**4-H Youth Development Advisor, San Diego County**

**Position Title:** The 4-H Youth Development Advisor in San Diego County will focus on youth engagement in science, technology, engineering and math (STEM).

**Position: (1)** The 4-H Youth Development Advisor will oversee the delivery of a statewide 4-H Youth Development Program at the local level. The Advisor will be responsible for development, expansion and evaluation of the San Diego County 4-H Youth Development Program. The Advisor will be expected to develop applied research for youth, families and science educators, with an emphasis on engagement in STEM to improve scientific literacy. The Advisor will deliver training opportunities for formal and non-formal educators and volunteers in experiential and inquiry-based STEM education pedagogical practices and STEM curricula. In addition, the Advisor will provide leadership to the 4-H Youth Development Community Education Specialists and the Volunteer Management Board; **(2)** A minimum of a Master’s Degree is required in Youth/Child Development, Human Development, Science Education or a related field. Experience in conducting applied research, program evaluation and education programs with youth is required. Experience working with underserved populations is desirable. Strong leadership skills and experience in program and personnel management are required; and **(3)** The 4-H Youth Development Advisor will be a member of the UC Statewide 4-H Program and housed in the CE San Diego County office.

**Justification:** San Diego County has 617,840 youth ages 5-19, which is the third largest youth population in the state and 45 % of the youth are Hispanic. In 2017, the San Diego County 4-H Youth Development Program reached 2,065 youth through the community and military club delivery modes. The 4-H Advisor will collaborate with County CE Advisors and complement other 4-H programs throughout the region to provide an educational and research program on youth and family issues. The Division’s Strategic Plan has set a goal to increase participation by 10% per year over the next four years, in part through reaching underserved audiences. Likewise, the State 4-H Office has set a goal of reaching 3% of the youth population with 4-H programming in California by 2025. As such, with the size of San Diego’s youth population, progress toward these goals will require significant growth in San Diego’s 4-H Youth Development Program. Furthermore, according to the California Department of Education (2016), only 33 to 43% of youth meet or exceed State standards in Math (all races and ethnicities), thus there is critical need to increase STEM youth literacy. For eighth grade students in San Diego, only 48% of Hispanic students were proficient or advanced in life science as compared to their white peers. Non-formal educational settings such as 4-H clubs and afterschool programs lend themselves to hands on experiences for STEM learning, which can reduce disparities and prepare, inspire and equip youth to pursue STEM disciplines as a higher education interest and future careers. An advisor is needed to accomplish this. These needs align with the UC ANR Healthy Families and Communities Strategic Initiative and Plan, which emphasize the need for inquiry-based learning in the area of science, technology, engineering and math. As a result of the Division’s investment, this position is expected to improve capacity among science educators to implement effective science programing, increase enrollment in science education among underrepresented audiences and have longer term expected outcomes on communities and society through increasing human capital and improving scientific achievement and interest in STEM-related careers. The current Advisor Sue Manglallan has submitted her letter to Academic HR noting her planned retirement in early 2019. It is, therefore, critical to have a new Advisor to continue existing partnerships and relationships with school, after school (e.g. Children Initiative), and naval programs. This will, in turn, set the stage for the new Advisor’s success. Retirement of the support staff at CE San Diego office, Debbie McAdams, is also very imminent. These retirements will leave a void in this part of the region that is densely populated with an impressive number of youth population without opportunities to enter adulthood prepared to thrive and to contribute to society. The 4-H Advisor will have a positive impact on the youth and their families.

**Extension:** The Advisor will be responsible for creating new and innovative approaches to expand 4-H to underrepresented youth and adults, while maintaining the strengths of the 4-H community and military club programs. The Advisor will disseminate research-based information to science educators through offering professional development to enhance their knowledge and skills in delivering science content to youth. The Advisor will partner with formal and non-formal educational settings in the delivery of high-quality, hands-on inquiry based 4-H curriculum to strengthen science education to youth. The Advisor will participate in community networks and coalitions that promote education, science literacy, coordination of resources and policy development around positive youth development. Clientele will include youth, parents, adult volunteers, and staff from youth organizations.

**Research**: The 4-H Youth Development Advisor in San Diego County will be expected to develop applied research projects for youth around improving scientific literacy and positive youth development factors. In support of the Healthy, Families and Communities Strategic Plan (2016), potential areas of research are: 1) explore and extend reform-based professional development models for science educators to enhance the skills of science educators and, in turn, youth scientific literacy, 2) identify promising and/or evidence-based practices for delivering science learning opportunities tailored to diverse audiences, and 3) the interplay of context, content, youth engagement, and educator capacity on youth scientific literacy. Furthermore, the advisor will develop and/or adapt science curricula that supports ethnic/racial identify development, leadership and empowerment. Research results will be published in such outlets as Journal Extension, Journal of Youth Development, California Agriculture, and other scholarly outlets.

**ANR Network:** The Advisor will utilize and contribute to the campus-county network at the local level collaborating with the Nutrition, Water Resources, IPM, and Environmental Horticulture advisors, 4-H Leaders and Youth, and Master Gardeners. Close partnership with the 4-H advisors in Los Angeles, Riverside, Orange, and San Bernardino to meet programmatic goals and leverage resources will be expected. At the statewide level, the 4-H Youth Development Advisor will complement and collaborate with other advisors and specialists including those associated with science education and scientific literacy, curriculum development, garden-based learning, food science, and nutrition education. Additionally, the Advisor will participate with respective advisory committees, task forces, program teams, and workgroups.

**Network External to ANR:** This position will be expected to collaborate with community youth serving agencies. Several groups support afterschool programing such as San Diego Office of Education and Children Initiative, Boys and Girls Clubs, YMCA, and local school district in-school and after-school science programs. The Advisor will continue to support a strong partnership with the Navy network.

**Support:** UCCE in San Diego County will provide office space, administrative support, office supplies, transportation, IT, internet access and telephone.

**Other support:** The Advisor will be in a position to compete for UC ANR Competitive Grants, National 4-H Council, USDA/NIFA, National Science Foundation, and work collaboratively with UC ANR Development Services to identify and cultivate gift funding. The Advisor will manage and support the San Diego County Volunteer Management Board’s fiscal resources and programmatic goals. This position will continue to supervise the two support staff that manage the day-to-day operations of the 4-H community and the military club programs.

**Location:** San Diego has a good local network of CE Advisors and the office has space and resources to support the 4-H Advisor. San Diego will also have an office in the north part of the county making it easier for the Advisor to develop new partnerships and deliver programs in the entire county.

**Developed and proposed by:** This position justification was developed by Laurent Ahiablame, San Diego County Director with input from Shannon Horrillo, Statewide 4-H Director; Youth Development Program Team chairs (Fe Monclo, Steven Worker); Science Literacy Program Team chairs (Martin Smith, Steven Worker); CE Advisor Sue Manglallan; and Program Support Staff Debbie McAdams.