



GENERAL QUESTIONS

What is the Florida Conservation Corps?

The Florida Conservation Corps (FLCC) program is an office within the Florida Department of Environmental Protection (FDEP) Division of Recreation and Parks (Florida Park Service) that operates an AmeriCorps State/National Service Program.

This Program is divided into three project areas that each address either a major issue facing Florida State Parks protected environments or a component of the FLCC mission, these are:

- Project A.N.T. (AmeriCorps Non-native plant Terminators),
- Project R.O.A.R. (Regional Outreach Awareness Recruiters)
- Project T.R.E.C. (Trail Restoration Enhancement Corps).

How is the FLCC Program Supported?

The FLCC is managed by the Department of Environmental Protection's (DEP) FLCC office. The FLCC AmeriCorps Program is a grant funded program whose state commission is Volunteer Florida (AmeriCorps state extension). Together, Volunteer Florida and DEP administer the AmeriCorps Program and its project areas.

The DEP FLCC office consists of one Program Coordinator, two Assistant Program Coordinators, and three Program Assistants.

How do I know if the Florida Conservation Corps is right for me?

The FLCC Program can be the right fit for everyone that joins, however the experience varies as it will depend on the initiative, communication, patience, and work ethic of the member.

Read the bulleted descriptions below and decide if you are:

1. New to work or have limited field experience
2. Retired looking to give back
3. Interested in changing career fields
4. An adventurer who wants to visit as many FL state parks as possible

If you don't see a description that describes you, contact us at FLCC@FloridaDEP.Gov and we can discuss your experience and what we are able to provide to you!

- New-to or have limited work/field experience
 - The FLCC program offers many opportunities for members to gain field experience in natural resource management, volunteer recruitment/management, and trail maintenance/assessment. In addition, members have the opportunity to network, receive resume building guidance/training, work in a professional setting, learn various communication techniques, and receive conflict resolution trainings to overall be better prepared for the workforce.
 - FLCC provides on/off site trainings including plant workshops, herbicide safety, chainsaw etc.



- Retired
 - The FLCC program offers opportunities to build friendships, explore/work in pristine areas and unique natural resources, gain additional knowledge, stay active in the community, network for further volunteer opportunities in the park service for after service, and finally, give back to our Florida State Parks.
 - Provides the opportunity to mentor some of the younger members in the program.
 - Gain additional or refresher trainings/experience in the natural resource field

- Looking to change careers or just get out of the office scene
 - The FLCC program provides a unique opportunity to try something different, mentally and physically challenging, or to further one's knowledge of resource management and the inner workings of state government.
 - Provides networking opportunities with some of DEP's amazing natural resource managers, volunteer managers, interpreters, event coordinators, and so much more.

- Adventurer
 - The FLCC program provides a unique opportunity of serving in places of state parks unseen by the public, it can be mentally and physically challenging, and/or new to someone looking for an adventure.
 - Each project area, host site location, and region of Florida provides a different member experience within the program.
 - Some members get involved with prescribed fire, protected plant/animal species surveys, Geographical Information System (GIS), and much more.
 - Opportunities to network and build relationships

How long is the AmeriCorps Service Term?

Members serve a contracted number of hours depending on when they apply.

- Full term members begin in February, they will serve 1,700 hours within an 11-month period. They may not serve past December 31st.
- Half term members begin in July, they will serve 900 hours within 6 months, and may not serve past December 31st. Recruitment for half term members starts in May, if you are interested in this option, reach out to FLCC@FloridaDEP.gov for more information

What are the benefits of being an FLCC AmeriCorps member?

During a term of service, members gain valuable experience in resource management, trail restoration, and/or volunteer recruitment, while also improving their knowledge of conservation and restoration ecology.

Members also learn useful skills such as interpretive program development and volunteer/community outreach.

Members may be provided various on/offsite trainings including invasive plant workshops, S-130/190, Disaster Response, ATV/UTV, DEP Boater Safety, Tractor training, and much more. Trainings may vary per site; however, each site has a unique experience and work in conjunction with the FLCC office to provide a variety of opportunities throughout the service term for personal and professional growth.

- Members receive a monthly living stipend of 1,550.00 (before taxes).



- Members qualify to use the Segal Education Award of 6,445.00 upon completion of their contracted hours
- Members may qualify for SNAP Benefits
- Childcare Assistance

Members can apply and become a part of the Program's AmeriCorps Disaster Response Team (ADRT).

- Members complete an application and submit it to FLCC staff.
- If selected, the member will receive in depth disaster response training and deploy within the state of Florida to communities affected by natural disasters (ex. hurricane, tornadoes, flooding etc.)

What is the work schedule for a member serving in the FLCC?

Each host site location is different however, most sites have a 7:30am – 4:00pm schedule.

- Members start their service by following the standard preferred schedule for that site's supervisor.

Members serve with their member counterpart(s) or alongside Florida Park Service staff when performing their allowable service activities.

After trust and accountability is established, members may discuss a schedule adjustment with their site supervisor if needed.

- Members are not employees of the state; therefore, they can work as many daylight hours as possible each day, and as many hours as possible during the week. Members may work weekends and holidays.

Members are encouraged to bulk up on hours in the cooler months, so they can have the option for flexible hours in the hottest time of the year in Florida (~June to ~August), and to prepare to take off for holidays.

Are uniforms provided?

Yes.

Members are provided several classes of shirts and personal protective equipment so they can represent the program and Florida Park Service while safely participating in service activities.

- Members are required to wear the FLCC uniform whenever claiming hours toward their contracted 1700 hours (full term) or 900 hours (half term)
- Members may not wear any piece of the Florida Park Service OPS/Fulltime staff or the volunteer uniform.

Is housing provided for members?

Depending on the service location and Project Area, housing may be provided to the member(s) or they are encouraged to room and rent together (Either with other members, on their own, or with general roommates).

Additional information is given to the candidates after applying to the program. However, there is specific information provided in each Project Areas FAQ section below.



Is a personal vehicle required?

- Although not a requirement, it is HIGHLY recommended. A member's service location is only responsible for transportation related to the members service activities within the park, or to FLCC coordinated events.
- Transportation for off work time is the member's responsibility.
- Some members bike, carpool, and/or use public transportation.

Does this program cover travel costs if coming from out of state?

The FLCC program does not provide additional funds to candidates coming from out of state to live in Florida and serve in the FLCC.

What are the requirements of an FLCC AmeriCorps member?

- Potential members must be at least 17 years of age with a parent's note that you can serve in the program
- Must be authorized to work in the U.S. without restrictions
- Must possess a Learner's Permit or Driver's License.
- A high school diploma or equivalent is required and needed to receive the Segal Education Award at the end of the term.
- Ability to complete an FBI/FDLE background check prior to the start of service.
- If applied and selected for the full term of service opportunity, the member must commit to the 1700 hours over 11 months.
- If applied and selected for the half term service opportunity, the member must commit to the 900 hours over 6-month commitment.
- Must be able to tolerate extreme and adverse weather/environmental conditions and treacherous terrain of Florida.
- Must understand that this is a National Service within an AmeriCorps program and **not** employment.
- Must have a positive attitude and be flexible to change.

If I have Lawful Permanent Resident card "green card", can I serve in the FLCC AmeriCorps Program?

Yes. A person working in the U.S. under a Lawful Permanent Resident card "green card", may serve in our program and qualify for the Segal Education Award.

What if I have an EAD "work permit" card?

Unfortunately, an EAD is an unacceptable type of identification to serve in our Program.

What documents of identification are acceptable to serve in this AmeriCorps program?

Acceptable Documents for Lawful Permanent Resident Aliens of the United States:

- 1) Permanent Resident Card, Form I-551
- 2) Alien Registration Receipt Card, Form I-551
- 3) Passport indicating that the U.S. Citizenship and Immigration Services (USCIS) has approved it as temporary evidence of lawful admission for permanent residence



4) Departure Record (Form I-94) indicating that the USCIS or U.S. Customs and Border Protection has approved it as temporary evidence of lawful admission for permanent residence*

Acceptable Documents for U.S Citizens and U.S. Nationals:

- 1) United States Passport
- 2) Birth Certificate showing that the individual was born in one of the 50 states, the District of Columbia, Puerto Rico, Guam, the U.S. Virgin Islands, American Samoa, or the Northern Mariana Islands*
- 3) Report of Birth Abroad of a U.S. Citizen (FS-240) issued by the State Department*
- 4) Certificate of Birth-Foreign Service (FS 545) issued by the State Department*
- 5) Certification of Report of Birth (DS-1350) issued by the State Department*
- 6) Certificate of Naturalization (Form N-550 or N-570) issued by the U.S. Citizenship and Immigration Services
- 7) Certificate of Citizenship (Form N-560 or N-561) issued by the U.S. Citizenship and Immigration Services

What information is needed on the AmeriCorps application & How do I get selected?

Although lengthy, the application page is relatively simple and asks for prior work, education, and community service experience. In addition, it provides a section to include a motivational statement and references.

FLCC is unable to accept resumes/cover letters for member positions via email. If one is emailed, they are directed to the my.AmeriCorps.gov site to apply.

For a member to heighten their chances of being selected, the candidate should do the following:

1. Complete the AmeriCorps application to its entirety, and include relevant information pertaining to the project area's position description
2. Include active references and notify them before including them
3. Include an email and/or number in which the candidate will be easy to get ahold of (check email often after applying)
4. Submit the application, then contact FLCC via email to check that it was received.
5. Ask questions! If you don't understand something about our program, or want additional information before applying, email us : FLCC@FloridaDEP.gov.

If you have experience related to the program's service description, it is suggested that you include it. The FLCC program is a competitive program and many of the members that get selected have previous experience in some or all the following depending on which project area they are applying to:

- natural resource management
- community outreach/interpretation
- computer skills
- trail building/maintenance
- volunteer recruitment/management
- working outdoors in extreme conditions and in treacherous terrain
- working with various pesticides
- plant identification skills
- community service (volunteering)
- conflict resolution
- graphic design
- positive attitude
- teamwork – working collaboratively

How do I apply?

Applicants must first register at my.AmeriCorps.gov (It's free). Once registered, the applicant needs to complete an AmeriCorps application.

- The application is long and includes a lot of detail.
- It's important to complete all the sections, so that program coordinators can get a full picture of the applicant.
- This will help with deciding if that applicant is a good candidate for national service which is type of volunteerism on a national level.

Tips:

- Include all volunteer opportunities -
- Include a meaningful and intentional motivational statement

Submit your application to one or all FLCC project areas. You may request a step by step guiding document from FLCC staff.

What if I'm having difficulty with the my.AmeriCorps.gov site and my application?

The FLCC office does not manage or have administrative control over the my.AmeriCorps.gov website. If you experience technical complications, please contact their National Service Hotline at 1-800-942-2677.

What do members do after their term of service?

Members that complete their entire service term with this program will have gained field experience whether in natural resource management, outreach-volunteer recruitment/management, and/or trail maintenance/assessment.

Many members have gone to work in environmental agencies at the local, state, or federal level. However, results will vary.

What do FLCC AmeriCorps members do?

Each of the three FLCC project areas will offer members a unique experience within the Florida State Parks system. Read below for more information about

- Project A.N.T. (AmeriCorps Non-native plant Terminators)
- Project R.O.A.R. (Regional Outreach and Awareness Recruiters)
- Project T.R.E.C. (Trail Restoration and Enhancement Corps).

PROJECT A.N.T.

What do Project A.N.T. members do?

Project A.N.T. members – serve at one park

- Focus on natural resource management techniques involving the removal and further management of non-native invasive plants within the protected areas of their state park.
- A.N.T. Members perform mechanical and chemical treatment of invasive plants & survey park zones for invasive plants to meet their park's management goals for that year.
- A.N.T. members are given a combination of webinar and in-person trainings to safely use various pesticides, which is the main treatment type when managing invasive plants in state parks.
- Aside from managing invasive plants, A.N.T. members may also conduct outreach to the public informing them of invasive plants, present interpretive programs, repair/maintain trails, and participate in other outreach opportunities.

Most of these members' time is spent outside, identifying, treating, and removing invasive plants in Florida environmental conditions, throughout pristine and in some cases, treacherous terrain.

Can A.N.T. members choose their service location?

Yes.

However, the process of being placed at a host site location is on a first come, first serve basis.

- Qualified applicants are contacted by FLCC staff with the list of the host site locations available (~25 state parks).
- The applicant is then asked to choose from the list, which sites they prefer FLCC share their application with.
- Then, FLCC sends the application to those sites for the designated site supervisor to review.
- The site supervisor contact applicants they are interested in to schedule an interview.
- Depending on who the site supervisor selects to be their members, will depend on which candidate gets to serve at that site.

Is transportation to the service location provided?

The host sites are only responsible for member transportation within the state parks, or to FLCC service-related events.

Each park's transportation type varies via location and resources.

- Some locations have trucks, ATVs, or UTVs, etc.

At no time will members be asked to transport equipment or use their personal vehicles to get around inside of the park to perform their service activities.

What types of training are provided to Project A.N.T. members?

Members are required to take the standard DEP New Employee Trainings.

In addition, FLCC requires some online trainings through the program's online quarterly training series.

- These trainings include emergency preparedness, Foundations of Interpretation and more!

A.N.T. members are provided CPR/First Aid, Herbicide Application Safety & Field Safety, Plant Identification Techniques, and are offered the opportunity to take disaster response trainings through the FLCC office staff.

A.N.T. members also have the opportunity for other trainings which may vary per location. This may include S-130/190 - Wildland Fire Fighting, DEP's Chainsaw use and maintenance, DEP Boater Safety, others.

PROJECT R.O.A.R.

What do Project R.O.A.R. members do?

Project R.O.A.R. members – serve one of the five districts in Florida

- Focus on volunteer recruitment/management for Florida State Parks and the AmeriCorps program.
- R.O.A.R. Members perform interpretation and outreach for the state parks located within their district.
- R.O.A.R. Members are given a combination of webinar and in-person trainings to recruit/manage volunteers, create/conduct interpretive programs, and lead outreach efforts throughout their district.
- R.O.A.R. Members work closely with Florida Park Service personnel such as the Park Program Development Specialists (PPDS) and FLCC staff to reach volunteer recruitment goals for their district.

Can Project R.O.A.R. members choose their service location?

Yes.

However, the process of being placed at a host site location is on a first come, first serve basis.

- Qualified applicants are contacted by FLCC staff with the list of the host site locations available (~5 District Administration offices + ~3 state parks).
- The applicant is then asked to choose from the list, which sites they prefer FLCC share their application with.
- Then, FLCC sends the application to those sites for the designated site supervisor to review.
- The site supervisor contact applicants they are interested in to schedule an interview.
- Depending on who the site supervisor selects to be their members, will depend on which candidate gets to serve at that site.

What types of trainings are provided to Project R.O.A.R. members?

Members are required to take the standard DEP New Employee Trainings.

In addition, FLCC requires some online trainings through the program's online quarterly training series.

- These trainings include emergency preparedness, Foundations of Interpretation and more!



Members also take CPR/First Aid and are offered the opportunity to take disaster response trainings.

R.O.A.R. members may also be provided CIG (Certified Interpretive Guide) training, Vsys (Volunteer Tracking System) training, in addition to other outreach specific trainings.

PROJECT T.R.E.C.

What do Project T.R.E.C. members do?

Project T.R.E.C. members are based out of Gainesville as a team that works and travels together in Florida State Parks across the state of Florida for their entire term (900 hours – Half Term or 1700 hours – Full Term)

Project T.R.E.C. members travel as a team of 8 members to various state parks assessing, creating, and/ or maintaining trails within the Florida State Parks.

Members may also work on building various structures along trails including boardwalks, bridges, steps, fence repairs, and sign repair/replacement, etc.

Members will typically travel for 8-day overnight projects or 5-day day-travel projects.

While traveling and working on trail projects, members will either camp together in tents or stay in park cabins, depending on availability and resources.

T.R.E.C. members may also participate in trail awareness projects, outreach, and volunteer recruitment.

What does a typical project work week look like?

Members and one FLCC staff Team Lead are scheduled to meet as a team at the designated meeting location (FLCC office) at the beginning of each project week.

- Members meet to pack, clean, and prepare equipment, discuss the travel route and project expectations, followed by grocery shopping.
- Once the team is set to go, they drive together with one FLCC staff member to the state park location in which they will be stationed at for the project.

Typically, the first day and last day is considered a travel day.

- The team will travel to or from the state park location and either set up or break down their camp area.
- This includes tents, kitchen and cooking area, trailer, vehicles, and any other equipment/tools needed.

The rest of the week, members work out of their main camp area driving to and from the project location within the park.

Upon arriving back at the FLCC office the team will complete an After-Action Review to discuss the project week in detail.

- The purpose is to communicate constructively how-to better function as a team (What went well, what needs improvement, solutions for the future etc.)



- After the AAR, they unpack all personal and work equipment, organize it, and place it back into the main storage areas (barns etc.).
- Members clean out the vehicles and trailers, dispose of any trash, lock up buildings and head home.

Do members have to buy their own groceries?

T.R.E.C. members are provided meals while on overnight travel to their projects.

If the team is day traveling to a location or is off, they must provide themselves groceries and meals.

Can Project T.R.E.C. members choose their service locations?

The trail projects and state park locations are prescheduled through the FLCC office.

The T.R.E.C. team is told ahead of time what parks they are traveling to and what projects they are working on.

However, flexibility is ESSENTIAL when serving on the T.R.E.C. team as these projects and locations are subject to change do to several unknown variables, such as weather, equipment failure, disaster response, etc.

Is housing provided?

No.

T.R.E.C. members are located in Gainesville, FL which houses the University of Florida.

- Being a university town, there are many affordable renting options in the city of Gainesville.
- Members are encouraged to rent together, or other people looking for roommates in Gainesville.
- FLCC assists members with known locations and contact information of various apartment complexes once selected.

Is a vehicle required?

Although a personal vehicle is not required, it is HIGHLY recommended.

Members are expected to use their personal vehicle, bike, carpool, or use public transportation to get to the main meeting office at the beginning of each project for the “travel day” to their trail projects.

What types of trainings are provided to T.R.E.C. members?

Members are required to take the standard DEP New Employee Trainings.

In addition, FLCC requires some online trainings through the program’s online quarterly training series.

- These trainings include emergency preparedness, Foundations of Interpretation and more!

Members also take CPR/First Aid and are required to take disaster response trainings.

T.R.E.C. Members will also receive chainsaw maintenance and use trainings, trail management trainings, trailer training, and other trainings involving the tools needed to perform their service.

Members on this team also receive extensive disaster response trainings because they also serve as part of the mobile AmeriCorps Disaster Response Team for the state of Florida.

What does T.R.E.C. have to do with the AmeriCorps Disaster Response Team?

As a T.R.E.C. member, they are required to serve as a mobile disaster response team for the state of Florida and AmeriCorps.

If a disaster impacts the state of Florida, the entire team is required to respond with the leadership of the team to that disaster.

It's possible to deploy for 2 weeks to 30 days at a time.

