

## AGENT TRAINING

The majority of agents employed to do 4-H Club work have had only limited training in the social sciences. Yet, the capacity to perform a large proportion of their responsibilities is contingent upon their ability in these fields. In an attempt to bridge this gap two in-service training programs were offered to sixty-two county Extension workers responsible for 4-H Club work. Emphasis was placed on the basic theories and concepts during the formal presentation with time provided immediately following for application by the group. The following major areas were covered: understanding the history and philosophy of Extension and the role of the 4-H agent ( $\frac{1}{2}$  day); studying and understanding people and their community ( $\frac{1}{2}$  day); leadership development ( $\frac{1}{2}$  day); directing planned change ( $\frac{1}{2}$  day); understanding how we learn ( $\frac{1}{2}$  day); understanding youth ( $\frac{1}{2}$  day); evaluation ( $\frac{1}{2}$  day); and directed group discussions ( $\frac{1}{2}$  day). Staff members from the Rural Sociology Department, Extension Personnel Development Department and the Extension Family Life Specialist assisted with the instruction.

In February and March, 1965 an attempt will be made to use the University educational television station to instruct 4-H Club members and their leaders in the 4-H Communications projects. Twenty counties, all within the prime signal area of Channel 4, will constitute the target audience. To equip agents in these counties to make effective use of this teaching technique, thirty-seven agents were brought to Raleigh for a days training. Personnel from the television studio and the Extension Radio and Television section assisted with the training. It is felt that experience gained from this pilot project will enable us to make far greater use of the television as a teaching technique in 4-H in the future.

The following organized training was provided on a district basis during 1964:

### Northwestern District

1. Eight new agents were trained in one-day school on the community club concept.
2. All Home Economics Agents were trained in the techniques of conducting the Home Improvement project in a one-day school.

### Western District

1. A two-day training school for all agents doing 4-H work was held on project and long-time record keeping, project leader recruitment and recreation leadership.

### Southeastern District

1. All Home Economics and Associate and Assistant Home Economics Extension agents were involved in two (portion of one day) training schools on 4-H organization programming.
2. Twenty-one agents from Star-News Newspaper 4-H Honor Program counties were trained in  $\frac{1}{2}$  day session on how to function as a committee and how to select, display and set up 4-H individual exhibits.

Eastern District

1. All Extension agents responsible for 4-H work trained on "Presenting an Effective Demonstration" and on the 4-H awards program.

Northeastern District

1. Eighteen agents trained in Recreation by the North Carolina Recreation Commission (one agent from each county).
2. Seventy-two agents responsible for 4-H Club work were trained in a half-day conference in regard to the "Science of Plants & Soils" program; 4-H camp program; 4-H literature design, development and distribution; and 4-H project leaders.