

Agenda Item # 27
Date 9/7/22

Full-time 4-H Assistant Proposal

Presented to:

Dodge County Board of Supervisors
Lisa Poppe, Dean Castillo, Angi Heller: Nebraska Extension
TBD: Dodge County Extension Board Member





Benefits of 4-H

- Studies have shown that 4-H youth are four times more likely to contribute to their community and two times more likely to be civically engaged, participate in out-of-school science programs and make healthier choices
- Another study demonstrated that 4-H appeared to have a significant impact on girls' interest in science, engineering, and computer technology programs
- In 2019, National 4-H Council partnered with Edge Research to conduct a study of 4-H alumni from across the country. The study found that a 4-H experience correlates with success in life. All data suggest that alumni benefit from the 4-H model well into adulthood and over the course of their lives both socially and economically. <https://www.unr.edu/nevada-today/news/2020/4h-lifetime-benefits>





Dodge County 4-H Programming

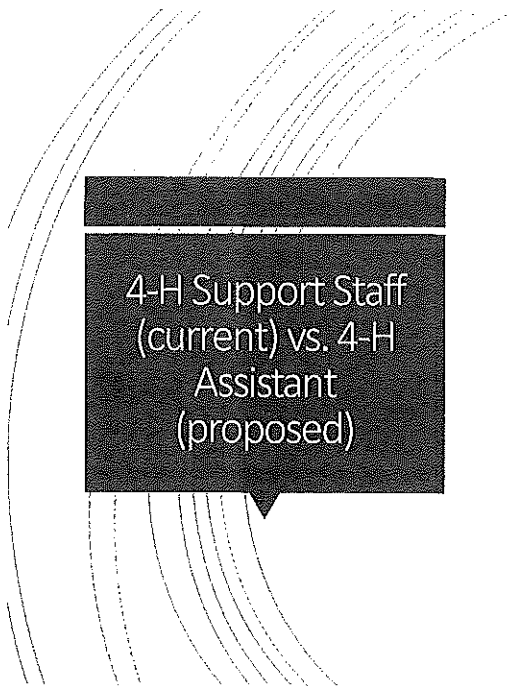
Strengths

- Traditional 4-H: Community Clubs
 - Livestock projects, static projects (sewing, baking, arts)
- Dodge County Fair and Nebraska State Fair
- Summer Workshops

Areas for Growth

- School Enrichment
 - STEM programs in classrooms in Dodge County Schools
 - Meet the school's standards in new ways
- After School Programming
 - STEM programs in afterschool programs collaborating with Dodge County School Districts





4-H Support Staff
(current) vs. 4-H
Assistant
(proposed)


4-H Support Roles/Responsibilities:

- Support educational programs & recruitment
- First point of contact
- Marketing, enrollment, logistics, & social media mgmt.

4-H Assistant Roles/Responsibilities:

- Deliver educational programs
- Manage educational activities and events and local volunteer efforts
- Foster strategic relationships & implement partnership deliverables.
- Deliver programs to address issues and reach new audiences.
- Identify emerging issues and underserved audiences





4-H in counties
with similar
demographics

▪ **Dodge County**

- Population: 37,167 (2020 Census)
 - 24.6% are aged 18 and under
- 4-H representation
 - Educator (funded by UNL)
 - 4-H Support Staff (funded by the county)

▪ **Washington County**

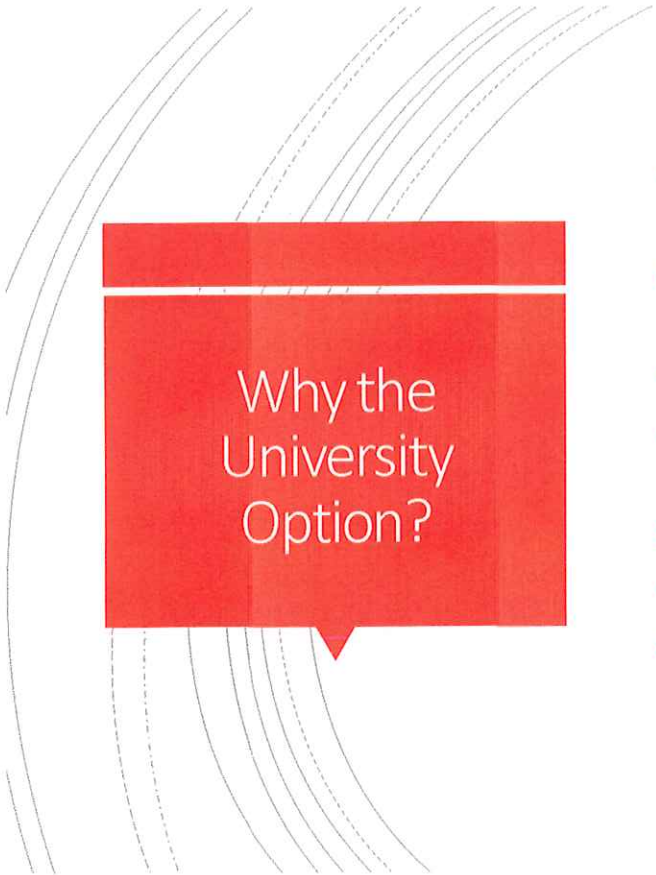
- Population 20,865
 - 23.9% are aged 18 and under
- 4-H representation
 - Educator (funded by UNL)
 - 2 Assistants (funded by the county)
 - 1 4-H Support Staff (funded by the county)

▪ **Platte County**

- Population: 34,296
 - 26.4% aged 18 and under
- 4-H representation
 - Educator (funded by UNL)
 - 2 Assistants (funded by the county)
 - 1 4-H Support Staff (funded by the county)

Option	Hours/Week	Employer	Total Cost
1	40+ (salary)	UNL	Starting salary = \$38,000 Estimated benefits = \$18,000 Est. Total cost year 1 = \$57,000 Monthly cost = \$4,750
2	35 (hourly)	Dodge County	Requested salary = \$38,000 Estimated benefits = \$28,346.28 Est. Total cost year 1 = \$66,346.28 Monthly cost = \$5,528.86





Why the University Option?

- We can draw from a larger pool of applicants using UNL's human resources
- Savings of over \$10,000 (if Dodge County benefits cost is accurate)
- Salaried position
- 15 credit hours per 12-month period, can also be transferred to dependents
- 12 holidays, 12 vacation days, sick leave
- Health, dental and HSA plans
- Variety of retirement plans





Why the Dodge
County Option?

- We can advertise and hire much sooner
- 12 holidays
- Vacation and sick leave determined by the County
- Retirement
- Health, life and dental insurance



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Recommendation

- **Dodge County Extension recommends the current 4-H Support Staff position move to a UNL 4-H Assistant position.**
- **We also recommend that an annual assessment of 4-H community services be conducted to determine if a 4-H Support or additional Assistant position is necessary**



Questions?

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Thank You



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