

# SUMMER JOB OPPORTUNITY

## 2013 YOUTH CONSERVATION CORPS

### DETROIT RIVER INTERNATIONAL WILDLIFE REFUGE



## FREQUENTLY ASKED QUESTIONS

### **1. What is the United States Youth Conservation Corps?**

The Youth Conservation Corps (YCC) is a well-balanced work-learn-earn program that develops an understanding and appreciation in participating youth of the Nation's environment and heritage. It is administered by the U.S. Department of Agriculture-Forest Service and by the U.S. Department of the Interior-Fish and Wildlife Service and National Park Service under the authority granted by Public Law 93-408. YCC offers gainful summer employment to youth, for approximately eight weeks in a healthful outdoor atmosphere.

The stated purpose of the YCC is to further the development and maintenance of the natural resources of the United States by America's youth and, in so doing, to prepare them for the ultimate responsibility of maintaining and managing these resources for the American people. There are three equally important objectives as reflected in the law:

1. Accomplish needed conservation work on public lands
2. Provide gainful employment for young males and females from all social, economic, ethnic and racial classifications
3. Develop an understanding and appreciation in the participating youth of the Nation's natural environment and heritage

These objectives are accomplished in a manner that provides the youth with an opportunity to acquire increased self-discipline. They learn work ethics, how to relate to peers and supervisors, and how to build lasting cultural bridges with youth from other backgrounds.

### **2. Where is the Detroit River International Wildlife Refuge?**

The Detroit River International Wildlife Refuge is located along the lower Detroit River and Western Lake Erie, approximately 20 miles south of Detroit, MI and 50 miles north of Toledo, OH. The Refuge was established in 2001 and is the only international wildlife refuge in North America. Its 6,700 acres consists primarily of coastal wetlands, marshes, shoals, and riverfront lands which have been set aside in an effort to protect and restore habitat for 29 species of waterfowl, 65 kinds of fish, and 300 species of migratory birds in Michigan and Ontario, Canada.

Crew Members will have the opportunity to tour much of the Refuge throughout their 8-week appointment, but the majority of work assignments will take place at Humbug Marsh, located in Trenton, MI. The entrance to Humbug Marsh can be seen on this map: <http://g.co/maps/sjbf4>

The YCC Crew will meet each morning at the Detroit River International Wildlife Refuge headquarters, located at 9311 Groh Road in the EPA Large Lakes Research Station facility, on Grosse Ile, MI. Transportation to the daily work site will be provided in Refuge vehicles.

### **3. Who can apply?**

Young men and women, 15 through 18 years of age, who are permanent residents of the United States, its Territories or possessions, are eligible for employment without regard to social, economic, racial, or ethnic backgrounds. Handicapped youth who can effectively participate in most YCC activities are eligible. Youth must have no history of serious criminal or other antisocial behavior that might endanger their safety or that of others; *have or be able to obtain a work permit as required under the laws of their State before the first day of work*; have a Social Security number or have made application for one; be willing to work hard and participate in most work projects. Employment is without regard to Civil Service or classification laws, rules, or regulations. Most projects will enroll an equal number of males and females.

During the term of employment you must be at least 15 years of age and no older than 18 years of age.

### **4. When are applications due?**

Applications must be received (or postmarked) by April 24, 2013 to be considered. Any applications received after April 24<sup>th</sup> will be ineligible for consideration.

### **5. How are youth selected for the YCC crew?**

The selection process for crew members will be conducted by random method. More selections will be drawn than slots available to account for drop-outs and in order to ensure a sufficient number of enrollees are confirmed to work for the summer. This will be done based on the order of drawing. No demographic information such as race, or family income will be utilized for enrollee selection. Age and fitness (the ability to accomplish work assigned) of applicants will be taken into consideration upon selection. The YCC Youth Crew Leader will be chosen by the hiring official and YCC Program Coordinator based on leadership ability and experience.

### **6. If I worked on the Detroit River International Wildlife Refuge's YCC Crew in the past, can I be selected to work on the DRIWR Crew again?**

Youth who have worked on a DRIWR Crew in the past cannot be hired again for another summer of work, with two exceptions: 1) They are selected as the Crew Leader; or 2) In the situations where there are insufficient applications for enrollee positions, previous YCC crew members may be hired again for another summer. However, they may not be employed until after all first year applicants and alternates have been contacted and offered employment. If you are interested in the Crew Leader position, please indicate that on your application.

### **7. How will I find out if I have been selected?**

Those selected or who are on the back-up list will be contacted by phone no later than May 10, 2013. Applicants who were not selected will be notified by letter no later than May 17, 2013.

## **8. When is the YCC program orientation?**

The orientation for the selected youth and their parent(s) or legal guardian(s) will be on **Friday, May 23, 2013** from 6:30pm to 8:00pm at the Detroit River International Wildlife Refuge headquarters, located in Grosse Ile, MI. At the orientation, work rules, safety guidelines, and the career and educational opportunities crew members will receive will be discussed. Further details about the orientation will be provided to individuals who have been selected for a position.

## **9. What is the work schedule?**

Work will begin on Monday, June 17 and end on Friday, August 9, 2013. Enrollees will be expected to complete a 40 hour work week, Monday – Friday, 8:00am – 4:30pm. Crew members may be asked to work during the weekend periodically. In this case, schedules will be adjusted. Work will not exceed 40 hrs/week. Crew Members are expected to work the entire 8-week period.

## **10. Do members of the YCC Crew receive holiday pay and/or vacation (leave) pay?**

The majority of federal employees are not authorized to work on federally recognized holidays. As youth hires for the summer, YCC Crew Members receive the same benefit. They will not work on Independence Day, Thursday, July 4, 2013, but will receive 8 hours of regular pay (7.40/hr) for the holiday. Crew members will NOT receive pay for vacation or days not worked. All Crew Members are expected to be available for the **entire 8-week program**. We encourage applicants *not* to apply if they anticipate needed time off during the dates of employment, June 17, 2013 – August 9, 2013.

## **11. Will the YCC Crew be working on the Refuge every day?**

No. There will be days scheduled (in advance) when the YCC Crew will go on service-related field trips to other public lands and partnering organizations in the region. These trips usually involve travel to the site, followed by the completion of a service project, and travel back to the office. Some type of educational activity will also be incorporated into these trips. Transportation will be provided.

## **12. What type of work will YCC Crew Members be doing?**

YCC enrollees work as a team to accomplish outdoor projects on the Refuge. Assignments generally include improving and maintaining hiking trails, invasive species control, wildlife population monitoring and data collection, litter pick-up, sign posting, and other special projects. Crew Members will also be expected to participate in environmental education and recreation programs.

## **13. How strenuous will the YCC Crew's work assignments be?**

The work assignments given to the crew will be physically demanding, but they will be fun. Most of the projects and activities will be outdoors in typical Michigan summer weather, which can be hot, humid, and at times, buggy. Crew Members must be physically fit and prepared to spend long periods of time in an outdoor setting, digging, raking, cutting, and pulling for hours at a time. The work is tough, but exciting!

## **14. Does the YCC Crew work outside when the weather is bad?**

The location of the work (outside or inside) for each day will be determined every morning based on the current and expected weather conditions. Crew Members should report to the DRIWR office each morning expecting to work outside, but if weather conditions are deemed unsuitable, (high heat and

high humidity, thunderstorms and lightning, or other severe weather), the crew will be assigned to an indoor project until circumstances improve.

**15. What is the required attire for YCC Crew Members on the job?**

Crew Members are required to report to work each morning in clean blue jeans or cargo pants in good condition (no holes, frayed seams, etc.), the YCC uniform shirt, and leather work boots which will be purchased for each individual by the Refuge. T-shirts, work gloves, hats, waders, tools, and all required personal safety equipment will be provided by DRIWR for each enrollee. In addition, each Crew Member should be prepared to furnish his/her own day pack, sack lunch, drinking water, and rain gear on a daily basis.

**16. What items are prohibited in the YCC Program?**

Firearms, tobacco products (in any form), alcoholic beverages, and non-prescription drugs that have not been pre-approved by the YCC Coordinator are prohibited for Crew Members to have in their possession at any time during the 8-week program. If Crew Members require certain non-prescription drugs, i.e. allergy medicine, aspirin, ibuprofen, etc. they must disclose this information to the YCC Coordinator for approval. Failure to adhere to these regulations will result in immediate dismissal.



Interested youth should e-mail Detroit River International Wildlife Refuge staff at [Jamie\\_Lanier@fws.gov](mailto:Jamie_Lanier@fws.gov) for additional information about the YCC program or visit [www.fws.gov/refuge/Detroit\\_River](http://www.fws.gov/refuge/Detroit_River).

For more information about the Detroit River International Wildlife Refuge, please contact the [DetroitRiver@fws.gov](mailto:DetroitRiver@fws.gov) or 734-692-7649.