**UC ANR Community Educators’ Condition Change FTE for SFY 2022**

In July 2022, UC ANR collected a fifth year of full time equivalent (FTE) Community Educators’ (CES) effort towards UC ANR condition changes, for the state fiscal year (SFY) 2021-2022 (7/1/21-6/30/22). This effort was undertaken in order to understand how Community Educators’ efforts contribute toward UC ANR condition changes. In June 2022, 248 CES who are in UC Path and are UC ANR paid employees received the survey. A total of 95 complete responses were collected, which is a response rate of 38%.

**Findings from 5-year Comparison**

* The response rate for 2022 (38%) is a marked decrease from 2021 (53%) and is lower than the response rate for 2018 (44%).
* There have not not been significant changes in Community Educators’ effort towards UC ANR condition changes between 2018 and 2021 (see Table 1). Changes of greater than 5% since 2018 occurred within the following UC ANR Public Values:
  + *Promoting healthy people and communities*: There is a 5.8% decrease in effort toward *Improved community health and wellness* since 2018; however, there was a 3.3% increase since 2021. The overall decrease in this particular condition change from 2018 could be attributed to the significantly fewer total number of CES working in nutrition programs.
  + *Developing a qualified workforce for California*: There was a 6% decrease in combined efforts of all condition changes within this Public Value since 2018. This could be attributed to the overall decrease in the total number of CES working in the 4-H Youth Development Program, which focuses a lot of programming on the following three of the four condition changes under this public value umbrella: increased effective public leaders, improved college readiness and access, and increased civic engagement.
* There is an increase in the percentage of respondents who selected one to three UC ANR condition changes since 2018, but a slight decrease since 2021 (see Table 2). The mean of UC ANR condition changes selected decreased from 4.1 to 3.6 (rounded), but up slightly from 3.3 in 2021. Overall, there is a move in the right direction since UC ANR started promoting the use of condition changes to help focus work and as such encourages selecting no more than three condition changes, when appropriate. However, given that the percentage of respondents who selected 4 or more condition changes increased slightly in 2022, we may need to re-emphasize the benefit of selecting 3 or fewer.
* As part of the self-defined condition change analysis, Table 3 shows the number and percentage of respondents who selected self-defined condition changes in 2018, 2021 and 2022. The percentage of respondents who selected self-defined condition changes in 2022 increased somewhat from 2021 but is substantially below the 2018 percentage.

**Table 1: % Effort by Condition Change**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Condition Changes Grouped by Public Value Statement** | **FY18 FTE** | **FY18 % effort** | **FY21 FTE** | **FY21 % effort** | **FY22 FTE** | **FY22 % effort** | **∆% effort since FY21** | **∆% effort since FY18** |
| **UC ANR: Promoting economic prosperity in California** | **5.93** | **4.9%** | **7.99** | **6.3%** | **6.16** | **7.1%** | **0.8%** | **2.2%** |
| Improved individual and household financial stability | 2.43 | 2.0% | 5.45 | 4.3% | 3.83 | 4.4% | 0.1% | 2.4% |
| Enhanced community economic development | 0.46 | 0.4% | 0.40 | 0.3% | 1.04 | 1.2% | 0.9% | 0.8% |
| Increased agriculture and forestry efficiency and profitability | 0.80 | 0.7% | 0.31 | 0.2% | 0.85 | 1.0% | 0.7% | 0.3% |
| Improved animal management, productivity and efficiency | 1.94 | 1.6% | 1.55 | 1.2% | 0.44 | 0.5% | -0.7% | -1.1% |
| Increased emerging food economies and markets | 0.30 | 0.2% | 0.28 | 0.2% | 0.00 | 0.0% | -0.2% | -0.2% |
| **UC ANR: Safeguarding sufficient, safe, and healthy food for all Californians** | **22.03** | **18.2%** | **22.67** | **17.8%** | **18.03** | **20.8%** | **3.0%** | **2.6%** |
| Improved food security | 12.45 | 10.3% | 13.15 | 10.3% | 10.77 | 12.4% | 2.1% | 2.1% |
| Improved food safety | 9.58 | 7.9% | 9.52 | 7.5% | 7.27 | 8.4% | 0.9% | 0.5% |
| **UC ANR: Protecting California’s natural resources** | **11.48** | **9.5%** | **16.74** | **13.2%** | **11.36** | **13.1%** | **-0.1%** | **3.6%** |
| Improved water-use efficiency | 2.95 | 2.4% | 3.41 | 2.7% | 3.50 | 4.0% | 1.4% | 1.6% |
| Improved management and use of land | 1.10 | 0.9% | 1.77 | 1.4% | 2.80 | 3.2% | 1.8% | 2.3% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 5.03 | 4.2% | 7.60 | 6.0% | 1.90 | 2.2% | -3.8% | -2.0% |
| Improved water quality | 1.20 | 1.0% | 1.47 | 1.2% | 1.32 | 1.5% | 0.4% | 0.5% |
| Protected and conserved soil quality | 0.78 | 0.6% | 1.96 | 1.5% | 1.25 | 1.4% | -0.1% | 0.8% |
| Improved air quality | 0.30 | 0.2% | 0.50 | 0.4% | 0.50 | 0.6% | 0.2% | 0.3% |
| Improved water-supply security | 0.13 | 0.1% | 0.06 | 0.0% | 0.10 | 0.1% | 0.1% | 0.0% |
| **UC ANR: Promoting healthy people and communities** | **52.65** | **43.5%** | **48.71** | **38.3%** | **35.35** | **40.8%** | **2.5%** | **-2.8%** |
| Improved health for all [individual level] | 22.74 | 18.8% | 31.80 | 25.0% | 18.93 | 21.8% | -3.2% | 3.0% |
| Improved community health and wellness [policy, systems, or environment level] | 26.43 | 21.9% | 16.12 | 12.7% | 13.89 | 16.0% | 3.3% | -5.8% |
| Improved access to positive built and natural environments | 3.48 | 2.9% | 0.80 | 0.6% | 2.53 | 2.9% | 2.3% | 0.0% |
| **UC ANR: Developing a qualified workforce for California** | **17.45** | **14.4%** | **14.93** | **11.7%** | **7.35** | **8.5%** | **-3.3%** | **-6.0%** |
| Increased civic engagement | 3.95 | 3.3% | 4.40 | 3.5% | 2.54 | 2.9% | -0.5% | -0.3% |
| Increased effective public leaders | 5.28 | 4.4% | 3.67 | 2.9% | 1.97 | 2.3% | -0.6% | -2.1% |
| Improved college readiness and access | 5.57 | 4.6% | 4.72 | 3.7% | 1.44 | 1.7% | -2.1% | -2.9% |
| Increased workforce retention and competency | 2.65 | 2.2% | 2.13 | 1.7% | 1.40 | 1.6% | -0.1% | -0.6% |
| **UC ANR: Building climate-resilient communities and ecosystems** | **1.58** | **1.3%** | **1.16** | **0.9%** | **1.80** | **2.1%** | **1.2%** | **0.8%** |
| Increased preparedness and resilience to extreme weather and climate change | 1.58 | 1.3% | 1.16 | 0.9% | 1.80 | 2.1% | 1.2% | 0.8% |
| **UC ANR: Developing an inclusive and equitable society** | **3.00** | **2.5%** | **1.92** | **1.5%** | **1.21** | **1.4%** | **-0.1%** | **-1.1%** |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 2.75 | 2.3% | 1.77 | 1.4% | 1.01 | 1.2% | -0.2% | -1.1% |
| Improved living and working conditions for California's food system and farm workers | 0.25 | 0.2% | 0.15 | 0.1% | 0.20 | 0.2% | 0.1% | 0.0% |
| Condition change self-defined | 3.80 | 3.1% | 4.20 | **3.3%** | 2.03 | 2.3% | **-1.0%** | **-0.8%** |
| No condition change selected | 3.00 | 2.5% | 8.79 | **6.9%** | 3.40 | 3.9% | **-3.0%** | **1.4%** |
| **Total** | **120.91** | **100%** | **127.11** | **100%** | **86.68** | **100%** |  |  |

**Table 2: Condition Change Count Analysis**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| FY18 | | FY21 | | FY22 | |  |
| 132 |  | 139 |  | 95 |  | Number of Community Educators respondents |
| 72 |  | 50 |  | 43 |  | # of respondents who selected 4 or more UC ANR condition changes |
| 54.55% |  | 35.97% |  | 45.26% |  | % of respondents who selected 4 or more UC ANR condition changes |
| 4.10 |  | 3.33 |  | 3.58 |  | mean # of UC ANR condition changes selected |
| # | % | # | % | # | % |  |
| 3 | 2.3% | 10 | 7.2% | 5 | 5.3% | # that selected 0 UC ANR condition changes |
| 5 | 3.8% | 13 | 9.4% | 10 | 10.5% | # that selected 1 UC ANR condition change |
| 17 | 12.9% | 26 | 18.7% | 14 | 14.7% | # that selected 2 UC ANR condition changes |
| 35 | 26.5% | 40 | 28.8% | 23 | 24.2% | # that selected 3 UC ANR condition changes |
| 31 | 23.5% | 28 | 20.1% | 18 | 18.9% | # that selected 4 UC ANR condition changes |
| 12 | 9.1% | 12 | 8.6% | 11 | 11.6% | # that selected 5 UC ANR condition changes |
| 10 | 7.6% | 4 | 2.9% | 11 | 11.6% | # that selected 6 UC ANR condition changes |
| 16 | 12.1% | 2 | 1.4% | 2 | 2.1% | # that selected 7 UC ANR condition changes |
| 1 | 0.8% | 2 | 1.4% | 1 | 1.1% | # that selected 8 UC ANR condition changes |
| 2 | 1.5% | 1 | 0.7% | 0 | 0.0% | # that selected 9 UC ANR condition changes |
| 0 | 0.0% | 1 | 0.7% | 0 | 0.0% | # that selected 10+ UC ANR condition changes |

**Chart 1: Comparison of FY18 to FY22 Condition Change Selection Data**

**Chart 2: Summary of SFY 2022 Condition Change Selection Data**

**FTE Appointments of Respondents**

The FTE mean was 0.91, FTE median was 1.00, and FTE mode was 1.00.

**Qualitative summary of self-defined condition changes**

6 Respondents (2 UC 4-H, 3 UC Master Gardener, 1 REC) entered 7 self-defined condition changes, for a total of 2.03 FTE. These self-defined condition changes are listed below, organized by common themes/Public Values Statements.

* **Administration/Director (County/REC/SWP)**: 1 respondent, 1 self-defined condition change, 0.75 FTE
* **Communities**: 2 respondents, 0.68 FTE *(Increase youths’ ability to grow and lead in their community; Self-defined represents the general overall development of growing youth in the realm of diversity, inclusiveness, leadership, healthy lifestyles, and positive community change)*
* **Environments: 2** respondents, 0.50 FTE *(Managing pests and conserving pollinators; Organic/green waste diversion - Classes on composting and ways to reduce/divert organics from landfills; I run Climate Stewards and California Naturalist Program courses for the Hopland REC)*
* **Climate Resiliency**: 1 respondent, 0.10 FTE *(Increased awareness of climate change and its effect on people, environment. Improved lives by making them aware of resources and what they can proactively do)*

**Table 3: # and % of Respondents who Selected Self-Defined Condition Changes – 2018, 2021, 2022**

|  |  |  |  |
| --- | --- | --- | --- |
| FY18 | FY21 | FY22 |  |
| 132 | 139 | 95 | Number of Community Educators respondents |
| 18 | 7 | 6 | # of respondents who selected self-defined condition changes |
| 13.6% | 5.0% | 6.3% | % of respondents who selected self-defined condition changes |

**Table 4: Statewide Program Affiliations & Response Rate**

Of 95 total respondents, their affiliations are listed in the table below. Some Community Educators (both respondents and total CES) are affiliated with more than one statewide program. Respondents’ statewide program affiliations are determined by Program Planning and Evaluation, in consultation with the directors/analysts of the specific programs.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Unit** | **# of Respondents who affiliated w/SWP** | **% of Responses** | **# of Total CES in SWP** | **Response Rate by SWP** |
| CalFresh Healthy Living, UC | 34 | 35.1% | 88 | 38.6% |
| California 4-H Youth Development Program | 11 | 11.3% | 43 | 25.6% |
| California Expanded Food & Nutrition Education Program | 13 | 13.4% | 28 | 46.4% |
| California Naturalist | 3 | 3.1% | 3 | 100.0% |
| Climate Smart Agriculture | 3 | 3.1% | 8 | 37.5% |
| Research and Extension Center System, Other | 14 | 14.4% | 36 | 38.9% |
| Small Farms | 2 | 2.1% | 10 | 20.0% |
| UC Master Gardener Program | 11 | 11.3% | 31 | 35.5% |
| UC Master Food Preserver Program | 3 | 3.1% | 10 | 30.0% |
| UC Integrated Pest Management Program | 3 | 3.1% | 4 | 75.0% |
| **Total** | **97** | **100%** | **261** |  |

**Condition Change by Statewide Program:** In the following tables, please note that any CES with split appointments and/or who work collaboratively with other statewide programs are tallied for each statewide program they are working with, i.e., they are tallied more than once.

**CalFresh, Healthy Living, UC**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Improved health for all [individual level] | 11.55 | 35.3% |
| Improved community health and wellness [policy, systems, or environment level] | 9.48 | 28.9% |
| Improved food security | 5.15 | 15.7% |
| Improved food safety | 3.03 | 9.2% |
| Improved individual and household financial stability | 2.25 | 6.9% |
| Self-defined | 0.75 | 2.3% |
| Improved access to positive built and natural environments | 0.30 | 0.9% |
| Increased effective public leaders | 0.25 | 0.8% |
| **Total** | **32.75** | **100%** |

**California 4-H Youth Development Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Improved community health and wellness [policy, systems, or environment level] | 1.26 | 13.9% |
| Increased effective public leaders | 1.22 | 13.4% |
| [No Condition Change Selected] | 1.00 | 11.0% |
| Improved individual and household financial stability | 0.78 | 8.6% |
| Self-defined | 0.68 | 7.4% |
| Increased civic engagement | 0.59 | 6.5% |
| Enhanced community economic development | 0.54 | 5.9% |
| Improved health for all [individual level] | 0.50 | 5.5% |
| Increased agriculture and forestry efficiency and profitability | 0.50 | 5.5% |
| Improved college readiness and access | 0.49 | 5.4% |
| Improved animal management, productivity and efficiency | 0.44 | 4.8% |
| Improved food safety | 0.38 | 4.2% |
| Improved access to positive built and natural environments | 0.30 | 3.3% |
| Improved food security | 0.24 | 2.6% |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 0.16 | 1.8% |
| **Total** | **9.08** | **100%** |

**California Expanded Food & Nutrition Education Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Improved health for all [individual level] | 2.70 | 21.6% |
| Improved food security | 2.50 | 20.0% |
| Improved community health and wellness [policy, systems, or environment level] | 2.10 | 16.8% |
| [No Condition Change Selected] | 2.00 | 16.0% |
| Improved food safety | 1.95 | 15.6% |
| Improved individual and household financial stability | 0.85 | 6.8% |
| Improved management and use of land | 0.10 | 0.8% |
| Improved air quality | 0.10 | 0.8% |
| Improved water-use efficiency | 0.10 | 0.8% |
| Improved water-supply security | 0.10 | 0.8% |
| **Total** | **12.50** | **100%** |

**California Naturalist Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Increased workforce retention and competency | 0.90 | 30.0% |
| Increased civic engagement | 0.60 | 20.0% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.60 | 20.0% |
| Improved access to positive built and natural environments | 0.30 | 10.0% |
| Improved college readiness and access | 0.30 | 10.0% |
| Increased preparedness and resilience to extreme weather and climate change | 0.30 | 10.0% |
| **Total** | **3.00** | **100%** |

**Climate Smart Agriculture**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Increased workforce retention and competency | 0.90 | 30.0% |
| Increased civic engagement | 0.60 | 20.0% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.60 | 20.0% |
| Improved access to positive built and natural environments | 0.30 | 10.0% |
| Improved college readiness and access | 0.30 | 10.0% |
| Increased preparedness and resilience to extreme weather and climate change | 0.30 | 10.0% |
| **Total** | **3.00** | **100%** |

**Research and Extension Center System, Other**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Improved health for all [individual level] | 3.40 | 20.9% |
| Improved food security | 2.15 | 13.2% |
| Improved community health and wellness [policy, systems, or environment level] | 2.00 | 12.3% |
| Improved access to positive built and natural environments | 1.43 | 8.8% |
| Improved management and use of land | 1.32 | 8.1% |
| Improved water-use efficiency | 0.87 | 5.3% |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 0.80 | 4.9% |
| Improved food safety | 0.71 | 4.4% |
| Improved college readiness and access | 0.65 | 4.0% |
| Increased workforce retention and competency | 0.50 | 3.1% |
| Increased preparedness and resilience to extreme weather and climate change | 0.50 | 3.1% |
| Improved individual and household financial stability | 0.35 | 2.1% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.30 | 1.8% |
| [No Condition Change Selected] | 0.30 | 1.8% |
| Improved water quality | 0.27 | 1.7% |
| Increased effective public leaders | 0.25 | 1.5% |
| Protected and conserved soil quality | 0.25 | 1.5% |
| Increased civic engagement | 0.15 | 0.9% |
| Self-defined | 0.10 | 0.6% |
| **Total** | **16.30** | **100%** |

**Small Farms**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Improved management and use of land | 0.70 | 35.0% |
| Improved community health and wellness [policy, systems, or environment level] | 0.25 | 12.5% |
| Protected and conserved soil quality | 0.25 | 12.5% |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 0.20 | 10.0% |
| Improved water quality | 0.20 | 10.0% |
| Increased preparedness and resilience to extreme weather and climate change | 0.20 | 10.0% |
| Improved individual and household financial stability | 0.10 | 5.0% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.10 | 5.0% |
| **Total** | **2.00** | **100%** |

**UC Integrated Pest Management Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Enhanced community economic development | 0.50 | 62.5% |
| Improved living and working conditions for California's food system and farm workers | 0.20 | 25.0% |
| [No Condition Change Selected] | 0.10 | 12.5% |
| **Total** | **0.80** | **100%** |

**UC Master Food Preserver Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Improved food safety | 0.90 | 51.4% |
| Increased effective public leaders | 0.25 | 14.3% |
| Improved community health and wellness [policy, systems, or environment level] | 0.25 | 14.3% |
| Improved food security | 0.20 | 11.4% |
| Improved health for all [individual level] | 0.15 | 8.6% |
| **Total** | **1.75** | **100%** |

**UC Master Gardener Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% Effort** |
| Improved water-use efficiency | 2.33 | 22.1% |
| Improved food security | 1.53 | 14.5% |
| Improved water quality | 1.05 | 10.0% |
| Improved health for all [individual level] | 1.03 | 9.8% |
| Increased civic engagement | 1.00 | 9.5% |
| Improved management and use of land | 0.73 | 6.9% |
| Protected and conserved soil quality | 0.65 | 6.2% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.60 | 5.7% |
| Self-defined | 0.50 | 4.8% |
| Increased agriculture and forestry efficiency and profitability | 0.35 | 3.3% |
| Improved food safety | 0.30 | 2.9% |
| Improved access to positive built and natural environments | 0.20 | 1.9% |
| Increased preparedness and resilience to extreme weather and climate change | 0.20 | 1.9% |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 0.05 | 0.5% |
| **Total** | **10.50** | **100%** |