



# PACIFIC ISLANDS MANAGED AND PROTECTED AREA COMMUNITY



2017 -  
2020

STRATEGIC PLAN SUMMARY

# PIMPAC Strategic Plan 2017-2020 Summary

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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 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.

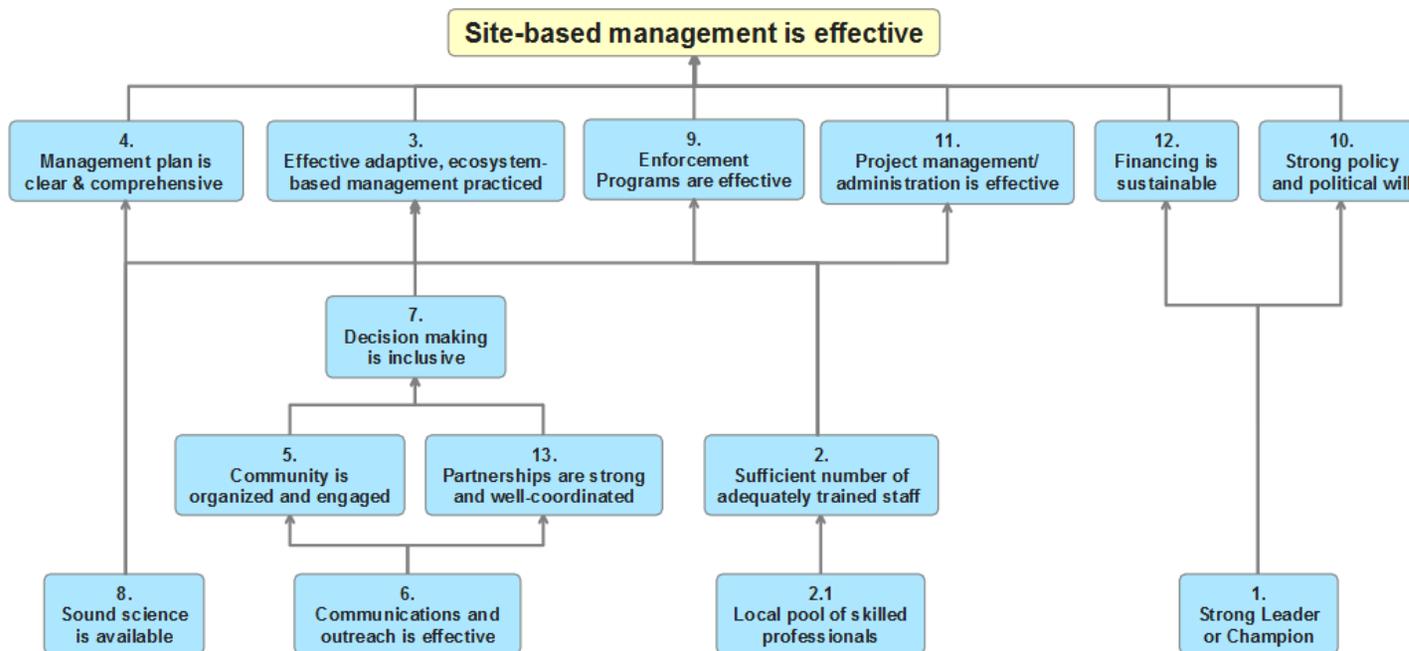


Figure One: Logic Model for Effective Site Based Management (Micronesia Conservation Trust, 2017)

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 2017 – 2020 TRAINING AND TECHNICAL ASSISTANCE

## OBJECTIVES & APPROACH

### *ADAPTIVE MANAGEMENT*

**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:**

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.

## **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 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. Results of the SEM-P report will be used to modify management actions and update management plans through an adaptive management process.

## 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 through the adaptive management cycle 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 to communicate data and work with community/stakeholder groups to use results to modify management activities. 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.

## **TERRESTRIAL BIOLOGICAL MONITORING**

**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**

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.

## 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

PIMPAC will continue to build the Enforcement Training Toolkit and utilize the PIMPAC enforcement team to support jurisdictional enforcement personnel and organizations. Support provided will be designed to meet local compliance and enforcement needs based on capacity assessments and also monitor progress in enforcement capacity after trainings. Compliance and enforcement capacity development will focus on different sectors including formal enforcement programs, community-based approaches, and remote MPA approaches. Efforts will be made to develop enforcement programs for each sector in each jurisdiction that can serve as models for other sites. Support for effective communications by compliance and enforcement officers will also be emphasized. Finally, PIMPAC will continue to support approaches to institutionalize enforcement capacity development efforts through partnerships such as the Guam Community College Micronesia Conservation Enforcement Certificate Program.

## CLIMATE CHANGE

**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. 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 as well as how to apply social marketing methods to support actions. 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.

## **STRATEGIC COMMUNICATIONS AND BEHAVIOR CHANGE**

**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*)

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

### **Approach**

PIMPAC will aim at building these good communications skills in the region. 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. 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.

## PIMPAC 2017 – 2020 COORDINATION AND LEVERAGING FUNDS OBJECTIVES AND APPROACH

**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**

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. 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.

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 between PIMPAC and Partner organizations and Networks.

## PIMPAC 2017 – 2020 LEARNING EXCHANGES OBJECTIVES AND APPROACH

**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**

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. 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.

## PIMPAC 2017 – 2020 PARTNERSHIP BUILDING WITH ACADEMIC INSTITUTIONS OBJECTIVES AND APPROACH

**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.

### Approach

PIMPAC will utilize three main approaches to meet these objectives.

1. 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.
2. Enhancing Natural Resource Management Topics in Academic Course Content -PIMPAC will identify priority opportunities to enhance NRM content where institutional frameworks are in place. 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.
3. 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 and, Undergraduate Research Mentoring (URM) Program and Advanced Technological Education.