2017 Community and Economic Development Professional Development Assessment for the Southern Region

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on behalf of the Southern Region CED Extension Leaders. August 2018.

The Southern Region Extension Program Leaders of Community Resource Development developed a survey to understand and document the professional development needs related to Cooperative Extension community and economic development.
An on-line survey was developed by a committee under the leadership of Susan Jakes, North Carolina State University, and forwarded to Extension administration, program specialists and agents in the land-grant institutions across the states of the Southern region. Survey responses were collected from 117 individuals from 13 states.

Reporting the Results:
The survey gathered responses using the scales below:
- Four point scale from least to most important for "How important…"questions:

| not needed | maybe needed | needed | definitely needed |

- A three point scale from least to most important for "To what extent…." questions:

| none needed | some needed | very needed |

- A three point scale from least to most important for training on topics question:

| no training needed | some training needed | training very needed |

Survey results are reported here for each question with the highest scoring responses listed from top to bottom.* Survey questions which used the four point scale are highlighted with a bold line below if they rated as "Needed or Definitely Needed". Survey questions using the three point scale are highlighted with a bold line if they scored "Some needed" to "Very needed".
Color coding was added in later charts simply to track similar responses (same color) across states or program areas.
*Tie scores are not delineated.

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Survey Results

Overall ranking for the Southern Region

The following two-part questions assessed both importance and priority needs for training.

Question 1: *How important is it for Extension staff to understand the following Community Resiliency concepts to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Ranking
Building cultural competence: Recognizing and valuing diverse communities
Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)
Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change
Finding, locally validating findings, and understanding implications of community demographics
Understanding the principles of community development practice

"To what extent is training needed in these areas?"

Ranking
Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change
Finding, locally validating findings, and understanding implications of community demographics
Understanding the principles of community development practice
Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)
Building cultural competence: Recognizing and valuing diverse communities

Question 2: *How important is it for Extension staff to understand the following Economic Resiliency concepts to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Ranking
Obtaining and understanding local economic data (i.e. interpreting data)
Understanding the local and regional economic context and how they are related
Understanding economic development concepts and practices (i.e. understanding income generating industries)

"To what extent is training needed in these areas?"

Ranking
Obtaining and understanding local economic data (i.e. interpreting data)
Understanding economic development concepts and practices (i.e. understanding income generating industries)
Understanding the local and regional economic context and how they are related

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Question 3: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Ranking
Working with Local Government to address community issues
Identifying and mobilizing community assets
Working with any new audience
Developing Leadership in those who have never had a formal leadership role
Ensuring broad based participation and bringing new voices to the work
Addressing very complex public issues through Public Issues Education and effective group decision making
Assessing community readiness for change and understanding implications for community action strategy
Designing and implementing an effective Community Strategic Plan

"To what extent is training needed in these areas?"

Ranking
Working with Local Government to address community issues
Developing Leadership in those who have never had a formal leadership role
Identifying and mobilizing community assets
Addressing very complex public issues through Public Issues Education and effective group decision making
Working with any new audience
Designing and implementing an effective Community Strategic Plan
Assessing community readiness for change and understanding implications for community action strategy
Ensuring broad based participation and bringing new voices to the work

Question 4: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following GROUP FACILITATION skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Ranking
Managing Conflict
Mobilizing community to TAKE ACTION on a cause or issue they aspire to change
Building consensus to DEFINE what the community aspires to change
Broadening and then reducing ideas for action
Helping a group make decisions

"To what extent is training needed in these areas?"

Ranking
Mobilizing community to TAKE ACTION on a cause or issue they aspire to change
Managing Conflict
Helping a group make decisions
Building consensus to DEFINE what the community aspires to change
Broadening and then reducing ideas for action

Question 5: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following PROJECT MANAGEMENT AND INPLEMENTATION skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Ranking
Building and maintaining community collaborations and partnerships
Collecting and reviewing data to monitor and catalyze action plan implementation progress?
Addressing very complex public issues through Public Issues Education and effective group decision making
Identifying, leveraging and securing resources for community action implementation
Managing community projects with broad based ownership and action

"To what extent is training needed in these areas?"

Ranking
Building and maintaining community collaborations and partnerships
Identifying, leveraging and securing resources for community action implementation
Collecting and reviewing data to monitor and catalyze action plan implementation progress?
Addressing very complex public issues through Public Issues Education and effective group decision making
Managing community projects with broad based ownership and action

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The final survey question assessed topical needs for training.

Question 6: *To what extent is training needed on these topics in your state?*

Ranking
Agriculture and the Community: Transitions Towards the Future
Greater understanding of poverty and how to help
Development that is socially, environmentally, and financially sustainable
Strengthening rural quality of life
Healthy People-Healthy communities
Building local food systems
How agriculture and other sectors fit into my local economy
Information technology, information access and broadband
Disaster Resiliency
Entrepreneurship
Workforce Development
Supporting Business Retention and Expansion
Tourism
Business recruitment strategies and incentives
Improving export markets for local goods
Energy Conservation
Creative Assets, Arts & Culture
What topics did you anticipate that were not included in the survey?

Survey Responses by State

State	# Responses
Alabama	3
Arkansas	36
Florida	3
Georgia	15
Kentucky	3
Louisiana	1
Mississippi	2
North Carolina	5
Oklahoma	7
Tennessee	4
Texas	28
Virgin Islands	1
Virginia	9

NOTE: States with 5 answers or less were not included in the summary below. Color coding was added simply to track similar responses (same color) across states.

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The following two-part questions assessed both importance and priority needs for training.
Question 1: *How important is it for Extension staff to understand the following Community Resiliency concepts to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Finding, locally validating findings, and understanding implications of community demographics	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Building cultural competence: Recognizing and valuing diverse communities	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)
Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Finding, locally validating findings, and understanding implications of community demographics	Building cultural competence: Recognizing and valuing diverse communities	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understanding the principles of community development practice
Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understanding the principles of community development practice	Finding, locally validating findings, and understanding implications of community demographics	Finding, locally validating findings, and understanding implications of community demographics	Building cultural competence: Recognizing and valuing diverse communities
Building cultural competence: Recognizing and valuing diverse communities	Building cultural competence: Recognizing and valuing diverse communities	Understanding the principles of community development practice	Understanding the principles of community development practice	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change
Understanding the principles of community development practice	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Finding, locally validating findings, and understanding implications of community demographics

"To what extent is training needed in these areas?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Understanding the principles of community development practice	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Finding, locally validating findings, and understanding implications of community demographics	Building cultural competence: Recognizing and valuing diverse communities
Finding, locally validating findings, and understanding implications of community demographics	Understanding the principles of community development practice	Understanding the principles of community development practice	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)
Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Finding, locally validating findings, and understanding implications of community demographics	Building cultural competence: Recognizing and valuing diverse communities	Finding, locally validating findings, and understanding implications of community demographics
Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Finding, locally validating findings, and understanding implications of community demographics	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understanding the principles of community development practice	Understanding the principles of community development practice
Building cultural competence: Recognizing and valuing diverse communities	Building cultural competence: Recognizing and valuing diverse communities	Building cultural competence: Recognizing and valuing diverse communities	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change

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Question 2: *How important is it for Extension staff to understand the following Economic Resiliency concepts to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)
Understanding the local and regional economic context and how they are related	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding the local and regional economic context and how they are related	Obtaining and understanding local economic data (i.e. interpreting data)
Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding the local and regional economic context and how they are related

"To what extent is training needed in these areas?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)
Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related
Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)

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Question 3: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Developing Leadership in those who have never had a formal leadership role	Working with Local Government to address community issues	Working with Local Government to address community issues	Working with any new audience	Working with Local Government to address community issues
Identifying and mobilizing community assets	Identifying and mobilizing community assets	Addressing very complex public issues through Public Issues Education and effective group decision making	Assessing community readiness for change and understanding implications for community action strategy	Assessing community readiness for change and understanding implications for community action strategy
Working with Local Government to address community issues	Addressing very complex public issues through Public Issues Education and effective group decision making	Ensuring broad based participation and bringing new voices to the work	Working with Local Government to address community issues	Identifying and mobilizing community assets
Designing and implementing an effective Community Strategic Plan	Ensuring broad based participation and bringing new voices to the work	Identifying and mobilizing community assets	Ensuring broad based participation and bringing new voices to the work	Working with any new audience
Ensuring broad based participation and bringing new voices to the work	Working with any new audience	Assessing community readiness for change and understanding implications for community action strategy	Identifying and mobilizing community assets	Ensuring broad based participation and bringing new voices to the work
Working with any new audience	Developing Leadership in those who have never had a formal leadership role	Designing and implementing an effective Community Strategic Plan	Developing Leadership in those who have never had a formal leadership role	Addressing very complex public issues through Public Issues Education and effective group decision making
Addressing very complex public issues through Public Issues Education and effective group decision making	Assessing community readiness for change and understanding implications for community action strategy	Developing Leadership in those who have never had a formal leadership role	Addressing very complex public issues through Public Issues Education and effective group decision making	Developing Leadership in those who have never had a formal leadership role
Assessing community readiness for change and understanding implications for community action strategy	Designing and implementing an effective Community Strategic Plan	Working with any new audience	Designing and implementing an effective Community Strategic Plan	Designing and implementing an effective Community Strategic Plan

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"To what extent is training needed in these areas?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Developing Leadership in those who have never had a formal leadership role	Working with Local Government to address community issues	Working with Local Government to address community issues	Working with Local Government to address community issues	Working with Local Government to address community issues
Working with Local Government to address community issues	Developing Leadership in those who have never had a formal leadership role	Identifying and mobilizing community assets	Identifying and mobilizing community assets	Identifying and mobilizing community assets
Identifying and mobilizing community assets	Ensuring broad based participation and bringing new voices to the work	Developing Leadership in those who have never had a formal leadership role	Developing Leadership in those who have never had a formal leadership role	Developing Leadership in those who have never had a formal leadership role
Designing and implementing an effective Community Strategic Plan	Working with any new audience	Designing and implementing an effective Community Strategic Plan	Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making
Ensuring broad based participation and bringing new voices to the work	Assessing community readiness for change and understanding implications for community action strategy	Addressing very complex public issues through Public Issues Education and effective group decision making	Working with any new audience	Working with any new audience
Assessing community readiness for change and understanding implications for community action strategy	Identifying and mobilizing community assets	Assessing community readiness for change and understanding implications for community action strategy	Designing and implementing an effective Community Strategic Plan	Designing and implementing an effective Community Strategic Plan
Working with any new audience	Designing and implementing an effective Community Strategic Plan	Working with any new audience	Assessing community readiness for change and understanding implications for community action strategy	Assessing community readiness for change and understanding implications for community action strategy
Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making	Ensuring broad based participation and bringing new voices to the work	Ensuring broad based participation and bringing new voices to the work	Ensuring broad based participation and bringing new voices to the work

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Question 4: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following GROUP FACILITATION skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Managing Conflict	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Managing Conflict	Group Facilitation: Managing Conflict
Group Facilitation: Managing Conflict	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change
Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Managing Conflict	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change
Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Broadening and then reducing ideas for action
Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions

"To what extent is training needed in these areas?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Group Facilitation: Managing Conflict	Group Facilitation: Managing Conflict	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Managing Conflict	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change
Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Helping a group make decisions	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Managing Conflict
Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Managing Conflict	Group Facilitation: Helping a group make decisions	Group Facilitation: Building consensus to DEFINE what the community aspires to change
Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Building consensus to DEFINE what the	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Helping a group make decisions

	community aspires to change			
Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Broadening and then reducing ideas for action

Question 5: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following PROJECT MANAGEMENT AND INPLEMENTATION skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Identifying, leveraging and securing resources for community action implementation	Building and maintaining community collaborations and partnerships	Managing community projects with broad based ownership and action
Identifying, leveraging and securing resources for community action implementation	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Building and maintaining community collaborations and partnerships	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Building and maintaining community collaborations and partnerships
Managing community projects with broad based ownership and action	Managing community projects with broad based ownership and action	Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making	Collecting and reviewing data to monitor and catalyze action plan implementation progress?
Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Identifying, leveraging and securing resources for community action implementation	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Identifying, leveraging and securing resources for community action implementation	Addressing very complex public issues through Public Issues Education and effective group decision making
Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making	Managing community projects with broad based ownership and action	Managing community projects with broad based ownership and action	Identifying, leveraging and securing resources for community action implementation

"To what extent is training needed in these areas?"

Arkansas	Georgia	Oklahoma	Texas	Virginia
Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships
Identifying, leveraging and securing resources for	Collecting and reviewing data to monitor and catalyze action plan	Managing community projects with broad based ownership and action	Identifying, leveraging and securing resources for	Identifying, leveraging and securing resources for

community action implementation	implementation progress?		community action implementation	community action implementation
Managing community projects with broad based ownership and action	Identifying, leveraging and securing resources for community action implementation	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making
Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Managing community projects with broad based ownership and action	Identifying, leveraging and securing resources for community action implementation	Managing community projects with broad based ownership and action	Managing community projects with broad based ownership and action
Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Collecting and reviewing data to monitor and catalyze action plan implementation progress?

The final survey question assessed topical needs for training.

Question 6: *To what extent is training needed on these topics in your state?*

Arkansas	Georgia	Oklahoma	Texas	Virginia
Strengthening rural quality of life	Strengthening rural quality of life	Strengthening rural quality of life	Agriculture and the Community: Transitions Towards the Future	Agriculture and the Community: Transitions Towards the Future
Information technology, information access and broadband	Building local food systems	Development that is socially, environmentally, and financially sustainable	Disaster Resiliency	How agriculture and other sectors fit into my local economy
Development that is socially, environmentally, and financially sustainable	Agriculture and the Community: Transitions Towards the Future	Agriculture and the Community: Transitions Towards the Future	How agriculture and other sectors fit into my local economy	Healthy People-Healthy communities
Building local food systems	Information technology, information access and broadband	Healthy People-Healthy communities	Healthy People-Healthy communities	Greater understanding of poverty and how to help
Agriculture and the Community: Transitions Towards the Future	Development that is socially, environmentally, and financially sustainable	Disaster Resiliency	Entrepreneurship	Development that is socially, environmentally, and financially sustainable
Greater understanding of poverty and how to help	Healthy People-Healthy communities	Supporting Business Retention and Expansion	Greater understanding of poverty and how to help	Building local food systems
How agriculture and other sectors fit into my local economy	Greater understanding of poverty and how to help	Entrepreneurship	Building local food systems	Strengthening rural quality of life
Healthy People-Healthy communities	How agriculture and other sectors fit into my local economy	Tourism	Workforce Development	Workforce Development

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Supporting Business Retention and Expansion	Disaster Resiliency	Greater understanding of poverty and how to help	Strengthening rural quality of life	Information technology, information access and broadband
Improving export markets for local goods	Supporting Business Retention and Expansion	How agriculture and other sectors fit into my local economy	Information technology, information access and broadband	Tourism
Workforce Development	Workforce Development	Workforce Development	Development that is socially, environmentally, and financially sustainable	Improving export markets for local goods
Business recruitment strategies and incentives	Energy Conservation	Building local food systems	Supporting Business Retention and Expansion	Energy Conservation
Entrepreneurship	Business recruitment strategies and incentives	Information technology, information access and broadband	Tourism	Disaster Resiliency
Tourism	Entrepreneurship	Energy Conservation	Improving export markets for local goods	Entrepreneurship
Disaster Resiliency	Tourism	Business recruitment strategies and incentives	Business recruitment strategies and incentives	Supporting Business Retention and Expansion
Creative Assets, Arts & Culture	Improving export markets for local goods	Improving export markets for local goods	Energy Conservation	Creative Assets, Arts & Culture
Energy Conservation	Creative Assets, Arts & Culture	Creative Assets, Arts & Culture	Creative Assets, Arts & Culture	Business recruitment strategies and incentives

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Survey Response Ranking by Agent Type

Note: Color coding was added simply to track similar responses (same color) across program areas.

The following two-part questions assessed both importance and priority needs for training.

Question 1: *How important is it for Extension staff to understand the following Community Resiliency concepts to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Building cultural competence: Recognizing and valuing diverse communities	Finding, locally validating findings, and understanding implications of community demographics	Finding, locally validating findings, and understanding implications of community demographics	Understanding the principles of community development practice	Building cultural competence: Recognizing and valuing diverse communities
Finding, locally validating findings, and understanding implications of community demographics	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Building cultural competence: Recognizing and valuing diverse communities	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)
Building cultural competence: Recognizing and valuing diverse communities	Understanding the principles of community development practice	Understanding the principles of community development practice	Understanding the principles of community development practice	Finding, locally validating findings, and understanding implications of community demographics	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change
Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work	Finding, locally validating findings, and understanding implications of community demographics	Building cultural competence: Recognizing and valuing diverse communities	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work	Building cultural competence: Recognizing and valuing diverse communities	Understanding the principles of community development practice

together and can be used to create community change			together and can be used to create community change		
Understanding the principles of community development practice	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Finding, locally validating findings, and understanding implications of community demographics

"To what extent is training needed in these areas?"

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understanding the principles of community development practice	Understanding the principles of community development practice	Finding, locally validating findings, and understanding implications of community demographics
Finding, locally validating findings, and understanding implications of community demographics	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Finding, locally validating findings, and understanding implications of community demographics	Finding, locally validating findings, and understanding implications of community demographics	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)
Understanding the principles of community development practice	Finding, locally validating findings, and understanding implications of community demographics	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change	Finding, locally validating findings, and understanding implications of community demographics	Understanding how a community's capitals (human, social, built, natural, cultural, political and financial) work together and can be used to create community change

Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Building cultural competence: Recognizing and valuing diverse communities	Understanding the principles of community development practice	Building cultural competence: Recognizing and valuing diverse communities	Building cultural competence: Recognizing and valuing diverse communities	Building cultural competence: Recognizing and valuing diverse communities
Building cultural competence: Recognizing and valuing diverse communities	Understanding the principles of community development practice	Building cultural competence: Recognizing and valuing diverse communities	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understand the context for working in a community, who holds power, what do sides want and why, historical context, and the stakes (identifying perspectives and motives)	Understanding the principles of community development practice

Question 2: *How important is it for Extension staff to understand the following Economic Resiliency concepts to effectively do their work and to what extent is training needed?*
 "How important are these for Extension Educators to be successful?"

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)
Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding the local and regional economic context and how they are related
Understanding economic development concepts and practices. (i.e. income generating industries)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding economic development concepts and practices (i.e. understanding income generating industries)

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"To what extent is training needed in these areas?"

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding economic development concepts and practices (i.e. understanding income generating industries)
Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Understanding economic development concepts and practices (i.e. understanding income generating industries)	Obtaining and understanding local economic data (i.e. interpreting data)	Obtaining and understanding local economic data (i.e. interpreting data)
Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related	Understanding the local and regional economic context and how they are related

Question 3: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Developing Leadership in those who have never had a formal leadership role	Developing Leadership in those who have never had a formal leadership role	Working with any new audience	Working with any new audience	Working with any new audience	Ensuring broad based participation and bringing new voices to the work
Identifying and mobilizing community assets	Ensuring broad based participation and bringing new voices to the work	Working with Local Government to address community issues	Developing Leadership in those who have never had a formal leadership role	Assessing community readiness for change and understanding implications for community action strategy	Working with any new audience
Working with Local Government to address community issues	Working with any new audience	Identifying and mobilizing community assets	Assessing community readiness for change and understanding implications for	Working with Local Government to address community issues	Identifying and mobilizing community assets

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			community action strategy		
Working with any new audience	Working with Local Government to address community issues	Assessing community readiness for change and understanding implications for community action strategy	Identifying and mobilizing community assets	Addressing very complex public issues through Public Issues Education and effective group decision making	Working with Local Government to address community issues
Ensuring broad based participation and bringing new voices to the work	Assessing community readiness for change and understanding implications for community action strategy	Designing and implementing an effective Community Strategic Plan	Working with Local Government to address community issues	Identifying and mobilizing community assets	Developing Leadership in those who have never had a formal leadership role
Assessing community readiness for change and understanding implications for community action strategy	Identifying and mobilizing community assets	Developing Leadership in those who have never had a formal leadership role	Ensuring broad based participation and bringing new voices to the work	Ensuring broad based participation and bringing new voices to the work	Designing and implementing an effective Community Strategic Plan
Designing and implementing an effective Community Strategic Plan	Addressing very complex public issues through Public Issues Education and effective group decision making	Ensuring broad based participation and bringing new voices to the work	Addressing very complex public issues through Public Issues Education and effective group decision making	Designing and implementing an effective Community Strategic Plan	Addressing very complex public issues through Public Issues Education and effective group decision making
Addressing very complex public issues through Public Issues Education and effective group decision making	Designing and implementing an effective Community Strategic Plan	Addressing very complex public issues through Public Issues Education and effective group decision making	Designing and implementing an effective Community Strategic Plan	Developing Leadership in those who have never had a formal leadership role	Assessing community readiness for change and understanding implications for community action strategy

"To what extent is training needed in these areas?"

4-H	General/administrative	Agriculture	Natural Resources	Community Development	FCS
Working with Local Government to address community issues	Developing Leadership in those who have never had a formal leadership role	Working with Local Government to address community issues	Developing Leadership in those who have never had a formal leadership role	Identifying and mobilizing community assets	Developing Leadership in those who have never had a formal leadership role
Developing Leadership in those who have never had a	Working with Local Government to address community issues	Identifying and mobilizing community assets	Working with Local Government to address community issues	Working with Local Government to address community issues	Working with Local Government to address community issues

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formal leadership role					
Identifying and mobilizing community assets	Assessing community readiness for change and understanding implications for community action strategy	Developing Leadership in those who have never had a formal leadership role	Working with any new audience	Addressing very complex public issues through Public Issues Education and effective group decision making	Ensuring broad based participation and bringing new voices to the work
Working with any new audience	Working with any new audience	Working with any new audience	Assessing community readiness for change and understanding implications for community action strategy	Assessing community readiness for change and understanding implications for community action strategy	Identifying and mobilizing community assets
Ensuring broad based participation and bringing new voices to the work	Identifying and mobilizing community assets	Designing and implementing an effective Community Strategic Plan	Identifying and mobilizing community assets	Designing and implementing an effective Community Strategic Plan	Working with any new audience
Assessing community readiness for change and understanding implications for community action strategy	Ensuring broad based participation and bringing new voices to the work	Assessing community readiness for change and understanding implications for community action strategy	Ensuring broad based participation and bringing new voices to the work	Working with any new audience	Designing and implementing an effective Community Strategic Plan
Designing and implementing an effective Community Strategic Plan	Addressing very complex public issues through Public Issues Education and effective group decision making	Ensuring broad based participation and bringing new voices to the work	Addressing very complex public issues through Public Issues Education and effective group decision making	Ensuring broad based participation and bringing new voices to the work	Assessing community readiness for change and understanding implications for community action strategy
Addressing very complex public issues through Public Issues Education and effective group decision making	Designing and implementing an effective Community Strategic Plan	Addressing very complex public issues through Public Issues Education and effective group decision making	Designing and implementing an effective Community Strategic Plan	Developing Leadership in those who have never had a formal leadership role	Addressing very complex public issues through Public Issues Education and effective group decision making

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Question 4: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following GROUP FACILITATION skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Managing Conflict	Group Facilitation: Managing Conflict	Group Facilitation: Managing Conflict	Group Facilitation: Managing Conflict	Group Facilitation: Managing Conflict
Group Facilitation: Managing Conflict	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change
Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Helping a group make decisions
Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Building consensus to DEFINE what the community aspires to change
Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Broadening and then reducing ideas for action

"To what extent is training needed in these areas?"

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue	Group Facilitation: Managing Conflict	Group Facilitation: Managing Conflict	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue	Group Facilitation: Managing Conflict

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they aspire to change			they aspire to change	they aspire to change	
Group Facilitation: Helping a group make decisions	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Managing Conflict	Group Facilitation: Mobilizing community to TAKE ACTION on a cause or issue they aspire to change
Group Facilitation: Managing Conflict	Group Facilitation: Helping a group make decisions	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Managing Conflict	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Helping a group make decisions
Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Helping a group make decisions	Group Facilitation: Building consensus to DEFINE what the community aspires to change
Group Facilitation: Broadening and then reducing ideas for action	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Building consensus to DEFINE what the community aspires to change	Group Facilitation: Broadening and then reducing ideas for action

Question 5: *The following skills are used in both building community and economic resilience. How important is it for Extension staff to have the following PROJECT MANAGEMENT AND INPLEMENTATION skills to effectively do their work and to what extent is training needed?*

"How important are these for Extension Educators to be successful?"

4-H	General/administrative	Agriculture	Natural Resources	Community Development	FCS
Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships
Identifying, leveraging and securing resources for community action implementation	Identifying, leveraging and securing resources for community action implementation	Addressing very complex public issues through Public Issues Education and effective group decision making	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Addressing very complex public issues through Public Issues Education and effective group decision making	Identifying, leveraging and securing resources for community action implementation
Addressing very complex public issues through Public Issues Education and effective group decision making	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Identifying, leveraging and securing resources for community action implementation	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Managing community projects with broad based ownership and action
Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Addressing very complex public issues through Public Issues Education and effective group decision making	Identifying, leveraging and securing resources for community action implementation	Managing community projects with broad based ownership and action	Identifying, leveraging and securing resources for community action implementation	Collecting and reviewing data to monitor and catalyze action plan implementation progress?
Managing community projects with broad based ownership and action	Managing community projects with broad based ownership and action	Managing community projects with broad based ownership and action	Addressing very complex public issues through Public Issues Education and effective group decision making	Managing community projects with broad based ownership and action	Addressing very complex public issues through Public Issues Education and effective group decision making

"To what extent is training needed in these areas?"

4-H	General/administrative	Agriculture	Natural Resources	Community Development	FCS
Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Building and maintaining community collaborations and partnerships	Identifying, leveraging and securing resources for community action implementation	Building and maintaining community collaborations and partnerships
Identifying, leveraging and securing resources for	Identifying, leveraging and securing resources for	Identifying, leveraging and securing resources for	Identifying, leveraging and securing resources for	Managing community projects with broad based	Identifying, leveraging and securing resources for

community action implementation	community action implementation	community action implementation	community action implementation	ownership and action	community action implementation
Managing community projects with broad based ownership and action	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Addressing very complex public issues through Public Issues Education and effective group decision making	Managing community projects with broad based ownership and action	Building and maintaining community collaborations and partnerships	Collecting and reviewing data to monitor and catalyze action plan implementation progress?
Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Addressing very complex public issues through Public Issues Education and effective group decision making	Managing community projects with broad based ownership and action	Addressing very complex public issues through Public Issues Education and effective group decision making	Addressing very complex public issues through Public Issues Education and effective group decision making	Managing community projects with broad based ownership and action
Addressing very complex public issues through Public Issues Education and effective group decision making	Managing community projects with broad based ownership and action	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Collecting and reviewing data to monitor and catalyze action plan implementation progress?	Addressing very complex public issues through Public Issues Education and effective group decision making

Question 6: *To what extent is <u>training needed</u> on these <u>topics</u> in your state?*

4-H	General/ administrative	Agriculture	Natural Resources	Community Development	FCS
Strengthening rural quality of life	Agriculture and the Community: Transitions Towards the Future	Agriculture and the Community: Transitions Towards the Future	How agriculture and other sectors fit into my local economy	Greater understanding of poverty and how to help	Healthy People-Healthy communities
Building local food systems	Building local food systems	How agriculture and other sectors fit into my local economy	Agriculture and the Community: Transitions Towards the Future	Agriculture and the Community: Transitions Towards the Future	Strengthening rural quality of life
How agriculture and other sectors fit into my local economy	How agriculture and other sectors fit into my local economy	Strengthening rural quality of life	Strengthening rural quality of life	Development that is socially, environmentally, and financially sustainable	Building local food systems
Agriculture and the Community: Transitions Towards the Future	Greater understanding of poverty and how to help	Healthy People-Healthy communities	Greater understanding of poverty and how to help	Strengthening rural quality of life	Information technology, information access and broadband
Information technology, information access and broadband	Strengthening rural quality of life	Greater understanding of poverty and how to help	Information technology, information access and broadband	Entrepreneurship	Agriculture and the Community: Transitions Towards the Future

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Greater understanding of poverty and how to help	Development that is socially, environmentally, and financially sustainable	Building local food systems	Healthy People-Healthy communities	Information technology, information access and broadband	Development that is socially, environmentally, and financially sustainable
Healthy People-Healthy communities	Disaster Resiliency	Development that is socially, environmentally, and financially sustainable	Building local food systems	Supporting Business Retention and Expansion	Greater understanding of poverty and how to help
Development that is socially, environmentally, and financially sustainable	Information technology, information access and broadband	Disaster Resiliency	Development that is socially, environmentally, and financially sustainable	How agriculture and other sectors fit into my local economy	How agriculture and other sectors fit into my local economy
Disaster Resiliency	Healthy People-Healthy communities	Information technology, information access and broadband	Disaster Resiliency	Workforce Development	Disaster Resiliency
Supporting Business Retention and Expansion	Entrepreneurship	Entrepreneurship	Energy Conservation	Building local food systems	Workforce Development
Business recruitment strategies and incentives	Workforce Development	Supporting Business Retention and Expansion	Improving export markets for local goods	Disaster Resiliency	Supporting Business Retention and Expansion
Workforce Development	Supporting Business Retention and Expansion	Business recruitment strategies and incentives	Business recruitment strategies and incentives	Healthy People-Healthy communities	Entrepreneurship
Tourism	Business recruitment strategies and incentives	Workforce Development	Entrepreneurship	Improving export markets for local goods	Tourism
Entrepreneurship	Tourism	Tourism	Supporting Business Retention and Expansion	Creative Assets, Arts & Culture	Business recruitment strategies and incentives
Creative Assets, Arts & Culture	Energy Conservation	Energy Conservation	Workforce Development	Energy Conservation	Creative Assets, Arts & Culture
Improving export markets for local goods	Improving export markets for local goods	Improving export markets for local goods	Tourism	Business recruitment strategies and incentives	Improving export markets for local goods
Energy Conservation	Creative Assets, Arts & Culture	Creative Assets, Arts & Culture	Creative Assets, Arts & Culture	Tourism	Energy Conservation