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General WSP Applicant Questions

What attributes exemplify a candidate that would be a good fit for WSP?

- Genuine enthusiasm and curiosity for environmental science and community engagement
- Professional demeanor
- Flexible with change with a strong work ethic

What, if any, physical activity will incoming WSP Corpsmembers (CMs) be expected to perform?

- This depends on the Placement Site for the most part, but all CMs will need to pass a pre-enrollment medical examination before officially enrolling into WSP (see Position Analysis on CCC website)

Do I need a college degree to join WSP?

- **No** – although our program is competitive and many of our applicants do have college degrees, it is not a requirement. Every year we receive a small number of well-qualified applicants without degrees.



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Do I need a CA Driver's License to join WSP?

- **Yes and No** - While you can be *enrolled* into the program without a CA driver's license, having a California driver's license is a requirement of continued enrollment. Corpsmembers without a CA driver's license will be required to obtain one within two months of their initial enrollment with WSP and before being able to drive Placement Site vehicles. Failure to acquire a California driver's license in this timeframe may result in corrective action. Applicants who are unable to drive can apply for an exception through the CCC's Reasonable Accommodation Process with the EEO Office.

I am a student. Can I be in the Watershed Stewards Program while I am studying?

- **No** - WSP requires a full-time commitment (40 hours/week during regular business hours) during the 10.5 - month term and is not appropriate for current students.

Do I need to turn in all my application materials at the same time?

- **No** - applicants will use WSP's JotForm to complete their application and upload their cover letter and resume. They must email their Letters of Recommendation to WSP.Recruiter@ccc.ca.gov by June 30th at the latest.

Will WSP reimburse me for the costs involved in moving to California and/or finding and securing housing near my Placement Site?

- **No** - WSP does not have the funds to reimburse applicants for these costs. However, WSP and your Placement Site will cover all costs for travel required for the program/Placement Site



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throughout your term of service.

Do I qualify for EBT CalFresh (food stamps) as a WSP Corpsmember?

- Eligibility for CalFresh is determined by income and Corpsmember stipends exceed that limit for single person households.

Am I required to have a car?

- **Yes & No** - Depending on the Placement Site location, it is strongly suggested you have a vehicle. Housing and services are often some distance from Placement Sites and public transport is not always available. Some Placement Sites require Corpsmembers to use their personal vehicle for field work (they will be reimbursed).

What type of criminal charges would prevent me from enrolling with WSP?

- a. We determine eligibility by reviewing the codes an applicant was convicted of once the criminal history check has been run. Convictions of the following make you ineligible:
 - (i) first degree murder equivalent to and/or as defined and described in 18 U.S.C. § 1111;
 - (ii) crimes that require you to register as a sex offender and/or result in you being listed on the National Sex Offender Public Website; and/or,
 - (iii) crimes involving arson or against vulnerable populations. Other criminal history results may require your conditional offer of enrollment to be further review; for example: (i) if you are on parole, probation, post release community supervision, or mandatory supervision; and, (ii) if you were convicted of a serious felony or violent



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crime as defined by California Penal Code section 667.5(c) or 1192.7(c)).

- (iv) Convictions sealed under Welfare and Institutions Code Section 781 or Penal Code Section 1203.45 do not apply.
- (v) Corpsmember applicants also cannot be on a parole, probation, post release community supervision, or mandatory supervision status that would prevent them from fully participating in the program (i.e., preventing you from traveling throughout the State on short notice and for extended periods, working with or around inmates, working with CCC tools, working in remote areas with limited and/or restricted access to electronic communication, etc.).

Team Leader Position

Do I need to have already served with WSP to apply for the Team Leader position?

- **No** – Team Leaders (TLs) are often 1st year Corpsmembers with WSP who have more of an interest in community outreach/ education and developing their program and project management skills.

Will WSP pay for travel and how often do Team Leaders need to travel?

- **Yes** – WSP provides TLs with state vehicles to conduct all TL activities, and they are eligible for meal and limited lodging reimbursements while on travel status.
- TLs travel most weekends between March – June and balance their hours as needed.



Site-Specific Interviews

Does my application packet get sent to all the Placement Sites I ranked in my preference list?

- **No** - your list of preferences is very helpful when we match applicants with sites, but we do not always send your application packet to every site that you ranked. WSP staff decide which applicant packets will be sent to sites based on both the applicants' interests and experience, and the sites' needs.
- WSP may also send your application to sites you did not indicate as a preference if we feel you are a strong candidate and you have identified being flexible on your WSP Application.

Can I contact Placement Sites directly to ask Site-specific questions?

- **No** - because our program receives such a high volume of applicants each year, we ask that you communicate with WSP staff instead of directly with the Placement Sites. If you are chosen for an interview with the Placement Site, you will have an opportunity to communicate directly with them at that time.

Can I re-rank my preferred sites after I have interviewed with Placement Sites?

- **Yes** - you can email your updated ranking preferences to WSP.Recruiter@ccc.ca.gov. After July 24th, please only rank the sites with which you have interviewed.

If I am offered a position, will I get to choose which Placement Site I will serve at?

- **No** - candidates are offered a single position at one specific Placement Site.



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If I am chosen for a position who will make the offer?

- WSP staff will call applicants to offer them positions. You will have several days to accept or decline.
- It is important that you notify WSP staff of any times that you may not be available by email or phone so that we can reach you regarding an offer.