Kupu ‘Āina Corps
Frequently Asked Questions

What are the eligibility requirements of the program?
- The minimum age required is 17 and there are no age limits.
- Participants must confirm that they have been negatively impacted by the COVID-19 pandemic by signing the affidavit within the application.

Can I apply to be considered for the program if I’m not a US citizen?
Applicants must be a US Citizen, US National, US Permanent Resident, or otherwise legally allowed to work in the United States.

Do I need to have a background in conservation or natural resource management to be considered for this role?
While it is preferable that you have relatable outdoor and leadership experience, it is not necessary.

What is the duration of this Program?
Round 1: February 7, 2022 - January 28, 2023
Round 2: February 22, 2022 - February 11, 2023

Are there full time and part time opportunities available?
Yes, we just ask that you specify your availability within the application/interview phases.

What are the education requirements for this program?
Most sites require at least a high school diploma or equivalent to participate, at some sites higher education may be preferred, however, there is no minimum education requirement.

What are the position types available and what do their responsibilities entail?
You can read our full position description on our website.

What is the compensation rate for each position?
Individual Placement Positions $14/h.

**Does this program provide health care benefits?**
Yes, the participants have the option to receive Kaiser Permanente healthcare benefits during their service term as long as they maintain 20/hours per week. Kaiser healthcare is issued through Kupu’s third party provider, Altres. Although the health benefits are not mandatory for participants to use, a good majority of our current participants use it and take advantage of having coverage during their term.

**Does Kupu or any of Kupu’s partner sites provide housing?**
Each participant is responsible for their own housing and transportation. Kupu does not provide housing or transportation. The cost to rent a room/apartment will vary from island to island and, unfortunately, Kupu will not be able to assist or offer suggestions for securing housing.

**Can I be enrolled in school while in the program?**
While commitment to this program throughout its entirety is very important, we also understand the importance of education and support participants in their pursuit to obtain higher degrees. If full-time, a commitment of 40 hours/week is expected. If you are selected for a part-time position, we recommend this to be a topic of conversation between the applicant and site manager prior to accepting the position.

**What sort of Host Sites could I be placed within?**
Host sites can range from government agencies, for-profit companies and/or community based non-profit organizations.

**Are there any opportunities to gain relevant qualifications to these fields?**
Yes, some host sites will offer specific training and certification opportunities relating to the work they do.

**What is Kupu's plan regarding COVID-19?**
Due to the unprecedented nature of this pandemic, Kupu will remain up to date with both state and federal government recommendations and policies relating to COVID-19. As part of the collective effort to combat this disease, participants will be required to adhere to Kupu’s policies and host sites’ social distancing protocols, and vehicle policies. Participants will need to adhere to host sites policies regarding COVID-19 protocols and vaccination requirements.

**Will there be opportunities to telework?**
This will be dependent on the host site. Some sites may be open to the idea of teleworking if social distancing policies cannot be adhered to. This is a discussion that can be had within the interview process.

**How does the application process work?**
After submitting an application to participate in the KAC program, it will be reviewed and vetted internally by Kupu the week after the application deadline has expired. We will then send your application and resume off to the appropriate host sites. The host sites will then coordinate with you directly to set a date for an interview, and within that interview will let you know further details about the host site and to interview you for the role. After they have completed this we will then send out letters of acceptances on Jan 4-7 and for the second intake Jan 28, depending on if you applied prior to the initial deadline (Dec. 10) or the final deadline (Jan.7).

**Will I be expected to undergo a pre-employment drug test?**
No

**Does Kupu have rolling admissions?**
Yes, our applications will remain open, beyond the priority deadline, until we’ve filled all positions for the term/program. Our Final deadline will be January 7th, 2022.

If you have any additional questions please feel free to contact us via email: [opportunities@kupuhawaii.org](mailto:opportunities@kupuhawaii.org).