4-H Staff Satisfaction with Staffing Structures, Budget and Workload

Survey Results and Exploration of Staffing Ratios

Survey designed and results analyzed by Melanie Forstrom
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Survey Overview

20 survey respondents for 20 NYS counties

Survey developed to provide points of comparison with which counties can review their own 4-H operations:

1. Assist EDS and Program Leaders in making decisions to deliver high-quality programming
2. Use for advocacy and fund solicitation from county legislature, grandmasters etc.

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Survey available at https://cornell.qualtrics.com/SE/?SID=SV_d6GmTHEF6F1m1oN
Key Findings: Summary

Satisfaction - Staff are relatively satisfied with the amount of funding 4-H receives from the Association and the county; they are relatively unsatisfied with the number of youth they are able to serve, current workload and salaries.

Personnel - The average Association reports 57% rate of satisfaction with staffing structures and is operating at 71% of desired capacity.

Budget - County and Association allocations to 4-H greatly differ and correspond to size and scope of 4-H program.
Satisfaction Survey

Items of Most Satisfaction
1. Amount of County Funding available to 4-H (13/20 Associations)
2. Amount of Funding compared to overall Association Budget (12)
3. # youth served w/ current capacity (11 w 5 "very")

Items of Most Dissatisfaction
1. Aspirational Goals: # of youth we desire to serve vs # of youth we serve (9 people w 3 "very")
2. Current Workload of 4-H Staff (8 w 3 "very")
3. Salaries of 4-H Staff (8)
Key Findings: Personnel

Desired Ratio: To serve an average of approximately 4030 youth, of whom 378 are enrolled 4-H members, ideal staffing ratio consist of .86 Program Leader, 2.31 Community Educators, and .95 Admin Assistant.

Other positions mentioned include:
1.17 Resource Educator (by 6 Associations)
3.35 Program Educators II/Program Assistants (by 6)
.2 Finance and .1 Exec Dir (both mentioned by 1)

Programs are operating with 71% of desired personnel capacity and report a 57% satisfaction rate with current staffing capacity for the # of youth they serve.
Key Findings: Personnel

The graph on the next page offers the staffing ratios by number of enrolled 4-H youth to give you a point of comparison.

The numbers in purple are the average full time personnel each Association listed needing for the # of enrolled youth.

The majority of Associations listed Program Leader, Community Educator and Admin Asst positions, and the number of staff desired in each of these positions is stated on the following graph.
Key Findings: Budget

Average funding coming from county government for 4-H programs is 63% of total 4-H budget, but programs vary greatly with between 22% and 100% of 4-H budgets funded by county appropriations.

An average of 22% of the overall Association budget is going to 4-H; this % varies greatly with between 4% and 61% of Association budget being allocated to 4-H.
Action Plans

- Regional meetings between EDs and 4-H Leaders to discuss this data