the Onondaga Earth Corps and look forward to getting to know you as you prepare for the application and interview process. Once you have reviewed this information to see if Onondaga Earth Corps is the right program for you, the next step will be to complete the application process, fulfill any prerequisite training and attend an interview.

During the interview we will ask you questions about who you are, why you are interested in the Onondaga Earth Corps, and what your past experiences are. We expect you to review this document prior to your interview. You should come prepared to the interview with knowledge of the program and an idea of why it is a good fit for you at this stage in your life. Please also prepare any questions you may have to determine whether or not this is the right program for you. If you have any questions as you explore your interest in the program, please feel to come by our office or give us a call.

What is Onondaga Earth Corps?

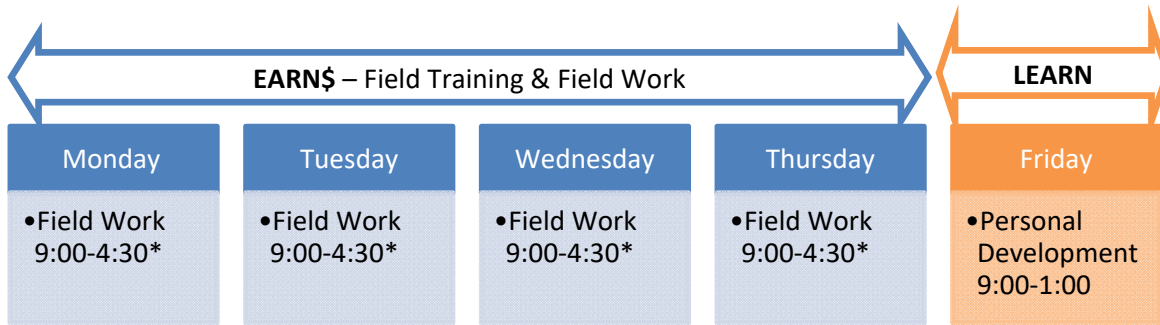
Onondaga Earth Corps (OEC) is a youth conservation corps program that empowers youth and young adults through environmental conservation, service projects, community engagement, and personal development. Our young adult program is a LEARN and EARN opportunity. Crewmembers receive valuable life skills training as well as technical training to do environmental projects such as tree planting, landscape maintenance, community education, and historic preservation. The program offers personal development training, coaching and team sessions on Fridays. You will work with staff, fellow crewmembers and partner organizations to develop a personal strategy to guide your future education and career preparation.

LEARN and EARN

Onondaga Earth Corps is a learn and earn program. This means that there is a combination of education and work opportunities. The goal of this program is to support your efforts to continue your education, become an engaged citizen, and better prepare you for a job. Full participation in all learn and earn opportunities is required. If you are unable to make steady progress in our education program, you may be suspended from field activities or referred to other programs that better meet your needs.

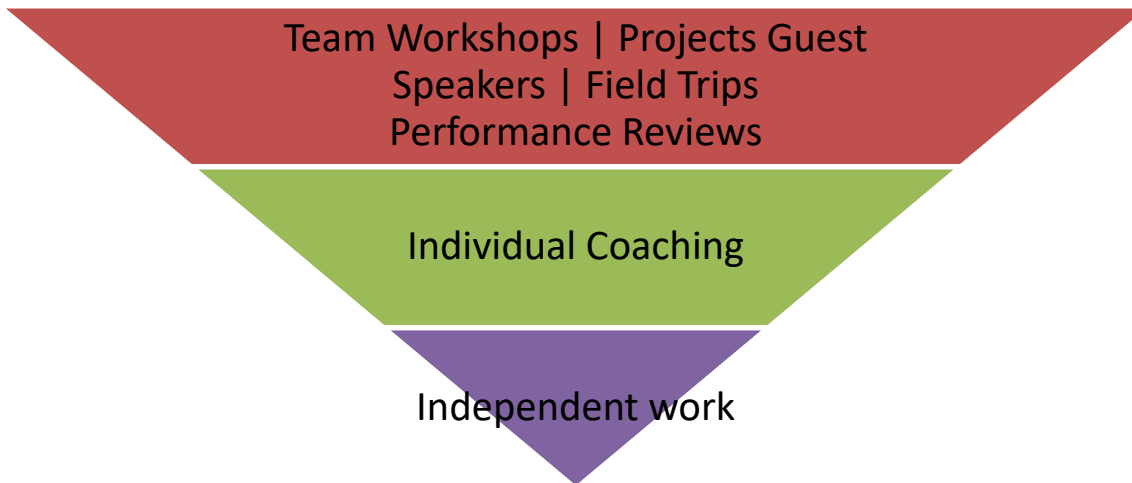
LEARN - Team Education & Personal Development Fridays

Fridays at OEC are dedicated to team education and personal development. The goal is to leave OEC ready for work or enrolled in other educational opportunities. To make this happen, OEC staff will introduce crewmembers to local community organizations, government agencies, educational institutions, and employers through presentations, field trips, workshops and community projects. Each young adult participant will also meet regularly with a mentor to develop an Individual Development Plan (IDP), track progress, and identify future opportunities. **This portion of the program is educational and is not paid.**



*Schedule may vary by season. Summer program typically ends at 3:30.

Team Education & Personal Development Fridays



Team Education and Personal Development Areas of Support

Work – visit potential employers on field trips, build your resume, attend job fairs, learn how to present and communicate your skills, and learn how to succeed in interviews and beyond.

Education – finish your high school equivalency, prepare for college, apply for advanced training

Finances – financial literacy, open a bank account, set up direct deposit, start saving

Transportation – get ready for your drivers permit or license, learn how to use public transportation

Community Engagement – research, design, plan and implement a community project with your team!

Social Services – what resources are out there that can help that suit your personal needs?

EARN – Field Training: Monday – Thursday (with some exceptions)*

Once enrolled in the young adult program, crewmembers attend a number of trainings to prepare them for the program and work that lies ahead. Performance during trainings will help shape individuals' Individual Development Plans (IDP) and set the stage for ongoing performance reviews with your supervisor.

*There are several community events on weekends and in the evenings. You will be notified of such events in advance and are required to attend. In some cases, this will mean reducing work time during the day or week to make sure the team is not over worked.

Crewmember Training

Once selected to be OEC crewmember, you will be **required** to attend a number of offsite and overnight trainings, some that involve camping outdoors. **Field Training is paid. Some equipment and all food is provided. During overnight training you are paid up to a maximum of 8 hours/day.**

Spring Orientation Training

The OEC experience kicks off with our **required** 3-day offsite orientation training. Crewmembers will get to know one another and staff, learn to communicate and work effectively as a team, and start their education about the environmental and community work that Onondaga Earth Corps crewmembers do. Staff and crew prepare meals together, enjoy hikes outdoors, sit by the campfire and sleep in rustic accommodations. Orientation typically takes place near Green Lakes State Park or at other retreat facilities in remote locations.



Summer Orientation & Training

New and Renewing young adult crewmembers will also participate in a three day summer orientation when our youth program starts. This is an overnight training and is required (July 10-13). During this training, you will play a leadership role for youth crewmembers that will be working during the summer program.



Fall Orientation & Training

New and Renewing young adult crewmembers will also participate in a fall orientation which will facilitate training for fall activities and for any new crewmembers. This is sometimes an overnight training and is required (Early September).

EARN – Field Work: Monday – Thursday (with some weekends)

After initial group training, crewmembers are assigned crews for the duration of their program season. OEC runs a variety of crews including Tree Crew, Green Infrastructure, and HOPE Crews. Crewmembers may request new crew assignments if renewing for an additional season with the program.

*There are several community events on weekends and in the evenings. You will be notified of such events in advance and are required to attend. In some cases, this will mean reducing work time during the day or week to make sure the team is not over worked.

Tree Crew (typically 2-3 crews, 2 members each)



Over the course of three seasons, the tree crew plants between 1,000 and 1,400 trees. As a member of the tree crew you will learn about tree biology, tree identification, soil and water conservation, urban ecology and urban forestry. You will be well informed on the ecological and socio-economic benefits of trees and green spaces. We offer professional skill training that landscape and forestry companies demand for new hires and that will be good preparation if you are contemplating going to college. Field work includes planting, watering, mulching, pruning, weeding and community outreach.

Green Infrastructure Crew (typically 1 crew, 6-8 members)



The green infrastructure (GI) crew helps maintain environmentally important sites while beautifying neighborhoods. Green infrastructure installations are important for the collection of stormwater runoff. They prevent stormwater from going into our sewers, thereby reducing the amount of pollution that goes into Onondaga Lake during storm events. Crewmembers learn about why GI installations are important, how they function, and get trained in standard landscape maintenance practices such as

weeding, edging, planting, mulching, pruning, and power tool operation. Crewmembers work in small teams and sometime with community partners to maintain close to 20 sites throughout Syracuse.

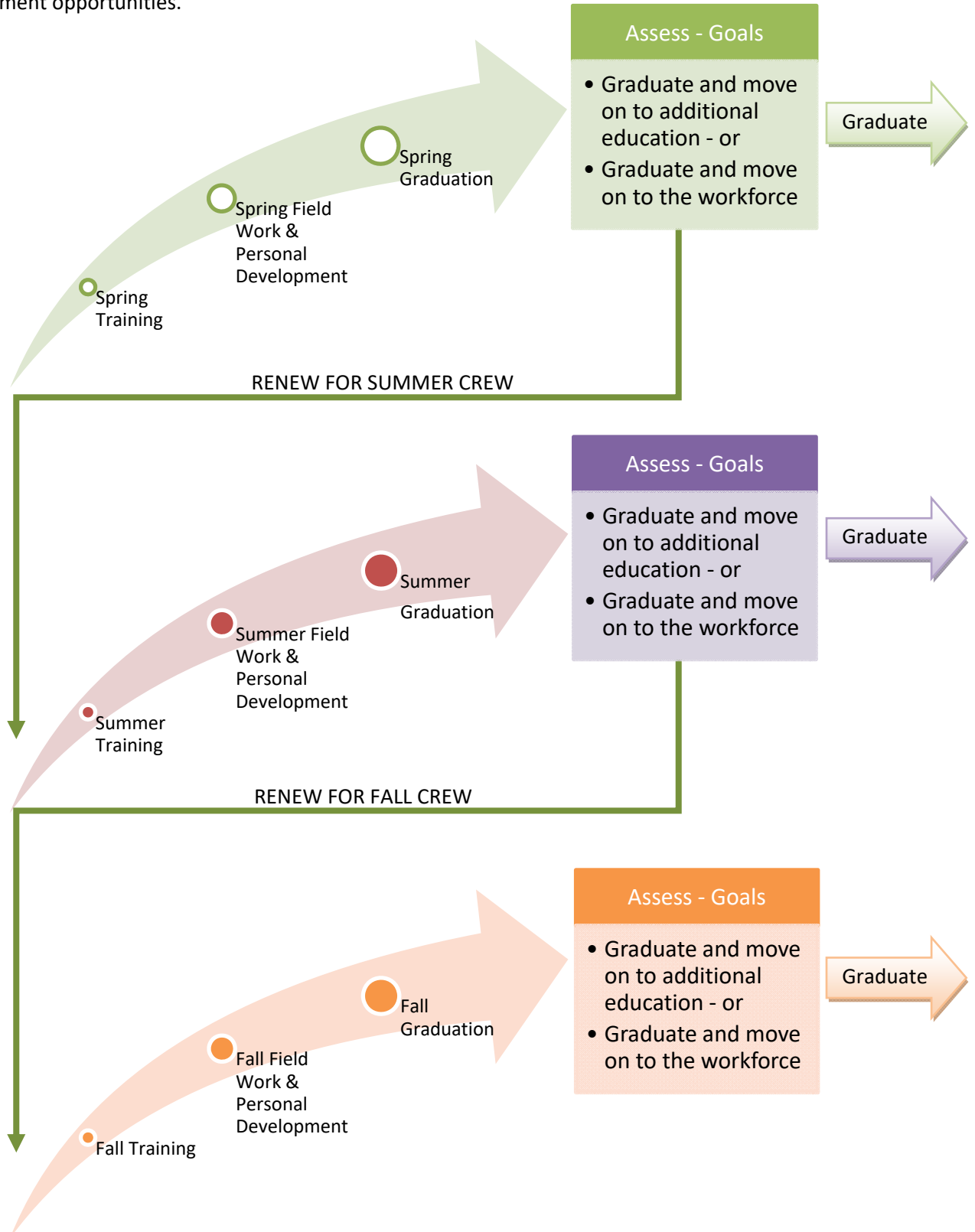
HOPE Crew (1 crew, 2-4 members)



Hands-On Preservation Experience (HOPE) Crew teammates learn historic preservation skills from National Parks Service and other historic preservation experts in order to complete a short, hands-on preservation project. The crew has worked on masonry, painting and carpentry projects at the Eleanor Roosevelt National Historic Site, the Saratoga Monument, and the Gideon Putnam Hotel. HOPE projects are short-term, based at National Parks locations in NYS, and require crewmembers to live together on site.

What does a year in the OEC Young Adult Program look like?

OEC programs are seasonal with the option to renew each season for up to four seasons. After completing each seasonal program, crewmembers sit down with staff to assess their personal progress and decide whether to continue with another season. Many crewmembers graduate and move on to other education or employment opportunities.



Application Process and Selection

1. Is OEC for me?

Read through this document and fill out the “Is OEC for me?” checklist to determine whether or not you think the OEC program is a good fit for you.

2. Submit Application

Applications are reviewed for seasonal enrollment at the end of March for spring sessions, end of May for Summer sessions and end of August for Fall sessions. All applicants should fill out 1) an application and submit along with, 2) a cover letter, and 3) a resume to 100 New St. Rm 239, Syracuse, NY 13202.

Applications will not be considered until complete. You will be notified if your application is incomplete.

3. Register to attend **prerequisite training – OEC Conservation and Professional Development Training**

Dates – March 27-31, June 5-7 (OSHA is May 30-31), September 6-12

Prerequisite training will cover valuable workplace and life skills necessary to be successful in the OEC program, as well as an overview of the program, hands-on training, field trips and interview preparation. OSHA 10 may also be embedded in the training. OEC is committed to helping you establish your professional roots and grow your branches to become the best young leader you can be.

4. Interview for crewmember position

Policies and Protocols

OEC follows policies that were created **by crewmembers for crewmembers** and is also informed by legal experts and best practices for programs serving youth and young adults. The goal is to provide a structure that will help you be successful in any future endeavor, as well as uphold the high standards for our program. Keep in mind that these policies are in place to ensure a positive experience for crewmembers, staff, partner agencies and community members. The expectation is for 100% compliance with integrity and professionalism. Policies include **safety, drug-free workplace, zero bullying**, and normal workplace rules.

2017 Schedule:

SPRING PROGRAM

Prerequisite Training: March 27-31

April 10 - 21: Spring Training for all crewmembers

Memorial Day Week (May 29 – June 2) – Crewmember Break

Summer Renewal Performance Reviews

SUMMER PROGRAM

Prerequisite Training: June 5-7

July 5 – 7: Young Adult Leadership Training

July 10 – Aug 18: Summer Youth Program

July 13 – 15: Urban Forestry Conference (Brooklyn, NY – select members only)

August 18th: Summer Banquet

August 28 – September 1: Crewmember Break

Fall Renewal Performance Reviews

FALL PROGRAM

Prerequisite Training: September 6-12

Nov 4: Taste of the World – Fall Fundraiser

Nov 17: Program debrief – wrap up

November 20: Program Graduation Ceremony

Commitment

Onondaga Earth Corps is one of over 100 youth conservation corps programs across the country. Conservation corps’ believe that youth are the future, youth are key to the success of our communities and that youth can be empowered by engaging with and serving communities. Your commitment to yourself and your growth as a leader, your commitment to your community and your willingness to improve the communities that we work in are essential.

Our work can be inspiring as well as very tedious; each project is chosen for the impact that it can have to support individual growth, build team bonds and improve our community. You should be prepared to meet each project with the commitment to advance your personal goals, the team’s goals, and to help our local community.

Is OEC for me?

	Yes
Personal <ul style="list-style-type: none">• Are you ready to commit yourself to self-growth through hard work and a team-based approach?• Can you consistently show up to work and strive towards your own goals and challenges, on your own time?• Are you ready to EARN for your fieldwork and LEARN during unpaid, personal development days?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Professional <ul style="list-style-type: none">• Are you ready to come to work with a positive attitude and readiness to learn?• Can you show up "on time, everytime?"• Are you ready to wear your uniform, tucked in, every day?• Can you work without looking at your phone?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Outdoors <ul style="list-style-type: none">• OEC does hard outdoor work in the sun, but also the heat, cold and wet. Are you ready to work outdoors, even in adverse conditions?• OEC's overnight camp and orientations are a great opportunity to get to know your coworkers. They are required: can you be ready to sleep outside in tents and enjoy nature?	<input type="checkbox"/> <input type="checkbox"/>
Community <ul style="list-style-type: none">• Are you interested in helping out in your community?• Will you be willing to present what you learn at OEC to adults, youth and children in your community?• Do you have ideas about how to improve the community?	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

If you answered ‘yes’ to most of these questions, you are likely to be a great match for the OEC experience.

If you have some ‘no’ answers, but are intrigued, check out our seasonal trainings and register online, and then please apply and bring your questions to your interview.