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## Youth Position Description

<b>Position:</b>	Youth Crew Member
<b>Program:</b>	<a href="#">Youth Outdoors Program</a> of Conservation Corps Minnesota & Iowa
<b>Location:</b>	Youth will meet at Twin Cities recreation centers, libraries, or schools at the start of each scheduled shift and will complete work in Ramsey County, Dakota County, St. Paul, and Minneapolis parks and outdoor areas.
<b>Program Dates:</b>	<b>October 1, 2024 – May 10, 2025</b> *No work shifts 12/19/2024 – 1/11/2025 Opportunities available to work just in the fall or just in the spring
<b>Requirements:</b>	Must be <b>15, 16, 17, or 18</b> years old on <b>October 1, 2024</b> (No exceptions due to child labor laws.)
<b>Reports To:</b>	<b>Nick Cox</b> , Youth Outdoors Program Manager
<b>Supervised By:</b>	<b>AmeriCorps Crew Leaders</b> , ages 19-25
<b>Pay:</b>	Youth receive <b>\$13.25 per hour</b> and work up to <b>12 hours per week</b> for <b>28 weeks</b> .

**Conservation Corps Minnesota & Iowa (CCMI)** is a 501(c)(3) nonprofit organization and AmeriCorps grantee that engages hundreds of youth and young adults each year in programs and initiatives that improve access to outdoor recreation, restore natural habitat, protect waterways, and respond to community needs and natural disasters. **Our mission** is to engage youth and young adults in meaningful service, leadership development, and environmental stewardship. **Our vision** is a world in which everyone has equitable access to nature, is equipped to succeed in career and life, and is empowered to make a difference in conserving natural resources. Learn more at [conservationcorps.org](https://conservationcorps.org).

**Youth Outdoors Program:** The [Youth Outdoors program](#) connects Twin Cities youth, ages 15-18, to the outdoors through paid conservation and community improvement projects while they gain job experience and college/career skills for the future. Young adults, ages 19-25, serve as AmeriCorps members who lead the youth in educational and service-learning activities.

Through this work development program, youth participants make new friends, build practical skills, engage with nature, grow as active citizens and leaders, and prepare for future education and employment. The program focuses on youth development and job training, with environmental conservation as a learning vehicle.

### Position Summary:

Youth Outdoors crew members will add value to their communities, the environment, and themselves through their work and education. Crew members will participate in a rigorous program of work,

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education, and training and complete environmental restoration projects within the Twin Cities area. Crew members are responsible for following all rules and guidelines and adding positively to their crew.

**Tentative Work Locations & Schedule:**

<b>St. Paul</b>	<b>Ramsey County</b>	<b>Minneapolis</b>	<b>Dakota County</b>
-El Rio Vista -Hazel -West Minnehaha -Phalen -North Dale	-North St. Paul -Roseville/Shoreview	-North Commons -Powderhorn	-Inver Glen Library -Wentworth Library
Tues: 3:45-5:45 pm Thurs: 3:45-6:45 pm Sat: 8 am-3:30 pm	Tues: 3:45-5:45 pm Thurs: 3:45-6:45 pm Sat: 8 am-3:30 pm	Tues: 3:45-5:45 pm Thurs: 3:45-6:45 pm Sat: 8 am-3:30 pm	Tues: 3:45-5:45 pm Thurs: 3:45-6:45 pm Sat: 8 am-3:30 pm

**Knowledge, Skills, and Abilities:**

- Previous experience is not required; 15-20% of the program is dedicated to technical and personal-skill training.
- Desire and ability to:
  - Work hard outdoors.
  - Work with peers in conservation, education, and recreation settings.
  - Practice strong work habits, environmental ethics, and team unity.
  - Display a positive attitude, interest in service and community work, and desire to make a difference.

**Training:**

Orientation for the position will cover tool use, safety, team building, leadership, civic engagement, and position expectations. On-the-job training will be provided for specific projects and educational activities. Participants will also have the opportunity to explore and learn about environmental career and education opportunities.

**Weekly Work Schedule:**

- **Education Day** (Tuesdays)
  - Meet at assigned crew location and learn about Minnesota's natural and cultural history, ecology, conservation, civic engagement, etc. Crew members are expected to share knowledge, ideas, and questions.
- **Work Project** (Thursdays)
  - Meet at the assigned crew location and then travel to a nearby location to complete a work project and activities with partnering organizations and groups. Many projects occur in city/county parks.
- **Work Project** (Saturdays)
  - Meet at the assigned crew location and then travel to a nearby location to complete a work project and activities with partnering organizations and groups. Saturday projects may involve crew members engaging with and/or leading community volunteers.

**Work Projects:**

- Work project examples: planting, rain garden installation, invasive plant removal, seed collection, energy conservation activities, wildlife habitat construction and maintenance, plant and animal research, trail maintenance, prairie restoration, and leading volunteers.

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- Plan, create, and carry out a capstone service project that includes and educates local community members on an environmental topic of the crew’s choice.

**Working Conditions:**

- Work in crews of six youth members and two crew leaders.
- Food and water will be provided during all shifts.
- Use provided Personal Protective Equipment (PPE) – a hard helmet, safety goggles, and work gloves – as well as a long- or short-sleeved work t-shirt and rain gear.
- Wear a Conservation Corps work shirt, closed-toed shoes, long pants (not sweatpants or other loose sport pants), and other appropriate outdoor attire that aligns with the current season.
- Most projects are completed outside even during hot or cold weather, or rain (except in unsafe conditions such as lightning).

While this position description describes the general nature and level of work being performed, it is not an exhaustive list of all responsibilities, duties, and skills required. All positions at CCMI may require duties outside of normal responsibilities.

CCMI is an Equal Opportunity Employer and is committed to creating an inclusive environment that values the diversity of its staff and members. Employment decisions with CCMI will be based on merit, qualifications, and abilities. CCMI does not discriminate in employment opportunities or practices based on race, color, creed, religion, sex, national origin, age, disability, veteran status, military service, union membership, marital status, familial status, sexual orientation, gender identity, status with regards to public assistance, genetic information or any other characteristic protected by law.

Women, minorities, and people with disabilities are strongly encouraged to apply.

**Apply online at [www.conservationcorps.org/join](http://www.conservationcorps.org/join)  
Priority deadline: September 16, 2024**

**Questions?** Please contact:

<p>Nick Cox Youth Outdoors Program Manager <a href="mailto:nick.cox@conservationcorps.org">nick.cox@conservationcorps.org</a> 651.209.9900</p>	<p>Cesario Velasco Youth Outdoors Assistant Program Manager <a href="mailto:cesario.velasco@conservationcorps.org">cesario.velasco@conservationcorps.org</a> 651.209.9900</p>
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