

4-H Youth Development Program Area Summary

The *nEXT Generation* project management team performed a current assessment of Cooperative Extension staff, programs, and activities in the fall of 2016. This document is a summary of the findings for the staff and programs within the 4-H Youth Development program area.

Overview of Staffing

The 4-H Youth Development Program Area is made up of roughly 145 positions currently, with 16 vacancies (at the time data was collected). These faculty and staff can be divided into three main groups, identified in the table below. The number of active positions and vacancies are also listed based on data collected in the fall of 2016 (some changes may have occurred since the data was collected). In the table, HC stands for headcount, meaning the number of people, and FTE stands for Full-Time Equivalent.

Group	Description	Active Staff	Vacancies
County-Based Faculty & Staff	The Educators, Assistants, Advisors, and Coordinators based in counties who are responsible for coordinating 4-H Clubs and youth development programs.	105 HC 88.8 FTE	13 HC 12.1 FTE
State Specialists	The specialists based on UW campuses and in Cooperative Extension responsible for developing and delivering programs across the state.	10 HC 8.2 FTE	0 HC 0 FTE
Administration	The leadership and support functions across the Program Area.	30 HC 18.2 FTE	3 HC 1.5 FTE

County-Based Faculty & Staff

There are four general groups of county-based faculty and staff, which are listed below. All of these roles are based in counties and most are co-funded between counties and Cooperative Extension.

Group	Description	Active Staff	Vacancies
4-H Youth Development Educators	Faculty members who are responsible for providing overall leadership for a comprehensive 4-H Youth Development Program; they have a minimum of a Master's degree.	69 HC 58 FTE	12 HC 11.1 FTE
4-H Youth Development Program Coordinators/Advisors	Academic staff who are responsible for providing oversight to a specific program or programs in 4-H Youth Development; they typically have a Master's Degree and work in collaboration with the 4-H Youth Development Educator.	12 HC 10.8 FTE	1 HC 1 FTE
4-H Youth Development Program Assistants	Academic staff who are responsible for assisting in the development of a 4-H Youth Development program; they typically have a Bachelor's Degree and work under the director of the 4-H Youth Development Educator.	13 HC 10.4 FTE	0 HC 0 FTE
Program Management & Support	Academic staff who are responsible for coordinating or supporting local 4-H Youth Development programs (e.g., Environmental Education Program Coordinator).	11 HC 9.7 FTE	0 HC 0 FTE

State Specialists

Of the ten State Specialists, one is based on the UW-Madison campus in the School of Human Ecology and the other nine are based in Cooperative Extension. These specialists focus on different topics across the Program Area, as the titles below illustrate (the parenthetical identifies the number of staff serving in each role):

- Leadership and Civic Engagement Specialist (1)
- Animal Science Specialist (1)
- Communications Arts Specialist (1)
- STEM Specialist (1)
- Youth Development Specialist (1)
- Civil Society & Communities Specialist (1)
- Teaching Naturalist (3)
- Natural Science Specialist (1)

Administration

The 30 staff in the 4-H Youth Development administration are responsible for leading, coordinating and supporting the programs delivered by the county-based faculty and staff and state specialists. This includes the following groups of staff (the parenthetical identifies the number of staff serving in each group):

- **Program Area Leadership:** including the Program Director, Associate Program Director, Liaisons, and affiliated support staff. (10)
- **Upham Woods:** including the Center Director, Program Directors, custodians, groundskeepers, etc. (9)
- **Program Coordination:** including staff responsible for coordinating various programs like the Shooting Sports Coordinator, International Programs Coordinator, Military Liaison, etc. (11)

Programs

Faculty and staff across all three of these groups are responsible for delivering programs across the state related to positive youth development. These programs can typically be grouped into two main categories:

- **Delivery Method:** the means through which the program is delivered like in-school, after-school, through a community club, etc.
- **Content:** the topical focus of the program, like health, science, government, etc.

During the current assessment, the project management team surveyed all of the staff in the 4-H Youth Development Program Area to determine how much of their time they devote to delivering programs, and how they break down that time between different program delivery methods and content areas. More than two-thirds of the 4-H Youth Development faculty and staff responded to this survey, with roughly 95% of the responses coming from county-based faculty and staff, and the remainder coming from state specialists.

This survey found that of the time faculty and staff devote to programming, roughly 70% of their time was spent delivering programs through organized 4-H Clubs, with the remainder of their time being focusing on delivering programs through short-term special interest groups, schools, child care, and individual mentoring. Content areas were much more evenly distributed, with faculty and staff spending 21% of their

time delivering STEM programs, 17% of their time delivering Leadership programs, and less than 10% of their time on most other programs (e.g., Healthy Living programming, Environmental Science programming). The figures below illustrate the breakdown of the survey results.

Figure 1: 4-H Youth Development Programs by delivery method

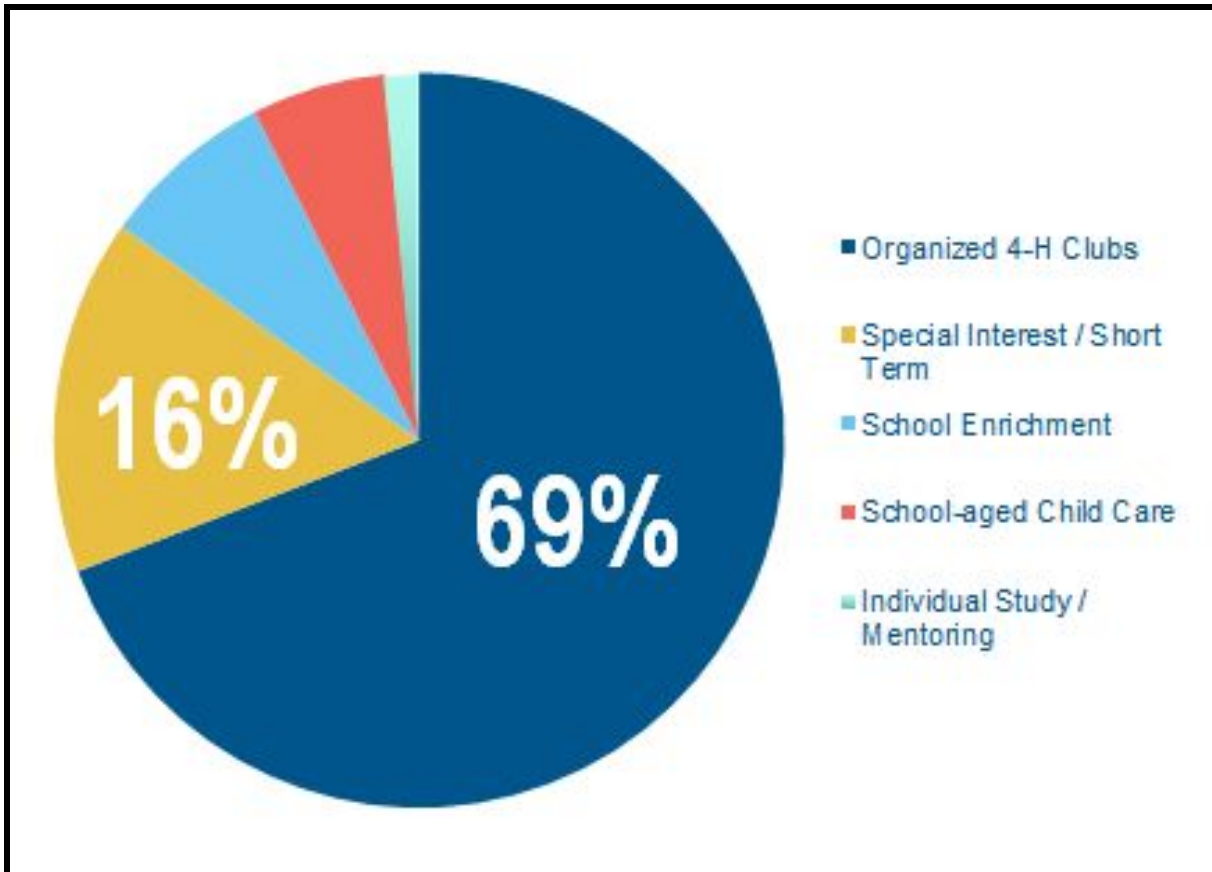


Figure 2: 4-H Youth Development programs by content area

