

VOLUNTEER JOB DESIGN, RECRUITMENT AND SELECTION

Heather Burke
HQUSACE National Partnerships and
Volunteer Program Manager

13 February 2025



U.S. ARMY



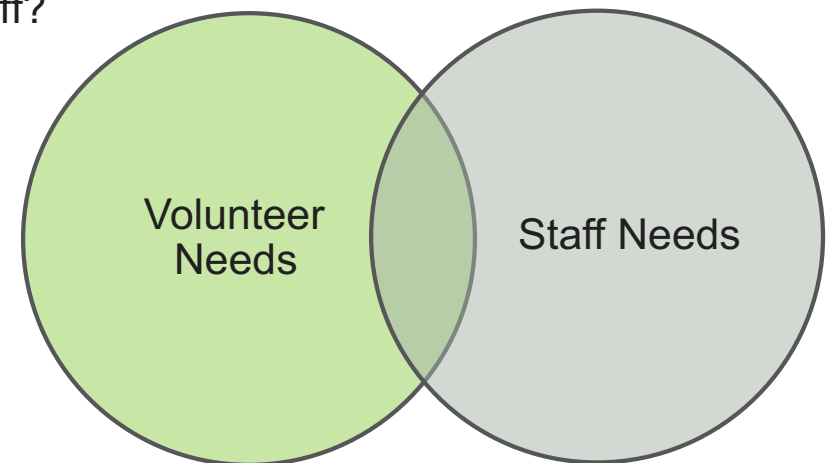
US Army Corps
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Creating Strategic Volunteer Jobs



- What problem are you trying to solve at your project or what community need are you trying to meet?
- List the things you would like to do, but do not have the time or staffing capability to perform (your “Dream List”).
- Which strategies can you afford to pursue with paid staff?
- What can volunteers do to pursue the other strategies?



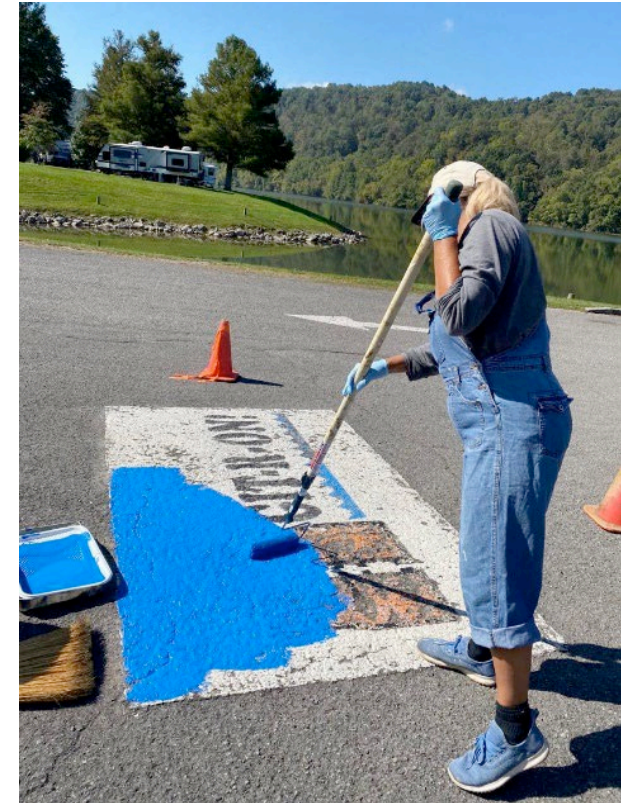
Designing Positions for Volunteers

- Good volunteer position design is key to the ultimate success of a volunteer program.
- We are trying to 'sell' our volunteer opportunities, not only to the public but to our coworkers.
- It is important to stress the added value to the Corps by volunteers' efforts and give specific examples of how volunteers can help paid staff accomplish specific goals.
- Brainstorm with your coworkers the programs or services you wish you could accomplish but cannot, due to limited resources.
- Ask coworkers to help refine these positions and develop new opportunities.
- Understanding volunteer trends can help with the design of volunteer positions.





Volunteer Trends

- Most volunteers are already employed
- Many people with professional skills available
- Seeking short-term volunteering options
- Desire for freedom, ability to act quickly
- Want challenging, interesting assignments
- Come from a broad cross-section of society
- Expect to be treated professionally
- Need flexibility in hours
- Family and group volunteering are popular
- Interest in working for causes instead of for agencies
- Looking for job experience, training, re-entry to employment
- Multitude of motivations for volunteering
- More “voluntolds” (e.g., requirement for high school graduation)
- More seniors (over 70 years old)



Responding to Volunteer Trends



- Design episodic, short-term positions
- Offer position sharing 
- Provide group volunteer opportunities
- Target recruitment to professionals, youth, retired people, ethnic groups, etc.
- Offer flexible hours and locations
- Reimburse volunteer expenses 
- Broaden the ways volunteers are utilized
- Develop positions for evenings and weekends
- Develop positions that can be performed off-site
- Create opportunities for students





Volunteer Needs Assessment

<https://corpslakes.erd.dren.mil/employees/volunteer/plans.cfm>

[illegible]



Benefits of Well Written Volunteer Descriptions



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- Position descriptions should be clearly written and include all essential information.
- Clear understanding of what is expected by volunteer and staff
- Marketing tool for recruitment
- Guide for screening
- Basis for supervision and evaluation
- Contract between volunteer and USACE



★ **BLACK WARRIOR AND TOMBIGBEE LAKES**, Corps of Engineers, Demopolis, AL. We are always looking for dependable and enthusiastic volunteers here at the BWT.

We operate our four class A campgrounds exclusively with volunteers. Schedules are usually either 3 days on and 6 days off, or 4 on and 4 off. Sites provided are full hookup with water, sewer, and 50/30 amp service with washer and dryer available for use. For more information, contact Park Ranger David White at: david.f.white@usace.army.mil or 334-289-3540.



★ **USACE HOLT LAKE NEAR TUSCALOOSA**, AL, is looking for Park Hosts and Gatehouse Attendants to staff 3 different parks. Seasonal (minimum 90-day commitment) and year-round positions available. Positions are available at Deerlick Creek Campground, Burchfield Branch Campground, and Rocky Branch Swim Beach. Volunteers will be expected to work approx. 20 hrs per wk and must provide their own RV. Schedule is 3 days on, 6 days off, or may be fixed. Full hookup campsite provided in exchange for services. Contact Park Ranger Shaun Ray at: 205-553-9373 or shaun.e.ray@usace.army.mil with questions.



Elements in an Ideal Volunteer Position Description



- Position title
- Supervisor/POC
- Goal or purpose of position/
Statement of need
- Major responsibilities
- Time commitment
- Qualifications (required, desired)
- Work location
- Benefits to the volunteer
- PHOTOS!



NWW Volunteer – Park Host Maintenance Example

Overview:

Volunteer Park Hosts (maintenance) play a vital role for the U.S. Army Corps of Engineers (Corps). As a Park Host, you are a part of a team that includes volunteers, service contractors, park rangers, management, and administration. This team works together to conserve our national recreation resources and keep these valuable areas available to the public. In some cases, volunteers are the only contact the public has with the Corps. Park Hosts are long-term volunteers who commit to an extended stay, usually 3+ months, at park campgrounds. A choice campsite is reserved at no charge for these volunteers during their commitment to a project.

Responsibilities:

Upkeep of park facilities such as bath houses, playgrounds, campsites, trails, and natural areas. This requires cleaning and inspection of facilities for repair needs, repairing facilities, mowing, weed eating, and other environmental conservation techniques. Help create a temporary community by fostering communication between park visitors and personnel. Help keep our parks friendly places for outdoor recreation and socialization. Provide valuable information on how to improve our parks by maintaining open communication with rangers and managers, passing on ideas for improvement gathered during daily contact with visitors.

Minimum Qualifications:

- Desire to work a minimum of 20 hours per week and live in a natural outdoor setting, with your own RV.
- Desire to meet and interact with people from varied backgrounds.
- Cognitive and verbal ability to answer visitor questions and communicate with other park personnel.
- Physical ability to operate mowing and maintenance machinery, lift and carry 30 pounds for 100 feet (position may require extended periods in the outdoors during adverse conditions such as heat, cold, or rain).
- Visually able to spot safety hazards and take prompt appropriate action to correct in accordance with training provided.

Desired Experience:

- Landscaping, planting and care of flowers or other small plants.
- Natural resource conservation or trail work.
- Custodial work (cleaning, painting, light repairs).
- Mechanical skills to maintain equipment.

Example Position Description

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Background check required? ☐ Yes ☐ No Date Completed _____

Activity Hazard Analysis (AHA)? ☐ Yes ☐ No (Attach)

Position Hazard Analysis (PHA)? ☐ Yes ☐ No (Attach)

Personal Protective Equipment (PPE)? ☐ Yes ☐ No (Attach)

Type: _____

Length of service, days of the week, and time of day work is to be done:

Campsite Provided? ☐ Yes ☐ No Amenities: _____

Clothing/Identification provided: _____

Miscellaneous Expenses/Local Mileage to be reimbursed:

Training, Certification, Licensing	Required?	Date Completed
_____	_____	_____
_____	_____	_____



Whitney Lake Park Host

U.S. Army Corps of Engineers - Whitney Lake

POSITION DETAIL QUICK LOOK:



Address
285 Corps Road 3602
Clifton, Texas 76634
31.863056, -97.369718



Type
On-Site Position



Dates
2/4/2025 - 2/3/2026



Point of Contact
Kathryn Devers
mary.k.devers@usace.army.mil



Secondary Point of Contact
Mikayla Patterson
mikayla.j.patterson@usace.army.mil
2546223332

Description

The primary function of a Park Host involves providing positive hospitality and customer service while courteously and professionally informing park guests, with stewardship of park facilities duties as assigned. Secondary functions include assisting in the upkeep of the park facilities and promoting safe and responsible use of USACE amenities. Hosts also provide valuable information on how to improve parks by maintaining open communication with the public and passing such information on to the Rangers

[Apply Now](#)



Category
Recreation Services
Visitor Protection



Dates
2/4/2025 - 2/3/2026



Required Days
Monday, Tuesday, Wednesday,
Thursday, Friday, Saturday, Sunday

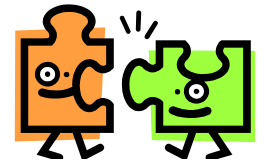


Hours Available

Volunteer Recruitment



- For volunteer recruitment to be successful, the needs of USACE and the needs of the volunteer must be met concurrently.
- Too often we are tempted to fill positions without thinking whether the needs of the organization and the volunteer are met.
- What happens to the agency when we try to push the wrong piece into the puzzle?
- Motivations to appeal to when recruiting:
 - Help others
 - Improve the community or resource
 - Gain work experience/ learn new skills
 - Stay active and involved
 - Meet new people
 - Being needed
 - Make professional contacts
 - Meet new challenges
 - Share fun time with family and friends



Recruitment Techniques to Avoid

- Bait and switch *(You will lose trust of the volunteers)*
- “There’s nothing to it.” *(Any dummy can do it! Devalues the work)*
- “We’re desperate; anyone will do.” *(How special does this make a person feel?)*
- Cast your net and see who swims in. *(Whoops, wrong fish!)*
- “You’re a CPA. We could use one of you!” *(Making assumptions)*
- “We have lots of needs...HELP!” *(Not specific enough)*
- “I’m tired of doing it. Anyone else want to?” *(This person should not be a recruiter)*





Recruitment Tools

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WHO CAN VOLUNTEER?

You are eligible to volunteer with the U.S. Army Corps of Engineers if you are:

- A U.S. citizen or a legal alien (permanent resident), or foreign exchange student with J-1 or F-1 student visa
- 18 years or older
- Anyone under age 18 may participate with written consent from a parent or guardian.

Many volunteer positions do not require prior experience, but let us know if you have an area of expertise.

WHEN CAN YOU VOLUNTEER?

Volunteer opportunities are available for a day, a weekend, or long-term. Positions range from office work to vigorous physical outdoor labor. You may work part time or full time, anytime of the year.

HOW TO VOLUNTEER

Contact a nearby USACE lake visitor center or office and talk to a park ranger to learn more. You can also apply online and view volunteer opportunities across the nation at www.volunteer.gov.



US Army Corps
of Engineers.

VOLUNTEER OPPORTUNITIES



<https://corpslakes.erdc.dren.mil/employees/volunteer/clothing.cfm>

Volunteer Brochures

U.S. ARMY CORPS OF ENGINEERS VOLUNTEER OPPORTUNITIES



MAKING A DIFFERENCE

Volunteers play a valuable role in helping the U.S. Army Corps of Engineers (USACE) care for the environment and provide high quality recreation opportunities. Each year, people like you give their time, expertise, and resources to serve millions of visitors who enjoy USACE-managed lands and waters.

USACE is one of the nation's leading federal providers of outdoor recreation with more than 400 lake and river projects in 43 states, and stewardship responsibilities covering approximately 12 million acres of public lands and waters. Our volunteers are people who want to give back to their communities and are interested in the work of the USACE natural resources management program.

WHY VOLUNTEER?

People volunteer for many reasons. Some like the flexibility volunteering allows, while others want to make a difference, or want to gain new skills/experience.

WHAT CAN YOU DO?

You will become part of a team of more than a half million volunteers who, in the last decade, have served more than 15 million hours worth \$300+ million.

WHERE CAN YOU SERVE?

USACE lakes and river projects are located throughout the United States. Visit www.volunteer.gov to find an opportunity. Additional information about USACE lakes can be found at www.corpslakes.us.

Volunteering:

Volunteering with the U.S. Army Corps of Engineers is a great opportunity to:

- Meet people and form new friendships
- Explore and live in new places
- Work in beautiful outdoor settings
- Provide community service
- Increase your career options
- Earn college credits with internships
- Enjoy free camping while serving
- Have fun!

How our volunteers help:

Recreation

- Build and maintain trails
- Serve as campground/visitor center hosts
- Conduct educational programs and tours
- Develop and build displays
- Maintain facilities
- Collect fees

Natural Resource Management

- Remove invasive species
- Plant native vegetation
- Build and install wildlife/fish habitat
- GIS/Mapping
- Remove trash and debris

Administration

- Write or edit materials for publication
- Photography
- Computer/database entry
- And so much more!





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U.S. ARMY CORPS OF ENGINEERS

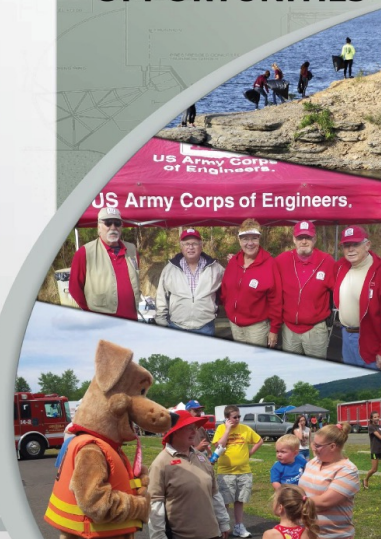
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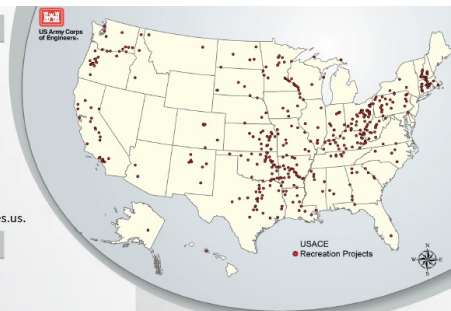
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US Army Corps of Engineers

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For more information:

Call: 1-800-VOL-TEER (1-800-865-8337)
Email: volunteer.gov@usace.army.mil
Visit: www.volunteer.gov



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**Volunteer
Posters in two
sizes –
8½ x 11”
and 18 x 24”**

<https://corpslakes.erdcdren.mil/employees/volunteer/clothing.cfm>



Volunteer Week Spotlights

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(A great way to highlight stories about outstanding volunteers and use to recruit new volunteers)

<https://corpslakes.erd.c.dren.mil/employees/volunteer/week.cfm>



National Volunteer Week

APRIL 21 - 27



National Volunteer Week is an opportunity to recognize the impact of volunteer service and the power of volunteers to tackle society's greatest challenges, to build stronger communities, and be a force that transforms the world. This week, we shine a light on the people and causes that inspire us to serve, recognizing and thanking volunteers who lend their time, talent, and voice to make a difference in their communities.



National Volunteer Week

Across USACE we celebrate National Volunteer Week by shining a light on those individuals who give their time and talent to make a difference at our projects and in our communities.

RUSTY AND DIANE OLESZEWSKI

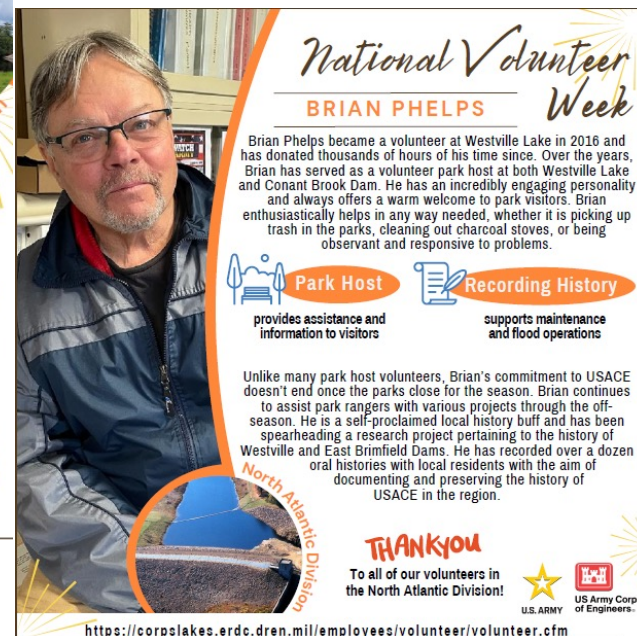


Landscaping
provided landscaping services to improve project areas



Rusty and Diane Oleszewski volunteered during the 2023 recreation season at Buffumville Lake's damsite. Together, the couple went above and beyond in landscape maintenance and office repairs. With an ambitious work ethic and experience in property management, the project's recreation areas were made pristine. Together they peeled back layers of overgrowth throughout the disc golf course and kept it spotless of trash. Diane's green thumb helped to beautify the office's landscape beds. They successfully rejuvenated pollinator gardens using excess plants from other overgrown areas. Rusty, a reliable handyman, lent help in major debris clean ups of the dam. Repairs to lower priority issues that park staff didn't have time to address were fixed in an instant.

There's more to the Oleszewski couple than just their skills, though. Their joyous demeanor and open communication made them stand out within the team. As spring sets into motion, the Buffumville Lake gardens are beginning to bloom and serve as a reminder of their hard work. We are excited for Rusty and Diane to return for another great recreation season this April.



National Volunteer Week

BRIAN PHELPS

Brian Phelps became a volunteer at Westville Lake in 2016 and has donated thousands of hours of his time since. Over the years, Brian has served as a volunteer park host at both Westville Lake and Conant Brook Dam. He has an incredibly engaging personality and always offers a warm welcome to park visitors. Brian enthusiastically helps in any way needed, whether it is picking up trash in the parks, cleaning out charcoal stoves, or being observant and responsive to problems.



Park Host
provides assistance and information to visitors



Recording History
supports maintenance and flood operations

Unlike many park host volunteers, Brian's commitment to USACE doesn't end once the parks close for the season. Brian continues to assist park rangers with various projects through the off-season. He is a self-proclaimed local history buff and has been spearheading a research project pertaining to the history of Westville and East Brimfield Dams. He has recorded over a dozen oral histories with local residents with the aim of documenting and preserving the history of USACE in the region.

THANK YOU

To all of our volunteers in the North Atlantic Division!



<https://corpslakes.erd.c.dren.mil/employees/volunteer/volunteer.cfm>

Rend Lake Volunteer Program



<https://youtu.be/SfNYbr90HwU?si=CSZQF96byEUwbX21>



<https://corpslakes.erdc.dren.mil/partners/newsletter.cfm>



District volunteer coordinators have volunteer.gov Salesforce accounts to post opportunities and forward applications to project volunteer coordinators.

Volunteer.gov Public Site

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[Home](#)

[Discover Opportunities](#)

[Help Center](#)

Search volunteer opportunities





[Log In or Sign Up](#)

FIND YOUR PASSION. MAKE AN IMPACT.

Discover volunteer opportunities and learn how you can make an impact in causes you care about.

Submit your volunteer application to thousands of sites across the country, all located at federal agencies who need your time and talent to meet their mission.

 [Find out more](#)

Search for your next volunteer opportunity 

Latest Opportunities



National Park Service



Forest Service



Forest Service



Volunteer.gov Administrator Site



District volunteer coordinators have volunteer.gov Salesforce accounts to post opportunities and forward applications to project volunteer coordinators.

Project volunteer coordinators will have access as “Team Members” starting in April

Volunteer Manage... Home Applications Volunteer Opportunities Time Tracking Knowledge Chatter Dashboards Reporting Generated Reports Files										
Search...										
Volunteer Opportunities										
USACE opportunities- Active Only										
50+ Items • Sorted by Owner Last Name • Filtered by All volunteer opportunities • Status, Agency • Updated a few seconds ago										
	Volunteer Opportunity Name	Recruitment End Date...	Site	State/Province	Status	Site Contact	Owner L...	# of ...	# of ...	
1	<input type="checkbox"/> Leech Lake Grounds Maintenance Volunteer	3/30/2024 9:45 PM	Leech Lake	Minnesota	Recruitment Active	Matt Buchacker	Baker	0	0	
2	<input type="checkbox"/> Gull Lake Recreation Area Volunteer Spring 2024	1/7/2024 9:45 PM	Gull Lake	Minnesota	Recruitment Active	Nicole L Baker	Baker	0	0	
3	<input type="checkbox"/> Gull Lake Recreation Area Volunteer Summer 2024	1/7/2024 9:45 PM	Gull Lake	Minnesota	Recruitment Active	Nicole L Baker	Baker	0	0	
4	<input type="checkbox"/> Gull Lake Recreation Area Volunteer Fall 2024	1/7/2024 9:45 PM	Gull Lake	Minnesota	Recruitment Active	Nicole L Baker	Baker	3	0	
5	<input type="checkbox"/> Leech Lake Recreation Area Volunteer 2024	3/30/2024 9:45 PM	Leech Lake	Minnesota	Recruitment Active	Matt Buchacker	Baker	0	0	
6	<input type="checkbox"/> General Volunteer (couple)	7/1/2024 10:00 AM	Hillsdale Lake	Kansas	Recruitment Active	Jim Bell	Bean	0	0	
7	<input type="checkbox"/> Pittsburg/Bolivar Landing Parks - Park Host & Maintenance	5/24/2024 10:00 AM	Pomme De Terre Lake	Missouri	Recruitment Active	Kevin Hedgpath	Bean	2	0	
8	<input type="checkbox"/> Saylorville Lake - Campground Booth Attendant	3/31/2024 10:00 PM	Saylorville Lake	Iowa	Recruitment Active	Andrew Jones	Borah	4	0	
9	<input type="checkbox"/> Seasonal Campground Volunteer - Custodial	4/18/2024 10:00 AM	Lake Red Rock	Iowa	Recruitment Active	Jessica Heath	Borah	1	0	
10	<input type="checkbox"/> Mississippi River Project Pool 16-22-Clark's Ferry Custodial Volunteer	9/1/2024 10:00 AM	Mississippi River - Pools 11-22	Iowa	Recruitment Active	Abby Garvis	Borah	1	0	
11	<input type="checkbox"/> Beach Watch Safety Volunteer, Philpott Lake	9/30/2024 9:00 AM	Philpott Lake	Virginia	Recruitment Active	Brandon Turner	Boyette	0	0	
12	<input type="checkbox"/> Visitor Center Volunteers, Philpott Lake	12/31/2024 9:00 AM	Philpott Lake	Virginia	Recruitment Active	Brandon Turner	Boyette	8	0	
13	<input type="checkbox"/> Trail Maintenance / Park Beautification, Philpott Lake	10/1/2024 9:00 AM	Philpott Lake	Virginia	Recruitment Active	Brandon Turner	Boyette	4	0	
14	<input type="checkbox"/> Campground Host/ Park Maintenance	12/31/2023 10:00 AM	Marion Reservoir	Kansas	Recruitment Active	Aaron Springer	Broomhall	23	0	
15	<input type="checkbox"/> BWT Demopolis - Park Host (Cleaning)	12/31/2024 9:00 AM	Black Warrior and Tombigbee Rivers	Alabama	Recruitment Active	Abigail Ricketson	Gunter	51	3	
16	<input type="checkbox"/> Carters Lake - Wooding Campground	4/15/2024 10:00 AM	Carters Lake	Georgia	Recruitment Active	Randy Flint	Gunter	5	0	
17	<input type="checkbox"/> Carters Lake - Doll Mountain Campground Host	4/15/2024 10:00 AM	Carters Lake	Georgia	Recruitment Active	Randy Flint	Gunter	10	0	
18	<input type="checkbox"/> Carters Lake - General Volunteer	12/31/2023 10:00 AM	Carters Lake	Georgia	Recruitment Active	Randy Flint	Gunter	15	0	
19	<input type="checkbox"/> Allatoona - Cooper's Furnace	1/31/2024 9:00 AM	Allatoona Lake	Georgia	Recruitment Active	Kari Soeder	Gunter	0	0	
20	<input type="checkbox"/> Allatoona - Victoria Day Use	1/31/2024 9:00 AM	Allatoona Lake	Georgia	Recruitment Active	Kari Soeder	Gunter	3	0	
21	<input type="checkbox"/> Allatoona - Sweetwater Day Use	1/31/2024 9:00 AM	Allatoona Lake	Georgia	Recruitment Active	Kari Soeder	Gunter	1	0	
22	<input type="checkbox"/> Allatoona - Tanyard Creek Boat Ramp	1/31/2024 9:00 AM	Allatoona Lake	Georgia	Recruitment Active	Kari Soeder	Gunter	2	0	
23	<input type="checkbox"/> Albeni Falls Dam Camp Host	9/15/2024 12:00 PM	Albeni Falls Dam and Lake Pend Orielle	Idaho	Recruitment Active	Sam Zook	Kern	19	0	
24	<input type="checkbox"/> Holmes Bend Campground Work Volunteers	6/7/2024 9:00 AM	Green River Lake	Kentucky	Recruitment Active	Andrea Davis	Kilpatrick	0	0	
25	<input type="checkbox"/> Smith Ridge or Pike Ridge Campgrounds Work Volunteers	6/7/2024 9:00 AM	Green River Lake	Kentucky	Recruitment Active	Andrea Davis	Kilpatrick	0	0	
26	<input type="checkbox"/> Smith Ridge Campground Volunteer Campground Attendants	6/12/2024 9:00 AM	Green River Lake	Kentucky	Recruitment Active	Andrea Davis	Kilpatrick	1	0	

I Need a Volunteer - Posting Form (November 2024 version)

Send completed form to your district office volunteer coordinator

- **Volunteer Opportunity Name:**
- **Site Contact:**
- **Secondary Contact:**
- **Site:**

Opportunity Location

- **Virtual:** Can the volunteer job be done remotely? (Choose Yes or No.)
- **Address:** (Use address from the system, or manually input address)
 - If using a different address from your main project mailing address:
 - Street:
 - City:
 - State:
 - Zip:
 - Geolocation Latitude/Longitude:

Opportunity Date & Time

- **Start Date of the Opportunity:**
- **End Date of the Opportunity:** (Cannot exceed one year from the start date)
- **Opportunity Image Photo:** Include a URL link to a photo you'd like posted with the opportunity. Photo URL must come from one of the following approved sites:
 - www.Recreation.gov
 - Corps Lakes (<https://corpslakes.erd.dren.mil/visitors/visitors.cfm>)
 - USACE webpage (i.e. <https://www.nwk.usace.army.mil/Locations/District-Lakes/Kanopolis-Lake/>)

Find the photo you'd like posted with the opportunity. Right click on the image to copy the link address. Paste into this document.

Recruitment

- **Unlisted Opportunity?** (Choose Yes or No). If an opportunity is marked as unlisted, it cannot be found via the search page. For unlisted opportunities, sharing the QR code/link is the only way for

- **Recruitment Start Date/Time:** (List the specific date you want the volunteer opportunity posted on Volunteer.gov. Cannot be "ongoing" or "[year round](#)"): ~~Time~~
- **Recruitment End Date/Time** (List the specific date you want the volunteer opportunity removed from Volunteer.gov. Cannot be "ongoing" or "[year round](#)"): ~~Time~~

Opportunity Requirements

- **Opportunity Type:** Select either Event or Position
- **Number of Volunteers Needed:**
- **Skills:** (Select or highlight all that are needed for the position)
 - Backpacking/Camping
 - Biology
 - Boat Operation
 - Carpentry
 - Clerical/Office Machines
 - Computer Programming
 - Conservation Education
 - Drafting/Graphics
 - Driver's License
 - First Aid Certificate
 - Fish/Wildlife
 - General Assistance
 - Hand Power Tools
 - Heavy Equipment
 - Landscaping/Reforestation
 - Land Surveying
 - Livestock/Ranching
 - Map Reading
 - Mountaineering
 - Office/Clerical
 - Operation Horse-Care/Riding
 - Other Trade Skills
 - Photography
 - Public Speaking
 - Research/Librarian
 - Sign Language
 - Supervision
 - Teaching
 - Visitor Information
 - Working with People
 - Writing/Editing
- **Special Groups** (Select/highlight all that apply)
 - Families
 - Groups
 - Kids



Volunteer.gov Team Members

22



For Team Member accounts, complete the form and provide to your District Volunteer Coordinator to submit using the steps on the User Management tab.

Volunteer Manage...

Home

Volunteer Opportunities

Applications

Volunteers

Time Tracking

Knowledge

Chatter

Dashboards

Reporting

Generated Reports

KPI

Files

User Management

Q Search...

★

?

User Management

Team Member Management

New Team Member Request Form

[Team Member Role Access Request Form](#)

Visit this knowledge article for more information on request submission.

* Required information

* Attach signed access request form

Upload Files

Or drop files

Site Information

* Agency

U.S. Army Corps of Engineers

* Primary Site

Select an Option

☒ Update mailing address and phone with site information. If a change needs to be made to the information that displays, uncheck this box.

Secondary Sites

Sites available to select

Abiquiu Lake

Alabama River Lakes

Alamo Dam

Alaska District

Selected sites

General Information

* Last Name

* First Name

Middle Name

* Email

* Phone

* Employee Type

Select an Option

Mailing Address

Country

United States

Street

City

State/Province

--None--

Zip/Postal Code

* Time Zone


(GMT-05:00) Eastern Standard Time (America/New_York)

Submit



Volunteer.gov Team Members

- Team Member accounts will have some restricted permissions. (New opportunities still need to be created by the District Volunteer Coordinator under a full user license.)
- Team Members will be able to:
 - Access volunteer applications
 - Change the status of the volunteer to accepted, rejected, or waitlisted
 - Onboard new volunteers
 - Electronically sign OF301a forms


Stewardship Engagement Platform
VOLUNTEER.GOV SYSTEM
Access Request Form
Team Member

Account Action Requested: ☐ New ☐ Change ☐ *Deactivate ☐ *Reactivate

*Last Name: *First Name: Middle Name:

*Department: -- Select Your Department -- *Agency: -- First, Select Your Department --

City: State: -- Select Your State -- Zip Code:

*Email: Time Zone: -- Select Your Timezone --

Employee Type: ☐ Federal Employee ☐ Non-Federal Employee (Partner, Intern, etc.)

☐ Transfer Volunteer Coordinator opportunities from account below to new account:

☐ *Deactivate Volunteer Coordinator below after transferring opportunities:

*Last Name: *First Name: *Email:

NPS Only: *Region: -- Select Your Region -- * Park Alpha Code:

I, the undersigned, understand that use of the computer systems and/or automated information resources or access to any information therein, shall be limited to official government business directly related to my assigned duties. Further, I understand that any use of the aforementioned system of information that is not official government business may result in disciplinary action consistent with the nature and scope of such activity. I have completed required training for the requested role including training on content publication standards. I have completed my agency's Federal Information Systems Security Awareness, or equivalent security training, and have been provided with and have read the "Rules of Behavior — Users of Information Technology Resources". I understand these Rules of Behavior and agree to comply with these Rules. I will report any violation of these rules to my supervisor.

*Employee Signature: Date:
Phone Number:

*Supervisor Signature: Date:
Phone Number:

*Authorizer Signature³: Date:
Phone Number:

*Denotes a required field. For required signature fields, see footnote 1 below.
* If selecting "Deactivate" or "Reactivate" account actions, only the Authorizer Signature is required.
* Deactivating an existing user will free up a user license for your organization.
* Authorizer is the Agency or Bureau Volunteer Program Manager or their designee.



Workamper News

24



- Website/magazine that USACE contracts with to post volunteer and paid camp host opportunities.
- Each project gets the following for FREE with our contract :
 - Ten Hotline ads (up to 100 words) per year online. Runs for 2 weeks
 - Unlimited searches in Resume Database
 - Articles and videos
 - Online courses
 - Access to an applicant resume database for volunteers/ contractors seeking opportunities
 - Ability to create an employer tour to show off your Workamping environment
 - Ability to record podcasts about volunteering at your project

The screenshot shows the Workamper News website. At the top, there's a navigation bar with links for LOGIN, JOIN, FAQ, CONTACT, and CART. A search bar is also present. Below the navigation bar, there's a main banner with the text "Register your free account today and begin your Workamping adventure!" and a "Click Here to Get Started" button. The banner also features a scenic image of an RV in a mountainous area with the text "Tools for Every Step of the Way!". To the right of the banner, there's a section titled "The #1 Resource for Workamping" with a welcome message and a description of the site's purpose. Below this, there's a section titled "FEATURED" with a "US Army Corps of Engineers" logo and a "WORKAMPER" logo. To the right of the featured section, there's a table with links for EMPLOYER and WORKAMPER, including LOGIN, ADVERTISING, EMPLOYER FAQ, HOW TO RECRUIT, MEMBER TOOLS, WORKAMPER FAQ, and JOB RESOURCES. On the far right, there's a "Traveling Mailbox" advertisement with a "View Your Postal Mail Online" button and a code "Workamper10" for a 10% discount.



Volunteer Contact Information

Dworshak

1842 Viewpoint Rd
Ahsahka, ID 83520
208-476-1255

Ice Harbor & Lower Monumental

2339 Monument Drive
Burbank, WA 99323
509-547-2048

Lower Granite & Little Goose

100 Fair Street
Clarkston, WA 99403
509-843-2214

Lucky Peak

9723 East Highway 21
Boise, Idaho 83716-9393
208-343-0671

Mill Creek

3211 Reservoir Road
Walla Walla, WA 99362-8400
509-527-7160

McNary

82790 Devore Rd
Umatilla, OR 97882
541-922-2268

Volunteers in Action



Volunteering with the Walla Walla District

Do you want to make a difference?

Volunteers are essential to helping USACE complete its missions and manage public lands.

We welcome volunteers of all ages and abilities. Working alone or with a group, our volunteers enjoy work that matches their interests and schedules. Some volunteers serve part-time and others enjoy a seasonal or full-time position. The important thing to remember is that even a few hours a month can make a big difference. Volunteering can offer a valuable experience and lifelong memories.

Volunteer Resources

[Volunteer.Gov](#)
[Volunteer Factsheet](#)
[Volunteer Stories](#)
[National Public Lands Day](#)
[Outdoor Recreation Roundtable](#)
[Corps Lakes on the Go](#)
[Volunteer Message](#)
[USACE Mission Video 2021](#)



NWW Volunteer Website

[ers/Volunteer-Program/](#)



U.S. ARMY

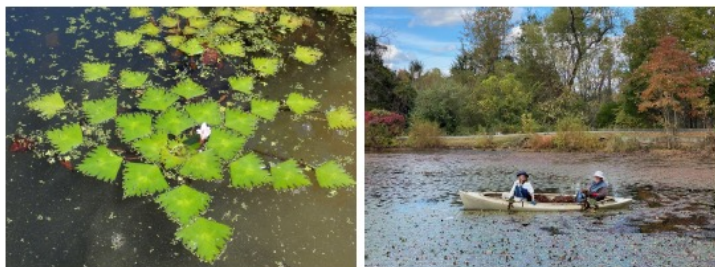
Volunteer Flyers

26



Volunteer Events – Help Needed! Invasive Plant Removal – Two-horned water chestnut

Spend your morning or afternoon with us on a lovely farm pond in Manassas VA. Watch dragonflies, listen to frogs sing, and marvel at crayfish castles, while you help us remove this new invader!



Dates: July 21 (Wed), July 22 (Thur), July 24 (Sat), July 25 (Sun), Aug 4 (Wed), Aug 5 (Thu), Aug 7 (Sat) and Aug 8 (Sun).

Hours: Mornings from 10 a.m. – 2 p.m., and afternoons from 2 p.m. to 6 p.m.

Where: The pond at 7901 Guy Dr, Manassas, VA.

Help Stop the Spread of a New Aquatic Invader!

- Two-horned water chestnut is a new invader from Asia and is currently only present in a few dozen ponds in Northern Virginia. Help us stop it here, before it spreads to the Potomac River and Chesapeake Bay, where it would interfere with commerce and damage ecosystems.
- Two-horned water chestnut is an annual plant that sprouts in April and May, spreads over the water surface, often covering it completely, and then flowers and fruits in the summer. Seeds continue to form until the first hard frost.
- Non-chemical control is possible, but it's time consuming. That's why we need your help! With this series of events we will attempt to pull all of the water chestnut present in a 1.25 acre pond.
- At this event you will also learn how to report the plant if you see it in other ponds, thus providing Virginia the data needed to formulate a response strategy before it's too late!

What You Will Learn

- How to identify this new invader.
- How and where it grows and options for removing it.
- How you can help by reporting it if you see it in other ponds

Sign Up Here

<https://www.signingenius.com/go/10c0a48aae2fa7f85-invasive>

Questions? Call Sara Tangren at 301 580 6237

The Corps of Engineers Needs You!

Help Us Make a Difference

The Corps of Engineers is the largest provider of outdoor recreation in the entire nation. Our highest priority is public safety. We are looking for motivated men and women that want to make a difference by helping us with our public safety mission.



Work side-by-side with a dedicated Park Ranger.

The primary duty of the Public Safety Volunteers is to assist Park Rangers with providing educational opportunities for school-aged children and young adults as well as assisting with special events for the public. Help us make a difference.

Specific duties include:

- Schedule interpretive programs with teachers, childcare providers, scout leaders, churches, sports clubs.
- Present interpretive programs with topics on public safety involving various recreation activities with a primary focus on WATER SAFETY.
- Create flyers and news releases to advertise for upcoming events and programs.
- Assist with planning and preparations for public events. Assist with setup and implementation on event day.
- Join a Park Ranger during boat patrols and assist with vessel inspections and safety education.



"I am strongly committed to reducing public recreation accidents and fatalities at U.S. Army Corps of Engineers projects and therefore have set an agency goal of decreasing the number of fatalities by 50 percent by the end of fiscal year 2014, using the total of 197 fatalities from fiscal year 2011 as the baseline."

— Maj. Gen. Michael J. Walsh,
USACE Deputy Commanding General
for Civil and Emergency Operations



Contact: Michael Swenson

Number: 509-527-7139



US Army Corps of Engineers

Public Safety Volunteers Needed





U.S. ARMY

Other Recruitment Options

- Television interviews
- Newspaper articles
- Nextdoor app
- Rec.gov reservation history
- Radio PSAs
- **Word of mouth**
- Social media



Rend Lake Project Office/ Visitor Center

January 23 at 9:00 AM · 🌐

Are you looking for fun and rewarding volunteer opportunities? The Rend Lake Volunteer Program is currently recruiting enthusiastic, dependable volunteers to fill several positions. Visit <https://www.volunteer.gov/global-search/rend%20lake> to view our volunteer opportunities and to apply. For more information, call the Rend Lake Project Office at 618-724-2493.



Tuttle Creek Lake, U.S. Army Co... · Follow

3d · 🌐

Wanted Volunteer Campground Hosts at Tuttle Creek Lake:

We are searching for that special person or couple that has their own camper and would like to be part of our team for the 2025 season. If you are interested, please contact Angelia at 816-389-3167 at the Tuttle Creek Lake Corps of Engineers office Monday-Friday 7:30am-4:30pm for more details.

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WANTED



VOLUNTEERS

BY TUTTLE CREEK LAKE
US ARMY CORPS OF ENGINEERS

REWARD

PERSONAL SATISFACTION, MAKING A DIFFERENCE, MEETING NEW PEOPLE,
AND COUNTLESS MEMORIES.

LOOKING FOR CAMPGROUND HOST/ CUSTODIAL
VOLUNTEERS

FOR INFORMATION: ANGELIA LENTZ 785-539-8511




US Army Corps
of Engineers ®

Corporate Social Responsibility




Many Corporations have a commitment to volunteerism or donating to causes important to the organization

Volunteer Page on the Gateway has some resources to get you thinking

- [Policy & Procedures](#)
 - [Volunteer Forms](#)
 - [Program History](#)
 - [Training](#)
 - [Volunteer.gov](#)
 - [Job/Activity Hazard Analyses](#)
 - [National Public Lands Day](#)
 - [Division & District POCs](#) 
 - [Volunteer Awards](#)
 - [Workamper News](#)
 - [Corporate Social Responsibility/Volunteer Programs](#)
- [News / Current Issues](#)
 - [FAQs](#)
 - [Good Enough to S](#)
 - [Volunteer Clothing](#)
 - [Volunteer Plans an](#)
 - [Related Sites](#)
 - [Background Check](#)
 - [Corps Photo Album](#)
 - [Volunteer Pass Pro](#)
 - [Volunteer Program](#)



AutoSave  Corporate Social Responsibility-Volunteer Programs-Feb20201.xlsx - Excel

File Home Insert Page Layout Formulas Data Review View Help Acrobat

B106

	A	B	C	D	E	
	Corporation	Title	Paid Volunteer Day	\$ Matching Program	Standard Grant Program	How it works
91	Salesforce	Employee-Inspired Giving	X	X		7 days PTO ex
92	Sherwin-Williams	Sherwin-Williams Matching Gifts Program, The Sherwin Williams Foundation	Unknown	X	X	Matching \$ d
93	Southwest Airlines	Tickets for Time	Unknown	X		Employees ar them through Employee vol to allow emp
94	Spectrum (Charter Communications)	Spectrum foundation			X	Grants are giv food drives, r
95	Starbucks	Matching Gifts program	Unknown	X		Match emplo year.
96	State Farm Insurance	Community Service/Education Support Day	X	X	X	Employees ar offers matchi volunteer pro
97	SunTrust Banks	OnUp Together	X	Unknown		All full-time e
98	Time Warner	IMPACT: A Pact to Act	X	X	X	Matching gra training, Turn Volunteers lo
99	TransUnion		X	X		1 paid work d
100	Tyson Foods	Team member giving		X		\$12 match fo
101	Under Armour	Philanthropy	X			32 hours of p



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Volunteer Opportunity: Union Sportsmen's Alliance

29



Hood Park fishing platform



- MOU Purpose: Utilize USA's flagship conservation program "Work Boots on the Ground" to facilitate opportunities for their members to volunteer their time and unique trade skills towards construction, repair and restoration projects on USACE public lands and waters
- USA contributes private sector resources and highly trained Union member volunteers:
 - Electrical workers
 - Plumbers, welders and service techs
 - Machinists
 - Sheet metal workers
 - Painters
 - Roofers
 - Bricklayers
 - Iron workers
 - Carpenters
- <http://unionsportsmen.org/>



U.S. ARMY

Volunteer Opportunity: Leave No Trace Spotlights

30



Areas suffering from severe human-related impacts can receive assistance from LNT to correct the issue

Sites receive 3 days of activation by the Subaru/Leave No Trace Traveling Teams that can include service projects, staff and community training, community outreach, and youth programs

2022: Summersville selected
2024: Beaver, Rend, Hodges Village, Skiatook/Keystone
2025: Riverlands, Jennings Randolph, Bonneville, JH Kerr



Problem:

As West Virginia's largest lake, Summersville Lake boasts ample recreation opportunities including boating, fishing, swimming, water-skiing, picnicking, hunting, biking and more. As a popular recreation destination with over 600,000 visitors each year, impacts have been increasing. Litter from picnickers, anglers, and parties washes up all around the lake. Social trails beneath popular climbing routes and undesignated campsites on remote beaches have caused harmful erosion, and improper disposal of human waste in these areas presents a real threat to water quality.

Solution:

Throughout the Hot Spot activation, Leave No Trace had the opportunity to collaborate with the Army Corps of Engineers and various other stakeholders in the area including Active Southern West Virginia and the Access Fund. The implementation of Leave No Trace through further staff and volunteer training, bolstering of site-specific minimum impact messaging, and expanding interpretive programming opportunities will help to empower visitors to become stewards of the lake. Leave No Trace provides an accessible framework for the Army Corps to utilize, ultimately helping to ease the strain on agency resources.



137
People
Educated



24
Volunteer Hours



30 lbs
of Trash Removed

HOT SPOT REPORT 2022



Volunteer Selection/Interviews



- Importance of screening
 - Mutual screening
 - To protect customers/visitors
 - To maintain paid staff and other volunteer morale
 - To guard the agency's reputation (impacts future program)
- 4 key steps in the interview process:
 - Preparation
 - Opening
 - Body
 - Closing



Interview Preparation



- Review what you know about the applicant.
- Review pertinent information about the available volunteer position(s).
- Assemble material about the agency.
- Formulate questions.
- Schedule adequate time.
- Arrange for private, comfortable place.
- Cast aside all distractions.





Interview Opening/Body/Closing

33



- Opening:
 - Greet and put applicant at ease, establish rapport.
 - Clarify the purpose of the interview: "...to determine if the Corps is a good match for you..."
 - Establish timeframe for interview.
- Body: (Three basic sections of an interview)
 - You provide information about the agency, program, visitors served, etc.
 - Applicant shares information about themselves through thoughtful questioning. (skills, interests, experience, time availability, leadership style, motivation)
 - You describe available volunteer positions or other options for involvement.
- Closing:
 - Review and summarize what surfaced during the interview.
 - Discuss next steps:
 - If mutual acceptance: explain how volunteer becomes active.
 - If no match: encourage honest sharing and refer elsewhere.
 - Express appreciation for their time.



Core Questions



- Open-ended questions are best.
- When several applicants interview for the same volunteer position, ask them all some core questions so you can compare their suitability.
- Situational questions determine how the person might react to specific experiences.

Inappropriate/Illegal Interview Questions:

- | | |
|-------------------|------------------------------|
| • Age | • Marital Status/Family |
| • Citizenship | • Personal Plans |
| • National Origin | • Organizational Affiliation |
| • Race/Color | • Police Record |
| • Religion | • Military Discharge |
| • Sex | • Economic Status |



WALLA WALLA DISTRICT VOLUNTEER MANAGEMENT PLAN

Interview/Reference Check Questions – Illegal Questions Example

VOLUNTEER INTERVIEW

Date: _____

Operating Project: _____

Volunteer Name: _____ Phone: _____

Volunteer Position and Duty Station: _____

Interviewer (Volunteer Coordinator and/or Supervisor): _____

I. Review of Enrollment Form

Review and clarify information on Volunteer Application Form or other application materials (resume, etc.). Correct any misinformation on form and place other comments below.

II. Non-Directive Interview Questions

1. What attracted you to our agency? Is there any aspect of our work that most motivates you to seek to volunteer here?

2. What would you like to get out of volunteering here? What would make you feel like you've been successful?

3. What have you enjoyed most about your previous volunteer work? About previous paid employment?

4. Describe your ideal supervisor. What sort of supervisory style do you prefer to work under?

5. Would you rather work on your own, with a group, or with a partner? Why?

6. What skills do you feel you have to contribute?

7. What can I tell you about our agency?

Volunteer Interview, Continued

III. Match with Volunteer Positions

Discuss potential volunteer positions and check match of interests, qualifications, and availability.

1. _____

2. _____

3. _____

~~~~~ *To be completed after interview* ~~~~~

**IV. Interviewer Assessment**

Appearance:

☐ Poised, neat      ☐ Acceptable      ☐ Unkempt

Reactions to Questions:

☐ Helpful, interested, volunteered information      ☐ Answers questions  
☐ Evasive      ☐ Confused

Disposition:

☐ Outgoing, pleasant, confident      ☐ Reserved  
☐ Withdrawn, moody      ☐ Suspicious, antagonistic

Interpersonal Skills:

☐ Adept at dealing with others      ☐ Relatively at ease with others      ☐ Uncomfortable

Physical Restrictions: \_\_\_\_\_

**V. Recommended Action**

☐ Consider for following positions:

1. \_\_\_\_\_

2. \_\_\_\_\_

### Inappropriate/Illegal Volunteer Interview Questions



| Subject                | Illegal                                                                                                                                                                                                                               | Legal If Job Related                                                                                                                                                                                                                                                                                                                  |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>AGE</b>             | Any question which tends to identify applicants between 40-64 years of age is illegal. EXAMPLE: "Do you remember the 1940 election?"                                                                                                  | There is no legal question you can ask regarding this subject during an interview. However, there is a field on the OF 301 volunteer application and the OF 301a volunteer agreement that has been approved by OMB.                                                                                                                   |
| <b>CITIZENSHIP</b>     | Any of the following questions cannot be asked: Are you a citizen of the United States? Are your parents/ spouse a US citizen? When did you acquire US citizenship? Are you/spouse/ parent native born or naturalized?                | There is no legal question you can ask regarding this subject during an interview. However, there is a field on the OF 301 volunteer application and the OF 301a volunteer agreement that has been approved by OMB. You may request documentation to verify citizenship/visa requirements, if the candidate indicates on either form. |
| <b>NATIONAL ORIGIN</b> | Any of the following questions cannot be asked: What is your national origin? What language is spoken in your home? What is your native language?                                                                                     | There is no legal question you can ask regarding this subject.                                                                                                                                                                                                                                                                        |
| <b>RACE/ COLOR</b>     | You may not ask any question that directly or indirectly relates to race or color.                                                                                                                                                    | There is no legal question you can ask regarding this subject. However, there is an optional question regarding ethnicity on the OMB approved OF 301a volunteer agreement.                                                                                                                                                            |
| <b>RELIGION</b>        | The following questions cannot be asked: What church do you attend? What religious holidays do you observe?                                                                                                                           | There is no legal question you can ask regarding this subject.                                                                                                                                                                                                                                                                        |
| <b>SEX</b>             | You may not ask any question which inquires as to one's gender. For example: What are your plans regarding having children in the near future? Do you mind having a male/ female supervisor? Can you work with a group of men/ women? | There is no legal question you can ask regarding this subject.                                                                                                                                                                                                                                                                        |



|                                   |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                       |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>MARITAL STATUS/FAMILY</b>      | Any of the following questions cannot be asked: Are you married? Divorced? Widowed? With whom do you live? Do your children live with you? What ages are your children? Is your husband/ wife in the military? | There is no legal question you can ask regarding this subject.                                                                                                                                                                                        |
| <b>EDUCATION</b>                  | You may not ask questions that specifically ask the nationality, racial, or religious affiliation of a school; the candidate's education level in general, if not related to the position being filled.        | You may ask questions concerning a candidate's academic, vocation, or professional education as long as it pertains to requirements related to the position being filled.                                                                             |
| <b>ORGANIZATIONAL AFFILIATION</b> | You may not ask the following question: To what organization, societies and clubs do you belong?                                                                                                               | You may ask questions related to this subject if they are related to the volunteer position being filled and how the candidate's participation in the organization may fulfill the requirements.                                                      |
| <b>POLICE RECORD</b>              | Do not ask: Have you ever been arrested?                                                                                                                                                                       | If the job being filled has special requirements (i.e., bonding), you may ask a question such as: In order to fill this job, you must be bonded. Is there any problem that this presents?                                                             |
| <b>WORK SCHEDULE/ TRAVEL</b>      | Do not ask any questions that relate to child care, ages of children or other non job-related areas.                                                                                                           | If the position being filled has special requirements (i.e., travel, overtime, unusual hours, etc.) these conditions may be stated. For example: In this position you would have to travel 1 week in every month. Does this present a problem to you? |
| <b>MILITARY DISCHARGE</b>         | The following question may not be asked: Were you honorably discharged from military service?                                                                                                                  | There is no legal question you can ask regarding this subject.                                                                                                                                                                                        |
| <b>ECONOMIC STATUS</b>            | The following questions may not be asked: Do you have a good credit rating? Do you have any trouble with bills/collection agencies?                                                                            | There is no legal question you can ask regarding this subject.                                                                                                                                                                                        |
| <b>PERSONAL PLANS</b>             | The following question may not be asked: Do you have plans to live in this area long?                                                                                                                          | There is no legal question you can ask regarding this subject.                                                                                                                                                                                        |
| <b>MISCELLANEOUS</b>              | You should not ask any question that is not position related or necessary for determining a candidate's possession of required skills.                                                                         | You may notify the candidate that statements, misstatements or omissions of significant facts may be cause for non-selection.                                                                                                                         |

Reference: <http://CPOL.army.mil/library/permiss/6744.html> PERMISS Category: Recruitment and Placement Program







U.S. ARMY

# Volunteer Reference Check

## I. Volunteer Applicant

Date: \_\_\_\_\_ Operating Project: \_\_\_\_\_

Volunteer Name: \_\_\_\_\_

Volunteer Position and Duty Station: \_\_\_\_\_

Volunteer Coordinator: \_\_\_\_\_

Volunteer Supervisor: \_\_\_\_\_

## II. Introductory Comments

Briefly cover the following in requesting that the reference consent to the discussion of the applicant:

- Your name.
- Name of agency.
- Applicant requested that we call you to verify some information.
- Applicant has given permission for them to provide full and honest information.
- Conversation will take about 10 minutes and can be done at their convenience.
- Information given will be kept confidential.

## III. Reference Check Questions

- Questions for one reference follows. Revise as necessary or make tailor to your position available.

## Reference #1

Name of Reference: \_\_\_\_\_

Checked by: \_\_\_\_\_ Date: \_\_\_\_\_

1. What is your relationship to the applicant? (Use applicant's name.)
2. How long have you known the applicant?
3. Have you ever worked with the applicant in a volunteer capacity? \_\_\_\_ Yes \_\_\_\_ No  
If yes, describe:
4. Is this applicant dependable?
5. In your observations, describe how this applicant interacts with children (if applicable).
6. In your observations, describe how the applicant interacts with adults.
7. Is this applicant a positive role model?
8. How does this applicant work with people who are different from him/her (such as persons with disabilities or from different ethnic or socio-economic backgrounds)?
9. How would you describe the applicant's skill to handle records and/or money?



# Ways to Say 'No' to an Applicant

"I wish we had something suitable, but we don't at this time."

"Our program does not demand the skills you wish to give."

"Let me put you in contact with..."

"I don't think you'll get what you want out of volunteering with us."

"Well get back to you."

"You're not suitable for us, but..."

"The job you're best qualified for is already filled."

"Your time availability doesn't coincide with our needs."



## Upcoming Volunteer Webinars / Important Dates



- Feb 18, 10:00 – 11:00 Pacific/ 1:00 – 2:00 Eastern: Volunteer in-processing and paperwork
- Feb 21, 9:00 – 10:00 Pacific/12:00 – 1:00 Eastern: Volunteer orientation, training, supervision. Incidental expenses and reimbursements
- Mar 3, 10:00 – 11:00 Pacific/ 1:00 – 2:00 Eastern: Volunteer evaluations and awards. Entering volunteer data in CWBI
- Apr 20 – 26: National Volunteer Week

\*\*This webinar has been recorded and will be posted along with the slides on the NRM Gateway Partnerships and Volunteer training pages:

<https://corpslakes.erdcdren.mil/employees/training.cfm?Id=partner&View=yes>

<https://corpslakes.erdcdren.mil/employees/training.cfm?Id=volunteer&View=Yes>