



Early Career Ocean Professionals

Early Career Ocean Professionals (ECOPs) will inherit the ocean, so we need to include them in the solution that they will be expected to carry forward in the future.

KEYWORDS

- Community
- Mentorship
- Integration
- New voices
- Inclusive

MORE INFORMATION



<https://meetings.pices.int/members/advisory-panels/AP-ECOP>

WHAT IS A PICES ECOP?

An ECOP is someone who self-identifies as an early career professional in the beginning of their career, within 10 years of obtaining a degree or 5 years in a current position.

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Attendees of the 2023 AP-ECOP Business Meeting

About

The Ocean is HUGE and complex and trying to ensure a sustainable ocean will be around for generations to come is also a huge, complex and long-term endeavor.

Increasing Early Career Ocean Professional (ECOP) integration into PICES will help bring new voices and ensure succession planning is in place.

Increasing mentorship and training will also help ensure PICES is providing the skills and learning opportunities to prepare for leadership opportunities and to welcome them into the PICES family.

The Issues

People don't always understand or know what an ECOP is.

It can be hard to retain ECOPs. Our goal is to keep them interested and engaged in the longer term (retention of talents kind of issue) and make sure we are inclusive and meaningfully involving ECOPs across sectors and cultures.

Integrating ECOPs into PICES needs to a tiered approach with opportunities at various leadership levels and commitment levels.

Current Actions

- Creating a mentorship program for ECOPS to gain insight from senior PICES members
- Working with PICES governing board to incorporate ECOPS into decision making & working groups
- Creating flyers in multiple languages to describe what PICES defines as an ECOP
- Creating and advertising ECOP opportunities for engagement to make sure ECOPs feel welcome and valued in PICES
- ECOP Reporting & demographic data collection