KUPU ‘ĀINA CORPS

Host Site Frequently Asked Questions

What is the duration of the program?
The program will begin in early October, but will have rolling admission. It is our hope that the majority of the participants start on October 5th. The program duration will then run through mid-December. Since the timeframe is very limited, we encourage you to apply as soon as possible. Please note that with this narrow turn around window in which your application will be approved and the amount of time we will have to match participants to their service sites is extremely limited.

What is the selection process to become a host-site?
The initial goal is to hire 300 participants, with the hope that by meeting this benchmark we will be able to expand on this number. The Kupu ‘Āina Corps program will focus on providing displaced workers, and college and high school graduates opportunities for career upskilling and reskilling, while also providing Hawaii companies with staff resources to support their recovery. While there is no age limit, participants must be at least 17, and crew leaders must be 21 and over due to Kupu’s vehicle/rental insurance policy. Participants will gain real life experience through all organizations (non-profits, for profit, government agencies etc.) that prioritize natural resource management activities, data collection and analysis and agriculture.

What supervision requirements are needed in order to be considered a host site?
Host sites are asked to provide appropriate supervision for their participants. Supervision is important to maintain safety of participants and maintain the quality of work being completed for the host site. Participants should not be left unattended in the field. A host site employee should always be available to provide guidance.

Is the host site required to pay a fee to the program?
No; site fees will be covered for all positions thru December.

Will host sites receive compensation for participants?
Stipends in the amount of $700 per participant will be provided to host sites to be used to support participants at their service site. Host sites will need to provide their most recent W9 before receiving this stipend. Kupu will be equipping the participants with Kupu shirts, a water bottle, a hat, gloves, safety glasses and an REI gift card to assist with any other gear that may be needed.
Am I able to host only individual placements or a crew with a crew leader? May I host both?  
We would prefer that you prioritize either individual placements or hosting a crew. However, if your site can accommodate both an individual and crew experience this is possible.

Will participants be given transportation to service sites?  
Participants are required to provide their own transportation for their daily commute to the host site. However, we understand the need for additional vehicles due to social distancing protocol. To the extent that the budget allows, Kupu will provide transportation or mileage reimbursement for the participant for work-related travel. Any participant that is expected to operate a vehicle insured by Kupu will need to submit to a drug test and a driver’s abstract will be pulled. Drug test will be requested once the participant is enrolled into Altres HRSymphony system by Kupu Administration. Kupu will not be held liable for any injuries and/or accidents while operating a non-authorized Kupu vehicle.

Can I apply after the priority deadline?  
Yes, you may apply, however there is no guarantee that a participant will be placed at your host site.

What are the host site reporting requirements?  
These requirements are still being determined, but at a minimum a host site will need to produce a monthly report and a final report/evaluation.

If I have multiple sites or positions do I need to fill out more than one application?  
If your organization only has one direct supervisor overseeing the requested participants/crews, you may submit one application form. If your organization is requesting multiple participants/crews and they will be overseen by separate supervisors, each individual direct supervisor at your organization needs to submit their own application.

What kind of work can these participants do?  
Participants will be allowed to work in any area related to natural resource management, conservation and agriculture. This includes, but is not limited to Aquatic Resource Management, Building Capacity Support, Community Outreach & Education, Fence Maintenance, GIS/GPS, Invasive Species Removal, Laboratory Work, Native Hawaiian Cultural Stewardship, Native Species Restoration, Nursery, Sustainability Farming, Trail Restoration, Watershed Management and Data Collection and Analysis.

Will they be allowed to operate chainsaws? Ride ATVs? Helicopter Operations, etc.?  
Yes, if the operation is covered by workers comp via ALTRES. Certification and specific personal protective equipment must be provided to the participant prior to utilization. Proof of certification must be provided to Kupu.

How many participants can we request?  
No limit, however please keep in mind that we are trying to distribute these limited positions across multiple agencies, companies and non-profit organizations. Optimal team sizes are 3-6 participants per team, however teams can be larger and sizes may vary due to social distancing requirements.
If we already have someone already in mind, can we have them work with us through this program? Yes, this is preferred. Please indicate the name(s) on your application and have the individuals apply using the participant application.

Will we be able to interview the participants? What if we don’t have the time to? Host sites will be able to interview their candidates. Please note though that this must be expedited as quickly as possible due to the time constraints of the program.

Are there any social distancing or COVID-19 requirements that the host site will have to meet? Due to the unprecedented nature of this pandemic Kupu will continue to follow government recommendations and policies that relate to COVID-19. Participants will be expected to follow the host site social distancing protocols and any vehicle operating under Kupu’s insurance will need to adhere to the Kupu COVID-19 Vehicle Policy.