4-H GROWS CHARACTER & SOFT SKILLS

Tuesday, August 20, 2019

Arch Smith – State 4-H Leader

Before the 2019-2020 House Rural Development Council
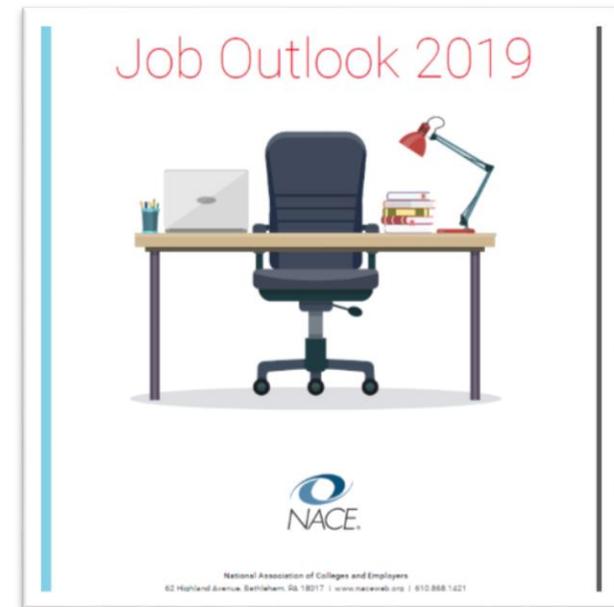
Top Attributes Employers Seek On Resumes

- Communication Skills

- Problem-Solving

- Ability to Work in Team

- Initiative

- Analytical/Quantitative Skills

- Leadership

-https://www.naceweb.org/talent-acquisition/candidate-selection/employers-want-to-see-these-attributes-on-students-resumes/

Mission

The mission of Georgia 4-H is to assist youth in acquiring knowledge, developing life skills, and forming attitudes that will enable them to become self-directing, productive and contributing members of society.

This mission is accomplished, through "hands on" learning experiences, focused on agricultural and environmental issues, agriculture awareness, leadership, communication skills, foods and nutrition, health, energy conservation, and citizenship.

DEFINITIONS

Character - possessing a personality and displaying traits that indicate a level of morality seen as beneficial to society

Soft skills - "the skills and qualities that employers are looking for beyond the specific qualifications of the job"

(Peck, Hall, Cramp, Lawhead, Fehring, & Simpson, 2016)

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FURTHER DEFINED – SOFT SKILLS

Key Skill Domains
Employers Value:

1. Social Skills
2. Communication
3. Higher-Order Thinking
4. Self-Control
5. Positive Self-Concept

(Lippman, Ryberg, Carney, & Moore, 2015)

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WHAT MAKES GEORGIA 4-H UNIQUE?

- Roots in Agriculture and Family & Consumer Sciences
- Part of UGA Extension
- In Every County
- In-School Programming
- Research-Based PYD
- Diverse Offerings
- Largest Youth Development Organization
- 177,00+ 4-H Members

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EXAMPLE: PROJECT ACHIEVEMENT

Survey Constructs	% of students	Students Participating in Project Achievement…
Workforce Preparation	92%	indicated they were better prepared for the workforce.
Public Speaking	89%	indicated an increase in confidence in public speaking.
Generosity/Service to Others	92%	had an opportunity to value and practice service for others.
Because of the work I did practicing for and delivering my presentation…..	93%	improved their communication skills.
	88%	will be less nervous giving speeches in the future.
	89%	are more comfortable sharing their ideas.
	89%	are better prepared to be a leader in a club or organization.
	89%	are better prepared for a job interview.
Developing my cover letter and portfolio…..	92%	will help in creating a resume when applying for a job.
	91%	will help with writing a cover letter when applying for a job.
	89%	motivated them to participate in more community service.
	90%	made them better prepared to be a leader in a club or organization.
	94%	made them want to do more during the year to improve their portfolio for next year.

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POSITIVE YOUTH DEVELOPMENT...

views young people as vital resources with assets and potentials to be developed rather than as problems to be managed.

The structured learning, encouragement, and adult mentoring that young people receive through their participation in 4-H plays a vital role in helping them achieve future life success.

- National 4-H Council, 4-H Common Measures Impact Report

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ESSENTIAL ELEMENTS
OF 4-H YOUTH DEVELOPMENT

Belonging – "Youth need to know they are cared about by others and feel a sense of connection to others in the group. As the facilitator, it is important to provide youth the opportunity to feel physically and emotionally safe while actively participating in a group. Create a safe and inclusive environment and foster a positive relationship with youth learners. Use discussion questions that encourage youth to learn from each other, synthesize and use ideas collaboratively."

Independence – "Youth need to know that they are able to influence people and events through decision-making and action. They learn to better understand themselves and become independent thinkers. Throughout each curriculum, youth are given opportunities to develop and reflect upon thoughts and responses to the challenges, explorations, and investigations. Youth begin to understand that they are able to act as change agents with confidence and competence as a result of their learning."

- National 4-H Council, Adapted from Essential Elements of 4-H Youth Development, Dr. Cathann Kress, 2004.

ESSENTIAL ELEMENTS
OF 4-H YOUTH DEVELOPMENT

Mastery – "In order to develop self-confidence youth need to feel and believe they are capable and they must experience success at solving problems and meeting challenges. Youth need a breadth and depth of topics that allow them to pursue their own interests. Introduce youth to expert knowledge and guide them toward their own sense of mastery and accomplishment."

Generosity – "Youth need to feel their lives have meaning and purpose. Throughout each curriculum, youth are encouraged to broaden their perspectives, find relevance in the topic area and bring ideas back to their community."

- National 4-H Council, Adapted from Essential Elements of 4-H Youth Development, Dr. Cathann Kress, 2004.

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4-H'ERS ARE:

4X more likely to give back to their communities

2X more likely to make healthier choices

2X more likely to participate in STEM activities

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Opportunity: Reach more Georgia youth who can can benefit from the leadership, character, and soft-skills development that 4-H offers.

Challenge: Insufficient staff to significantly expand our program. While volunteers can increase program reach, they require coordination.

Solution: Fund new staff to focus on local volunteer mobilization, greatly expanding program capacity.

4-H GROWS #TRUELEADERS

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