



# PACIFIC ISLANDS MANAGED AND PROTECTED AREA COMMUNITY



2017 -  
2020

STRATEGIC PLAN

# PIMPAC Strategic Plan 2017-2020

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## INTRODUCTION

### BACKGROUND

The Pacific Islands Marine Protected Area Community (PIMPAC) began in 2005 as a pilot program to identify and address the unique set of challenges faced by Marine Protected Area (MPA) managers in the region. These challenges include limitations in human and financial resources, isolation from one another restricting the ability of managers to learn from and apply approaches that have been successful elsewhere, and building on traditional management approaches while adapting to modern technology and practices. PIMPAC was designed to address these challenges and support an on-going capacity development framework for site based conservation practitioners to gain skills, learn from one another, and share resources; ultimately to improve site based management effectiveness. PIMPAC did not develop its own conservation goals, rather aimed to support local and regional conservation initiatives including the following.

- **Micronesia Challenge:** In 2006, Micronesian leaders from the Federated States of Micronesia, the Republic of the Marshall Islands, the Republic of Palau, Guam, and the Commonwealth of the Northern Mariana Islands committed to “effectively conserve at least 30% of the near-shore marine resources and 20% of the terrestrial resources across Micronesia by 2020”. This, known as the Micronesia Challenge (MC), is a regionally led conservation initiative that provided a conservation target that PIMPAC could aim to support through capacity development.
- **Aloha + Challenge, and Sustainable Hawaii Initiative:** In Hawaii, government leaders in combination with community partners set ambitious goals through the Aloha + Challenge, and Sustainable Hawaii Initiative that include goals such as “effectively manage 30% of near shore ocean waters by 2030” and “protect 30% of priority watersheds by 2030”.

In 2009, PIMPAC strategic planning efforts took a long-term view at achieving capacity development to directly support the MC conservation target and also support other emerging regional initiatives such as the Sustainable Hawaii Initiative. These initiatives have primarily been implemented through a variety of community based management approaches and site based management. For example Protected Area Networks in Micronesia and Community Based Subsistence Fishing Areas in Hawaii. As such, PIMPAC placed an emphasis on identifying the core competencies for “effective site based management” to help define what type of capacity development would be needed to support regional and jurisdictional conservation goals. The identification of these core competencies helped to guide the development of PIMPAC 10-year goals, 10-year results, and approaches for capacity development work around specific topic areas. While PIMPAC does not provide capacity development support for all competencies identified (e.g. strong policy/political will, project management, sustainable financing) PIMPAC aims to partner and coordinate with organizations and initiatives that provide this support. Since 2009, PIMPAC has aimed at achieving shorter-term objectives through its strategic plans that could build up to meet the 10-year results defined in 2009, and contribute to the regional conservation goals for 2020.

## *PIMPAC's 2017- 2020 STRATEGIC PLANNING OVERVIEW*

This strategic plan builds and expands on four previous PIMPAC strategic plans developed since PIMPACs inception in 2005. Over this time period, PIMPACs capacity development framework, and approach have adapted and expanded to address emerging challenges, and meet emerging needs.

This plan was developed through strategic planning write-shop held in Guam from February 12-14, 2017. Participants included 23 conservation practitioners from around the region who are directly engaged in PIMPAC capacity development activities and/or are new regional partners.



This current strategic plan is particularly important as it provides key guidance for capacity development work from 2017 – 2020. 2020 marks the year that some regional conservation goals (i.e. the Micronesia Challenge) were set to be completed, and also the year that PIMPAC capacity development goals were set to be complete. While it's clear that capacity development and conservation efforts will not end in this timeframe, this plan guides the final actions that will help accomplish these goals. It also provides an opportunity to assess capacity development approaches, review lessons learned, and set up the next 10 years from a foundation of adaptive management.

This plan includes objectives, approaches, and annual milestones for the various PIMPAC activities including:

- Training and Technical Assistance – for adaptive management, socio-economic monitoring, marine biological monitoring, terrestrial biological monitoring, compliance and enforcement, climate change adaptation, and strategic communications and behavior change.
- Funding and Coordination
- Learning Exchanges
- Partnership Building with Academic Institutions

Many accomplishments have been made in capacity development for effective site based management since 2005. However, one of the main obstacles has been tracking on the ground progress at sites and measuring cumulative successes of capacity development efforts. One new approach this plan will aim to undertake is to work with jurisdictional teams and define specific priority sites where work has been focused for several years to complete an adaptive management cycle. To do this, management strengths and gaps will be assessed, and existing information such as plans, biological and socio-economic assessments will be coordinated and shared to support adaptive management decision-making. This approach will help PIMPAC utilize the outputs of past capacity development efforts, fill in gaps for effective management, to demonstrate effective management at model sites throughout the regional. These efforts will also aim to identify specific individuals within local teams that have these skills to continue these efforts at other sites.

The following PIMPAC Framework section provides the background information from planning sessions in 2009 and 2013 including the Scope, Mission, Audience, Core Competencies for Effective Site Based Management, Ten-Year Goals, and Ten Year Results.

## PIMPAC FRAMEWORK

### *PIMPAC SCOPE*

PIMPAC targets capacity building for effective site-based management. It was recognized by the group that site-based management cannot achieve all resource management goals alone and must be integrated into larger frameworks. As such, at the site level, PIMPAC will also support ecosystem-based management approaches, which integrate land and sea connections as well as human dimensions into management planning and activities. Examples of this scope include ridge to reef management, marine and/or terrestrial protected areas, and community based locally managed areas.

### *PIMPAC MISSION*

The Pacific Islands Managed and Protected Area Community (PIMPAC) aims to provide continuous opportunities for the sharing of information, expertise, practice, and experience to develop and strengthen site-based and ecosystem-based management capacity throughout the Pacific Islands region.

### *PIMPAC AUDIENCE*

PIMPAC will focus on support to “on the ground” site-based resource managers, and maintain good coordination/communication with other networks/agencies that focus support to political/organizational leaders (e.g. MC/USCRTF/MIC) or community members (e.g. local NGOs, municipal agencies, LMMA Network, etc.).

## CORE COMPETENCIES FOR EFFECTIVE SITE-BASED MANAGEMENT

The following are core competencies needed to achieve effective site management and that which PIMPAC aims to develop overall capacity for in the region over the long-term.

Effective Site Based Management Needs:

1. **A Strong Leader or Champion** with the key skills (e.g. project/people management, inspiring and passionate, writing, budgeting, communications, fundraising, government relations and political navigation)
2. **Sufficient number of staff who are adequately trained**, and have access to a local pool of skilled professionals needed for hiring new staff
3. **Solid understanding of ecosystem based management** (i.e. how to integrate land and sea connections, as well as human dimensions into management planning and activities)
4. A **comprehensive management plan** that has clear goals & objectives that address all threats to the site including climate change
5. **Organized and engaged community** that includes all sectors in management planning and activities
6. **Effective communications and outreach** to share information both internally (e.g. fundraising, report writing), and externally (e.g. community awareness, monitoring translated to share with local community decision makers)
7. **Decision making that is inclusive** of various levels (i.e. traditional /community /government/ NGO)
8. **Sound science to inform planning, monitoring for effectiveness, and the adaptive management process**
9. **Enforcement Programs (including prosecution systems) that are effective, dedicated and supported** by government and community
10. **Strong policy and political will** within policy-making institutions to support site based management
11. **Project management/administration** with strict financial oversight and monitoring of program progress
12. **Sustainable/diverse financing** that includes income-generating mechanisms
13. **Strong and well-coordinated partnerships** that share a common vision

## PIMPAC LOGIC MODEL FOR EFFECTIVE SITE BASED MANAGEMENT

The following figure demonstrates how the core competencies identified through PIMPAC strategic planning feed into effective site based management. PIMPAC efforts through training and technical assistance, learning exchanges, partnership building, coordination and communications, and leveraging funds directly support capacity development for core competencies 1, 2, 2.1, 3, 4, 5, 6, 7, 8, 9, and 13 in PIMPAC jurisdictions. While the other core competencies for effective site based management are not directly addressed, PIMPAC coordinates with institutions and programs that provide this support to ensure that all core competencies are being addresses over time.

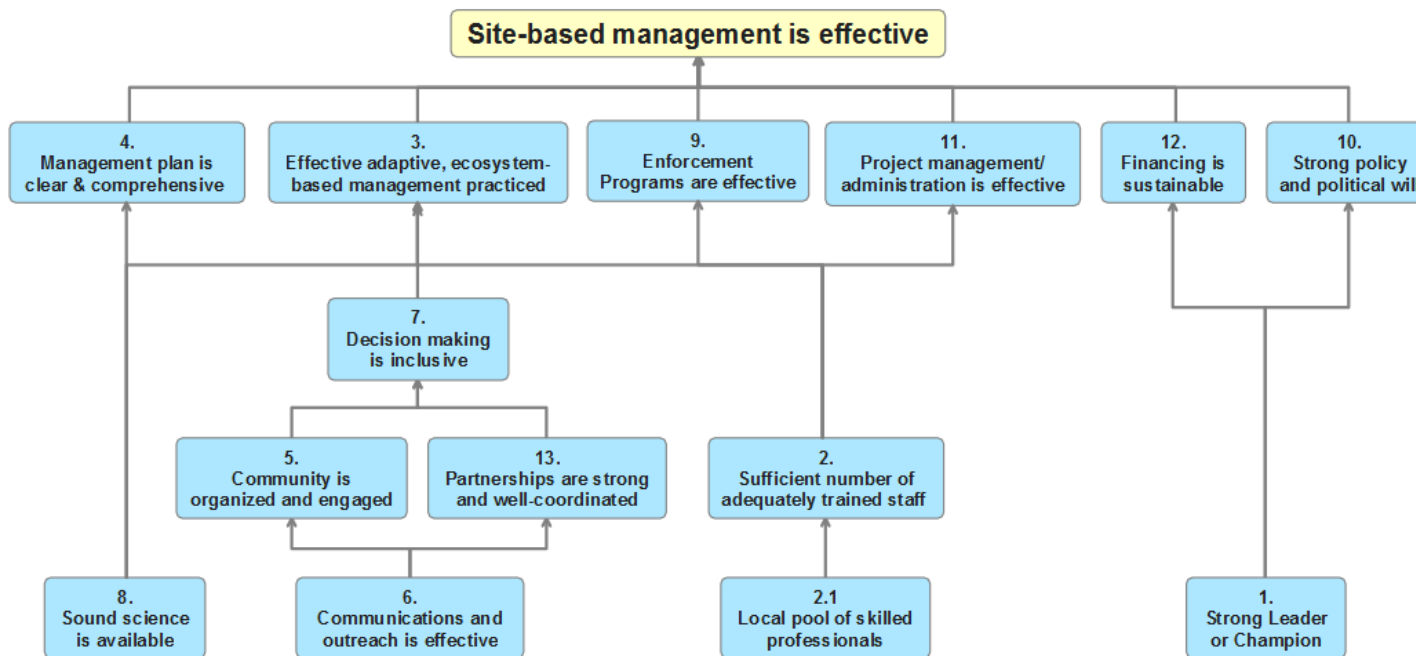


Figure One: Logic Model for Effective Site Based Management (Micronesia Conservation Trust, 2017)

Change logic model to have different colors (input, outputs (row of 4-10) and outcomes (add ecological, social food/livelihoods, and cultural))



## PIMPAC TEN YEAR GOALS

The following ten year goals (starting in 2009) reflect specific long term results that PIMPAC will focus on achieving.

**GOAL 1:** A minimum of one site in each of the member PIMPAC jurisdictions is operating as a jurisdictional model for effective site-based management (using ecosystem-based management principles). This includes an formal adaptive management process (including: a comprehensive management plan that is guiding decision making and implementation of key activities including climate change adaptation strategies, community outreach and engagement, compliance and enforcement, social and biological monitoring, communications, modification of management based on on-going learning, etc.).

**GOAL 2:** Local teams in each island jurisdiction are independently facilitating activities required to support core competencies for effective site-based management, can self-assess their capacity, and access skills and training to support further needs.

**GOAL 3:** Training around core competencies for effective site-based management is institutionalized (through coursework in schools, colleges and universities, and internships) and offered on an ongoing basis throughout the region.

## PIMPAC TEN YEAR RESULTS

The following are the ten-year tangible “results” (starting in 2009) around the core competencies that PIMPAC will contribute to building in the region.

- Capacity is built (i.e. understanding and adoption of the core competencies of effective site-based management) among jurisdictional teams and local leaders to effectively achieve local site-based goals (e.g. Micronesia Challenge, Two Samoa’s Initiative, Protected Areas Networks). PIMPAC will NOT develop natural resource goals as it will focus on capacity building.
- Training approaches are ongoing/ institutionalized in local academic institutions (i.e. schools, colleges, universities) or programs and have resulted in local “champions” who are skilled to facilitate various aspects of local site-based management efforts.
- Long-term capacity building initiatives are developed for youth (students and young staff) through mentorships, coursework implementation in local academic institutions, and internships focused on site-based management.
- Site-based management is strategically planned and integrates cultural and livelihood information throughout the process.
- Resilience built of local communities that include improved resource/ecosystem conditions and benefits to community members that support long term sustainability, particularly in the face of climate change impacts (understood by linking monitoring to management effectiveness and decision-making).
- Strong communication skills developed to support decision-making at all levels (community, government, NGO) including results of monitoring for effectiveness and of community benefits.
- Sustainable finance mechanisms in place to support local site-based management efforts in the long term

## PIMPAC APPROACHES

As a social network, PIMPAC will continue to use five main approaches to contribute to the ten-year results and reach its goals and objectives. They are: 1) Training and Technical Support, 2) Learning Exchanges, 3) Partnership Building, and 4) Coordination and Leveraging Funds

***Training and Technical Assistance***- PIMPAC will support site-based management capacity building that addresses all threats (land and sea) in a comprehensive manner and integrates human dimensions throughout the adaptive management cycle. PIMPAC will facilitate an environment where site-based managers can identify gaps in capacity and express needs so that PIMPAC can strategically support them. As such, PIMPAC can “speed up” effectiveness of site-based management efforts by developing, adapting, and/or providing access to information, tools, trainings, and technical support that will be most effective for the local audience.

***Learning Exchanges*** – As a mechanism to communicate lessons learned and stories between islands, learning exchanges both provide inspiration and examples of solutions to those facing similar challenges.

***Partnership Building*** – While most of PIMPAC’s work operates through partnerships on all levels, with a long-term vision, PIMPAC aims to institutionalize trainings in academic institutions (i.e. schools, colleges, and universities), such as Guam Community College’s Marine and Terrestrial Conservation Enforcement course (starting in FY 2014) so that access to capacity building is ongoing. This supports the management effectiveness of current managers as well as providing opportunities for future managers to gain experience in applied site-based management skills.

***Coordination & Leveraging Funds*** – PIMPAC can act both as a forum for sharing successes and lessons learned within the community and as a voice to leadership to help shape “support programs” and increase political will. Coordination of partners can also ensure more holistic and efficient capacity development approaches that build on one another and reduce duplication. As a coordination mechanism among regional partners, PIMPAC can leverage complimentary programs to get more accomplished with less funding.

# PIMPAC TRAINING AND TECHNICAL ASSISTANCE OBJECTIVES, APPROACHES, AND MILESTONES

## ADAPTIVE MANAGEMENT

### Three year objectives:

**Objective 1:** By the end of 2020, at least one priority site from each jurisdiction has completed an adaptive management process cycle and updated management objectives and activities

**Objective 2:** By the end of 2018, jurisdictional teams have the capacity to identify and actively respond to training needs to complete adaptive management cycle.

**Objective 3:** By the end of 2020, the Marine Protected Area Management Effectiveness (MPAME) and conservation benefits assessment tool will have been implemented in at least five jurisdictions priority sites as and integral part of the adaptive management cycle.

**Objective 4:** By 2020, review existing coral reef conservation laws in one PIMPAC jurisdiction to identify gaps and update laws accordingly

### Approach:

Building capacity for the development of comprehensive site based management plans has been a topic of focus since 2006 for PIMPAC as it sets the foundation for all further management activities (monitoring, enforcement, financing, etc). Management plans have been developed in all PIMPAC jurisdictions and most have at least a small group of managers who can lead the process in their jurisdictional teams. There are still some on-going challenges in finalizing management plans, which mostly revolve around technical writing. As such, PIMPAC will continue to provide some support through PIMPAC mentors on this topic through ad hoc technical assistance to jurisdictions needing to complete management plans.

Additionally, it has been recognized that most jurisdictions are working in some sites where plans have been developed, implementation of activities is taking place, and/or monitoring (biological, socio-economic, or both) is on-going. This new strategic plan cycle will focus more effort on supporting the adaptive management process in each jurisdiction. The adaptive management process will help jurisdictional teams identify how they will work with communities to monitor success of their actions, and how they will modify or adapt their management activities and plans to address gaps or further progress successes. It will also ensure that the principles of ecosystem-based management have been considered on an on-going basis. To support the 10 year PIMPAC results, PIMPAC coordinators and mentors will also work with jurisdictional teams to identify 1-2 “model sites” in each jurisdiction and measure management effectiveness over time to understand changes in capacity and progress in achieving site goals. PIMPAC will provide facilitation support to review these efforts and work with each jurisdictional team to revise management objectives and actions based on monitoring (BIO and SEM) results and management effectiveness assessment findings.

PIMPAC will also develop as suite of decision-making support products. These include:

- A graphic document that showcases a general adaptive management cycle and various regionally appropriate tools and trainings (or exercises within them) that can be used to support different parts of the adaptive management cycle.
- A standardized capacity self-assessment checklist tool that can be used by jurisdictional teams to identify capacity needs annually to complete the adaptive management cycle and access PIMPAC support around key topics/tools/trainings. Includes identification of jurisdictional team members and their skill sets/perception competency levels (i.e confidence in leading specific PIMPAC topic areas)
- Fact sheets to help jurisdictional teams understand ecosystem based management concepts and potential ways to integrate them more into existing efforts where needed.
- Marine Protected Area Management Effectiveness (MPAME) and conservation benefits user manual will be developed, which will be used to design individualized trainings and follow-up assistance. Regional partners will compile and analyze results for tracking progress.

All training and technical support activities and products will be provided to PIMPAC coordinators upon completion to share with the wider Community and used to report out on PIMPAC activities where appropriate.

**Objective 1:** By the end of 2020, a priority site from each jurisdiction has completed an adaptive management process to update management objectives and activities

Year	Annual Milestones:	Notes on Progress	Date Complete
2017	Finalize development of tool kit, including: a graphic on adaptive management cycle and tools and trainings (or exercises within them) that can support each step of the adaptive management cycle, Ecosystem based management fact sheet descriptive process to review mngt objectives and biological, SEM data and MPAME tool to inform updating management plans and incorporate it into the VALEAP guide or another appropriate adaptive mngt planning document		
2017	Completion of self-capacity assessment for jurisdictional teams and idnetifcation Jurisdictional facilitators.		
2017	A short case study about the Helen Reef Management Project adaptive management process developed and shared with PIMPAC Network to inspire and guide other managers to implement the adaptive management cycle		

<b>2018</b>	Adaptive management process conducted for at least 2 PIMPAC priority sites. Jurisdictional facilitator will collaborate with jurisdictional teams to track progress.		
<b>2019</b>	Adaptive management process conducted for at least 2 PIMPAC priority sites. Jurisdictional facilitator will collaborate with jurisdictional teams to track progress.		
<b>2020</b>	Adaptive management process conducted for at least 2 PIMPAC priority sites. Jurisdictional facilitator will collaborate with jurisdictional teams to track progress.		
<b>Objective 2:</b> By the end of 2018, jurisdictional teams have the capacity to identify and actively respond to training needs to complete adaptive management cycle.			
<b>Year</b>	<b>Annual Milestones:</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Jurisdictional PIMPAC facilitators funded by MCT and partners to annually use the standardized PIMPAC self-assessment tool, coordinate PIMPAC activities, and share PIMPAC stories.		
<b>2017 - 2020</b>	All jurisdictional teams annually use the standardized PIMPAC self-assessment tool to identify capacity needs and communicate requests to PIMPAC coordinators to include in funding proposals by April 30 <sup>th</sup> each year.		
<b>Objective 3:</b> By the end of 2020, the Marine Protected Area Management Effectiveness (MPAME) and conservation benefits assessment tool will have been implemented in at least five jurisdictions priority sites as an integral part of the adaptive management cycle.			
<b>Year</b>	<b>Annual Milestones:</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Marine Protected Area Management Effectiveness (MPAME) and conservation benefits refined and included in the adaptive management toolkit, and implemented at one site. Results reported to PIMPAC coordinators.		
<b>2018</b>	Marine Protected Area Management Effectiveness (MPAME) implemented at 3 PIMPAC priority sites to support adaptive management.		

<b>2019</b>	Marine Protected Area Management Effectiveness (MPAME) implemented at 3 PIMPAC priority sites to support adaptive management.		
<b>2020</b>	Marine Protected Area Management Effectiveness (MPAME) implemented at 3 PIMPAC priority sites to support adaptive management.		
<b>Objective 4:</b> By 2020, review existing coral reef conservation laws in one PIMPAC jurisdiction to identify gaps and update laws accordingly			
<b>Year</b>	<b>Annual Milestones:</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2018</b>	Coordinate with regional Law Schools and other support organizations to identify a specialist to conduct a legal review of coral conservation laws for one jurisdiction and recommend appropriate changes to enhance legal protection of coastal resources.		
<b>Key Partners:</b>  , Local Conservation NGO's and government agencies, MCT, The Nature Conservancy (Micronesia Program), Rare.			

## SOCIO-ECONOMIC MONITORING

**Objective 1:** By the end of 2020, with guidance/support from a PIMPAC SEM Advisor and Mentor, at least five jurisdictional sites have developed, implemented, or repeated a SEM-Pasifika assessment (marine and terrestrial, as appropriate) the results of which help to understand effectiveness toward achieving the MC and other relevant regional initiatives (e.g. Two Samoa's), the objectives in the site plan (i.e. management plans / CAPs / Problem- Solution Tree /LAS, LEAP), and opportunities to modify management activities based on learning as an integral part of the adaptive management cycle.

**Objective 2:** By the end of 2020, there is at least two individuals per jurisdictional team skilled in the SEM-Pasifika monitoring process and actively facilitating the process within their jurisdiction (outside guidance may still be necessary).

**Objective 3:** By the end of 2020 a regional/jurisdictional databases are established (as appropriate) and local teams are transmitting data that is integrated into a larger monitoring framework

### **Approach:**

Linking socioeconomic monitoring to management effectiveness will continue to be maintained as a priority topic area for future training and is an area that has been identified as needing further support to move to monitoring sites vs one time assessments. The SEM-Pasifika socioeconomic monitoring tool was developed in the Pacific region to guide managers on which priority indicators to assess, the questions to ask, how to analyze the data, and communicate results. PIMPAC adopted the SEM-Pasifika tool as a standard approach by which area-based managers can carry out socioeconomic monitoring for management effectiveness. In 2008, PIMPAC collaborated with Micronesians in Island Conservation, SPREP and NOAA CRCP to begin training on this topic through a regional training.

In August of 2012, the First MC Socioeconomic Measures workshop was held, different human well-being domains were discussed and the top three (Sustainable Livelihood, Good Governance, and Education/Built Capacity) were agreed by all jurisdictions to measure at their various MC sites. Because the process of MC was identified as crucial for achieving human wellbeing objectives, participants also discussed and agreed on process indicator areas. An Addendum to the Socioeconomic Monitoring Guidelines for Coastal Managers in Pacific Island Countries or SEM-Pasifika for the MC indicators was produced in September 2013 and tested in several sites in the MC countries. During the 2<sup>nd</sup> MC Social Measures workshop in June 2015, these indicators were revisited and revised. At this workshop a regional core socioeconomic monitoring team for MC was also established with representatives from all jurisdictions. At a MC Measures Working Group Scorecard Workshop in August 2016, a session was held on the MC socioeconomic (SEM) indicators and how they could be linked to the biological indicators monitored by the marine and terrestrial teams. An additional human well-being domain on Culture and additional indicators (including income, water quality and access, and availability of natural resources important for traditional practices) were then agreed to be added onto the MC SEM framework.



In some cases, assessments are conducted prior to management planning to gauge the need for management, community support, through which a community based effort can build. In most cases, SEM-Pasifika training support has utilized management plans (i.e. CAP/LEAP) to inform the SEM-Pasifika process so that assessments are linked to management objectives and can help to determine effectiveness toward achieving the site objectives. This is an integral part of the adaptive management process. From 2017 - 2020, an emphasis will be made to support adaptive management of priority sites. Therefore a focus will be for on-going assistance to jurisdictional teams to improve on monitoring sites that have already completed an initial assessment and/or complete baseline assessments at new ones.

PIMPAC will provide technical assistance to jurisdictions to develop monitoring programs that are linked to management goals/effectiveness and finally to modify management activities based on learning. This will be done through the following steps:

- PIMPAC will explore the possibility of hiring a SEM Mentor for the region to coordinate with jurisdictional facilitators and teams, help design technical support efforts, and ensure information collected is coordinated with other efforts (biological monitoring) and further utilized to support adaptive management
- Each jurisdiction will select 2 SEM points of contact within the PIMPAC jurisdictional team;
- Requests for technical support will be made through local PIMPAC Facilitators through annual capacity assessments
- Individualized SEM P trainings will be set up with technical experts and/or PIMPAC advisors and mentors at each site to work with jurisdictional teams (including youth / MC champions / students). Teams will review management objectives and previous assessments, meet with stakeholders, and design and implement appropriate SEM assessments that contribute to understanding effectiveness in developing or achieving site management objectives, including the decision on next time period to reassess the site; MC measures (or other regional initiatives) will also be included.
- Follow-up training and technical assistance will be provided to jurisdictional teams to analyze and communicate data as well as work with community/stakeholder groups.
- Following the completion of training and technical support, a report will be completed on assessment/monitoring objectives, methods, survey, analysis, results and adaptive management actions and share with PIMPAC coordinators to share with the Community as appropriate.
- Results of the SEM-P report will be used to modify management actions and update management plans through an adaptive management process. These may be done as part of the SEM-P process or part of a larger PIMPAC adaptive management approach for priority sites.

All training and technical support activities and products will be provided to PIMPAC coordinators upon completion to share with the wider Community and used to report out on PIMPAC activities where appropriate.

**Objective 1:** By the end of 2020, with guidance/support from a PIMPAC SEM Advisor & Mentor, at least five jurisdictional sites have developed, implemented, or repeated a SEM-Pasifika assessment (marine and terrestrial, as appropriate) the results of which help to understand effectiveness toward achieving the MC and other relevant regional initiatives (e.g. Two Samoa's), the objectives in the site plan (i.e.

management plans / CAPs / LAS/ LEAP), and opportunities to modify management activities based on learning as an integral part of the adaptive management cycle..

<b>Year</b>	<b>Annual Milestone</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Complete regional assessment of existing SEM plans.		
<b>2017</b>	SEM-P Advisor/Mentor drafts data collecting instruments for additional SEM indicators agreed in MC Measures Working Group Scorecard Workshop in August 2016		
<b>2017</b>	PIMPAC SEM mentor hired by PIMPAC (through MCT or NOAA) to coordinate and manage regional SEM capacity development.		
<b>2017</b>	PIMPAC facilitators identify or confirm existing lead facilitators/POC for SEM for each of the jurisdictional teams. Two POCs per jurisdiction.		
<b>2017</b>	At least two SEM-Pasifika assessments (marine and terrestrial, as needed) designed to assess the effectiveness toward achieving the objectives in their management plan and adapt management according to findings, as well as MC Measures. Efforts should be made to focus assessments at priority sites identified by jurisdictional teams		
<b>2017</b>	SEM-P results used for adaptive management for 1 jurisdictions		
<b>2018</b>	SEM-Pasifika mentor with support from SEM advisor will compile toolkit (see toolkit description in beginning training and technical assistance section). Includes power points, lesson plans, training worksheets, sample reports, SEM-P and other guiding documents, etc.		
<b>2018</b>	At least two SEM-Pasifika assessments (marine and terrestrial, as needed) designed to assess the effectiveness toward achieving the objectives in their management plan and adapt management according to findings, as well as MC Measures. Efforts should be made to focus assessments at priority sites identified by jurisdictional teams		
<b>2018</b>	SEM-P results used for adaptive management for 2 jurisdictions		
<b>2019</b>	PIMPAC funds at least two SEM-Pasifika assessments (marine and terrestrial, as needed) designed to assess the effectiveness toward achieving the objectives in their management plan and adapt management according to findings, as well as MC		

	Measures. Efforts should be made to focus assessments at priority sites identified by jurisdictional teams		
2019	SEM-P results used for adaptive management for 2 jurisdictions		
<b>Objective 2:</b> By the end of 2020, there is one team of individuals per jurisdiction skilled in the SEM-Pasifika monitoring process and actively facilitating the process within their jurisdiction (outside guidance may still be necessary).			
Year	Annual Milestone	Notes on Progress	Date Complete
2017	SEM Core Team chart developed – each team member list tasks, strengths, areas of interest – and regional training plan complete		
2017-2020	Identify/update specific SEM capacity needs of partners in region through PIMPAC self capacity assessment (stated under adaptive management) by April 30th each year.		
2018	Each jurisdiction should have institutionalized secured (and sustainable) position dedicated to SEM-P – within the government, educational institutions, and research agencies		
2018	At least 2 jurisdictional teams have 2* SEM POCs fully skilled in the SEM-Pasifika monitoring process and are actively facilitating the process within their jurisdiction. *including existing POCs		
2019	At least 3 additional jurisdictional teams have 2* SEM POCs fully skilled in the SEM-Pasifika monitoring process and are actively facilitating the process within their jurisdiction. *including existing POCs		
2020	All jurisdictional teams have 2* SEM POCs fully skilled in the SEM-Pasifika monitoring process and are actively facilitating the process within their jurisdiction. *including existing POCs		
<b>Objective 3:</b> By the end of 2020 a regional database is established (as appropriate) and local teams are transmitting data that is integrated into a larger monitoring framework			
Year	Annual Milestone	Notes on Progress	Date Complete
2018	MOUs established among appropriate partners for data management, storage and submission.		
2019-2020	Socioeconomic monitoring data is integrated into larger monitoring framework to demonstrate site based		

	effectiveness (use logic model, add SEM to marine and terrestrial monitoring)		
<p><b>Key Partners:</b>  UoG, Palau International Coral Reef Center, NOAA NMFS PIFSC - Human Dimensions Program, NOAA CRCP, Micronesia Conservation Trust, local Conservation NGO's and RARE.</p>			

## MARINE BIOLOGICAL MONITORING

**Objective 1:** Maintain current level of dedicated staff for biological monitoring and provide training as needed to cope with staff turnover. Provide enhanced training for analyzing data and reporting for programs with consistent staff. )

**Objective 2:** In December of all years, PIMPAC POCs have access to updated data and any associated recommendations which can be used for adaptive management.

**Objective 3:** By 2020, at least 2 sets of time-series data for marine that includes key indicators (for Micronesia sites, using the MC Measures methodologies), with associated outreach and scientific publication.

**Objective 4:** Identify sustainable sources of funding and dedicated staff for fisheries dependent monitoring and provide training as needed to cope with staff turnover. Provide enhanced training for analyzing data and reporting for programs with consistent staff. )

**Objective 4.5:** By 2020, all jurisdictions have a full one year assessment of fisheries dependent data (species based commercial catch records). At least 3 jurisdictions will have summarized results available that are linked with scientific publications. At least one case study where fisheries dependent and independent data are informing ecosystem based fisheries management.

**Objective 5:** By 2020, regional/jurisdictional databases established and refined (as appropriate) and local teams transmitting and receiving data stable, online data base, following a two year (or 5 for terrestrial and fisheries) monitoring cycle.

**Objective 5.5:** At least one case study where biological data refines management, and feedback cycle is completed.

**Approach:**

Linking biological monitoring for management effectiveness is a priority topic area for training. PIMPAC will provide technical assistance to jurisdictions to develop monitoring programs that are linked to management goals/effectiveness and finally to modify management activities based on learning. This will be done through the following steps:

- Each jurisdiction will select biological monitoring POC within the PIMPAC jurisdictional team;
- Requests for technical support will be made through PIMPAC Coordinators
- Individualized trainings will be set up with technical experts and/or PIMPAC mentors at each site to work with jurisdictional teams (including youth / MC champions / students). Teams will review management objectives, meet with stakeholders, and design and implement appropriate assessments (e.g. fish census, benthic cover, sediment, SPAGs, sea grass, sea cucumbers, coral/fish/invertebrate taxonomy etc.) that contribute to understanding effectiveness in achieving site management objectives.
- Follow-up training and technical assistance will be provided to jurisdictional teams to analyze and communicate data as well as work with community/stakeholder groups to use results to modify management activities;
- Following the completion of training and technical support, assessment/monitoring results and adaptive management actions will be communicated to the PIMPAC coordinators.

A strong emphasis will be placed on providing long term support to local teams on research design concepts of monitoring such as why certain types of monitoring are used, why it is designed the way it is, and how the knowledge obtained can be applied to the local situation. This is intended to compliment technical monitoring skills that many local teams already have by helping to adapt those skills for monitoring local situations. Additional support will also be focused on data, management, analysis and communication capacity building.

**Objective 1:** Maintain current level of funding and dedicated staff for biological monitoring and provide training as needed to cope with staff turnover. Provide enhanced training for analyzing data and reporting for programs with consistent staff. )

Year	Annual Milestones	Notes on Progress	Date Complete
2017	Identify/update specific biological monitoring capacity needs of partners in each region through PIMPAC self-capacity assessment (stated under adaptive management).		
2017-2020	Conduct data analysis trainings specific to each jurisdiction to best meet their specific needs. tmeasurably improve managers analysis capacity		

<b>2019</b>	One regionally based PIMPAC partner completes a master's degree in marine science and can serve as an additional technical adviser in the region.		
<b>Objective 2:</b> In December of all years, PIMPAC POCs have access to updated data and any associated recommendations which can be used for adaptive management.			
<b>Year</b>	<b>Annual Milestones</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2018</b>	Identify dedicated, funded staff to manage database, (handle queries, provide the finished product) (e.g. PICRC, University of Guam Marine Lab(EPSCOR NSF grant initiative), Pacific Science Center).		
<b>2017-2020</b>	Staff from each jurisdiction use outputs from the data analysis workshop to translate monitoring data into management recommendations – via presentations to at least 3 communities or stakeholder groups in each jurisdiction effective communication and outreach materials and accessible to all managers.		
<b>2020</b>	Local queries handled by local monitoring team with support from technical staff when needed (i.e., UOG, PICRC).		
<b>Objective 3:</b> By 2020, at least 2 sets of time-series data for marine that includes key indicators (for Micronesia sites, using the MC Measures methodologies), with associated outreach and scientific publication.			
<b>Year</b>	<b>Annual Milestones</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2020</b>	Time series data established in online database and used in trainings for local partners and management agencies. Adaptive management cycle initiated in O(1) example.		
<b>Objective 4:</b> Identify sustainable sources of funding and dedicated staff for fisheries dependent monitoring and provide training as needed to cope with staff turnover. Provide enhanced training for analyzing data and reporting for programs with consistent staff. )			
<b>Year</b>	<b>Annual Milestones</b>	<b>Notes on Progress</b>	<b>Date Complete</b>

<p><b>Objective 4.5:</b> By 2020, all jurisdictions have a full one year assessment of fisheries dependent data (species based commercial catch records). At least 3 jurisdictions, summarized results will be available. At least one case study where fisheries dependent and independent data are informing ecosystem based fisheries management.</p>			
Year	Annual Milestones	Notes on Progress	Date Complete
2018	Complete Yap		
2019	Complete RMI		
<p><b>Objective 5:</b> By 2020, regional/jurisdictional databases established and refined (as appropriate) and local teams transmitting and receiving data stable, online data base, following a two year (or 5 for terrestrial and fisheries) monitoring cycle.</p>			
Year	Annual Milestones	Notes on Progress	Date Complete
<p><b>Objective 5.5:</b> At least one case study where biological data refines management, and feedback cycle is completed.</p>			
Year	Annual Milestones	Notes on Progress	Date Complete
2018	Regional meeting where the body of developed science is shared for key stakeholders and tangible approaches for ecosystem-based fisheries monitoring are developed for each jurisdictions in draft format. This will be a roadmap for the future.		
<p><b>Key Partners:</b> Palau International Coral Reef Center: Dr. Yimnang Golbuu, University of Guam Marine Lab(Dr. Pete Houk) US Forest Service(US Forest Service: Sheri Smith, Ashley Lehman, Rich Mackenzie, Olaf Kuegler), TNC Micronesia: Steve Victor, MC Measures Terrestrial Technical Working Group: CNMI: Victor Camacho; Guam: Jeff Quitigua and Joe Mafnas; FSM National-Gibson Susumu, PNI- Saimon Lipai, Kosrae- Eric Waguk, Chuuk- Julian, Sipas/Pacente, Yap-Francis Ruegoron: RMI: Karness Kusto; ROP:Lynna Thomas and Rare: Michael Guilbeaux and Packard Foundation</p>			



## TERRESTRIAL BIOLOGICAL MONIOTORING

**Objective 1:** By the end of 2020, with guidance/support from a PIMPAC Terrestrial Advisor or Mentor and the MC Terrestrial Champion, at least five jurisdictional sites have developed, implemented, or repeated a Terrestrial assessment, the results of which help to understand effectiveness toward achieving the MC and other relevant national (e.g. SWARS, etc) and regional initiatives (e.g. Aloha Plus Challenge), or the objectives in a site plan (e.g. management plans / CAPs / Problem- Solution Tree /LAS, LEAP), and provide opportunities to modify management activities based on learning.

**Objective 2:** By the end of 2020, there is one team of individuals per jurisdiction skilled in Terrestrial monitoring process and actively facilitating the process within their jurisdiction (outside guidance may still be necessary).

**Objective 3:** By 2020, regional/jurisdictional databases established or refined (as appropriate) and local teams transmitting and receiving data via email or an on-line data base, following the two year (or 5 for terrestrial) monitoring cycle.

**Objective 4:** By the end of 2020, at least one Forest Inventory Assessment per jurisdiction has been implemented including MC terrestrial indicators

**Approach**

Linking biological monitoring for management effectiveness has been identified to be maintained as a priority topic area for future training. Terrestrial monitoring is a relatively new approach in the region and is in the process of designing methods that meet local needs and support regional initiatives such as the Micronesia Challenge. The Forestry Inventory Assessment has been identified in Micronesia as the approach to monitor progress in effectively conserving terrestrial resources. However, it does not answer site-specific management questions. PIMPAC will provide technical assistance to jurisdictions to encourage and support the development of monitoring programs that are linked to management goals/effectiveness and finally to modify management activities based on learning.

An emphasis will be placed on providing support to local teams on research design concepts of monitoring such as why certain types of monitoring are used, why it is designed the way it is, and how the knowledge obtained can be applied to the local situation. This is intended to compliment technical monitoring skills that many local teams already have (e.g. FIA) by helping to adapt those skills for monitoring local situations. Additional support will also be focused on data, management, analysis and communication capacity building.

This will be done through the following steps:

- Each jurisdiction will identify a terrestrial monitoring POC as part of the PIMPAC jurisdictional team;
- Requests for technical support will be made through PIMPAC Coordinators and or the MC Terrestrial Champion
- Individualized trainings will be set up with technical experts and/or PIMPAC mentors at each site to work with jurisdictional teams (including youth / MC champions / students). Teams will review management objectives, meet with stakeholders, and design and implement appropriate assessments (e.g. bird counts, etc.) that contribute to understanding effectiveness in achieving site management objectives. These methods may be different for different locations.
- Follow-up training and technical assistance will be provided to jurisdictional teams to analyze and communicate data as well as work with community/stakeholder groups to use results to modify management activities;
- Following the completion of training and technical support, assessment/monitoring results and adaptive management actions will be communicated to the PIMPAC coordinators.

**Objective 1:** By the end of 2020, with guidance/support from a PIMPAC Terrestrial Advisor or Mentor and the MC Terrestrial Champion, at least five jurisdictional sites have developed, implemented, or repeated a Terrestrial assessment, the results of which help to understand effectiveness toward achieving the MC and other relevant national (e.g. SWARS, etc) and regional initiatives (e.g. Aloha Plus Challenge), or the objectives in a site plan (e.g. management plans / CAPs / Problem- Solution Tree /LAS, LEAP), and provide opportunities to modify management activities based on learning.

Year	Annual Milestones:	Notes on Progress	Date Complete
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2018	Develop a protocol (this may be standardized or a flexible approach) with technical expert that compliments FIA and other previously selected methods for understanding site based conservation		
2018	Funds identified for at least two pilot terrestrial assessments designed to assess the effectiveness toward achieving the objectives in their management plan and adapt management according to findings, as well as MC Measures.		
2019	Funds identified for at least two terrestrial assessments designed to assess the effectiveness toward achieving the objectives in their management plan and adapt management according to findings, as well as MC Measures. Efforts should be made to focus assessments at priority sites identified by jurisdictional teams		
2019	Terrestrial monitoring results used for adaptive management for two jurisdictions		
2020	Funds identified for at least two terrestrial assessments designed to assess the effectiveness toward achieving the objectives in their management plan and adapt management according to findings, as well as MC Measures.		
2020	Terrestrial monitoring results used for adaptive management for 2 jurisdictions		
<b>Objective 2:</b> By the end of 2020, there is one team of individuals per jurisdiction skilled in Terrestrial monitoring process and actively facilitating the process within their jurisdiction (outside guidance may still be necessary).			
Year	Annual Milestones:	Notes on Progress	Date Complete
2018	Each jurisdiction should have identified a institutionalized secured (and sustainable) position (e.g. state forester) dedicated to terrestrial monitoring – within the government, educational institution		
2017-2020	Identify/update specific terrestrial monitoring capacity needs of partners in region through PIMPAC self capacity assessment (stated under adaptive management), by April 30th each year.		
2018	At least 2 jurisdictional teams have members fully skilled in FIA terrestrial and site based monitoring methods where appropriate and are actively facilitating the process within their jurisdiction.		

2019	At least 3 additional jurisdictional teams have members fully skilled in the FIA and site based monitoring methods where appropriate terrestrial monitoring process and are actively facilitating the		
2020	All jurisdictional teams have members fully skilled in the FIA terrestrial and site based monitoring methods where appropriate monitoring process and are actively facilitating the process within their jurisdiction.		
<b>Objective 3:</b> By 2020, regional/jurisdictional databases established or refined (as appropriate from FIA database) and local teams transmitting and receiving data via email or an on-line database, following 5 terrestrial monitoring cycle.			
Year	Annual Milestones:	Notes on Progress	Date Complete
2018	Identify dedicated, funded staff to manage regional database, (handle queries, provide the finished product) (e.g. PICRC, University of Guam ), USFS		
2018	Data entered for two jurisdictions into terrestrial monitoring database on MC Forest Inventory and Analysis (FIA)		
2019	Data entered for two jurisdictions into terrestrial monitoring database on MC Forest Inventory and Analysis (FIA)		
2019	1 regional pilot data set report for terrestrial complete that includes key indicators for Micronesia sites, using the MC Measures methodologies and answering specific		
2019	Monitoring data is standardized, processed, translated into management recommendations and accessible to all managers.		
2019	Data bases maintained, new data incorporated and data continues to be communicated for adaptive management.		
2019	Training in data access available for all jurisdictions.		
2020	Data entered for two jurisdictions into terrestrial monitoring database on MC Forest Inventory and Analysis (FIA)		
<b>Objective 4:</b> By the end of 2020, at least one Forest Inventory Assessment per jurisdiction has been implemented including MC terrestrial indicators (Guam and FSM complete in 2014 & 2016)			
Year	Annual Milestones:	Notes on Progress	Date Complete
2019	Palau terrestrial monitoring team completes Forest Inventory and Analysis (FIA) including MC indicators.		

2019	CNMI terrestrial monitoring team completes Forest Inventory and Analysis (FIA) including MC indicators.		
2018	RMI terrestrial monitoring team completes Forest Inventory and Analysis (FIA) including MC indicators.		
<p><b>Key Partners:</b> Micronesia Conservation Trust-Roseo Marquez, US Forest Service(US Forest Service: Katie Friday, Sheri Smith, Ashley Lehman, Rich Mackenzie, Olaf Kuegler), TNC Micronesia: Steve Victor, MC Measures Terrestrial Technical Working Group: CNMI: Victor Camacho; Guam: Jeff Quitigua and Joe Mafnas, Jim McConell, Christine Fejeran; FSM National-Marlyter Silbanuz, Gibson Susumu, PNI- Eugene Eperiam, Saimon Lipai, Kosrae- Eric Waguk, Chuuk- Julian, Yap-Francis Ruegorong, Palau: Pua Michael</p>			

## COMPLIANCE AND ENFORCEMENT

**Objective 1:** By the end of 2020, jurisdictionally-tailored enforcement trainings and workshops have been implemented in 5-6 separate jurisdictions using the PIMPAC Training Team and Enforcement Training toolkit.

**Objective 2.** By the end of 2020, each PIMPAC jurisdiction will have a team of at least two enforcement instructors, certified to train staff in at least 2 basic law enforcement skills and/or duties (Certification can be provided by the PIMPAC Enforcement Team Trainers or other sources).

**Objective 3.** By the end of 2020, PIMPAC will assist with the implementation of at least 3 trainings and/or workshops focused on the specific needs of remote MPA's in the Pacific region and improving the effectiveness of these programs.

**Objective 4.** By the end of 2020, 1-2 jurisdictions have established or begun to develop appropriate frameworks, initiatives, and/or programs to enhance the local community role for participating in or leading compliance and enforcement efforts. These may include co-management arrangements with government agencies and/or support for traditionally managed areas that include standardized guidelines to support community awareness, engagement, and reporting.

**Objective 5.** By 2020 and thereafter, PIMPAC has established mechanisms for sustained delivery of capacity building training for compliance and enforcement. These mechanisms may include jurisdictional cost-sharing in activities and programs, localized training activities and centers with certified instructional staff, jurisdictional appropriate materials and guides to help other sites and agencies, and the sharing and dispersal of lessons and experiences in compliance and enforcement efforts.

**Objective 6:** By the end of 2018 and thereafter, there is wide participation from across Micronesia in the Micronesia Conservation Enforcement Certificate Program at Guam Community College (GCC) with PIMPAC providing at least two scholarships annually (*Combined Objective with Partnership and Academic Institution Section*)

### Approach:

#### Planning, Implementation, and Monitoring of Regional Capacity Building Activities:

Using the Enforcement Training Toolkit and working with the PIMPAC enforcement training team -- consisting of key partners in Guam, Palau and elsewhere -- PIMPAC will support enforcement personnel and organizations with technical assistance and expertise to assess, improve and monitor change in the effectiveness of enforcement programs that are appropriate to jurisdictional needs. A PIMPAC enforcement assessment survey template will be developed and used identify gaps and needs related to: 1) protected area management, policy and legislation and 2) enforcement officer and agency capacity/knowledge/skills/equipment/funding. Prior to implementing enforcement trainings, enforcement personal from organizations requesting trainings, will fill out the PIMPAC enforcement

assessment survey and return it to the PIMPAC enforcement trainer or mentor who was originally contacted. The PIMPAC enforcement trainer or mentor will collaborate with other necessary PIMPAC partners to review and analyze the survey, and design a training based on the results. Additionally, recommendations from CRCP's jurisdictional capacity assessments will also be used to help design trainings for the Pacific US Flag Islands. Post training evaluations and Memorandums of Understandings (MOU's), that will include monitoring and reporting activities to track effectiveness will be established to improve documentation of short and long term changes in enforcement officers and program capacity, and maintain partnerships focused long term enforcement capacity building.

### **Community Based Compliance and Enforcement**

In jurisdictions that identify support for establishing or maintaining traditional systems and integration with government systems in their enforcement assessment survey as a priority, community-based or co-management approaches to improve compliance and enforcement will be supported. PIMPAC will encourage the development and strengthening of links and frameworks between community approaches and government enforcement agencies. Local enforcement agencies are critical partners for developing and supporting community programs and can provide technical assistance in areas such as safety, evidence collection, and assessments of rules and policy. Existing community-based compliance and enforcement programs from American Samoa, Samoa, Hawai'i, Guam and CNMI can serve as models for other jurisdictions interested in establishing programs. Information, materials, guides, case studies, laws and best practices will be shared from these existing programs and used to develop training modules and tool kits for community-based compliance, surveillance, and enforcement programs. This training will include a manual, training guide books, endorsements, MOUs, and other key material for the development of a new program. Additionally, learning exchanges and supporting materials will be utilized as the primary mechanism to share lessons and information about existing regional community-based programs that have shown success.

### **Remote MPA Enforcement**

Joint Enforcement Agreements (JEAs) between land owners and government agencies will be used, where appropriate, as a key mechanism to leverage resources and partnerships from other enforcement organizations, local or otherwise to improve enforcement and surveillance at remote sites that work to effectively decrease violations. One remote MPA site in Palau, FSM and RMI will be established as model sites and will be identified as learning sites for other remote MPAs in these respective areas, so that local capacity building efforts can be more easily and cost effectively facilitated (via learning exchanges coordinated by local certified enforcement trainers and other means).

### **Communications**

New training efforts will also include sections on effective communications to ensure that enforcement officers have a basic understanding of conservation concepts and can effectively communicate these concepts, laws, and rules to the public. Assessments, training reports, MOU's, monitoring results and other information produced as a result of enforcement capacity building efforts will be shared via the list serve and website one week after completion.

**Objective 1:** By the end of 2020, jurisdictionally-tailored enforcement trainings have been implemented in 5-6 separate jurisdictions using the PIMPAC Training Team and Enforcement Training toolkit.

Year	Annual Milestones:	Notes on Progress	Date Complete
2017	Through collaboration with appropriate advisers, PIMPAC enforcement partners develop an Enforcement Tool Kit, which will identify all the necessary components of an effective enforcement program and will include the necessary documents and training materials to assess, implement and evaluate enforcement programs.		
2017-2020	Using the needs assessment survey document , identify/update specific enforcement capacity needs of partners in region through PIMPAC self-capacity assessment (stated under adaptive management) by April 30th each year.		
2017-2020	1-2 new trainings, informed by assessments are completed per year, including but not limited to: <ol style="list-style-type: none"> <li>1. the development and implementation of SOP's</li> <li>2. PIMPAC enforcement trainees have demonstrated (based on pre/post test surveys) measured improvement on compliance and enforcements techniques, knowledge, skills and abilities that are taught during PIMPAC trainings</li> <li>3. Established PIMPAC Enforcement Partnership Memorandum of Understanding with 1-2 jurisdictions that identifies specific responsibilities of both parties, including, but not limited to, reporting, monitoring, funding(partner organizations will be required to contribute some resources)</li> </ol>		
2020	PIMPAC Mentors assist Jurisdictional enforcement partners to identify funding for some of the equipment identified as needed in assessment.		

**Objective 2.** By the end of 2020, each PIMPAC jurisdiction will have a team of at least two enforcement instructors, certified to train staff in at least 2 basic law enforcement skills and/or duties (Certification can be provided by the PIMPAC Enforcement Team Trainers or other sources).

Year	Annual Milestones:	Notes on Progress	Date Complete
2020	Using information from assessments, identify most appropriate areas for certification for each jurisdiction.		



<b>2017-2020</b>	Each year, at least two certified trainers in each jurisdiction will provide retraining in certified areas for their staff with little to no outside support.		
<b>Objective 3.</b> By the end of 2020, PIMPAC will assist with the implementation of at least 3 trainings and/or workshops focused on the specific needs of remote MPA's in the Pacific region and improving the effectiveness of these programs.			
<b>Year</b>	<b>Annual Milestones:</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Identify 3 model remote sites (1 in each RMI, FSM, and Palau) to focus efforts		
<b>2018</b>	Explore the use of appropriate technologies such as radar system.		
<b>2019</b>	Explore the use of appropriate technologies such as radar system.		
<b>2020</b>	Three remote MPA sites (1 in each RMI, FSM, and Palau) will have effective enforcement programs and will serve as model sites for other remote MPAs in these respective areas, so that local capacity building efforts can be more easily and cost effectively facilitated (via Learning exchanges coordinated by local certified enforcement trainers).		
<b>Objective 4.</b> By the end of 2020, 1-2 jurisdictions have established or begun to develop appropriate frameworks, initiatives, and/or programs to enhance the local community role for participating in or leading compliance and enforcement efforts. (These may include co-management arrangements with government agencies and/or support for traditionally managed areas that include standardized guidelines to support community awareness, engagement, and reporting).			
<b>Year</b>	<b>Annual Milestones:</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2018</b>	Identify 1-2 additional jurisdiction to develop local networks of community enforcement officers		
<b>2019</b>	Secure necessary resources to support advancing 1-2 community enforce programs including establishing SOPs and JEAs.		
<b>2020</b>	1-2 jurisdictions additional have begun to develop a community focused program for communities, traditionally managed areas that include standardized		

	guidelines to support community awareness, engagement, and reporting-		
<p><b>Objective 5.</b> By 2020, PIMPAC has institutionalized a mechanism for sustained delivery of capacity building training for compliance and enforcement. These mechanisms may include jurisdictional cost-sharing in activities and programs, localized training activities and centers with certified instructional staff, jurisdictional appropriate materials and guides to help other sites and agencies, and the sharing and dispersal of lessons and experiences in compliance and enforcement efforts.</p>			
Year	Annual Milestones:	Notes on Progress	Date Complete
2018	A MOU among MCT, Guam’s Department of Agriculture and Guam’s Micronesia Challenge Point of Contact is established that secures a long term commitment from DAWR Enforcement Section to institutionalize the PIMPAC Enforcement Capacity Building Instructor responsibilities of (currently Mark Aguon’s role) as a regular part of the job description of that position.		
2020	A PIMAC compliance and enforcement tool kit is complete and available and useable to jurisdictional partners.		
<p><b>Objective 6:</b> By the end of 2018 and thereafter, there is wide participation from across Micronesia in the Micronesia Conservation Enforcement Certificate Program at Guam Community College (GCC) with PIMPAC providing at least two scholarships annually.</p>			
Year	Annual Milestones:	Notes on Progress	Date Complete
2017	At least 13 scholarships for attendance in the GCC Micronesia Conservation Enforcement Certificate Program are offered (COMPLETED!!!!)		Year 1: August, 2017
2018	At least 13 scholarships for attendance in the GCC Micronesia Conservation Enforcement Certificate Program are offered  Four or more jurisdictions regularly send conservation officers to the GCC Program for training		
2019-20	On-going full attendance (13) in the GCC Micronesia Conservation Enforcement Certificate Program are offered		

**Key Partners:**

- American Samoa DMWR Staff, Tasi Watch, Jurisdictional Agency Enforcement Staff, Guam US Marshall's Office and DAWR, Alliance of Palau Conservation Officers, Pew Charitable Trusts, One Reef, Makai Watch Hawai'i State & Managing Better Together Network and Rare

## CLIMATE CHANGE ADAPTATION

**Objective One:** By the end of 2020, climate change considerations are included in adaptive management processes and climate adaptation actions have been integrated into updated plans, at PIMPAC priority sites (see adaptive management section).

**Objective Two:** By the end of 2020, the LEAP process is implemented in at least one new site including the use of LEAP Communication Tool Kit.

**Objective Three:** By the end of 2020, technical expertise has been provided in combination with training using PIMPAC decision support tools for at least three PIMPAC priority sites to develop appropriate climate adaptation measures for coastal change (i.e. erosion and flooding)

**Objective Four:** By the end of 2020, technical expertise has been provided in combination with PIMPAC decision support tools for at least three PIMPAC priority sites to develop appropriate zoning and rules for marines systems that build long term resilience to reefs and fisheries

**Objective Five:** By the end of 2020, technical expertise has been provided in to at least three sites explore alternative livelihood options, and efforts result in the development of regionally appropriate decisions support tool.

**Objective Six:** By the end of 2020, PIMPAC has shared information and experience from communities working on adaptation both within the region and among other regions to expand adaptation efforts, leverage support for adaptation actions, and to revise tools to reflect experience in the field

### **Approach:**

Training on the use of the Adapting to a Change Climate: Guidance for Vulnerability Assessment and Local Early Action Planning (VA-LEAP) has taken place in almost all PIMPAC jurisdictions. In many jurisdictions, the LEAP process has been used to develop adaptation plans and/or has been integrated into outreach and planning processes. PIMPAC mentors and Advisors are providing on-going support to communities and practitioners to continue this work. As ecosystem based adaptation actions are identified a significant amount of resources will be needed to implement these actions in several communities. PIMPAC will help foster discussions with funders to provide grants to communities that have completed LEAPs and ready to implement early actions.

As communities are carrying out Local Early Action Planning processes, they are faced with some complex issues that do not have clear or easy solutions. For example, coastal erosion/shoreline protection, fisheries management/reef resilience, agriculture, water, and development of alternative livelihoods. PIMPAC will focus on addressing some of the complex climate change impacts emerging as high priority issues for communities. Technical support will be provided to communities to help understand adaptation options and determine how to carry out appropriate adaptation strategies for these complex issues. In some pilot sites where adaptation actions are promoting a reduction in use of existing resources such as fisheries, technical support will be provided as a foundation for the development of a new decision support tool for developing alternative and supplemental livelihoods.

All training and technical support activities and products will be provided to PIMPAC coordinators upon completion to share with the wider community and used to report out on PIMPAC activities

where appropriate.			
<b>Objective One:</b> By the end of 2020, climate change considerations are included in adaptive management processes and climate adaptation actions have been integrated into updated plans, at PIMPAC priority sites (see adaptive management section).			
Year	Annual Milestone	Notes on Progress	Date Complete
2018	Adaptive management process includes climate change considerations and actions for at least 3 PIMPAC priority sites.		
2019	Adaptive management process includes climate change considerations and actions for at least 3 PIMPAC priority sites.		
2020	Adaptive management process includes climate change considerations and actions for at least 3 PIMPAC priority sites.		
<b>Objective Two:</b> By the end of 2019, the LEAP process is implemented in at least 10 new sites including the use of the LEAP communications toolkit ( <i>Shared Objective with Strategic Communications and Behavior Change</i> )			
Year	Annual Milestone	Notes on Progress	Date Complete
2017	LEAP communications toolkit drafted		
2017	LEAP based videos finalized (including modified planning tutorial and case studies)		
2018	Nine new sites complete LEAP process and initiate climate adaptation actions using LEAP video tool and modified planning tutorial		
2018	LEAP communications toolkit finalize		
2019	One new site completes full LEAP process including communications strategy and initiate climate adaptation actions		
<b>Objective Three:</b> By the end of 2020, training and technical expertise has been provided in combination with Coastal Change decision support tools for at least three jurisdictional priority sites to develop appropriate ecosystem based climate adaptation measures for coastal change (i.e. erosion and flooding)			
Year	Annual Milestone	Notes on Progress	Date Complete
2018	Coastal Change training and technical expertise provided to one priority site facing erosion and flooding issues		
2019	Coastal Change training and technical expertise provided to one priority site facing erosion and flooding issues		

<b>2020</b>	Coastal Change training and technical expertise provided to one priority site facing erosion and flooding issues		
<b>Objective Four:</b> By the end of 2020, training and technical expertise has been provided in combination with Effective LMA decision support tools for at least three PIMPAC priority sites to develop appropriate zoning and rules for marine systems that build long term resilience to reefs and fisheries			
<b>Year</b>	<b>Annual Milestone</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Effective LMA decision support tool modified for Micronesia to reflect scientific recommendations from the region		
<b>2018</b>	Training and technical expertise provided to one priority site to develop rules and zones that build long term resilience of reefs and fisheries		
<b>2019</b>	Training and technical expertise provided to one priority site to develop rules and zones that build long term resilience of reefs and fisheries		
<b>2020</b>	Training and technical expertise provided to one priority site to develop rules and zones that build long term resilience of reefs and fisheries		
<b>Objective Five:</b> By the end of 2020, technical expertise has been provided for at least three PIMPAC priority sites to develop appropriate ecosystem based climate adaptation measures that build long term resilience to agricultural and/or water systems			
<b>Year</b>	<b>Annual Milestone</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Work with NRCS to develop MOU for PIMPAC collaboration		
<b>2017-2020</b>	Collaborate with NRCS to provide training and technical expertise to 3 PIMPAC priority sites that have identified agricultural or water issues		
<b>Objective Six:</b> By the end of 2020, technical expertise has been provided in to at least three sites explore alternative livelihood options, and efforts result in the development of regionally appropriate decisions support tool.			
<b>Year</b>	<b>Annual Milestone</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Work with MARIP to develop MOU for PIMPAC collaboration		
<b>2018</b>	Work with three PIMPAC priority sites that have implemented MPAs or LMAs to develop appropriate alternative or supplemental livelihoods		
<b>2018</b>	Work with three women’s groups in PIMPAC priority sites that have implemented MPAs or LMAs to develop appropriate alternative or supplemental livelihoods specific to women		
<b>2019</b>	Based on site based efforts develop a PIMPAC decision support tool that supports communities to		

	identify appropriate alternative/supplemental livelihood options		
<b>Objective Seven:</b> By the end of 2020, PIMPAC has shared information and experience from communities working on adaptation both within the region and among other regions to expand adaptation efforts, leverage support for adaptation actions, and to revise tools to reflect experience in the field			
<b>Year</b>	<b>Annual Milestone</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	Share LEAP videos, case studies, and communications tools with partners in the Caribbean through GCFI		
<b>2018</b>	Develop community climate story videos to share adaptation efforts of BMUB project sites		

# STRATEGIC COMMUNICATIONS AND BEHAVIOR CHANGE

**Objective One:** Jurisdiction teams have capacity to influence policy/decision makers through training and technical support

**Objective Two:** By the end of 2019, the LEAP process is implemented in at least 10 new sites including the use of the LEAP communications toolkit (*Shared Objective with Climate Change Adaptation*)

**Approach:**

Site based managers need to be able to identify target audiences and develop appropriate messages and strategies to achieve desired behavior change results. Additionally good communication skills are needed to effectively carry out several activities included in site-based management. These include but are not limited to; communicating rules and regulations by enforcement officers, communicating monitoring results to decision makers, and changing destructive behaviors of stakeholders. For this reason, a suite of communications skills are needed including:

- Identifying target audiences
- Social marketing for behavior change
- Message development
- Public speaking
- Facilitation
- How to access or modify available tools – communications. 101
- Content development communications planning

PIMPAC will aim at building these skills in the region. To do so, PIMPAC will work with jurisdictional teams to better understand existing jurisdictional communication/campaign efforts, capacity gaps and needs, as well as shared priorities within the region through jurisdictional self assessments. PIMPAC will also aim to provide technical support to integrate communications skills into existing trainings (e.g. enforcement, CCA, monitoring) to complement and enhance these other management efforts. Where specific communications trainings are needed at a jurisdictional level, PIMPAC will provide technical support to carry out workshops that focus on specific community based social marketing (i.e. Behavior change) skills. Additionally PIMPAC will identify existing, and/or develop new tools, products, and training modules that are regionally appropriate and can fill jurisdictional needs. Where possible additional skills building of PIMPAC mentors will be encouraged to sustain skills and learning’s in the region.

All training and technical support activities and products will be provided to PIMPAC coordinators upon completion to share with the wider Community and used to report out on PIMPAC activities where appropriate.



**Objective One:** Jurisdiction teams have capacity to influence policy/decision makers through training and technical support

Year	Annual Milestones:	Notes on Progress	Date Complete
2017-2020	Identify/update specific social marketing/behavior change capacity needs of partners in region through PIMPAC self capacity assessment (stated under adaptive management)		
2017	Communications technical support integrated into existing CCA PIMPAC training workshops		
2017	Community based Social Marketing trainings and/or technical support provided to at least three PIMPAC jurisdictions based on local needs		
2018	Communications technical support integrated into existing Enforcement and Monitoring PIMPAC training workshops		
2018	Community based Social Marketing trainings and/or technical support provided to at least three PIMPAC jurisdictions based on local needs		
2018	One PIMPAC advisor/organization supported through PIMPAC to provide communications and/or community based social marketing training and technical support		
2019	Communications trainings and/or technical support provided to at least three PIMPAC jurisdictions based on local needs		
2020	Communications trainings and/or technical support provided to at least two PIMPAC jurisdictions based on local needs		
2020	PIMPAC social marketing advisor and mentor identified to support social marketing/behavior change training and technical support		

**Objective Two:** By the end of 2019, the LEAP process is implemented in at least 10 new sites including the use of the LEAP communications toolkit (*Shared Objective with Climate Change Adaptation*)

Year	Annual Milestones:	Notes on Progress	Date Complete
2017	LEAP communications toolkit drafted		

<b>2017</b>	LEAP based videos finalized (including modified planning tutorial and case studies)		
<b>2018</b>	Nine new sites complete LEAP process and initiate climate adaptation actions using LEAP video tool and modified planning tutorial		
<b>2018</b>	LEAP communications toolkit finalize		
<b>2019</b>	One new site completes full LEAP process including communications strategy and initiate climate adaptation actions		
<b>Key Partners:</b> MC Communication Group, RARE (after 2 years), TNC Comms, TNC Reef Resilience, Agencies outreach and education people, SPC & SPREP, PREL, Private consultants			

## PIMPAC 2017 – 2020: FUNDING AND COORDINATION OBJECTIVES, APPROACHES, AND MILESTONES

**Objective 1:** By the end of 2018, PIMPAC members, Partner Organizations and Networks who share common interest and/or membership, are well informed and demonstrate ownership of PIMPAC including:

- Knowledgeable on how to access PIMPAC services and partnerships
- Actively engaged in opportunities for up-coming trainings, funding, activities, and events
- Sharing information about local activities and accomplishments/products relevant to PIMPAC
- Communicating the Mission or PIMPAC, their role in PIMPAC, and value added in being part of the community
- Catalyzing actions through communications that demonstrate success/ accomplishments

**Objective 2:** By the end of 2020, PIMPAC accomplishments, objectives, and needs are communicated to funders to sustain or improve support for implementation of this and future strategic plans.

### Approach

Pre-strategic planning survey results demonstrated a continued challenge and need for improved communications within PIMPAC to provide consistent and effective communication among and between PIMPAC members, donors, and potential partners to support the aims of the Community. Specifically there were several PIMPAC members that identified the need to improve on showcasing PIMPAC activities and sharing successes. New PIMPAC Communications objectives and activities strive to be efficient in the delivery of information, share information in a meaningful and accessible manner, and support open dialogue among PIMPAC members.

One of the greatest values of PIMPAC is the ability as a social network to improve access to information, case studies, skills, and experiences from around the region. Through this network, PIMPAC can also coordinate people and programs from different jurisdictions that can benefit from sharing experiences/skills with one another to bring about improved site based management effectiveness.

Effective and strategic communications are required for this and therefore PIMPAC Coordinators will work with regional advisors and mentors to ensure thorough and clear communications about PIMPAC related activities. It is noted that site based management capacity building activities are being carried out by several PIMPAC Core Support Team members and organizations who may or may not be funded directly by PIMPAC. Therefore, it is agreed that activities that support the PIMPAC strategic plan (funded directly by PIMPAC or not) will be reported out by PIMPAC as being implemented by PIMPAC members and naming the organization. Additionally PIMPAC core support team members (i.e. regional advisors and mentors) agree share information about PIMPAC prior to trainings and technical support. PIMPAC communication material will be provided to the core support team to help regional

members better understand PIMPAC’s missions, activities and means for accessing support. The aim of this approach is to improve the understanding of the various activities being implemented to achieve the goals of PIMPAC and to sustain or improve funding support for these efforts in the region. This approach will be carried out transparently and with agreed upon MOUs / or Charter between PIMPAC and Partner organizations and Networks.

The use of videos and social media was identified as the most effective way to spread the word about existing efforts and successes. PIMPAC partners will strive to develop short video clips that showcase outcomes of PIMPAC capacity development initiatives (e.g. trainings/ technical assistance). Additionally, case studies and stories will also be captured to showcase success stories demonstrating effective management.

**Objective 1:** By the end of 2018, PIMPAC members, Partner Organizations and Networks who share common interest and/or membership, are well informed and demonstrate ownership of PIMPAC including:

- Knowledgeable on how to access PIMPAC services and partnerships
- Actively engaged in opportunities for up-coming trainings, funding, activities, and events
- Sharing information about local activities and accomplishments/products relevant to PIMPAC
- Communicating the Mission or PIMPAC, their role in PIMPAC, and value added in being part of the community
- Catalyzing actions through communications that demonstrate success/ accomplishments

Year	Annual Milestones:	Notes on Progress	Date Complete
2017	PIMPAC Coordinators Collect names and contact information of jurisdictional teams within in three months of final strategic plan - Update list serve to add new contacts and remove old emails no longer relevant.		
2017 - 2020	Local PIMPAC facilitator actively share information, case studies and/or current activities that could benefit other PIMPAC members (approximately 10 stories shared a year from PIMPAC facilitators, mentors, or regional advisors) including short videos on PIMPAC activities.		
2017	Explore the possibility of sharing a contract for a communications staff with PICRC/TNC/PIMPAC/MCT.?		
2017-2020	Explore the possibility with UoG CNAS program for developing a Micronesia Conservation App that enables simple story telling through pictures, video, and short content that can be shared on social media.		

2017	Develop standard introduction/description about PIMPAC for support team members to use during trainings/ technical assistance		
2017	PIMPAC website reviewed and revised to house key documents sharing of information in a reliable way.		
2017 - 2020	Explore opportunities to showcase/share about PIMPAC accomplishments and community at new events including APIL		
2017 - 2020	Continue monthly PIMPAC calls and combine quarterly with MC Support Team call where there will be a dedicated PIMPAC session		
2017	Develop informal Agreement/ Partner Description with partner network and organizations <ul style="list-style-type: none"> <li>• includes values, roles, contribution, participation and communication collaboration, how we share success stories and protocol.</li> <li>• elevator speech /key messages on how to articulate their role/PIMPAC – value added from being part of bigger community</li> <li>• Protocol for “PIMPAC” events</li> <li>• Agreement on how to acknowledge activities that contribute to PIMPAC objectives while maintaining organizational identity/ and share PIMPAC logo on website</li> </ul>		
<b>Objective 2: By the end of 2020, PIMPAC accomplishments, objectives, and needs are communicated to funders to sustain or improve funding support to achieve the goals, objectives, and milestones of implementation of the strategic plan.</b>			
Year	Annual Milestones:	Notes on Progress	Date Complete
2017 - 2020	PIMPAC accomplishments and strategic plan shared with funders within and outside the region to sustain or improve resources that support PIMPAC objectives		
2017-2020	5 short videos developed per year that capture successes/accomplishments.		

## PIMPAC 2017 – 2020: LEARNING EXCHANGES OBJECTIVES, APPROACHES, AND MILESTONES

**Objective 1:** By the end of 2020, at least one learning exchange per jurisdiction will have taken place and at least 80% of the exchanges will have documented contributions to positive change in management. For example, new monitoring methods implemented or new program established and all document their stories.

**Approach:**

**Sponsoring Learning Exchanges Resulting in Positive Change to Improve Management**

PIMPAC will support various types of learning exchanges. Learning exchanges include short approximately week long visits to specific sites to learn specific skills to longer term exchanges. For example:

- Managers (NGO’s and communities)
- Enforcement (community rangers, traditional women’s groups, conservation officers)
- Fishers (marine and freshwater)
- Youth (schools, clubs, village groups, other)
- Volunteers (schools, clubs, others)
- Agro foresters (farmers, ranchers, foresters, medicinal crops)

Exchanges will be initiated through completing PIMPAC Learning Exchange Request Form on the newly and revised PIMPAC’s website. PIMPAC Learning Exchange Request Forms must have SMART indicators. PIMPAC will invest in several PIMPAC learning exchanges over the next three years.

All participants of PIMPAC learning exchanges will provide PIMPAC coordinators with a PIMPAC Learning Exchange follow up report. PIMPAC learning exchange coordinators are responsible to facilitate learning exchanges that best meet a jurisdictions SMART learning objectives, to share results/outcomes with the wider Community, and to report out on PIMPAC activities where appropriate. Participants will work with PIMPAC coordinators to identify opportunities to document certain LE experiences that can be used for PIMPAC success stories through video or other format.

**Objective 1: By the end of 2020, at least one learning exchange per jurisdiction (FSM, RMI, Palau, Guam, CNMI, Hawaii, American Samoa) and at least 80% of the exchanges will have documented contributions to positive change in management.**

Year	Annual Milestones	Notes on Progress	Date Complete
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2017	Update PIMPAC learning exchange application and supporting documentation		
2017	Create PIMPAC learning exchange template (pre and post surveys and social network analysis); develop PIMPAC learning exchange database.		
2017	At least one PIMPAC learning exchange per hosting jurisdiction is supported		
2018	At least two additional PIMPAC learning exchanges per hosting jurisdiction		
2019	At least a total of three additional PIMPAC learning exchanges per hosting jurisdiction		
2020	At least a total of one additional PIMPAC learning exchanges per jurisdiction		
2020	Conduct social network analysis to evaluate outcomes resulting from all PIMPAC learning exchange.		
2020	PIMPAC fund and host a 3-4 day learning exchange workshop.		

PIMPAC 2017 – 2020: PARTNERSHIP BUILDING WITH ACADEMIC INSTITUTIONS OBJECTIVES, APPROACHES, AND MILESTONES

**Objective 1:** By the end of 2018 and thereafter, there is wide participation from across Micronesia in the Micronesia Conservation Enforcement Certificate Program at Guam Community College (GCC) with PIMPAC providing at least two scholarships annually (*Combined Objective with Compliance and Enforcement Section*).

**Objective 2:** By the end of 2020, at least three academic institutions in the PIMPAC Service Region have included full courses or significant course content on prioritized aspects of Natural Resource Management in line with areas of PIMPAC management focus.

**Objective 3:** By the end of 2020, at least two interns per jurisdiction are supported to assist local and regional area based initiatives with 50% off these linked with academic institutions. There

are ten PIMPAC jurisdictions and as a result a total of at least 20 internships will have been supported by the end of 2020.

**Approaches:**

**Participation in the Micronesian Conservation Enforcement Certificate Program at Guam Community College**

Opportunities to participate in the GCC Micronesia Conservation Enforcement Certificate Program will be widely publicized through PIMPAC list serve and directly to jurisdictional agency and program leaders. GCC and PIMPAC anticipate that a number of approaches will be pursued to fund participation by conservation officers and other law enforcement personnel including local Government support, GCC scholarships, PIMPAC scholarships, private fundraising, and others.

PIMPAC will acquire and disseminate program course eligibility, criteria, and ways to apply to jurisdictional enforcement partners via PIMPAC partnership building working group (Wayne, Betty, Mark). In collaboration with the relevant partners, the working group will identify participants (at least 20 participants across the region)

PIMPAC coordinators will work on identifying and securing funds to support participation including exploration of PIPTIEM (USFS) funding.

**Enhancing Natural Resource Management Topics in Academic Course Content**

This objective will be work with individual academic institution who are engaging or interested in engaging in applied science and management to discuss their priorities for natural resource management (NRM) content and how this overlaps with PIMPAC's focal topics and content. PIMPAC will identify priority opportunities to enhance NRM content where institutional frameworks are in place. Already there are several opportunities for PIMPAC to support the enhancing of NRM content. These include working with UoG marine lab to enhance support for biological monitoring capacity development. A concept note will be developed to expand coursework to include SEM and terrestrial monitoring. Additional opportunities include supporting the GCC Palau Community College (PCC) and Palau International Coral Reef Center (PICRC) to develop its planned Biological Monitoring Course, supporting the Pacific Climate Education Partnership (PCEP) to utilize PIMPAC materials, exploring potential partnership opportunities with UH Hilo's marine studies program, and working with resource agencies in the PIMPAC service region to better link academic NRM programs to agency implementation in the field.

**Supporting at Least Two Interns per Jurisdiction with 50% off these Linked with Academic Institutions**

Internship opportunities are being offered through a variety of organizations several of which are linked to academia and are participating as partners in PIMPAC. A few examples include: RARE,



PIPTIEM service, Micronesia Young Champions supported by the Department of the Interior (DOI), the SURF program of the US National Science Foundation- [Undergraduate Research Mentoring \(URM\) Program](#) and Advanced Technological Education(Bob Richmond has a grant) Enforcement internships with the Guam DAWR, Sunia scholarships, UH Hilo internship program, German Government supported German climate internship through MCT and TNC, and several additional U.S. federal opportunities that are being collated by the Hawaii Conservation Alliance. Additionally, NMFS PIRO is administering scholarships for Pacific Islanders.

All partnership building activities and products will be provided to PIMPAC coordinators upon completion to share with the wider Community and used to report out on PIMPAC activities where appropriate.

**Objective 1:** By the end of 2018 and thereafter, there is wide participation from across Micronesia in the Micronesia Conservation Enforcement Certificate Program at Guam Community College (GCC) with PIMPAC providing at least two scholarships annually.

Year	Annual Milestones:	Notes on Progress	Date Complete
2017	At least 13 scholarships for attendance in the GCC Micronesia Conservation Enforcement Certificate Program are offered		
2018	At least 13 scholarships for attendance in the GCC Micronesia Conservation Enforcement Certificate Program are offered  Four or more jurisdictions regularly send conservation officers to the GCC Program for training		
2019-20	On-going full attendance (13) in the GCC Micronesia Conservation Enforcement Certificate Program are offered		

**Objective 2:** By the end of 2020, at least three academic institutions in the PIMPAC Service Region have included full courses or significant course content on prioritized aspects of Natural Resource Management in line with areas of PIMPAC management focus.

Year	Annual Milestones:	Notes on Progress	Date Complete
2018	PIMPAC formalizes UoG marine lab as a PIMPAC Academic partner		

<b>2018</b>	A concept note to engage other potential academic partners to incorporate enhanced NRM (i.e. SEM, terrestrial monitoring) content in line with PIMPAC programs is developed		
<b>2019</b>	The second academic partnership is operational and a third is under development		
<b>2020</b>	Three academic partnerships are operational providing enhanced NRM content in line with areas of PIMPAC management focus		

**Objective 3:** By the end of 2020, at least two interns per jurisdiction are supported to assist local and regional area based initiatives with 50% off these linked with academic institutions. There are ten PIMPAC jurisdictions and as a result a total of at least 20 internships will have been supported by the end of 2020.

<b>Year</b>	<b>Annual Milestones:</b>	<b>Notes on Progress</b>	<b>Date Complete</b>
<b>2017</b>	At least two internships are supported in one or more jurisdictions		
<b>2018</b>	At least five additional internships have been supported across all PIMPAC jurisdictions		
<b>2019</b>	At least ten internships have been supported across all PIMPAC jurisdictions		
<b>2020</b>	At least twenty internships have been supported across all PIMPAC jurisdictions		

**Partners:**

Palau International Coral Reef Center, Palau Community College, Guam Community College, Guam US Marshall's, Micronesia Conservation Trust, Alliance of Palau Conservation Officers, Pew Charitable Trusts, One Reef, Makai Watch (Hawaii State & Managing Better Together Network), RARE, Hawaii Conservation Alliance. University of Guam.

