Volunteer Research, Knowledge, Competency (VRKC) Taxonomy for 4-H Youth Development

4-H National Headquarters
Volunteers for the Next Generation

VRKC Taxonomy Overview
The Research Question

“What skills or competencies will volunteers need in order to effectively deliver 4-H programs and projects in the next decade?”

Volunteers who are competent in the utilization of these skills in their role as 4-H club volunteers will provide the best possible experience for 4-H members through a balanced program of activities.
VRKC Taxonomy

• Volunteer Research Knowledge and Competency Taxonomy
• Research-based
• Identifies the skills and knowledge that volunteers have identified they need to be competent in to do their 4-H service
VRKC Domains

- Communications
- Organization
- 4-H Program Management
- Educational Design & Delivery
- Positive Youth Development
- Interpersonal Characteristics
Communications

• The ability to create, deliver and interpret information effectively through formal and non-formal means.
  – Speaking skills
  – Listening Skills
  – Writing Skills
  – Non-Verbal Skills
  – Information Delivery & Dissemination
  – Marketing & Public Relations
  – Use of Technology
Organization

• The ability to engage others in planning, providing and delivering positive 4-H Youth Development programming in a community.
  – Planning & Organizing
  – Time Management
  – Parent Recruitment & Involvement
  – Delegating Tasks to Parents
  – Service to the Community
  – Marketing & Publicity
4-H Program Management

• *Understanding and following appropriate policies, procedures and safety guidelines when acting on behalf of Extension.*
  – Organization & Structure of Extension
  – Risk Management / Risk Reduction
  – Liability Awareness and Reduction
  – Club Management
  – Behavior Management
  – Record Keeping
  – Financial Management
  – Computer Skills
Educational Design and Delivery

• The ability to plan, implement and evaluate research-based learning opportunities that effectively promote positive personal development.
  – Use of Age-Appropriate Activities
  – Utilization of Multiple Teaching Strategies
  – Understanding of Differences in Learning Styles
  – Knowledge of Subject Matter
  – Team Building Skills
  – Application of Experiential Learning
  – Program Evaluation Methods
Positive Youth Development

- The ability to intentionally and appropriately apply the principles and best practices that result in the positive development of youth.
  - Developing Life Skills
  - Leadership Skills
  - Understanding Ages & Stages of Youth Development
  - Empowerment of Others
  - Practicing Youth-Adult Partnerships
  - Ability to Motivate & Encourage Youth
  - Appreciating Diversity
Interpersonal Characteristics

• The ability to develop effective relationships, work competently with individuals and groups and express empathy and understanding for others.

  – Care for Others
  – A Compassionate Nature
  – Acceptance of Others
  – Honesty, Ethics, Morality
  – Patience
  – Ability to Develop & Strengthen Relationships
  – Flexibility
Using VRKC Taxonomy

• Volunteers can use to request training and support in areas of need in own development
• Framework for volunteer development
• Framework for staff development
VRKC Taxonomy
Overview

Thank You

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VRKC:
Volunteer Research Knowledge Competency Taxonomy

Volunteers for the Next Generation