



**County of Orange**

# VOLUNTEER AND INTERN UTILIZATION REPORT

Presented by: Human Resource Services



# 2024

# Volunteer And Intern Utilization Report

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# A Message From



In 2024, the County of Orange Human Resource Services established new strategic partnerships with several distinguished local universities, including the University of California, Irvine; Chapman University; California Baptist University; California State University, Fullerton; and California State University, Long Beach. These collaborations underscore the County's ongoing commitment to professional development, workforce advancement, and cultivating a strong talent pipeline.

Key initiatives under these partnerships included participation in university career fairs, targeted outreach through email communications, and informational sessions on pursuing careers within the County. These efforts significantly enhanced the visibility of the County of Orange as a leading employer in the region.

As a result, the County experienced increased interest in employment, internship placements, and volunteer opportunities, reinforcing its position as an employer of choice among emerging professionals.



Richard Tapia Office Assistant and Shannon Ginther Volunteer and Intern Program Analyst



# By the Numbers

Agencies Utilizing:

Interns

13

Volunteers

7

Reserves

2

Professional Level  
Volunteers

4



# Achievements



An intern in the Procurement department was successful in negotiating a higher salary due to their intern experience with the County of Orange.

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An intern with the OCIT department helped identify inefficiency in workflow in the eDiscovery request process.

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JOHN WAYNE AIRPORT  
ORANGE COUNTY

The volunteer and AirPaws ambassadors are dedicated to providing a superior airport guest experience.

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**OC Animal Care**

Volunteers grew the Shelter Support Services Team to provide laundry, donation sorting, and enrichment duties.

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Several OCPW interns have gone on to secure careers in environmental resources.

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**OC Probation**  
A Safer Orange County Through Positive Change

All volunteers recognized in the departments quarterly news letter. Volunteers who have reached a milestone such as, five, and ten years or more received certificates, coffee mugs, plaques and challenge coins.

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**ORANGE COUNTY**  
PUBLIC DEFENDER

Three former interns are working as attorneys in the Public Defenders Office. Many interns also completed their field study for university credit.

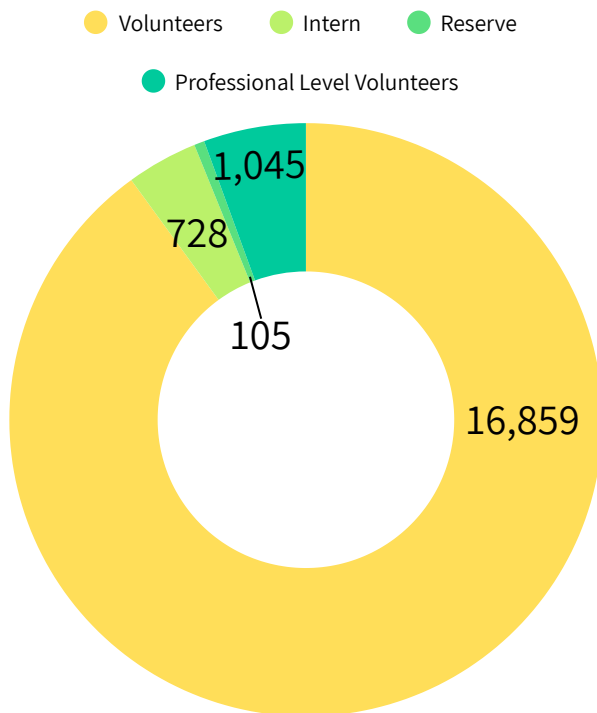
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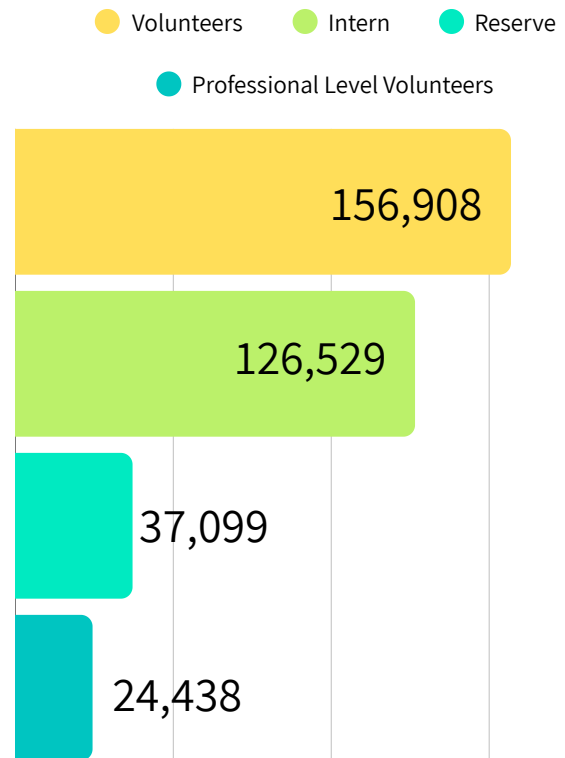
Teens participating in the Teen Volunteer Work Experience Program each received a certificate of appreciation signed by department head An Tran.

# Countywide

## Total Number of Volunteers



## Number of Hours



The County of Orange continues to be a premier place to intern or volunteer. The County's Intern and Volunteer Programs remain popular and there is increased competition for both paid and unpaid internships.

Through strategic partnerships between Human Resource Services and local universities, awareness and enthusiasm surrounding internship and volunteer opportunities with the County have increased on local college campuses. These collaborations have also helped to highlight the wide array of career pathways available across County departments, showcasing the depth and diversity of public service roles.

Volunteers and interns at all levels play a vital role in advancing the County's mission: "Making Orange County a safe, healthy, and fulfilling place to live, work, and play, today and for generations to come, by providing outstanding, cost-effective regional public services.

# Paid Internships

## DID YOU KNOW THE COUNTY OF ORANGE OFFERS PAID INTERNSHIPS?

There are three levels of paid internships available.

- Undergraduate
- Graduate
- Technical



Some examples of paid internships the County has offered in the past include Airport Operations Interns, Civil Environmental Intern, Cyber Security Intern, Financial Data Analyst Intern, Real Estate Intern, and more!

Check our website for our current Internship opportunities:

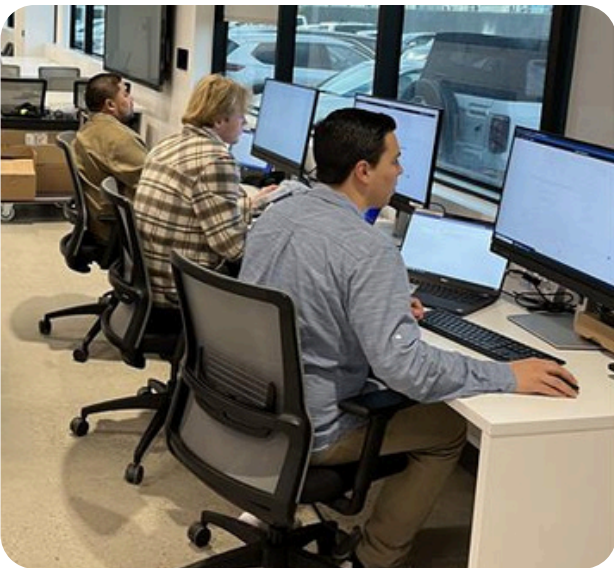
<https://www.governmentjobs.com/careers/oc/internships>



**COUNTY OF ORANGE**  
**PAID INTERN PROGRAM**  
YOUR CAREER AWAITS



# Interns by Agency

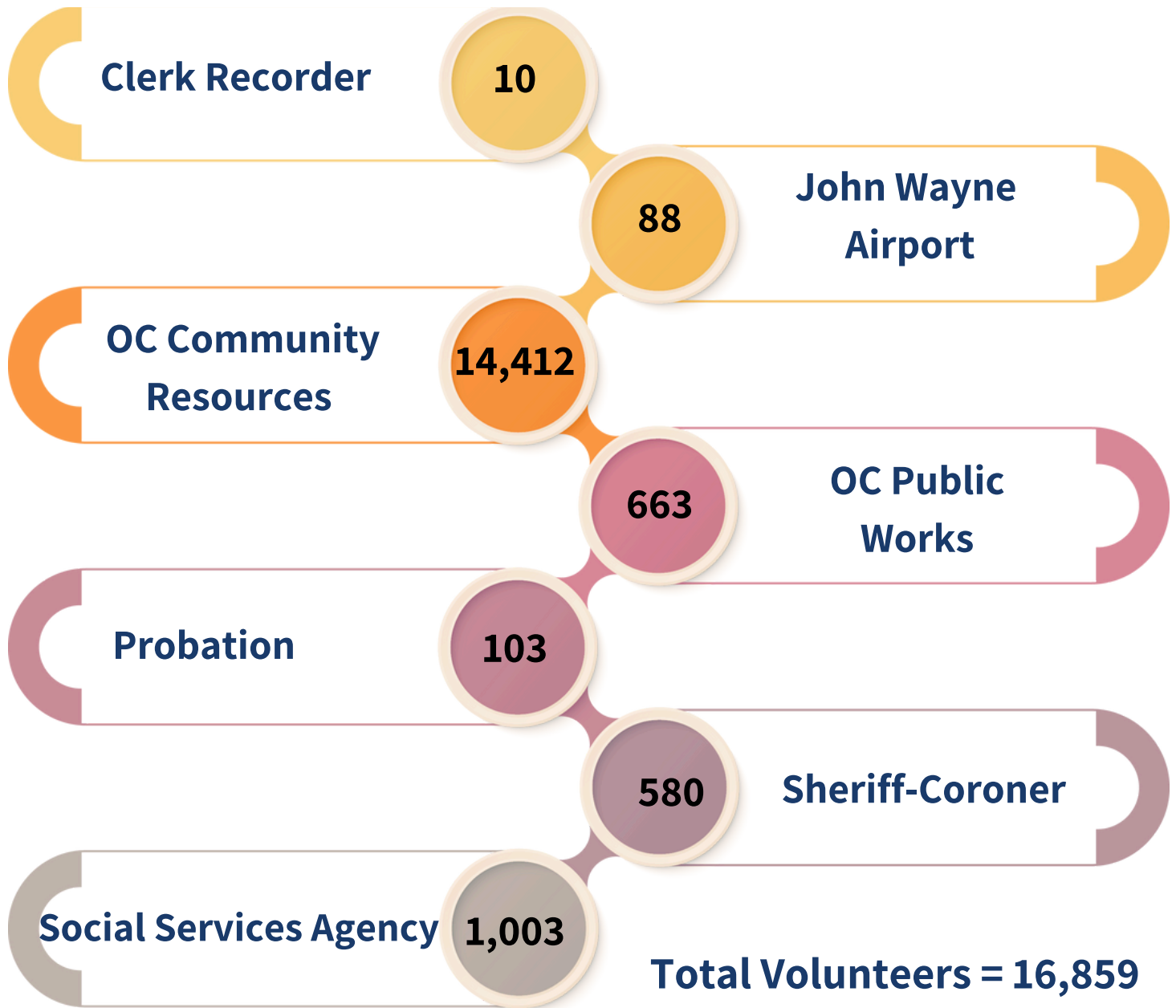


Technology interns working on various projects.  
Photo courtesy of OC Sheriffs Technology Division

Interning for the County of Orange provides students and recent graduates with an opportunity to gain work experience and explore new career paths while also increasing their professional network. Interns enhance their resume while also bringing a fresh perspective, knowledge, and experience to the County agencies.



# Volunteers By Agency



## Programs include:

- Volunteer Ambassadors at John Wayne Airport who answer guest questions and collect statistical information.
- Adopt a Channel Volunteers who collect trash from flood channels.
- Animal Shelter Volunteers who participate in the care and enrichment of shelter animals.
- Library Volunteers who shelve materials, prepare displays and assist staff.



# Reserves



ORANGE COUNTY  
SHERIFF'S DEPARTMENT

# 88

## Sheriffs Reserves

### **The Orange County Sheriff's Department**

The Orange County Sheriff's Department has different levels of Reserve service, each with different levels of authority and responsibility. Sheriff's Reserves are all sworn peace officers and must complete Peace Officer Standards and Training (P.O.S.T.) certification in accordance with State of California legislation and Orange County Sheriff Department hiring policies.



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## Park Ranger Reserves

### **OC Community Resources/OC Parks**

OC Park Ranger Reserves perform professional, recreational and technical duties in OC Parks facilities and at park-sponsored events. Duties may be associated with park operations, resource management, administration, interpretation, and/or visitor services.

# Professional Level Volunteers



Professional Level Volunteers are individuals who volunteer their professional expertise to the County of Orange. These individuals perform duties at a higher caliber than the duties of a general volunteer and are a vital resource to the agencies who utilize these volunteers.

## **OC Community Resources**

OC Parks Professional Level Volunteers include volunteers working under the Fire Watch Program, providing habitat restoration, animal handling and zookeeper duties, and assisting with landscape maintenance.

## **OC Sheriff**

Under the Professional Service Responder (PSR) Program, volunteers provide administrative and leadership support in the areas of emerging technologies, communications, industrial relations, graphic arts, healthcare, legal and accounting services, and emergency response resources.

## **OC Probation**

Volunteer Probation Officers assist full time Deputy Probation Officers with their caseloads and work between the Courts and the Probation Department.

## **OC Health Care Agency**

Medical Resident Correctional Health Services Volunteers and Nursing Volunteers assist both in correctional facilities and may accompany providers on home visits or community events.



The text 'Thank you!' is written in a blue, cursive script. There are four small blue stars: one above the 'T', one to the right of the 'k', one to the left of the 'y', and one below the 'u'.

In closing, we would like to thank every volunteer, intern, reserve, and professional level volunteer who has dedicated their time, energy, and skills in helping the County fulfill our mission and vision.

This report highlights just a small fraction of the volunteers and interns who contribute to the county. The county will continue to offer programs for volunteers that benefit the community.

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**HUMAN RESOURCE SERVICES**  
COUNTY OF ORANGE

