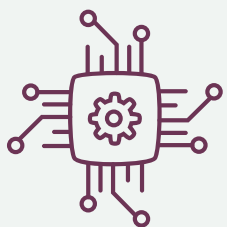


Assessing the 4-H Volunteerism PRKC of National Association of Extension 4-H Association Members

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Need for Research



- Volunteers play an integral role in both the leadership and outreach of local 4-H programs, as 4-H volunteers help others learn by delivering educational programs, and gain satisfaction from doing so (White & Arnold, 2003).
- 4-H nationally has a network of over 500,00 volunteers (National 4-H Council, 2020). Volunteers are vital to the success of the 4-H program, and it is important that youth professionals understand the roles and responsibilities of professional volunteerism (Culp et. al., 2007).
- Harder et al. (2010) identified volunteer development as a core competency that 4-H Extension agents need to be understood in order to be successful.

Methodology



- Objectives were to:
 - describe NAE4- HA members' perceptions of their ability levels and importance of volunteerism competencies
 - compare ability and importance level for each volunteerism competency to determine priority training needs for NAE4-HA members
- Quantitative methodology was used to satisfy the objectives of our study
- Borich model design was used to assess the volunteerism competencies of NAE4-HA members.

Findings



- Five professional development needs of highest priority were:
 - Understands best practices for engaging first generation volunteers
 - Identifies and engages expanded, diverse audiences as volunteers
 - Implements disciplinary strategies as needed including remediation, counseling, probation and dismissal
 - Understands and implements multiple recruitment strategies based upon role responsibilities and community demographics
 - Provides educational opportunities for volunteers on expansion and outreach to new and diverse audiences

Conclusions



- Difference in professional development needs compared to the study by Heck et al. (2009), which could be due to the eleven-year difference between studies, or the fact that this study was conducted on a national scale rather than in California.
- NAE4-HA and state 4-H programs should create onboarding training specifically targeted towards the volunteerism PRKC.
- NAE4-HA leadership, as well as state 4-H programs, can use the results of this study to create professional development and training programs for both new and seasoned 4-H Extension professionals.