Title
Staffing for Success

Permalink
https://escholarship.org/uc/item/5pf9z3n3

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Publication Date
2017-08-01

DOI
10.3733/ucanr.8579

Peer reviewed
Latin@ participation rates in youth development programs are positively influenced by organizational infrastructures (e.g., leadership, staff hiring and development, location/accessibility, resource allocation, evaluation) that are carefully aligned to reach and serve Latin@ youth and communities, work closely with Latin@ families and community leaders, build trust among stakeholders, and assure activities are accessible, affordable, and relevant.

(Erbstein and Fabionar 2014)
RECOMMENDATIONS

- Allocate resources to develop and hire more diverse personnel.
- Assign designated Human Resources analyst to review 4-H YDP staff positions.
- Include language in position descriptions that make reference to demonstrated experience in:
  - “helping the community” or “supporting the education of Latino youth”
  - working with members of the Latino community in program development and implementation
  - promoting positive ethic identity development and supporting bilingualism, biculturalism, and acculturation
  - bridging cultural differences
- Develop standardized interview and reference questions to assist the committee with the assessment of applicants’ skills and experience with, sensitivity to, and passion for expanding 4-H YDP to reach and engage with diverse audiences.
- Improve connections with community leaders, key campus faculty, and networks within the Latino communities (both informal and formal) to improve recruitment of potential candidates.
- Promote position announcements through formal and informal networks and key leaders to expand the interview pool.
- Identify youth development programs that have success in recruiting and retaining Latino staff and academics, and learn from them.
- Discuss and evaluate recruiting, hiring, and retention strategies.
- Form a diverse committee of academics and staff to develop a 4-H statewide staffing plan.

“Potential areas of investment include…funding for developing/hiring staff that know about local Latin@ community needs and networks and can engage youth and community in further informing the organization/program.”

(EBstein and Fabionar 2014)

REFERENCES


Suggested citation


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