



Kentucky 4-H Camping – Summer Camp 2026 Employment Opportunities FAQ

Kentucky 4-H Camping is seeking summer staff who can provide exceptional customer service, high-quality educational programming, and endless fun for the campers and volunteers attending four residential 4-H camp facilities for summer 2026. This fact sheet outlines the answers to the most frequently asked questions.

How old must an applicant be to apply?

Program Staff and Camp Healthcare Provider applicants must be 18 or older by May 12, 2026, to be eligible for a summer employment position. Support Staff applicants must be 15 or older by first day of employment.

When are applications opened and when is the deadline to apply?

All applications open December 1st, 2025. The Program Staff application deadline to apply is February 6th, 2026. Support Staff and Camp Healthcare Provider applications are accepted until all positions are filled.

How do I apply?

Find application links to each position here: www.4hcampjobs.com

Do I have to be in college to apply? Do I have to go to UK to apply?

No. Applicants actively enrolled in ANY post-secondary educational institution and individuals who have obtained a degree are given priority.

Is 4-H experience or camp experience required?

No. Forming a successful staff team requires individuals of varying backgrounds and experiences. While experience with 4-H and camping is preferred, we are looking for more! Applicants with employment or volunteer experiences that contribute to the positions for which they are applying will be given priority.

Do I stay in a cabin with campers? Do I have to live at camp?

All program staff and camp healthcare providers are required to live on-site during camp sessions in housing separate from campers. Support staff will commute to work each day.

What is the background check process?

Applicants are screened through a national criminal background check, Child Abuse and Neglect check, and a check of the National Sex Offender Registry. Employment offers are contingent upon passing all pre-employment checks.

How many hours do staff work?

Residential summer camp is not a 9 to 5 type job. Program staff and camp healthcare providers should be prepared for long hours, nights, and some weekends. Supervisors work with staff to provide time off to ensure each staff member is performing at their best. Support staff will have scheduled hours assigned by their supervisor with some weekend work required.

When are interviews? When will I know if I got the job?

The Camp Leadership Team will be conducting interviews for program staff on four different dates: March 7th, 8th, 14th, and 15th. Qualified applicants will be contacted via email to schedule an interview. The Camp Leadership Team will meet shortly after the final set of interviews to discuss and review applicants. Reviewing applications and interview materials for four camps and 60+ positions require a great deal of time and thought to ensure the right teams are formed. We do, however, acknowledge the need for timely notification of job offers. It will be our goal to make job offers by the end of the day on March 20th, 2026.

When does the camp season start? When will the job position end?

Applicants must be available for the entirety of the summer camping season (mid-May through early August in most cases), including training sessions, weekend rentals, Cloverbud camps, and camp-sponsored events. Specific start and end dates fluctuate slightly based on camp location.



What are the benefits of working at camp?

All program staff will receive free housing and meals during employment. Program staff will be paid a monthly salary based on experience and certification, and support staff will be compensated an hourly wage based on the number of summer seasons employed. Program staff will be paid based on the number of summer seasons employed at any Kentucky 4-H Camp (summers do not have to be consecutive) and whether the individual possesses training in one, two, or three program areas, has a lifeguard certification, or medical certification valid through the entirety of the summer. Program staff possessing multiple certifications will be paid for the higher certification, not to exceed the Base HCP pay rate. A chart outlining the exact salaries is below.

Non-Lifeguard	1	2	3	4	5	6	7	8	9	10+
1 Program Area	\$1,500	\$1,525	\$1,550	\$1,575	\$1,600	\$1,625	\$1,650	\$1,675	\$1,700	\$1,750
2 Program Areas	\$1,525	\$1,550	\$1,575	\$1,600	\$1,625	\$1,650	\$1,675	\$1,700	\$1,725	\$1,750
3 Program Areas	\$1,550	\$1,575	\$1,600	\$1,625	\$1,650	\$1,675	\$1,700	\$1,725	\$1,750	\$1,775

Lifeguard	1	2	3	4	5	6	7	8	9	10+
1 Program Area	\$1,675	\$1,700	\$1,725	\$1,750	\$1,775	\$1,800	\$1,825	\$1,850	\$1,875	\$1,900
2 Program Areas	\$1,700	\$1,725	\$1,750	\$1,775	\$1,800	\$1,825	\$1,850	\$1,875	\$1,900	\$1,925
3 Program Areas	\$1,725	\$1,750	\$1,775	\$1,800	\$1,825	\$1,850	\$1,875	\$1,900	\$1,925	\$1,950

Health Care Provider	1	2	3	4	5	6	7	8	9	10+
Base (EMT, LPN, etc)	\$2,200	\$2,300	\$2,400	\$2,500	\$2,600	\$2,700	\$2,800	\$2,900	\$3,000	\$3,100
Paramedic	\$2,400	\$2,500	\$2,600	\$2,700	\$2,800	\$2,900	\$3,000	\$3,100	\$3,200	\$3,300
RN	\$2,600	\$2,700	\$2,800	\$2,900	\$3,000	\$3,100	\$3,200	\$3,300	\$3,400	\$3,500

Support Staff	1	2	3	4	5	6	7	8	9	10+
Foodservice	\$13.00	\$13.50	\$13.60	\$13.70	\$13.80	\$13.90	\$14.00	\$14.10	\$14.20	\$14.30
Maintenance/ Housekeeping	\$13.00	\$13.50	\$13.60	\$13.70	\$13.80	\$19.90	\$14.00	\$14.10	\$14.20	\$14.30
Foodservice Manager	\$13.50	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00

Important Aquatics Note:

Aquatics Interns will be required to go through a 3-day training prior to summer employment (multiple trainings have been planned for convenience). This lifeguard and waterfront certification course costs \$95/person, you do not need to be a lifeguard prior to this training. See your camp director for specifics.

What are the available staff jobs?

The Kentucky 4-H Camp Leadership Team will be hiring for various roles broken down as follows:

	Feltner	Lake Cumberland	North Central	West Kentucky
Healthcare Provider	2	2	2	1
Program Educator	1	1	1	1
Shooting Sports	2	2	2	2
Leadership Development	1	0	1	1
Challenge Course	4	4	3	4
Outdoor Living Skills	1	1	1	0
Environmental Education	1	1	1	1
Agriculture Education	0	0	0	0
Aquatics	3	4	4	3
Trap	0	0	0	1
Support Staff	10+	10+	10+	10+

What is the Camp Leadership Team looking for in a staff member?

The Camp Leadership Team is looking for individuals with an extensive 4-H background, no 4-H experience, the loud, the quiet, the energetic, the organizers, the detail-oriented, the idea creators, the make it happen people, and the list goes on! Most importantly, we are looking for the individuals who will go above and beyond to provide the best camp experience possible for our guests!