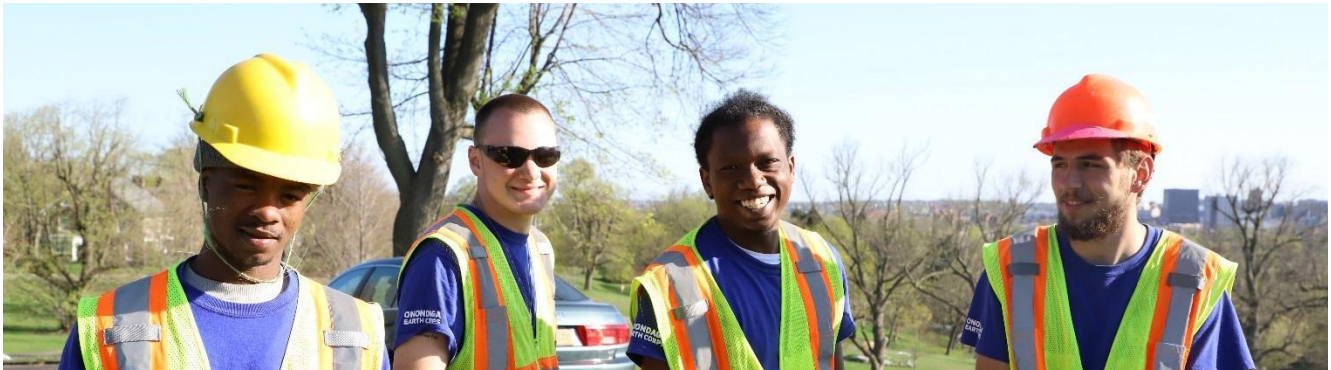


YOUNG ADULT



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.

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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 ready to be 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



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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

Spring Orientation Training

The OEC experience kicks off with our **required** 3-day 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.

Summer Orientation & Training

New and Renewing young adult crewmembers will also participate in a three day summer orientation when our youth program starts. 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.



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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 and Green Infrastructure. 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 hundreds of 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.



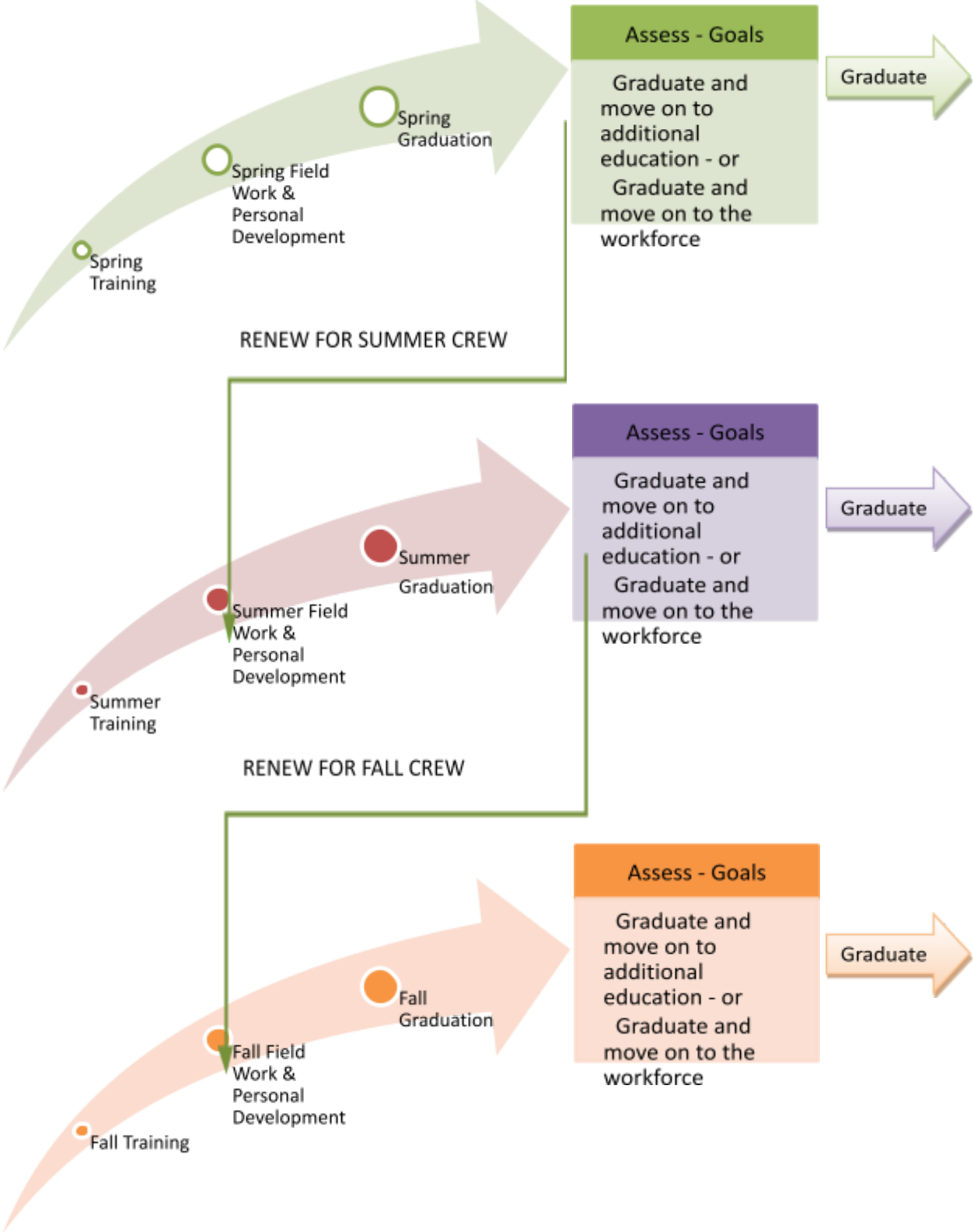
Green Infrastructure Crew (typically 1 crew, 4-6 members)

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.

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.

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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 for REQUIRED prerequisite training –

OSHA Dates – TBD

OEC Conservation and Professional Development Training

Dates – April 5-9 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. 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

2021 Schedule:

SPRING PROGRAM

March 26 – Application Deadline

April 5-9– CLPD Training

TBD – OSHA Training

April 12 & 13 – YA Interviews

April 19 – YA Orientation/Program Starts

TBD– Program Ends

SUMMER PROGRAM

TBD – Application Deadline

TBD – Applicant Interviews

TBD – CPLD Training

TBD – Orientation/Program Starts

TBD – Program Ends

FALL PROGRAM

TBD – Application Deadline

TBD – YA Interviews

TBD – Orientation/Program Starts

TBD – Program Ends

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, and zero bullying.**

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.