Compiled by Dan Kahl and Simona Balazs, CEDIK, University of Kentucky 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 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

**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

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.

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?

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

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

**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

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)

**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?

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

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	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

**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?

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

<sup>&</sup>quot;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

Arkansas	Georgia	Oklahoma	Texas	Virginia
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

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

### 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?

4-H	General/	Agriculture	Natural	Community	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)	administrative  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	Development  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

4-H	General/	Agriculture	Natural	Community	FCS
	administrative		Resources	Development	
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?

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)

"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?

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

	, as a second of the second of					
			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	

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

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

**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: 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

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

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

**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 Identifying, leveraging and securing resources for community action implementation	Building and maintaining community collaborations and partnerships Identifying, leveraging and securing resources for community action implementation	Building and maintaining community collaborations and partnerships  Addressing very complex public issues through Public Issues Education and effective group decision making	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  Addressing very complex public issues through Public Issues Education and effective group decision making	Building and maintaining community collaborations and partnerships 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

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

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

Greater understanding of poverty and how to help  Healthy People- Healthy communities  Development that is socially, environmentally,	Development that is socially, environmentally, and financially sustainable Disaster Resiliency  Information technology, information	Development that is socially, environmentally, and financially sustainable Disaster Resiliency	Healthy People-Healthy communities  Building local food systems  Development that is socially, environmentally,	Information technology, information access and broadband Supporting Business Retention and Expansion  How agriculture and other sectors fit into my local	Development that is socially, environmentally, and financially sustainable  Greater understanding of poverty and how to help  How agriculture and other sectors fit into my local
and financially sustainable Disaster Resiliency	access and broadband Healthy People- Healthy communities	Information technology, information access and broadband	and financially sustainable 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