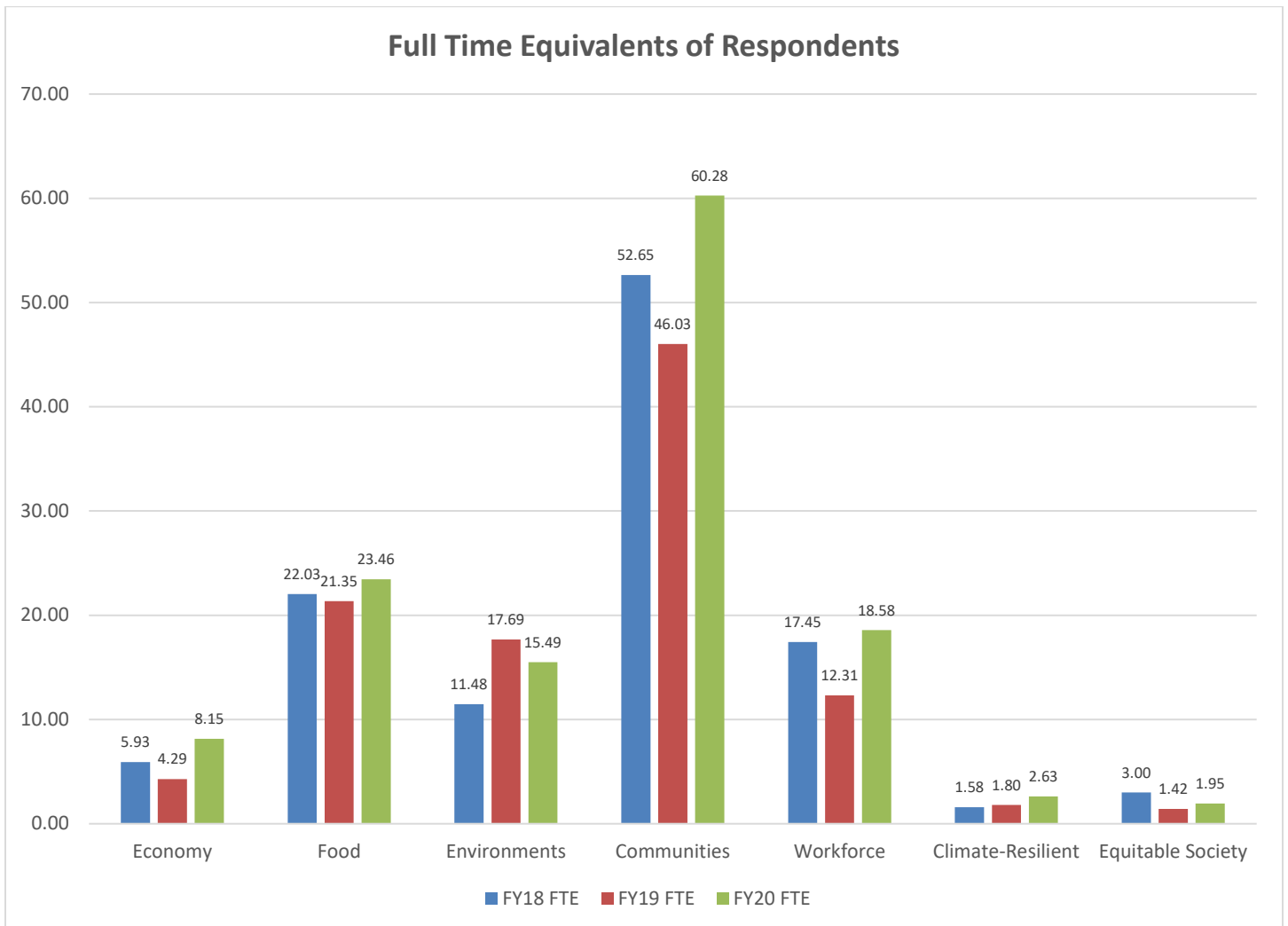


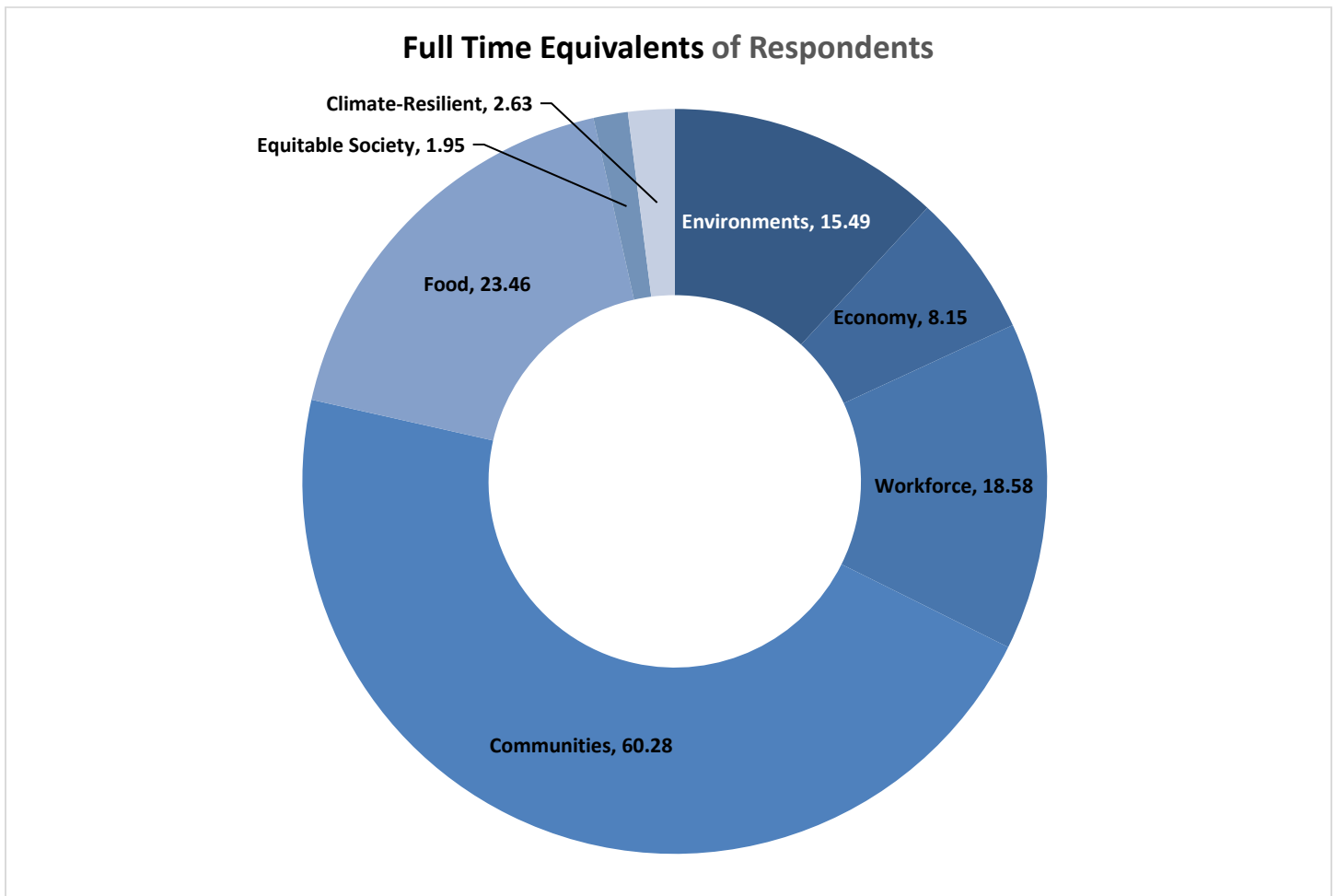
## UC ANR CES Condition Change FTE

In July 2020, UC ANR collected data by asking UC ANR Community Education Specialists and related Program Staff to report their full time equivalent (FTE) work towards UC ANR condition changes for the state fiscal year 2019-2020 (7/1/19-6/30/20). This effort was undertaken in order to understand how Community Education Specialists' and related Program Staff's efforts contribute toward condition changes, enabling us to measure and better articulate how we impact California. The survey was distributed to 303 CES and related Program Staff. A total of 152 complete responses were collected, which is a response rate of 50%. The changes in % effort are from FY19 to FY20.

Condition Changes Grouped by Public Value Statement	FY18 FTE	FY18 % effort	FY19 FTE	FY19 % effort	FY20 FTE	FY20 % effort	Δ% effort
<b>UC ANR: Promoting economic prosperity in California</b>	<b>5.93</b>	<b>4.9%</b>	<b>4.29</b>	<b>3.9%</b>	<b>8.15</b>	<b>6.0%</b>	<b>2.2%</b>
Improved individual and household financial stability	2.43	2.0%	1.04	0.9%	4.29	3.2%	2.2%
Improved animal management, productivity and efficiency	1.94	1.6%	1.66	1.5%	1.53	1.1%	-0.4%
Enhanced community economic development	0.46	0.4%	0.19	0.2%	1.15	0.9%	0.7%
Increased emerging food economies and markets	0.30	0.2%	0.05	0.0%	0.60	0.4%	0.4%
Increased agriculture and forestry efficiency and profitability	0.80	0.7%	1.35	1.2%	0.58	0.4%	-0.8%
<b>UC ANR: Safeguarding sufficient, safe, and healthy food for all Californians</b>	<b>22.03</b>	<b>18.2%</b>	<b>21.35</b>	<b>19.2%</b>	<b>23.46</b>	<b>17.3%</b>	<b>-1.9%</b>
Improved food security	12.45	10.3%	9.76	8.8%	11.79	8.7%	-0.1%
Improved food safety	9.58	7.9%	11.59	10.4%	11.67	8.6%	-1.8%
<b>UC ANR: Protecting California's natural resources</b>	<b>11.48</b>	<b>9.5%</b>	<b>17.69</b>	<b>15.9%</b>	<b>15.49</b>	<b>11.5%</b>	<b>-4.5%</b>
Improved water-use efficiency	2.95	2.4%	4.11	3.7%	5.61	4.1%	0.4%
Increased ecological sustainability of agriculture, landscapes, and forestry	5.03	4.2%	8.03	7.2%	3.37	2.5%	-4.7%
Protected and conserved soil quality	0.78	0.6%	1.40	1.3%	2.74	2.0%	0.8%
Improved management and use of land	1.10	0.9%	2.22	2.0%	1.87	1.4%	-0.6%
Improved water quality	1.20	1.0%	0.95	0.9%	0.91	0.7%	-0.2%
Improved air quality	0.30	0.2%	0.40	0.4%	0.80	0.6%	0.2%
Improved water-supply security	0.13	0.1%	0.58	0.5%	0.20	0.1%	-0.4%
<b>UC ANR: Promoting healthy people and communities</b>	<b>52.65</b>	<b>43.5%</b>	<b>46.03</b>	<b>41.4%</b>	<b>60.28</b>	<b>44.6%</b>	<b>3.1%</b>
Improved health for all [individual level]	22.74	18.8%	26.34	23.7%	36.65	27.1%	3.4%
Improved community health and wellness [policy, systems, or environment level]	26.43	21.9%	18.59	16.7%	22.63	16.7%	0.0%
Improved access to positive built and natural environments	3.48	2.9%	1.10	1.0%	1.00	0.7%	-0.3%
<b>UC ANR: Developing a qualified workforce for California</b>	<b>17.45</b>	<b>14.4%</b>	<b>12.31</b>	<b>11.1%</b>	<b>18.58</b>	<b>13.7%</b>	<b>2.7%</b>
Increased civic engagement	3.95	3.3%	4.47	4.0%	6.77	5.0%	1.0%
Improved college readiness and access	5.57	4.6%	2.94	2.6%	4.89	3.6%	1.0%
Increased effective public leaders	5.28	4.4%	4.12	3.7%	4.83	3.6%	-0.1%
Increased workforce retention and competency	2.65	2.2%	0.78	0.7%	2.10	1.6%	0.9%

Condition Changes Grouped by Public Value Statement	FY18 FTE	FY18 % effort	FY19 FTE	FY19 % effort	FY20 FTE	FY20 % effort	Δ% effort
<b>UC ANR: Building climate-resilient communities and ecosystems</b>	<b>1.58</b>	<b>1.3%</b>	<b>1.80</b>	<b>1.6%</b>	<b>2.63</b>	<b>1.9%</b>	<b>0.3%</b>
Increased preparedness and resilience to extreme weather and climate change	1.58	1.3%	1.80	1.6%	2.63	1.9%	0.3%
<b>UC ANR: Developing an inclusive and equitable society</b>	<b>3.00</b>	<b>2.5%</b>	<b>1.42</b>	<b>1.3%</b>	<b>1.95</b>	<b>1.4%</b>	<b>0.2%</b>
Increased diversity, inclusiveness, and cultural competency in California's workplaces	2.75	2.3%	0.91	0.8%	1.80	1.3%	0.5%
Improved living and working conditions for California's food system and farm workers	0.25	0.2%	0.51	0.5%	0.15	0.1%	-0.3%
Condition change self-defined	3.80	3.1%	4.20	3.8%	4.74	3.5%	-0.3%
No condition change selected	3.00	2.5%	2.00	1.8%			
<b>Total</b>	<b>120.91</b>	<b>100%</b>	<b>111.09</b>	<b>100%</b>	<b>135.25</b>	<b>100%</b>	





#### FTE appointments of Respondents

The FTE mean was 0.89, FTE median was 1.00, and FTE mode was 1.00.

#### Qualitative summary of self-defined condition changes

10 Respondents (6 UC 4-H, 2 UC CalFresh Nutrition Education Program, 1 Expanded Food & Nutrition Education Program, 1 UC Master Gardener) entered self-defined condition changes, for a total of 4.74 FTE. These self-defined condition changes are listed below, organized by common themes/Public Values Statements.

- **Program Coordination/Support/Development:** 2 respondents, 2.00 FTE
- **Communities:** 5 respondents, 1.24 FTE (*teach nutrition; help youth and families increase physical activity; deliver 4-H programming to youth and train volunteers; provide education and promotion for development of school gardens*)
- **Economy:** 1 respondent, 0.30 FTE (*Increase knowledge and skills of biosecurity relating to animals and their care*)
- **Environments:** 1 respondent, 0.80 FTE (*Non-commercial horticulture and pest management for residents, watershed protection*)
- **Workforce:** 1 respondent, 0.40 FTE (*Teach youth life skills and help them learn their sparks and set goals*)

**Additional condition change count analysis**

FY18	FY19	FY20	
132	119	152	Number of CES respondents
72	56	67	# of respondents who selected 4 or more unique condition changes
54.6%	46.3%	44.1%	% of respondents who selected 4 or more unique condition changes
4.10	3.56	3.51	mean # of condition changes selected
4	11	12	# that selected 1 condition change
17	20	36	# that selected 2 condition changes
35	32	37	# that selected 3 condition changes
31	32	31	# that selected 4 condition changes
12	11	22	# that selected 5 condition changes
10	7	6	# that selected 6 condition changes
16	1	2	# that selected 7 condition changes
1	1	2	# that selected 8 condition changes
2	3	1	# that selected 9 condition changes
0	1	3	# that selected 10 condition changes

**Statewide Program Affiliations & Response Rate**

Of 152 total respondents, their affiliations are listed in the table below. Respondents' statewide program affiliations are determined by Program Planning and Evaluation, in consultation with the directors/analysts of the specific programs. Some respondents are affiliated with more than one statewide program.

Statewide Program (SWP)	# of Respondents who affiliated w/SWP	% of Responses	# of Total CES in SWP	Response Rate by SWP
UC CalFresh Nutrition Education Program	60	40.0%	78	76.9%
UC 4-H	30	20.0%	42	71.4%
Expanded Food & Nutrition Education Program	23	15.3%	30	76.7%
UC Master Gardener	16	10.7%	19	84.2%
Climate Smart	7	4.7%	9	77.8%
Research and Extension Center	5	3.3%	6	83.3%
UC California Naturalist	3	2.0%	3	100.0%
UC Integrated Pest Management	3	2.0%	3	100.0%
UC Master Food Preserver	2	2.0%	5	60.0%
<b>Total</b>	<b>150</b>	<b>100%</b>	<b>195</b>	

**Condition Change by Statewide Program:** In the following tables, please note that any CES with split appointments and/or who work collaboratively with other statewide programs are tallied for each statewide program they are working with, i.e., they are tallied more than once.

### UC 4-H Youth Development Program

Condition Change	FTE	% Effort
Increased civic engagement	4.48	16.9%
Improved college readiness and access	4.20	15.9%
Increased effective public leaders	3.68	13.9%
Self-defined	3.28	12.4%
Improved health for all [individual level]	2.92	11.0%
Improved community health and wellness [policy, systems, or environment level]	2.25	8.5%
Improved animal management, productivity and efficiency	1.33	5.0%
Increased workforce retention and competency	1.05	4.0%
Increased diversity, inclusiveness, and cultural competency in California's workplaces	0.86	3.3%
Improved water-use efficiency	0.75	2.8%
Enhanced community economic development	0.45	1.7%
Improved food security	0.36	1.4%
Improved individual and household financial stability	0.35	1.3%
Improved food safety	0.29	1.1%
Improved access to positive built and natural environments	0.10	0.4%
Increased emerging food economies and markets	0.06	0.2%
Increased preparedness and resilience to extreme weather and climate change	0.03	0.1%
Improved water quality	0.02	0.1%
Improved air quality	0.01	0.0%
Protected and conserved soil quality	0.01	0.0%
<b>Total</b>	<b>26.45</b>	<b>100%</b>

## CalFresh, Healthy Living, UC Nutrition Education Program

Condition Change	FTE	% Effort
Improved health for all [individual level]	22.87	40.2%
Improved community health and wellness [policy, systems, or environment level]	18.87	33.1%
Improved food security	4.75	8.3%
Improved food safety	4.12	7.2%
Improved individual and household financial stability	2.10	3.7%
Increased civic engagement	0.68	1.2%
Enhanced community economic development	0.60	1.1%
Increased effective public leaders	0.55	1.0%
Improved college readiness and access	0.50	0.9%
Self-defined	0.41	0.7%
Increased diversity, inclusiveness, and cultural competency in California's workplaces	0.40	0.7%
Improved water-use efficiency	0.35	0.6%
Protected and conserved soil quality	0.20	0.4%
Improved water quality	0.20	0.4%
Increased emerging food economies and markets	0.15	0.3%
Improved access to positive built and natural environments	0.10	0.2%
Improved management and use of land	0.10	0.2%
<b>Total</b>	<b>56.95</b>	<b>100%</b>

## UC California Naturalist Program

Condition Change	FTE	% Effort
Increased civic engagement	1.40	46.7%
Increased ecological sustainability of agriculture, landscapes, and forestry	0.60	20.0%
Increased workforce retention and competency	0.40	13.3%
Increased preparedness and resilience to extreme weather and climate change	0.40	13.3%
Increased diversity, inclusiveness, and cultural competency in California's workplaces	0.20	6.7%
<b>Total</b>	<b>3.00</b>	<b>100%</b>

## California Expanded Food & Nutrition Education Program

Condition Change	FTE	% Effort
Improved health for all [individual level]	9.50	43.8%
Improved food security	4.03	18.6%
Improved food safety	3.63	16.7%
Improved community health and wellness [policy, systems, or environment level]	2.15	9.9%
Improved individual and household financial stability	1.54	7.1%
Increased diversity, inclusiveness, and cultural competency in California's workplaces	0.30	1.4%
Self-defined	0.25	1.2%
Increased emerging food economies and markets	0.15	0.7%
Enhanced community economic development	0.10	0.5%
Increased civic engagement	0.05	0.2%
<b>Total</b>	<b>21.70</b>	<b>100%</b>

## UC Integrated Pest Management Program

Condition Change	FTE	% Effort
Improved food safety	1.00	40.0%
Increased workforce retention and competency	0.65	26.0%
Increased effective public leaders	0.20	8.0%
Improved health for all [individual level]	0.20	8.0%
Increased ecological sustainability of agriculture, landscapes, and forestry	0.20	8.0%
Increased diversity, inclusiveness, and cultural competency in California's workplaces	0.15	6.0%
Improved community health and wellness [policy, systems, or environment level]	0.10	4.0%
<b>Total</b>	<b>2.50</b>	<b>100%</b>

## UC Master Food Preserver Program

Condition Change	FTE	% Effort
Improved food safety	2.05	91.1%
Improved health for all [individual level]	0.10	4.4%
Improved food security	0.10	4.4%
<b>Total</b>	<b>2.25</b>	<b>100%</b>

## UC Master Gardener Program

Condition Change	FTE	% Effort
Improved food security	2.59	19.5%
Improved water-use efficiency	2.39	18.0%
Increased ecological sustainability of agriculture, landscapes, and forestry	2.11	15.9%
Improved health for all [individual level]	2.07	15.5%
Self-defined	0.80	6.0%
Improved access to positive built and natural environments	0.65	4.9%
Protected and conserved soil quality	0.65	4.8%
Improved water quality	0.58	4.3%
Improved management and use of land	0.32	2.4%
Improved food safety	0.28	2.1%
Improved individual and household financial stability	0.26	2.0%
Increased effective public leaders	0.20	1.5%
Improved community health and wellness [policy, systems, or environment level]	0.18	1.4%
Increased preparedness and resilience to extreme weather and climate change	0.12	0.9%
Increased diversity, inclusiveness, and cultural competency in California's workplaces	0.06	0.5%
Increased emerging food economies and markets	0.06	0.5%
<b>Total</b>	<b>13.30</b>	<b>100%</b>

## Climate Smart Agriculture

Condition Change	FTE	% Effort
Improved water-use efficiency	2.04	31.9%
Protected and conserved soil quality	1.54	24.1%
Improved management and use of land	0.80	12.5%
Improved air quality	0.63	9.8%
Increased preparedness and resilience to extreme weather and climate change	0.60	9.4%
Increased agriculture and forestry efficiency and profitability	0.40	6.3%
Improved community health and wellness [policy, systems, or environment level]	0.20	3.1%
Improved animal management, productivity and efficiency	0.15	2.3%
Increased ecological sustainability of agriculture, landscapes, and forestry	0.04	0.6%
<b>Total</b>	<b>6.40</b>	<b>100%</b>

## Research and Extension Center System

<b>Condition Change</b>	<b>FTE</b>	<b>% Effort</b>
Improved health for all [individual level]	1.90	43.2%
Improved food security	0.55	12.5%
Improved food safety	0.47	10.7%
Improved college readiness and access	0.39	8.9%
Increased civic engagement	0.35	8.0%
Increased effective public leaders	0.20	4.5%
Improved community health and wellness [policy, systems, or environment level]	0.20	4.5%
Improved water-use efficiency	0.20	4.5%
Improved water quality	0.10	2.3%
Increased agriculture and forestry efficiency and profitability	0.02	0.5%
Increased emerging food economies and markets	0.02	0.5%
<b>Total</b>	<b>4.40</b>	<b>100%</b>