

Behavior and Enrichment Volunteer Program

Behavior and Enrichment credo:

To carry out Larimer Humane Society's vision, mission, and strategic goals via animal enrichment and training, staff involvement, and delivering animal specific information to our public that will minimize an animal's stay at our shelter and ensure loving homes for animals in our care.

Behavior and Enrichment Commitment:

Behavior and Enrichment Volunteers must be able commit to a minimum of 2 hours per week, with the standard 6 month commitment.

Supervision:

Report to and check in before and after each shift with the Behavior Coordinators. Be able to self-start if staff is not available and check in with appropriate available staff as necessary.

Training:

- Attend a Volunteer Orientation
- Interview with a Behavior Coordinator
- Take the Volunteer Animal Training (VAT) quiz, emailed out to new volunteers
- Attend Behavior & Enrichment Training
- Attend continual job training provided by Larimer Humane Society staff and experienced volunteers

Behavior and Enrichment Volunteer Benefits:

- Animals, animals, and more animals!
- Exposure to and training experience with a variety of animals
- Animal enrichment via play, exercise, and mental stimulation
- Direct contribution to ensuring the adoptions of stimulated and well-behaved animals
- The ability to progress through a multi-tiered program; ensuring new responsibilities, being provided new training and with it, new experiences

Requirements for all Behavior and Enrichment Volunteers:

- Read animal body language and respond appropriately
- Maintain a calm and quiet attitude at all times - no loud talking, no agitated or quick movements
- Read and understand signage
- Respond quickly and appropriately to verbal instruction
- Interact with the public in a way that reflects Larimer Humane Society's mission/values
- Conduct duties without unnecessary disruptions to staff or clients.
- Physically control the animals they are working with- walking dogs, carrying cats, etc.
- Behavior and enrichment volunteer supervisors do not always have the time to greet volunteers and get them started for each shift. Behavior and Enrichment Volunteers must be willing to work independently, and be motivated and able to take the initiative to start their tasks without guidance.

Positions offered to Behavior and Enrichment Volunteers:

- -Cat Cuddlers: 1, 2, 3 and 4 star
- -Dog Walkers: 1, 2, 3 and 4 star
- -Small Mammal (SMAM) Cuddlers: 1 and 2 star
- All Animal Enrichment
- All volunteers begin by helping out with enrichment, and do not handle animals for the first month of service. See “Entry Level” for more information.

Behavior & Enrichment Entry Level Volunteer Description Duties:

- Organizes enrichment so that areas are tidy
- Checks inventory of items to assess what items need to be prepared and/or thrown out
- Creates items that need stocked
- Brainstorms ideas for new items and types of enrichment and reports to Behavior Coordinators
- Documents how to make each particular enrichment items by taking pictures of the step-by-step process
- Observes and documents items given to the animals to ensure that items are effective
- Other tasks as directed by B&E Staff
- Complete Clicker Intro with B&E staff or 4-star volunteer

Cat Cuddler 1-Star Volunteer Description

Duties:

- Environmental Enrichment for adoptable cats – providing toys, appropriate bedding and scratching pads as needed in all adoptable cat kennels
- Providing socialization, TLC, and activity time for adoptable cats - includes but is not limited to: in-kennel petting and brushing time, out of kennel play time, daily activities, and food dispensing toys
- Provide basic care to animals in contact with – cleaning up messes, refilling water, and providing clean bedding when needed
- Will use treats to help cats feel more comfortable in their environment
- Other tasks – may include assembling toys and treats – as directed by B&E staff

Requirements/Training:

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure
- Complete B&E hands-on training checklist (cat portion only)
- Attend a cat handling training presentation

Cat Cuddler 2-Star Volunteer Description

Duties:

- All duties included under Cat Cuddler 1-star description
- Environmental enrichment and in-kennel enrichment for cats in the “Pets Needing Patience” program
- Socialization of fearful available adult cats – as directed by B&E staff
- Spray and place bandanas for cats in the “Pets Needing Patience” program (morning and early afternoon)

Requirements/Training:

- Be a current B&E 1-star cat cuddler
- Complete a minimum of 32 hours, with a 4 month tenure

Cat Cuddler 3-Star Volunteer Description

Duties:

- All duties included under cat cuddler 2-star description
- Feline clicker training using high value rewards
- Aid in the socialization of fearful adult cats in holding areas – as directed by B&E staff
- Aid in the socialization of fearful kittens in holding areas – as directed by B&E staff

Requirements/Training:

- Be a current B&E 2-star cat cuddler
- Complete a minimum of 64 hours, with an 8 month tenure
- Seek necessary approval through B&E volunteer supervisor
- Read assigned advanced animal behavior sheets and complete quizzes
- Complete beginner clicker training with B&E volunteer supervisor

Cat Cuddler 4-Star Volunteer Description- LEAD ROLE

Duties:

- All duties included under Cat Cuddler 3-star description
- Serve as a contact point for other volunteers
- Train new volunteers

Requirements/Training:

- Be a current B&E 3-star cat cuddler
- Have a minimum of 1 year of service

- Interview with B&E volunteer supervisor
- Attend several trainings for volunteers in order to be able to do them on your own
- Be able to identify body language and how to work on problem behaviors

Dog Walker 1-Star Volunteer Description

Duties:

- Environmental Enrichment for adoptable dogs – providing toys, appropriate bedding, treats, treat bowls, music – may include providing other in-kennel enrichment as directed by B&E staff
- Basic daily enrichment for adoptable dogs – includes but is not limited to walks, potty breaks, off-leash play, brushing and quiet time, distributing food-based treats
- Provide basic care to animals in contact with – cleaning up messes, refilling water, and providing clean bedding when needed
- Will work on clicker intros and capturing certain behaviors such as sit, down, eye-contact. Will also work on kennel presentation for adoptable dogs
- Other tasks – may include assembling toys and treats – as directed by B&E

Requirements:

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure
- Complete B&E hands-on training checklist (dog portion only)

Dog Walker 2-Star Volunteer Description

Duties:

- All duties included under Dog Walker 1-Star description
- Basic daily enrichment for adoptable dogs, including dogs in the “Pets Needing Patience” program – includes but is not limited to basic potty break walks, off-leash play, brushing and quiet time, distributing food-based treats
- Clicker train adoptable dogs with hand targets, mat work, and scent work
- Spray and place bandanas for dogs in the “Pets Needing Patience” program (morning and early afternoon)

Requirements/Training:

- Be a current B&E 1-star dog walker
- Complete a minimum of 32 hours, with a 4 month tenure

Dog Walker 3-Star Volunteer Description

Duties:

- All duties included under Dog Walker 2-Star description
- Environmental enrichment for dogs waiting for evaluation– providing toys and pupsicles/kongs, etc. No handling of these animals
- Socialization of fearful adult dogs back in holding areas (including “Look at That” and confidence building) – as directed by B&E staff
- Environmental enrichment for dogs which have completed PCAT, and are undergoing behavior modification, waiting on transfer, etc. as approved by Behavior Coordinators – providing toys, appropriate bedding, treats, treat bowls, music. May include providing other in-kennel enrichment as directed by B&E or other staff.
- Assists B&E as observer in the dog evaluation PCAT– including taking notes, scanning for microchips, fitting harnesses, inputting data into the computer etc.

Requirements/Training:

- Be a current B&E 2-star dog walker
- Have a minimum of 64 hours, with an 8 month tenure
- Seek necessary approval through B&E volunteer supervisor
- Complete beginner clicker training with B&E volunteer supervisor
- Complete PCAT assigned reading and hands on training (if want to assist with evaluations)
- Read ASVAB summary and Culture Clash summary hand outs and perspective quizzes

Dog Walker 4-Star Volunteer Description- LEAD ROLE

Duties:

- All duties included under Dog Walker 3-star description
- Serve as a contact point for other volunteers
- Train new volunteers

Requirements/Training:

- Be a current B&E 3-star dog walker
- Have a minimum of 1 year of service
- Interview with B&E volunteer supervisor
- Attend several trainings for volunteers in order to be able to do them on your own
- Be able to identify body language and how to work on problem behaviors

Small Mammal 1-Star Volunteer Description

Duties:

- Environmental Enrichment for adoptable small mammals – providing toys, appropriate bedding, chew items, treats, and fresh food as needed
- Socialization, TLC, and activity time for adoptable small mammals – includes but is not limited to in-kennel petting and brushing time and out of kennel play time (when space available)
- Provide basic care to animals in contact with – cleaning up messes, refilling water, and providing clean bedding when needed
- Other tasks – may include assembling toys and treats – as directed by B&E staff

Requirements/Training:

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure
- Complete B&E hands-on training checklist (small mammal portion only)

Small Mammal 2-Star Volunteer Description

Duties:

- All duties under Small Mammal Volunteer 1 position
- Ability to work with holding small mammals
- Small mammal clicker training, including intros, captures, and more advanced clicker training

Requirements/Training:

- Be a current B&E 1-star Small Mammal Volunteer
- Complete a minimum of 32 hours, with a 4 month tenure
- Complete beginner clicker training with B&E volunteer Supervisor

All Animal Enrichment 1-Star/2-Star Volunteer

Duties:

- Pass out enrichment items to cats, dogs, and small mammals (minimal interaction with animals)
- Play the “do nothing” game with dogs in the Mellow Mutts program
- Provide extra enrichment for dogs in the Mellow Mutts Program
- Observes and documents items given to the animals to ensure that items are effective
- Other tasks as directed by B&E – may include assembling items

Requirements/Training:

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure

- Complete B&E hands-on training checklist (small mammal, cat, and dog portions - limited)