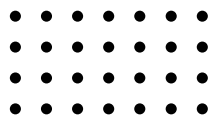




2025

County of Orange Volunteer and Intern Utilization Report

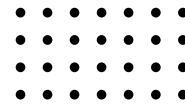


Presented by: Human Resource Services

Table of Contents

<u>A Message from Human Resource Services</u>	3
<u>By the Numbers</u>	4
<u>Department Achievements</u>	5
<u>Countywide</u>	6
<u>County Procurement Office</u>	7
<u>Interns by Agency</u>	8
<u>Volunteers by Agency</u>	9
<u>Professional Level Volunteers</u>	10
<u>Reserves</u>	11
<u>Closing</u>	12

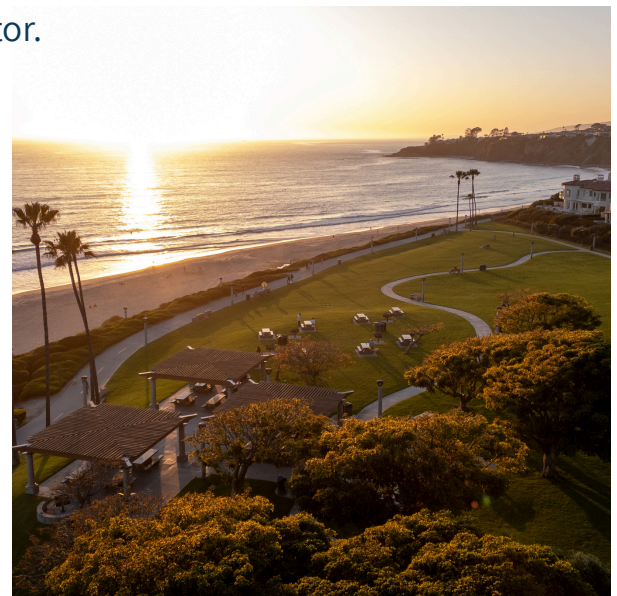
A MESSAGE FROM



In 2025, the County of Orange Human Resource Services expanded its higher education partnerships and formalized a landmark agreement with the entire California State University system through the **California State University, Chancellor's Office**. This systemwide collaboration significantly broadened the County's reach across all CSU campuses, strengthening its commitment to professional development, workforce advancement, and cultivating a sustainable public sector talent pipeline. Building on established relationships with distinguished local institutions—including Chapman University; University of California, Irvine; and Vanguard University—the County advanced a more coordinated, system-level approach to university engagement. The agreement with the CSU Chancellor's Office streamlines collaboration across campuses, enhances access to diverse student populations, and creates expanded opportunities for internships, fellowships, and early career pathways into public service.

Key initiatives in 2025 included increased participation in university-wide and campus-specific career fairs, targeted outreach campaigns, and dedicated presentations designed to help students successfully prepare for and navigate the public sector application process. These sessions provided guidance on applying for County internships and entry-level positions, understanding merit-based recruitment processes, crafting competitive applications, and preparing for structured interviews within the public sector.

As a result, the County experienced measurable growth in applications, internship placements, and volunteer engagement from students and recent graduates across the CSU system and partner institutions—reinforcing its position as an employer of choice and a leader in developing the next generation of public service professionals.



By the Numbers

Agencies Utilizing:

Interns

12

Volunteers

8

Reserves

2

Professional Level
Volunteers

4

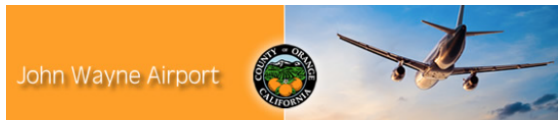
OC Department Achievements



Psychiatry Fellows were able to conduct initial MD appointments and reduce waiting times for clients.



Sheriff Explorer's took second place in DUI investigations at the Riverside Explorer competition.



Volunteers were celebrated including Sharon Bernstein who has volunteered for 35 years.



Volunteers led hands on trainings including dogs 101 and Fear Free Shelter.



An Intern created a "Stay Conversation Toolkit" which will be used countywide to support retention initiatives.



Nine Volunteers in Probation were hired as Deputy Probation Corrections Officers and one is currently going through the academy.



Adopt-A-Channel volunteers removed over 24,000 lbs of trash from Orange County Flood Control District Channels



An intern who is also a veteran was able to create a helpful how to guide for veterans needing access to documents from the Veterans Administration.

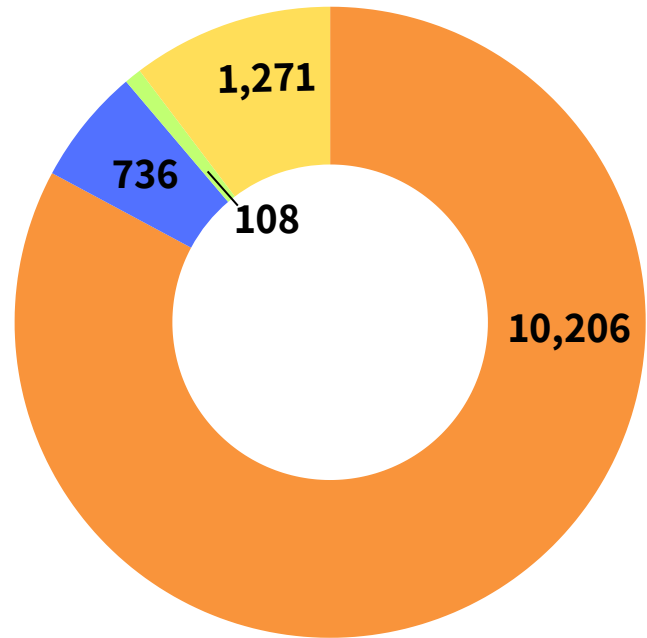
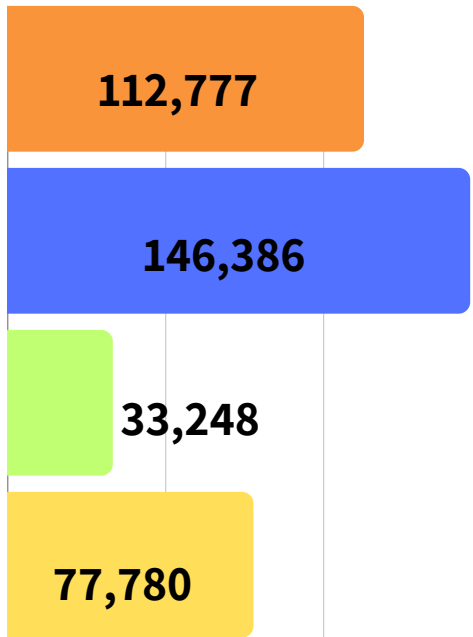
Countywide

Number of Hours

Total Number of Interns and Volunteers

● Volunteers ● Intern ● Reserve
● Professional Level Volunteers

● Volunteers ● Intern ● Reserve
● Professional Level Volunteers



Leading in number are our Volunteer participants, totaling 10,206 individuals. This broad and dynamic group represents the backbone of our volunteer efforts. Whether assisting at events, supporting community initiatives, participating in short-term projects, or stepping in where help is most needed, these volunteers demonstrate the widespread commitment of our community to public service.

The 1,271 Professional-Level Volunteers, contribute specialized skills and technical expertise that significantly enhance the quality and impact of our programs.

We are also proud to support the development of future leaders through our 736 Interns. These individuals gain hands-on experience while contributing meaningful work to our organization. Their energy, innovation, and eagerness to learn bring fresh perspectives and help cultivate the next generation of public service professionals.

County Procurement Office

Excellence

- County Procurement Office had a total of 13 interns in 2025, one gained a full-time paid position within the County of Orange at Registrar of Voters.
- Interns reported the program improved their procurement experience and knowledge; many started being unfamiliar with procurement but are now considering it as a career.
- All interns complete an onboarding program similar to Deputized Procurement Agents, covering public procurement foundations and County-specific procedures. Interns must pass a knowledge and skills assessment to continue and earn Procurement Professional Intern Recognition. The department had a total of three recognitions in 2025.

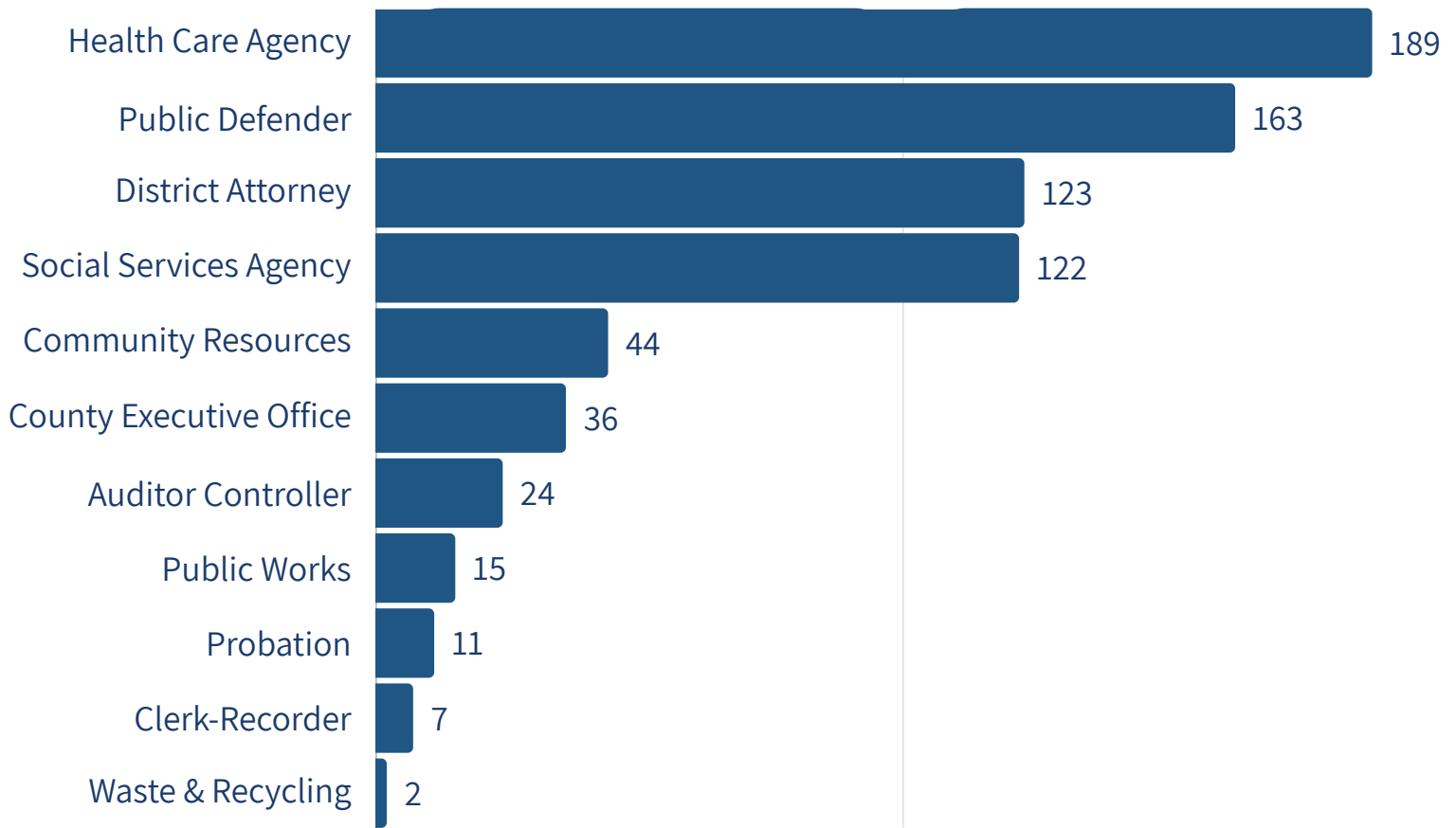


Interns Gerardo Zuniga and Kaley Ouyang, (pictured holding certificates) were recognized for completing the Procurement Professional Internship training and examination.



Intern Shideh Moayed (left) assisting the County Procurement Office at a monthly Vendor Information Day.

Interns by Agency



Health Care Agency interns receiving Virtue certificates upon completion of their internship

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

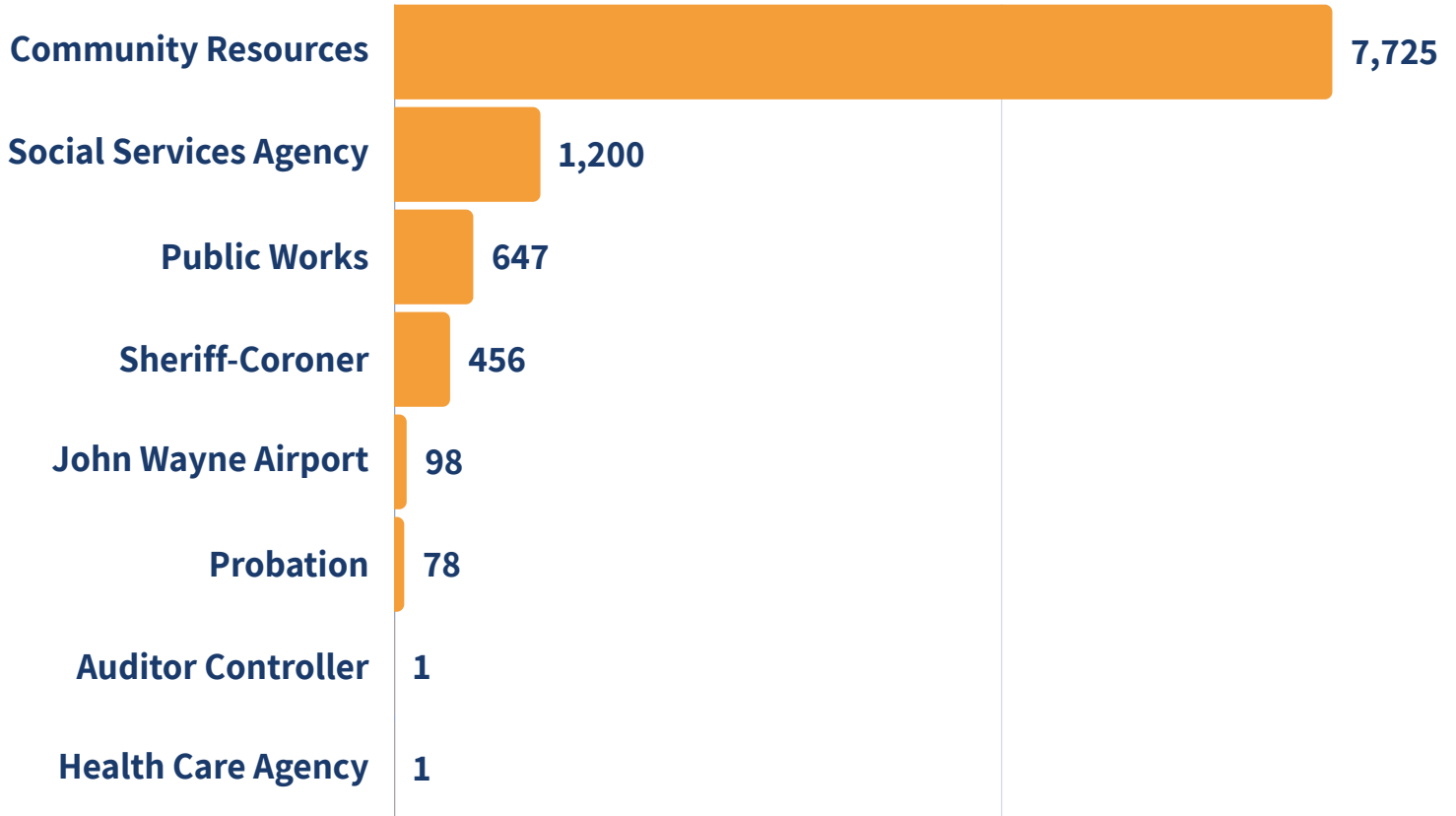


Photo courtesy of OC Procurement

Programs include:

- Volunteer Ambassadors at John Wayne Airport who answer guest questions and collect statistical information.
- Volunteers who support housing and re-entry programs for justice involved individuals
- Animal Shelter Volunteers who participate in the care and enrichment of shelter animals.
- Library Volunteers who shelve materials, prepare displays and assist staff.

Professional Level Volunteers



Health Care Agency 36	Probation 4
Community Resources 930	Sheriff-Coroner 301

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.

Community Resources

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

Sheriff-Coroner

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, accounting services, and emergency response resources.

Probation

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

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.

Reserves



ORANGE COUNTY
SHERIFF'S DEPARTMENT

86

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. In 2025, Sheriff's Reserve Deputies and PSRs conducted a rescue operation involving two hikers who had fallen under extreme conditions. Deputies ascended through snow and ice during an active storm to reach and assist the injured individuals, demonstrating exceptional commitment and readiness in hazardous terrain and severe weather. They will receive medals at the upcoming Medal of Valor Ceremony.



22

Park Ranger Reserves

Community Resources/OC Parks

OC Park Ranger Reserves perform professional, recreational and technical duties at OC Parks facilities and at park-sponsored events. Duties may be associated with park operations, resource management, administration, interpretation, and/or visitor services. In 2025 OC Parks onboarded six new Park Ranger Reserve recruits.



Thank
you!

In closing, we extend our sincere gratitude to every volunteer, intern, reserve, and professional-level volunteer who generously contributed their time, energy, and expertise in support of the County's mission and vision.

This report highlights only a small portion of the many volunteers and interns who make meaningful contributions across the County of Orange. We remain committed to expanding and strengthening volunteer programs that continue to benefit and enrich our community.

Prepared by:

Shannon Ginther, Volunteer and Intern Program Analyst

Designed by:

Tatiana Garcia, Office Specialist