

Position Title: Area 4-H Youth Development Advisor – Butte and Glenn Counties

Position Description: The Advisor is responsible for the assessment, development, implementation, and evaluation of youth development programs and applied research around youth and families in Butte and Glenn counties. The focus will be on delivery of a statewide 4-H Youth Development Program at the local level that assists youth in achieving their utmost potential. The Advisor is expected to assess and address issues and topics affecting youth in rural and economically stressed communities experiencing poverty, educational achievement gaps, and inequities in youth development opportunities. The Advisor will develop an applied research program for youth and families with an emphasis on developing educational programs that improve scientific literacy. In addition, the Advisor will provide academic leadership to the 4-H Youth Development Program Representatives serving the 4-H Club Programs, Councils, and associated 4-H Youth Development Programs. A minimum of a Master's Degree is required in youth/human development, agricultural or science education, community development, or related fields. Expertise in program evaluation, volunteer development, and applied research is desirable. Excellent written, oral, and interpersonal communication skills are required. Experience or the ability to apply low-literacy, cultural, and ethnic principles into extension and research program elements is necessary. Strong leadership skills and experience in program and personnel management are required.

Justification: Butte and Glenn counties have common factors (i.e., poverty, poor nutrition, lack of preventative health care, and inadequate enriching youth development opportunities) which influence youth vulnerability. Youth as a percentage of the population that are eligible for free meal programs are 53% and 69% in Butte and Glenn Counties, respectively. The average median household income in the proposed service area is \$41,400, significantly lower than that of California (\$67,700). Science literacy is a barrier in both counties, with more than 56% (Glenn) and 39% (Butte) of 5th, 8th, and 10th grade students scoring “basic” or below on the most recent (2013) statewide life science assessment. As science literacy becomes an increasingly important focus in schools statewide, 4-H is uniquely positioned to provide hands-on experience and citizen science opportunities to youth in our communities. Math scores in the two counties are also below average with 78% (Glenn) and 66% (Butte) of students in grades 3 through 8 and 11 not meeting standards. Opportunities in the 4-H SET initiative provide non-formal educational opportunities for youth to develop college and career readiness skills that will be imperative to their future success.

Current 4-H programming throughout Butte and Glenn counties is robust, with significant collaborations across ANR programs and external entities. This includes ongoing partnerships and program delivery with area Nutrition, Family, and Consumer Sciences Advisors and staff; Master Gardener staff and volunteers; and area CE Agricultural and Natural Resources Advisors. Butte and Glenn County 4-H programs are uniquely positioned to foster increased collaboration with additional external area resources (e.g., local state and community colleges with distinguished agricultural and animal sciences experts and programs). However, what is lacking and greatly needed is an academic CE 4-H Advisor to provide high-level evaluation and leadership of youth development programming in the region, especially relative to the evolving needs of our area youth and impacts of current and future program delivery. Neither program is currently in parity relative to Latino and other underserved populations and many opportunities for expanded programming, especially in-school and after-school programs, are currently untapped due to this vacancy.

Extension: The Advisor will be responsible for development of new and creative approaches to strengthen, expand and diversify local 4-H programming that benefits youth and families. Through collaborations and partnerships, the Advisor will promote positive youth development, and in turn improve important outcomes such as competence, confidence, character, connection, caring, contribution, agricultural and scientific literacy. The Advisor will work to integrate the 4-H model throughout the broader community through expansion of the existing program to ensure inclusion and integration into other existing youth programs. The program will expand into other UC and non-UC outreach programs that have proven successful (e.g., after school programs, sports programming, outdoor adventure, nutrition programs). The advisor will need to be fully integrated into the community that works with youth programs. Community involvement is key. Outreach methods will include

individual consultations, field days, tours, meetings, web conferences, ANR publications, and an appropriate mix of contemporary and emerging electronic tools such as online learning, web content systems and repositories, social media, impact and evaluation tools, along with specialized and public media outlets.

Research: The 4-H Youth Development Advisor in Glenn and Butte counties will be expected to develop applied research projects for youth and families with an emphasis on developing youth programs focusing on improving scientific literacy. Program evaluation to document and measure outcomes and impacts will be essential. Evaluation techniques would rely on social science approaches and strategies to determine the effectiveness of the program to affect positive behaviors appropriate to and meeting the needs of rural communities. The Advisor will collaborate with ANR and external networks to develop new curricula, educational resources, and/or creative activities that promote STEM, youth development, and civic engagement through youth development programs aligned with statewide focus and local community needs. The Advisor will be responsible for conducting ongoing program needs assessments that will direct program development, implementation, and expansion. Potential outlets could include the *Journal of Extension*, *Journal of Youth Development*, *California Agriculture*, and various policy and education outlets.

ANR Network: The advisor will interact as part of a diverse statewide team, collaborating with CE advisors, Positive Youth Development and Scientific Literacy Program Teams, Science Education Workgroup, and UCCE specialists. The Advisor will collaborate with other Youth Development advisors in the Sacramento Valley to address local youth needs. This position will link to UC campus activities by working with the State 4-H Office STEM Academic Coordinator, the Youth Science Literacy Specialist, Youth Development Specialists, and through ANR Initiative Leaders. In addition, the Advisor will be expected to form collaborative interdisciplinary connections beyond the Healthy Families and Communities area.

Network External to ANR: There are opportunities to link with UC campus resources, such as the California Afterschool Network, UC Berkeley Lawrence Hall of Science, and the UCD Center for Regional Change. Other external partnership opportunities include relationships with the California Department of Food and Agriculture, Butte Community College, County Offices of Education, and community-based afterschool program providers, and California State University, Chico.

Support: Both Butte and Glenn County offices have strong county support and are equipped to provide office space, administrative support, vehicle/transportation, communication, and office supplies. Cross-county support will be provided as part of the on-going mutual exchange of multicounty programs/positions between the two ANR county units.

Other Support: The ANR Academic Mentoring program is expected to provide guidance to the new Advisor. The Butte County Farm, Home, and 4-H Support Group Directors provide financial support as needed upon request. It is expected that respective 4-H councils from each county will help support local 4-H program needs, as they do currently. The Advisor may also compete for research and extension grants from the California 4-H Foundation, National 4-H Council, Thrive Foundation for Youth, USDA/NIFA, and various state and nationally based foundations, among others.

Location: The position location is to be determined. As the position nears recruitment, the County Directors will work with the statewide 4-H program to evaluate local needs to determine the appropriate home county.

Developed and proposed by: The UCCE County Directors in Butte and Glenn Counties (Symmes and Karle) with input from UC Statewide 4-H Program; local 4-H Councils; Butte Farm, Home, & 4-H Support Group; Youth Development and Youth Science Literacy Program Teams; Butte and Glenn County Farm Bureaus; and local CE Advisors and staff in the areas of 4-H, animal science, agriculture, and nutrition.