

# International Camp Staff Program 2025



## Information and Application for Councils

### Your Council And The International Camp Staff Program

The International Camp Staff Program (ICSP) is an official program of Scouting America (SA) and is coordinated by the International Committee (IC) through the International Camp Staff Program (ICSP) Team. Scholarly research has shown several benefits to youth from having an international friend including aiding in:

1. Personal Development and Fulfilment
2. Gaining a Global Vision
3. Improving Communication Skills and
4. Helping youth Feel at Home In the World.

Together these four elements help prepare our future leaders for their place in the world as they grow older and take on responsibilities.

Councils should view the ICSP as a camp enhancement instead of just a means to fill camp staff vacancies. ICSP participants camp roles must be flexible and focused on the primary ICSP objectives. Experience has shown maximum satisfaction for the council/camp administrators and the ICSP participant when their activities directly support camp program activities.

### Objectives Of The International Camp Staff Program

The objective of the International Camp Staff Program (ICSP) is to enrich the lives of Scouts with a unique Scouting experience. International Scouters are a FUN way to:

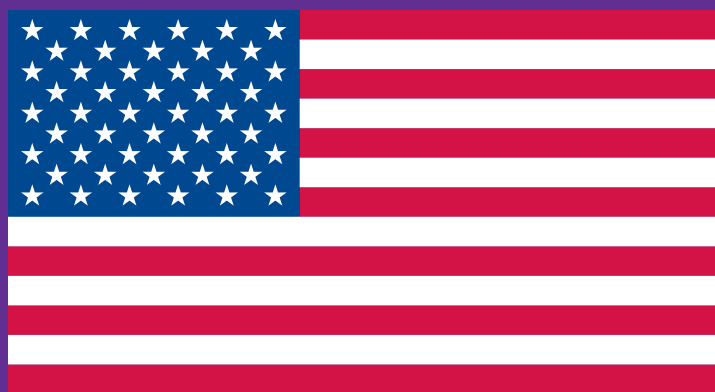
1. Add a living, walking, talking, laughing, joking, dancing and/or singing program enhancement to the summer camp program
2. Bring the flavor of International Scouting to camp as scouts interact with the international staffers
3. Emphasize the Significance to the World Brotherhood Ideal of Scouting and help scouts understand they are one of over 50 million scouts in over 175 countries all working to make a difference in the world.

# The Process: An Overview

1. Complete the interest form at <https://bit.ly/ICSPCouncils2025>
2. Schedule a visit with Odyssey International Camp
3. Review Applications gathered by the ICSP Team and, if desired, recruit candidates
4. Screen and Select Candidate(s) (Zoom Interviews, your Staff Application and Staff Agreement)
5. Notify ICSP Team of Selection. (This can be done any time in the process and “protects” your selection from other camps) Make sure the participant is in agreement with this.
6. Appoint a mentor/counselor for the international counselor who should email and begin corresponding with the counselor. (This would be a great role for a member of your international committee)
7. The ICSP Team works with counselors to secure the needed documents and forms
8. When all needed forms/documents are received the ICSP Team notifies and forwards the forms to OIC
9. Odyssey bills councils \$520 and Candidates \$40 registration fee and \$35 Sevis Fee
10. Candidate arranges their US Embassy Visa Interview and (hopefully) confirms they have received their J1 – Camp Counselor Visa
11. Work with Candidate on Travel Arrangements

**NOTE:** Before they can be a part of the ICSP all candidates must submit to the ICSP team an electronic (google forms) application and the state department required documents/information. This includes international scouters hired directly by camps/councils.

**FOR THE FUTURE *of* OUR SCOUTS**



**LET'S GET SOME PURPLE  
INTO *the* RED, WHITE *and* BLUE**

# Roles And Responsibilities

## Councils

- Screen and select ICSP program participants from a pool of ICSP Candidates.
- If you wish to select International Scouters known to the council these scouters must go through the ICSP committee application process.
- Pay the OIC J1 Visa sponsor fee of \$520 when billed by OIC.
- Coordinate with OIC or other J1 Visa sponsoring agency
- Provide ICSP participants a salary equal to or greater than that received by other camp staff members, at least \$150 per week
- Provide ICSP participant meals and lodging at camp
- Consider pre- or post-camp staff activities for International Camp Staff Program Participants
- If needed help you international staffer arrange round trip transportation to/from their home country and travel to/from camp or agreed upon location (NOTE: participants are responsible for making their transportation arrangements and for their transportation costs)
- Councils are encouraged to have their ICSP participants visit local civic and service organizations to discuss scouting and its values in their home country.

## Participants

- Submit forms to, Report to, respond to and inform OIC, the ICSP committee and their employer as requested
- Pay any and all visa and service fees when due
- Adherence to Scouting America and camp rules and policies
- Provide their round-trip transportation from their home to the camp or agreed upon location

## ICSP Committee

- Information and assistance
- Initial gathering of applications, vetting of candidates and gathering of needed documents
- Liaison between councils, NSOs, OIC and/or other entities as needed

## Odyssey International Camp (OIC)

- International Camp Staff J-1 Visa documentation and application process legal requirements
- Comprehensive Medical Insurance for Counselors while participating in the ICSP
- Participant Handbook
- Pre-Travel Orientation
- 24/7 emergency assistance while participating in the International Camp Staff Program
- Support the International Camp Staff Program Committee

## Visa Requirements

International camp counselors must work with the ICSP, a local council camp or high adventure base and OIC to obtain a J-1 exchange visitor's visa in order to legally travel to and work in the United States. Camp Counselors cannot work at camps if they do not have a J1 visa.

**NOTE:** Internationals who travel to the United States on any other type of visa other than the J1 – Camp Counselor Visa cannot legally work at a camp. In some cases, those on a student visa can work at a camp as a part of their degree program such as a class or internship.

## Ready to Begin the Process or Need More Information?

To begin the process, click on the link below (or cut and paste the link directly into your browser.)

<https://bit.ly/2025ICSPCouncilApp>

The application asks for the following information for up to **3 CAMPS**

- Camp Name
- Point of Contact
- Point of Contact Title
- Point of Contact Email
- Location – City, State of Camp Address
- Approximate Dates of Camp

If you have questions or would like to visit with a member of the ICSP Team please contact one of these team members:

**Pat Fountain**

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**Pete Armstrong**

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**Michael Files**

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