**Racine Zoo Volunteen Program**

The Racine Zoo is proud to provide a volunteer program that is designed for young adults ages 13 to 17 years old. Those that wish to participate in the program will have to submit an application along with a letter of recommendation from a teacher or group leader on professional letterhead. Individuals that are selected to move along in the on-boarding process will also participate in group interviews and subsequent training modules.

To be a Racine Zoo Volunteen, one must be a dedicated, mature, and responsible individual. Before being allowed to participate in Volunteen tasks and shifts, all Volunteens must attend detailed training sessions. Once completed, the Volunteen may begin to sign up for shifts. Details and shift availability for the upcoming month’s events are sent via email a few weeks in advance from the upcoming month. **During the “high season” months (April through October), Volunteens must work at least 10 hours a month. During “low season” months (November through March), hours may be limited and we will do our best to accommodate all Volunteens. However, it is expected for Volunteens work at least two hours per month.** The Racine Zoo Volunteen program is divided into levels that are described below. Please remember promotions to higher levels are based not only on the number of hours completed but also on an individual basis. Some Volunteens may be required to complete more hours in certain areas.

**Level 1**

\*Level 1 Volunteens will work with Racine Zoo docents and staff to enhance the experience of zoo patrons. They will assist with Discovery Center and artifact cart interpretation, as well as education special events. After 15 hours are completed at this level, Volunteens will be able to work as counselor’s assistants with Zoo Summer Camp staff. A minimum of 50 hours is required at this level to proceed to the next level.

**Level 2**

\*Level 2 Volunteens will work as program assistants with the Racine Zoo docents and staff. Volunteen shift opportunities will be available with Support Services in the Jungle Grill and Zootique, as well as in Animal Welfare with diet preparations. They will also have the option of helping conduct education programs with the Conservation Education staff. Volunteens at this level will also be scheduled for Level 1 duties.

150 total hours are required to proceed to Level 3.

**Level 3**

\* Level 3 Volunteens will work all Level 1 and Level 2 areas, as well as gain the opportunity to work more directly with some of the animals. Shifts in this level include cleaning animal exhibits and handling some of the education animal ambassadors as well as other advanced public speaking opportunities.