



In the beginning.....

- ❑ Where are we regarding volunteer development?
- ❑ Where do we want to be?
- ❑ What resources are available to get us where we want to go?



Where are we?

- ❑ 99 counties creating and delivering their own training
- ❑ Annual statewide training planned by volunteers
- ❑ State offered specific training
 - Shooting Sports, Livestock- Quality Assurance, etc.
 - new project curriculum fair every other year
- ❑ Training for field staff on PYD once a year
- ❑ Statewide county staff meeting is held each year: CYCs usually decide on content





Our Reason

+

Our Method

=

Our Results

Needs of Youth

- Belonging
- Mastery
- Independence
- Generosity



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8 Essential Elements

- ♥ Caring Adult
- 🕒 Safe Environment
- 📏 Mastery
- 👏 Service
- 👉 Self-determination
- 🎲 Inclusiveness
- 🌟 Futuristic
- 🎧 Engagement

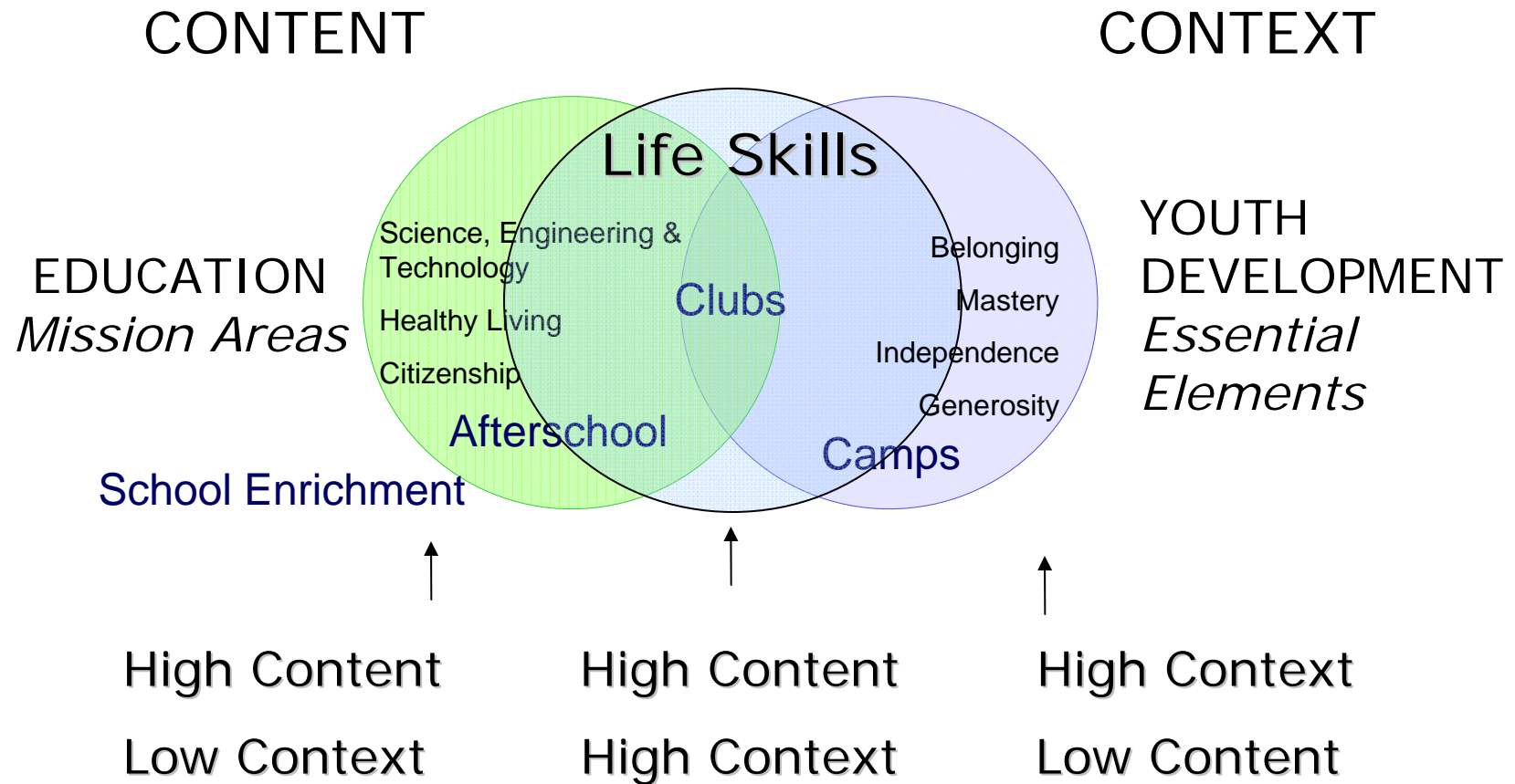


5 Outcomes in Youth

- Leadership
- Citizenship
- Communication
- Knowledge
- Personal Life Management



Content/Context and Life Skills



Developed by Cathann A. Kress, National 4-H Headquarters, CSREES, USDA



Review of available resources

- ❑ Search of bookshelves, file cabinets, and websites
- ❑ Review of Iowa's resources and other states
- ❑ Developed a matrix of resources: identified content, where it fit in with beginning of VRKC research and whether material covered was for beginning, intermediate, or experienced volunteer



Identified Challenges

- ❑ System with shrinking financial resources
- ❑ Concern about effectiveness and consistency of training for volunteer audiences from county to county.
- ❑ Communication issues. Some volunteers knew more about county, area, and state based programs than others.



Challenges

- ❑ The State and Area staff did not have a good handle of the extent, topics and amount of training volunteers were receiving
- ❑ what training would they like?
- ❑ how would they like to receive it?



Challenges

- Concern with risks to the program that has little accountability for those volunteers who work with youth directly

- Risk Management audit
 - *“What do you mean not everyone is being trained?”* ~ ISU Risk Management office



Volunteer Survey

- January 2005 random sample of 250 volunteers
- 45% response rate
- Training attendance for 2004 for this sample:
 - 21.4% none
 - 24.1% one
 - 25% two
 - 29.5% three or more
- #1 training topic was fair information



Training Topics Covered

Volunteers

Table 1: Frequency Distribution of Training Topics by Percent

Topic	<i>n</i>	Percent
Fair information	77	68.1%
Project information	62	54.9%
Effective club meeting management	46	40.7%
How to work with kids	36	31.9%
Eight Essential Elements	34	30.1%
How to involve parents	26	23.0%
Youth and adult partnerships	13	11.5%
Ages and Stages	6	5.3%
Experiential Learning	5	4.4%
How to start a club	1	0.9%

Staff

Table 4: Frequency Distribution of Training Topics by Percent

Topic	<i>n</i>	Percent
Fair information	86	94.5%
Project information	79	86.8%
Eight Essential Elements	76	83.5%
Effective club meeting management	65	71.4%
How to work with kids	54	59.3%
Experiential Learning	41	45.1%
How to involve parents	39	42.9%
Youth and adult partnerships	39	42.9%
Ages and Stages	12	13.2%
How to start a club	8	8.8%



Comment...

Prior to the survey, I didn't know training sessions were available to volunteers. Are they supposed to be mandatory?

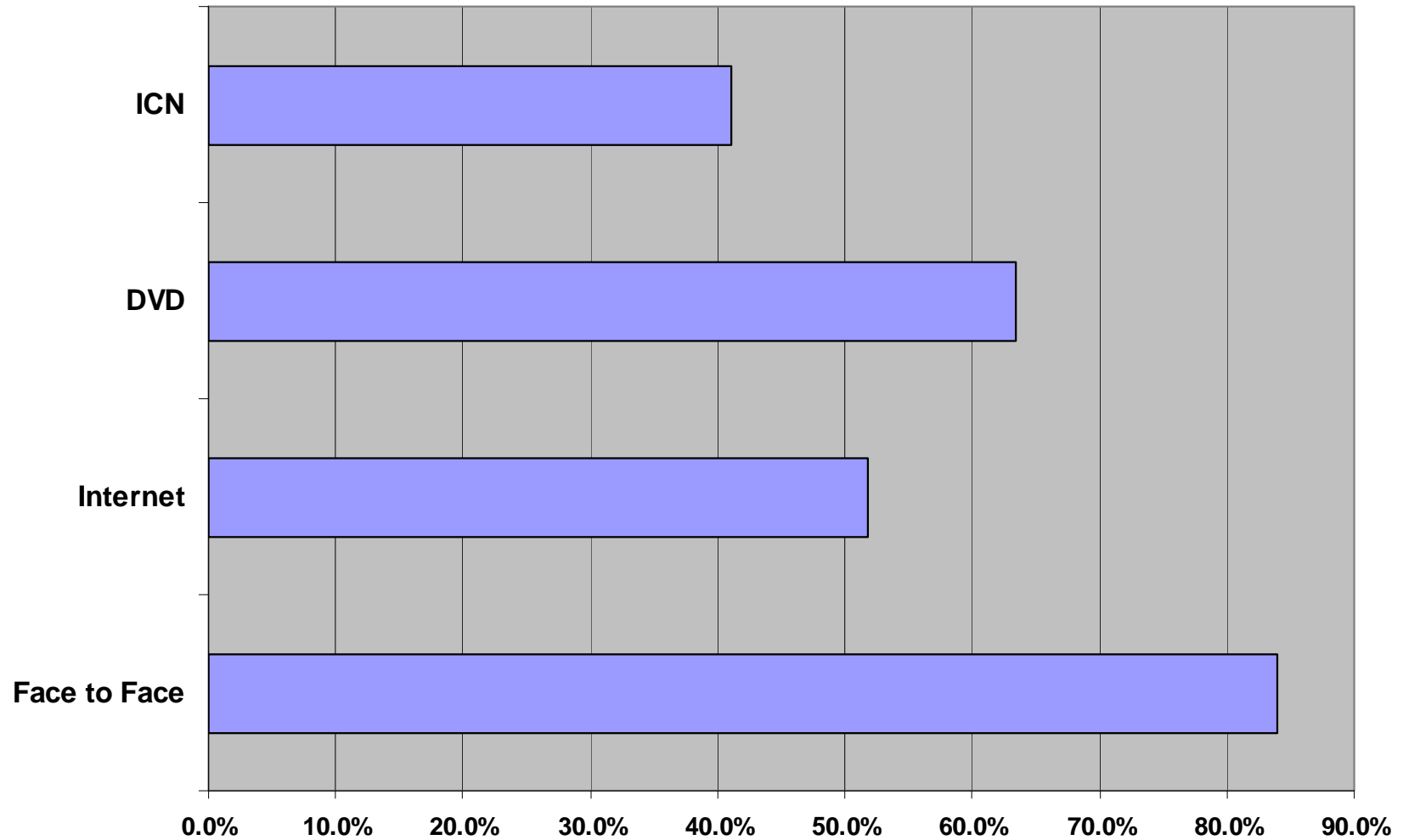


Comment...

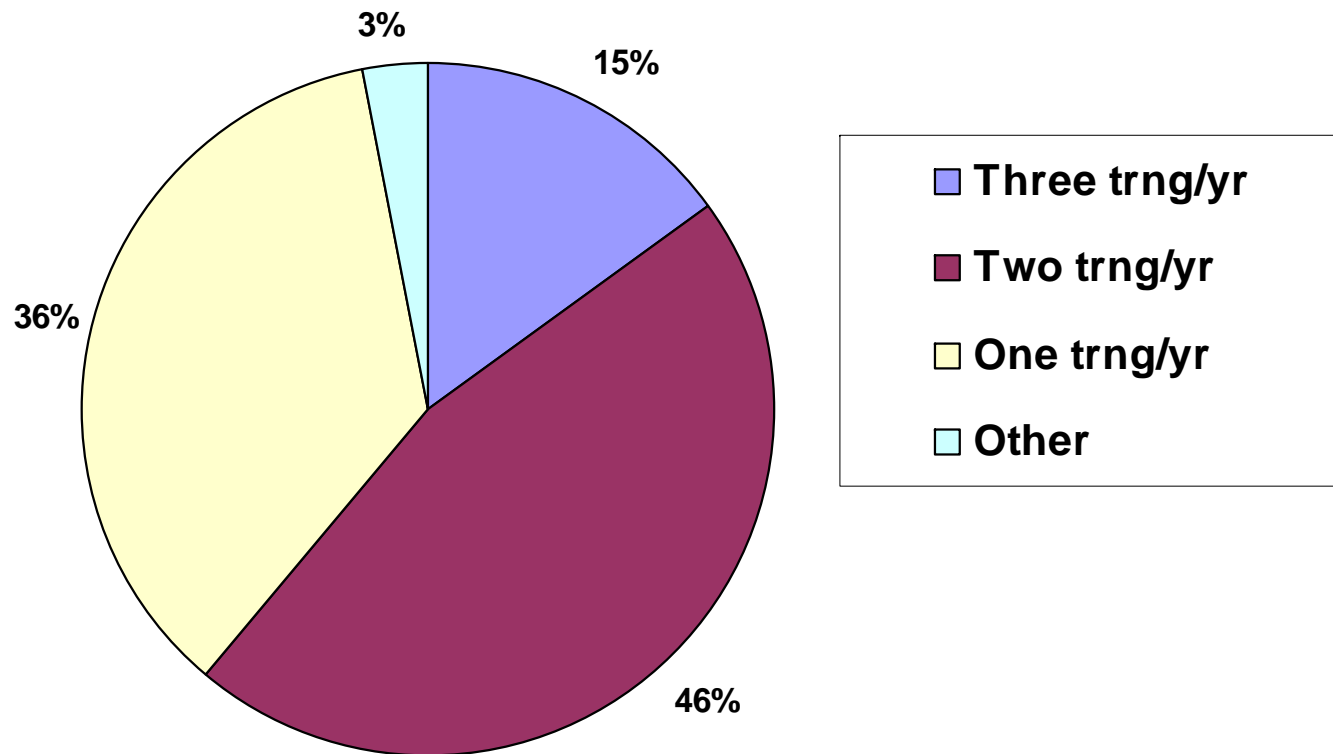
In all honesty, when I filled this out I felt like I was lost. I never heard of some of these things. ... I feel our county focuses too much on fair, less on state leadership awards for kids, project awards, conference and congress.



Training Delivery Preferences



Training Frequency



Rationale for Shakin' Things Up

Iowa needs to have both volunteers and staff who are knowledgeable and well trained in order to have a successful 4-H program. This can be accomplished by creating a statewide 4-H volunteer development system.



Rationale continued

By creating a system that is consistent across the state:

- youth benefit by experiencing similar opportunities
- parents benefit by hearing the same message
- volunteers benefit by connecting with a system that supports them in equal fashion and gives them training for the job we are asking them to do
- staff benefit by creating efficiencies and increasing productivity
- the program benefits by being more effective.



Rationale continued

A consistent statewide volunteer development system increases connectivity and strengthens the belief that each of us is contributing to the accomplishment of the 4-H vision, mission, and state-wide program goals.



Timeline

Project Tasks	Fall 06	Winter 05-06	Spring 06	Summer 06	Fall 06	Winter 06-07	Spring 07
Planning							
Newsletter		Caring Adult		Communication		Leadership	
Website							
Club management training	→						
Club Leader Modules		Communication			Communication (Outcome) #2	& Leadership	
New Leader Training						New Leader	Training
ISOTURE				ISOTURE			
Youth Committee et al Training							
Implementation							
Newsletter	Mastery		Caring Adult		Communication		Leadership
Website	Launch	Update &	Maintain				
Staff trng on Club Management					→		
Staff trng Club Leader Modules		Communication				Communication #2 & Leadership	
Vol. trng on Club Leader Modules					Communication		Communication #2
New Leader Training							
ISOTURE							
Youth Committee et al Training							





Change

- 4-H = Premier youth organization
 - Leadership
 - Citizenship
 - Communication



Change Agent

- Representative
- Understand
- Communicate



Process for Positive Change

1. If you were going to make significant change concerning leader training what processes and resources would you develop to help staff?



Change: What we did

- Input
- Engage
- Volunteer Development Roll out
- Benefits of club volunteer training



How did we prepare staff?

- Communication
 - Letters
 - Web cast
 - Leader newsletter
 - Extension Council presentations



How did we prepare volunteers?

- ❑ Spring newsletter
- ❑ Letter from State 4-H leader
- ❑ 4-H Newsletter articles
- ❑ Pilot program for one year



Our Destination

- Staff Support

- Leaders report
 - Knowledge gained
 - Skills used in clubs





Our Reason + Our Method = Our Results

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Volunteer Training Impact

Communication Training

- 1800 volunteers completed training
- 921 post-pre surveys analyzed

Greatest Changes:

- Confidence in understanding experiential education model
- Use of Project materials
- Understanding communication opportunities.



Volunteer Training Impact

Leadership Training

Fall 2007

- 2500 volunteers completed training
- 1419 post-pre surveys analyzed

Greatest Changes:

- Understanding leadership styles
- Understand own dominant style
- Use of leadership project materials.



Volunteer Training Impact

Leadership Training

Spring 2008

- 2200 volunteers completed training
- 258 post-pre surveys analyzed

Greatest Changes:

- Use of Project materials
- Understanding what kinds of opportunities foster leadership in youth.
- Confidence in leading groups in developing leadership skills.
- Understanding communication opportunities.



2008 Iowa 4-H Youth Outcome Self-Assessment Research Study

- ❑ 508 Iowa 4-Hers randomly selected.
- ❑ Self-assessed their knowledge/skills and behavior/practices.
- ❑ Post-pre instrument



As a result of 4-H: Youth gain

Skill	Increase %
Citizenship skills	80%
Citizenship practices	74%
Leadership skills	67%
Leadership practices	72%
Communication skills	73%
Communication practices	72%



Plans

Survey:

1. Is the current training structure meeting content needs of project volunteers
general organizational volunteers
2. Did the past trainings positively change volunteer behaviors/practices in the club or project setting?
3. How is the current training structure affecting the training practices of staff?



Questions??

