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.

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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

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VRKC Domains

- Communications

- Organization

- 4-H Program Management

- Educational Design & Delivery

- Positive Youth Development

- Interpersonal Characteristics

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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

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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

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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

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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

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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

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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

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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

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VRKC Taxonomy
Overview

Thank You

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VRKC:
Volunteer Research Knowledge Competency Taxonomy

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