



California Conservation Corps  
Watershed Stewards Program in  
partnership with AmeriCorps



CALIFORNIA  
VOLUNTEERS  
Office of the Governor

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## WSP Partnership Opportunity and Benefits

The California Conservation Corps Watershed Stewards Program in partnership with AmeriCorps (WSP), seeks to partner with state, local and federal agencies, tribal resource departments or governments, and non-profit organizations to host Corpsmembers during their 10.5-month service term (no for-profit organizations).

During their AmeriCorps term of service, WSP Corpsmembers gain experience in five areas: Watershed Recovery and Resiliency, Watershed Education, Community Outreach, Volunteer Recruitment, and Corpsmember Development. They spend approximately 72- percent of their time engaged in activities with their Placement Site, while the remaining time is spent on WSP required activities.

### Placement Site Location

Because WSP's permitted grant activities must benefit salmonid fish species such as Steelhead, Coho, and Chinook, WSP seeks and partners with organizations in a specific service area of California. Placement Site locations are generally in coastal areas from the Oregon Border to the southernmost watersheds of California that support anadromous fish. Organizations interested in partnering with WSP should consult with program staff to confirm if their location and planned activities align with program requirements and capacity prior to applying by emailing [wsp.info@ccc.ca.gov](mailto:wsp.info@ccc.ca.gov).

### WSP Corpsmember Activities

The service activities that Corpsmembers engage in at their Placement Sites must align with WSP's mission and goals and coincide with WSP guidelines.

- **Placement Site Activities:** Applicants should plan to engage Corpsmembers for a majority of their time in field-based hands-on activities. Activities can include various types of restoration actions as well

as field surveys to establish restoration project needs and salmonid presence. The types of activities that are a good fit include: H2O Monitoring, Screw Trap Monitoring, DIDSON Installation/Monitoring, Post-Restoration Monitoring/Maintenance, Hatchery Work, Trawling, Biological Sample Analysis Lab Work, Spawner/Redd Surveys, Sediment Surveys, Field PIT Tagging, E-Fishing, Habitat Surveys, Seining, Snorkel Surveys, CRAM or RIP RAM, LWD Installation, Native Planting, Invasive Plant Removal, Water Conservation Projects, Storm Water Mitigation, GIS Mapping, Data Entry, Grow Site Reclamation, and Computer Modeling (hydrograph/shade).

- **Education:** All Corpsmembers must teach the Wonders of Watershed (WOW!) education program to at least one class of 2nd-5th grade students (goal of 22 students or more). The WOW! curriculum consists of five 50 to 80-minute lessons focusing on human impacts and interactions with watersheds, local problems and solutions for salmon populations, pollution solutions, importance of biodiversity, life of a salmon, and water is a finite resource.
- **Outreach:** All WSP Corpsmembers may attend a community outreach event in their district/region during their term of service. These opportunities are identified each year by the Program Coordinators; past events have included the Klamath- Trinity Fish Fair, Creek Days, and San Luis Obispo Earth Day. These events are generally outdoor education focused. Corpsmembers are encouraged to participate in other promotions of WSP and watershed education while with their Placement Site.
- **Volunteer Recruitment:** All Corpsmembers must organize a Watershed Awareness Volunteer Event (WAVE) a hands-on community restoration project. Corpsmembers are responsible for developing and facilitating the event which aims to recruit 25 community volunteers.
- **Corpsmember Development:** WSP provides many training opportunities for Corpsmembers. The year begins with a week-long Orientation, followed

by a weeklong WAVE & WOW! Training in November to introduce Corpsmembers to the education and volunteer recruitment aspects of the program. We offer optional webinars and career development as well as opportunities to learn more about fisheries and restoration through conferences and local meetings. Finally, all Corpsmembers come together in the summer to celebrate their service term at the Recognition Ceremony in a centralized location in California.

## **Benefits of Partnering with WSP**

As a program of the California Conservation Corps, WSP has created a solid reputation throughout the environmental community. When you partner with WSP, you receive the following:

- **Exclusive Recruitment:** WSP staff conduct initial interviews and provide sites with a minimum of eight well-matched applicants to interview and select from. Complete application packets are provided to partners and include the WSP Application, Resume, Cover Letter, Letters of Recommendation, and initial interview notes/score.
- **Extensive Background Screening:** WSP conducts an extensive screening process before Corpsmembers arrive at your site, including:
  - DOJ/FBI criminal history check
  - NSOPR (National Sex Offender) check
  - Pre-employment medical and drug test
  - DMV Driving Record pull
- **Covered Employer Costs:** WSP covers employer costs, including:
  - Monthly stipends (around minimum wage)
  - Workers' Compensation
  - Program-sponsored medical insurance. The monthly premiums will be fully paid by the program. Corpsmembers will be responsible for any required deductibles and out-of-pocket copayments.
  - Employee Assistance Program

Refer to the Corpsmember Recruitment page on the [WSP webpage](#) for more information.

- **Covered Corpsmember Benefit Costs:** WSP provides Corpsmembers with many benefits, including:
  - Scholarship upon completion of the program term's commitments
  - Full uniform (pants, shirts, fleece jackets, rain gear, hats)
  - First aid kits
  - Field gear (waders, stream boots)
  
- **Thorough Corpsmember Training and Certifications:** WSP will train Corpsmembers in the following before they arrive at their host site:
  - State and Federal employee policies (EEO, Health & Safety)
  - First Aid/CPR certification
  - Water safety
  - Workplace professionalism
  - WSP policies
  
- **Public Outreach:** Corpsmembers conduct vital community outreach and provide positive public relations for agencies.
  
- **Corpsmember/Mentor Support:** WSP staff are available throughout the year to provide valuable support to both Mentors and Corpsmembers. WSP staff will travel to Placement Sites to conduct an annual Site Visit to ensure all partners and Corpsmembers are supported.
  
- **Corpsmember Management Support:** WSP provides Placement Sites with ongoing support in the areas of Corpsmember management and discipline (if the rare need arises).