

2021 – 2023 Nāhululeihiwakuipapa Roadmap

Supporting the Hawai‘i Conservation Alliance Next Gen Programming

He inoa: Nāhululeihiwakuipapa - *The name given to the aspiring professionals of this field.*

The feather lei is the garment of divine aloha and symbol of protection for our natural environment. The feathers which make up the lei are sacred gifts from nā manu Hawai‘i, those creatures which soar through the heavens and serve as a link between the Divine Creator and man.

The **Leihulu**, feather lei, made by **Kuipapa**. It is the style where new feathers manifested by Akua are perfected for placement by man and arranged in the pattern designed by Akua.

We shall be compared to the feathers of the lei. And let our mindset and work string us together (kui) and be reflective of the good training we’ve had and that we will provide in the future. May we help the Lei Maker (Akua) design a future for Hawai‘i that will please the ancestors, create health, peace and balance for the people (feathers) who will follow us for seven generations. May our lei be the symbol of protection for our natural world and bind our spirits together.

Nāhululeihiwakuipapa Mo‘okū‘auhau

The origins of the Nāhululeihiwakuipapa subcommittee can be found in the work of collaborative efforts between UH Hilo, Hawai‘i Conservation Alliance (the Alliance) members and other community organizations who had focused efforts on developing innovative internship and leadership development programs for Hawai‘i’s local youth. Realizing that a critical component of effective conservation in Hawai‘i was the development of career pathways and networks for local professionals connected to Hawai‘i’s natural and cultural resources, conservation leaders partnered with the Alliance to bring together a focused alliance effort to support collaborative Next Generation initiatives. The University of Hawai‘i’s at Hilo’s Pacific Internship Programs for Exploring Science (PIPES) led the formation of the inaugural Alliance Nāhululeihiwakuipapa group and since 2008 the subcommittee has grown to include membership from 11 non-profit, government, and university organizations.

Mission

We will cultivate and model conservation leadership in Hawai‘i using trans-disciplinary strategies, generational bridging, and Hawaiian values and practices to support the growth of future generations of environmental stewards.

Vision

Hawai‘i’s conservation field is made up of individuals with diverse backgrounds and strong foundations in Hawaiian values and practices who lead by example to empower and work within various communities to restore and perpetuate the natural resources and cultural practices placed in our care.

Road Map Goal

There is vital and diverse leadership and capacity [people] rooted in Hawaiian values in Hawai'i to engage/work in union with communities to effectively conserve and restore native ecosystems and species and be a model for the world.

Objective 1: Each calendar year, collaborative efforts are implemented for local emerging professionals to support them in developing and applying technical and leadership skills critical for personal, career, and community success. (*Training)

- Hawai'i Conservation Conference (HCC) Nāhululehiwakuipapa Emerging Professionals Workshop
- HCC (Hau'oli Mau Loa) Student/Emerging Professional Scholarship Program
- HCC Pūlama Kuamo'o Mentorship Program (expanded beyond HCC)
- Conservation Career Compass/Conservation Connections
- Conservation Career Development Youth Presentations
- HCC Student Awards
- HCC Next Gen Journey
- HCC Abstract Mentoring
- Workshop Series
- HCC pre-Workshop day
- Professional development opportunities (for students, emerging professionals, educators)

Objective 2: Each calendar year, support, create, enable, and model effective every-gen professional networks opportunities.

- HCC Pūlama Kuamo'o Mentorship Program (expanded beyond HCC)
- HCC Nāhululehiwakuipapa Emerging Professionals Workshop
- HCC pre-Workshop day
- HCC (Hau'oli Mau Loa) Student/Emerging Professional Scholarship Program
- Conservation Career Compass/Conservation Connections
- Conservation Career Development Youth Presentations
- Workshop Series
- Professional development opportunities (for students, emerging professionals, and educators)

Objective 3: By 2023, career pathway information is readily available for students and job seekers in Hawai'i using web-based resources as well as in-person opportunities.

- HCC Nāhululehiwakuipapa Emerging Professionals Workshop
- Conservation Career Compass/Conservation Connections
- Conservation Career Development Youth Presentations
- Conservation Connections & Conservation Career Compass database scoping, revitalization, and branding

Objective 4: Create space for innovative ideas and project development.

- Workshop Series
- HCC pre-Workshop day
- Professional development opportunities (for students, emerging professionals, and educators)

- HCC Abstract Mentoring

Activities (By Project) For Nāhululeihwakuipapa Subcommittee Member Participation

Hawai‘i Conservation Conference (HCC)

HCC Abstract Mentoring

2021 pilot program that aims to provide students and emerging professionals who are submitting an abstract to HCC with extra support on honing their abstract writing skills. Mentees are paired with Abstract Mentors who review the Mentee’s abstract and provide constructive feedback utilizing the Conference Abstract Evaluation Criteria, prior to the official deadline to submit an abstract.

- Share opportunity with your networks (recruit Abstract Mentors & Abstract Mentees)
- Be an Abstract Mentor (review & evaluate up to six (6) abstracts from Abstract Mentees)

HCC (Hau‘oli Mau Loa) Student/Emerging Professional Scholarship Program

In partnership with Hau‘oli Mau Loa Foundation’s Environmental Leadership Pathways Initiative, this registration incentive aims to provide a one-of-a-kind career development opportunity for students/emerging professionals interested in pursuing a career in a conservation-related field. Over the years, the program has grown to include high school students, undergraduate, graduate students, emerging professionals (no more than 3 years into their career) across the Hawaiian Islands. Scholarship recipients will receive a three-day registration to HCC which is inclusive of access to all HCC sessions (during and after), exhibit hall, and conference materials at a highly discounted rate via a registration discount code.

- Share opportunity with your networks (recruit students & emerging professionals)

HCC Next Gen Journey

A document that provides suggested Conference presentations that students and emerging professionals should attend during HCC. It also contains a few tips and advice about how to attend Conference, network and find opportunities.

- Review accepted HCC abstracts to create a list of recommended presentations next gen should attend
- Connect with speakers of identified presentations for additional networking opportunities with next gen

HCC Pūlama Kuamo‘o Mentorship Program (expanded beyond HCC)

Student Scholarship & Emerging Professional Scholarship recipients are eligible to apply for the Pūlama Kuamo‘o Mentorship Program. The intention of this program is to provide an opportunity for students & emerging professionals (Mentees) from Hawai‘i to meet and network with Hawai‘i’s established professionals (Mentors) in the conservation research and natural resource management community. Mentees and Mentors are expected to participate in program expectations (connect prior to HCC, Meet & Greet Luncheon, attend 2 HCC presentations together, take a photo together, and Mentor

introduce Mentee to 2 colleagues).

- Share opportunity with your networks (recruit Mentors)
 - Be a Mentor (connect with matched Mentee before, during & after HCC)
 - Serve on Mentorship Working Group (review & update Program Expectations & Timeline, coordinate/develop program luncheon/events, match up Mentors & Mentees, implement program, debrief post-mentorship program)
- Debrief Mentorship Program

HCC Nāhululeihiwakuipapa Emerging Professionals Workshop

Held annually at HCC, this workshop that provides emerging professionals and students an opportunity to develop technical, networking and leadership skills critical for career, community, and personal success. Workshop topics are selected based on the interests and needs indicated on surveys taken by emerging professionals and students. Our goal is to empower workshop participants to lead from where they are, by providing them the opportunity to put learned skills into practice.

- Brainstorm potential workshop topics & collaborators for HCC
- Serve on Workshop Working Group (elaborate & expand on selected workshop topic, develop abstract for workshop topic idea, connect with identified workshop panelists, develop workshop agenda & workshop activity, create workshop slides, create any needed supplemental documents, identify/recruit facilitators, implement workshop, debrief post-workshop)
- Be a Workshop Facilitator (lead a breakout group during workshop)
- Debrief Workshop

HCC Student Awards

Student Presentations submitted to HCC will be considered for our Student Awards Program. Awards are given out based on scoring by volunteer judges attending Conference. Students are scored according to creative ability, scientific procedures, thoroughness, competence, and communication. Prizes are awarded to the top two (2) student presentations in the following categories (Graduate Students: Oral, Poster, and Speed Talk presentations; Undergraduate Students: Oral, Poster, and Speed Talk presentations). Award winners will receive a cash prize as well as a Hawai'i Conservation Alliance hosted 'brown bag session' to further connect with established professionals and share about their research/project.

- Share opportunity with your networks (recruit student HCC presenters [must submit abstract & be accepted])
- Share opportunity with your networks (recruit Volunteer Judges [must be HCC attendee])
- Vet recruited Volunteer Judges
- Be a Volunteer Judge (attend and score at least 5 student HCC presentations)
- Provide feedback on logistics/format of Student Awards ceremony
- Share out Student Award Winner Brown Bag (post-HCC) sessions with your network
- Attend Student Award Winner Brown Bag sessions (provide networking and feedback to student award winners)

HCC pre-Workshop day

(To be discussed and detailed over the next few years)

Description

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Conservation Career Compass/Conservation Connections

Conservation Connections & Conservation Career Compass database scoping, revitalization, and branding

An effort to rebuild and merge Conservation Connections and Conservation Career Compass, due to Conservation Connections' database being outdated. The rebuild will make the websites simpler and easier to use for target audience. Plans for branding and roll-out need to be developed in order for this resource to be the go to place for students/emerging professionals looking for conservation opportunities.

- Participate in Scoping meetings to provide feedback on purpose, functions, usability, goals of database
- Assistance with seeking funding & grant writing for rebuild
- Assistance with strategically raising awareness of this resources to appropriate audiences (branding)

Conservation Career Compass

Developed in 2017, the sister site to Conservation Connections, focuses on the steppingstones needed to be successful in obtaining a career on conservation. It provides listings of various academic programs, scholarships, fellowships, internships, and volunteering. Uniquely, the website houses Navigator Spotlights (video and written interviews with current conservationists in Hawai'i who share their story and journey in the conservation field and give advice to the next generation. In addition, through blog style articles on the Career Guidance page, we offer tips on topics such as interviewing, applying for a job, resume writing, specific professional/personal development and more.

- Share with your networks (raise awareness of tool)
- **Career Guidance Blog Articles**
 - Brainstorm article topics
 - Identify & connect with article writers
 - Write an article (identify topic & submit article)
 - Identify & share resources that should be posted as an article
- **Navigator Spotlights**
 - Identify & connect with professionals who should be featured (interviewed [written/video])
 - Be featured as a Navigator Spotlight (submit written/video interview)
 - Identify & connect with funding opportunities or resources to produce additional interview videos (series of 2–3-minute clips)

Conservation Career Development Youth Presentations

Conservation Career Development presentations are provided to high school (8th grade and above) and college students to give an overview of the conservation career field pros,

cons, possible jobs, advice on next steps to begin looking into a conservation career, upcoming opportunities, as well as links to HCA resources such as Conservation Connections & Conservation Career Compass. Most presentations involve having guest speakers (current conservation professionals from various organizations) sharing about their work in conservation, how they got to where they are today, advice for students, and opportunities available at their organization.

- Identify & connect with professionals who can participate as Guest Speakers (sharing on their current work & career pathway) (utilize post-HCC survey & Mentors)
- Be a Guest Speaker (share about your current work and career pathway to conservation)
- Share presentation slides at any outreach events you do
- Share presentation as Compass Career Guidance Blog Article (Tara)

Conservation Connections

Developed in 2013, Conservation Connections is a one-stop shop for students, professionals, the conservation community, and the broader Hawai'i community to find environmental stewardship opportunities across the Hawaiian Islands. It provides real-time opportunities being posted by the 200 plus organizations who have created a profile on Conservation Connections. Opportunities include volunteering, jobs (part-time and full-time), internships, and events. It is also a good resource to find a directory of conservation organizations across Hawai'i.

- Encourage your organization and networks to create a profile & post opportunity
- Share with your networks (raise awareness of tool)

Workshop Series

(To be discussed and detailed over the next few years)

Description

Suggestion from Linnea: Limited number of workshops (no more than 3) throughout the year. Seek out folks who are already putting on workshops and see if there are opportunities to partner to put on joint workshops.

- Identify topics & collaborators for workshops throughout the year
- Coordinate workshops
- Entrepreneurship in Conservation Series

Professional development opportunities (for students, emerging professionals, educators)

(To be discussed and detailed over the next few years)

Description

Suggestion from Linnea: In collaboration with different university/college campuses across Hawai'i. Many student support offices are already doing this work and if we can help to contribute that (like the Internship workshop PIPES put on at Kīpuka) and open them to the public.

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