

Summer 2022 Sustainability Scholars Program Internship Opportunity

The UBC Sustainability Initiative (USI) is pleased to offer current UBC graduate students the opportunity to work on funded sustainability internship projects. Successful candidates work under the mentorship of a partner organization, and are immersed in real world learning where they can apply their research skills and contribute to advancing sustainability across the region.

- Visit the [Sustainability Scholars Program website](#) to learn [how the program works](#) and to [apply](#).
- Be sure to review the [application guide](#) to confirm your eligibility before applying.

Applications close at midnight on Sunday January 30, 2022.

Project Title: Embedding environmental sustainability and climate resilience into healthcare human resource communications strategies & initiatives

Project Background & Overview:

The Energy and Environmental Sustainability Team (EES) is a regional team and collaboration program of the Lower Mainland health organizations. EES' purpose statement is "to inspire and empower all we work with to collaboratively enable systemic transformation to restore and regenerate the interdependence of people, place and planet, now and for future generations." EES founded and facilitates GreenCare, a network that unites efforts across the BC healthcare community to transform our health-care system toward environmentally sustainable and climate-resilient care for healthy people, place and planet. The [GreenCare](#) website acts as the 'home' for the network.

EES has a Leadership & Innovation focus area with the following vision statement – "Collaboratively, foster a culture of transformative leadership and innovation for environmental sustainability in healthcare."

The goals of the Leadership & Innovation focus area are as follows:

1. Reach, engage and inspire healthcare staff to be leaders who share a commitment to and passion for sustainable and thriving communities, workplaces and environments.
2. Work collaboratively to develop innovative sustainability solutions in healthcare.
3. Build capacity among senior leadership, policy-makers and key stakeholders to prioritize sustainability in healthcare.

Human Resources (HR) has been identified as a key stakeholder of both EES and in particular, in supporting the Leadership & Innovation focus area. This project will build on a previous sustainability scholar's project that looked at best practice engagement metrics for healthcare sustainability. In this report, it was identified that "the inclusion of environmental objectives within human resources management practices and activities has emerged as essential to employee engagement and the integration of sustainability goals in the organization's culture and objectives (Casey & Sieber, 2016; Pham et al., 2019).

Project description

The objective of this research project is to uncover opportunities to embed environmental sustainability within HR communications strategies and initiatives across the Lower Mainland health organizations. This project will directly support goal 2 + 3 of the focus area, as a key component of this project will involve working closely with HR stakeholders to explore opportunities to collaborate on, and prioritize the embedding of, sustainability communications in HR initiatives i.e. new staff orientation, job descriptions and recruitment and retention initiatives.

Focus on Climate Action

This project aims to update HR communications in an effort to include the importance of climate resilience in healthcare. By working collaboratively with HR, this project will create opportunities for new and existing staff to learn about what healthcare is doing to fight climate change, as well as how staff can take climate action in healthcare.

Project scope

The Scholar will carry out the following:

1. Analyze and document current staff recruitment, onboarding and orientation strategies offered within each of the 4 Lower Mainland health organizations.
2. Conduct best practice research and document the value and impact of embedding environmental sustainability and climate resilience into HR communications strategies in healthcare.
3. Provide recommendations of ways EES can collaborate with HR to embed sustainability communications into current and future strategies and initiatives.
4. Conduct interviews with HR staff to develop template copy and/or presentation materials for new staff orientation and onboarding opportunities

Key questions the scholar will research include:

- What do the new staff orientation and onboarding journeys look like in each health organization?
- How is EES and the GreenCare network already communicated, if at all?
- Why should HR care about including sustainability and climate resilience language in their recruitment and retention initiatives?
- What do staff care about when it comes to joining and remaining in an organization? How does the organization's sustainability position affect that?
- How can EES collaborate with HR to raise awareness of sustainability and climate resilience, and provide quality staff engagement opportunities as a result?
- How do the health organization HR teams currently measure new staff orientation, onboarding, and retention success? How do they know what is important to staff?

Deliverables

- A final report containing a summary of the work completed
- Two presentations: One to the EES team once the project is completed and potentially a second to the Green+Leaders community (or HR stakeholders, depending on availability)
- A final report for the online public-facing Scholars Project Library.

SUSTAINABILITY SCHOLARS PROGRAM

Time Commitment

- This project will take **250*** hours to complete.
- This project must be completed between **May 2 and August 12.**
- The scholar is to complete hours between **Monday to Friday**, approximately **16-20** hours per week.

Required/preferred Skills and Background

- Excellent research and writing skills
- Demonstrated interest in sustainability
- Familiarity with research methodologies and survey techniques
- Excellent public speaking and presentation skills
- Familiarity conducting focus group research
- Strong analytical skills
- Ability to work independently
- Deadline oriented
- Project management and organizational skills
- Familiarity with WordPress, Drupal, or other website content tools
- Comfortable interacting with strangers to conduct public/in person surveys
- Design and layout skills

Applications close **midnight Sunday January 30, 2022**

Apply here: [Click here to apply](#)

Contact Karen Taylor at sustainability.scholars@ubc.ca if you have questions

Useful Resources

We are holding a special **resume preparation workshop for prospective Scholars** on January 19. [Click here for details and to register.](#)

Below are some links to useful resources to help you with your resume and cover letter (there are many more online). Some of these resources also provide information on preparing for your interview.

<https://students.ubc.ca/career/career-resources/resumes-cover-letters-curricula-vitae>

<https://www.grad.ubc.ca/current-students/graduate-pathways-success>

<https://www.grad.ubc.ca/cover-letter-cv-resume-templates-ubc-career-services>