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University of Idaho
Cooperative
Extension System

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Career Development Retreat presents District IV Teens with opportunities beyond high school

The Situation

In 1989, the annual Community Business Survey was modified and renamed Job Search. The purpose was shifted from learning about business per se to learning about the job market and what careers would suit different interests. Job Search also served the second purpose of making scholarships for Idaho 4-H Teen Conference available to youth from District IV. Job Search was designed to be a constant program, with little change from year to year. The format of Job Search soon became repetitive and had become unchallenging for youth who had attended for several years.

Our Response

In 1994, the coordination of Job Search rotated to Bannock County. We reviewed the 1993 Job Search evaluations and noticed a dissatisfaction with the current format. A District IV Planning Committee used our suggested changes in format and renamed it the Career Development Retreat (CDR). Our small committee decided to shift the focus of the CDR to immediate opportunities beyond high school. We felt this was more applicable to high school students because of the recent shift of job market analysis to post-high school degree recipients.

Career Development Retreat was designed to answer the questions of high school students who are uncertain of their future plans. We included workshops on college preparation, technical education, the military services, and entrepreneurial opportunities. It also included a scholarship application process, which we added an oral interview to. We made an effort to increase our Teen Conference scholarship total, as well as the amount of each scholarship from the previous year.

Achievements

CDR received positive evaluations from the students who participated. Evaluation forms also gave us several ideas for changing and updating CDR for next year. Workshop presenters commented that they appreciated the enthusiasm which 4-H youth brought to their respective workshops. We were able to offer 14 \$65 scholarships in 1994, as opposed to 12 \$50 scholarships in 1993.



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Our program was attended by a member of the State 4-H Staff in order to evaluate the feasibility of running this project in other districts throughout the state. We developed a notebook on CDR 1994 to be used as a basic format for future programs.

Cooperators and Co-Sponsors

Farm Credit Services
Alpha Kappa Psi Business Fraternity, Idaho State University Chapter
Bruce Naylor Insurance Agency
Eastern Idaho Agricultural Credit Association

The Future

Career Development Retreat has been designed to remain flexible as the needs of high school students change. We hope that our format can be expanded for use in other districts or even on a state level. The location of the retreat rotates each year between Bannock, Bingham, and Bonneville counties, necessitates a different chairperson each year. We hope that this change will encourage flexibility of the program, rather than rigidity.

For More Information

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Jerome County, 300 North Lincoln, Suite 111, Jerome, Idaho 83338 208-324-7578 FAX 208-324-2719

Magic Valley Sugarbeet Grower Root Maggot IPM Program Training

The situation

Sugarbeets are a major crop in the Magic Valley with about 125,000 acres being grown in 6 counties. Sugarbeet root maggots have the potential to severely damage yields but often do not economically reduce yield on most acres. Various insecticides are available that adequately control sugarbeet root maggot. However, these insecticides may not be required every year or in most growing areas. Sugarbeet growers can utilize an integrated pest management (IPM) program to monitor sugarbeet root maggot populations and to apply insecticides only when economically beneficial. Therefore, insecticide use can be reduced which saves the growers money and lowers the amount of pesticides in the environment.

Our response

An educational luncheon was conducted in the Jerome and Mini-Cassia areas to train sugarbeet growers about conducting their own integrated pest management program. Growers were provided with a University of Idaho IPM guide (CIS 999), instructed on root maggot fly identification, and provided with the "sticky stakes" needed to monitor root maggot fly populations in their own fields.

Cooperators and co-sponsors

The Jerome County Extension Educator was awarded a \$1,500 grant from FMC Corporation. The grant provided for sponsored grower's

luncheons, educational materials, and population monitoring materials. The Amalgamated Sugar Company cooperated by assisting growers with in-field advise and control recommendations.

Achievements

Nearly 50 producers were trained to conduct their own root maggot IPM program. These producers grow about 6,000 acres of sugarbeets. They now have the information and tools to make insecticide application decisions based on research-proven root maggot fly population thresholds.

The future

The University of Idaho Cooperative Extension System will continue to train growers, fieldmen and consultants about the economic and environmental benefits of utilizing IPM programs in crop production systems.

For more information

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Gem County Extension System, 2199 South Johns, Emmett ID 83617-9496

Idahoans Find Improved Meetings Bring Results

The Situation

Have you left meetings feeling your time was not well spent because the meeting was unorganized and little was accomplished? Meetings are where boards and committees conduct business and make decisions.

Low attendance and lack of commitment are concerns of those in charge.

Our Response

A one-day workshop titled, "Is This Meeting for Real?" was developed. Goals are to teach people skills that will make meetings run effectively. Specific skills include team building, meeting environments, agenda building, effective committees, delegating, parliamentary procedure, and consensus decision-making.

The workshop provides examples using video clips and mini-lectures -- combined with

worksheets, discussions, case studies, and practice sessions.

Initially the Idaho Family and Community Educators and the Idaho State 4-H Leaders Association joined with the Cooperative Extension System to provide financial support and encourage attendance at workshops.

Workshops were held at four locations -- Idaho Falls, Jerome, Caldwell, and Moscow -- with 102 persons attending. Participants included: church ministers and board members, government agency personnel, volunteer 4-H leaders and members of the family, and Community Educators organizations. Attendees represented 62% of the counties in Idaho.

More recently, the Cooperative Extension System joined with other organizations requesting assistance. Thirty Soil Conservation District Supervisors from throughout

Idaho participated in an all-day workshop. A shorter one-half day session was presented for Payette River Leadership Series.

Vi Rexford, Gem County Extension Home Economist, and Mary Lee Wood, State 4-H Specialist, conducted the training. In each location, they were assisted by agents and volunteers who previously had received training.

Results

Participants were asked to rate how well the workshop met their expectations. High marks were given to developing agendas, staying on track and on time, gaining personal skills to successfully conduct meetings, selecting an appropriate decision-making process, holding committees accountable, maintaining board member interest, and gaining confidence in ability to conduct better meetings.



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Participants contacted several months following the training reported fewer or shorter meetings, more productive meetings and increased management by delegation to committees.

One person brought six church board members to the training. She reported board members learned to plan agendas and delegate to committees and hold them accountable. The results have been more efficient business meetings and they eliminated two meetings from their annual schedule.

One 4-H leader helped her 4-H Leader's council members learn to refer topics to committees for study and begin to use parliamentary procedure. She said, "Thank goodness, I had the training and refresher on parliamentary procedures.... As a result, our meetings now last only one and one-half hours. They used to be three to four hours and go on forever."

The Future

Workshops on this topic are available on request.

For More Information

1. Vi Rexford, Extension Home Economist/4-H Agent, Gem County Extension System, 2199 South Johns, Emmett, ID 83617; 208/365-6363
2. Mary Lee Wood, 4-H Specialist, Caldwell R&E Center, 16952 South 10th Avenue, Caldwell, ID 83605; 208/459-6365

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Agricultural Sprayer Technology Training

The situation

Responsible and accurate application of agricultural chemicals can increase a producer's crop yields and net income while minimally impacting the environment. Application rates are considered accurate when they are within $\pm 10\%$ of the desired rate. University and industry studies show that only 10-40% of growers' sprayers apply chemicals at acceptably accurate rates. However, research also shows that calibrating and modifying sprayers with inexpensive up-dates will result in sprayers applying proper rates of agricultural chemicals.

Our response

The University of Idaho, Jerome County Extension Office developed a one-day program to educate growers and commercial applicators about the environmental and economic importance of accurate agri-chemical application. Growers and commercial applicators were trained in proper sprayer design, set-up and operation, proper chemical handling and safety, and how chemical misapplication affects their profit and the environment. Topics also included: Pesticide fate in the environment, pesticide container disposal, and proper methods for incorporating herbicides.

Cooperators and co-sponsors

The Ag. Sprayer Technology Workshop was organized by the Jerome County Extension Office with cooperation from the North Side Soil and Water Conservation District, and sponsored by Floyd Lilly Co., Twin Falls; Snake River Chemicals, Jerome; Ag-West, Burley; Ace Supply, Caldwell; and G & R Ag. Products, Caldwell.

Achievements

Over 130 growers and commercial agri-chemical applicators were educated through this workshop. These applicators developed a better understanding of how important it is to properly apply chemicals and how much money can be saved by calibrating application equipment. A sprayer equipment exhibit provided everyone with an opportunity to view the latest in agri-chemical application equipment.

The future

The successful Agricultural Sprayer Technology Workshop and Trade Show will be held again in the CSI Ag. Pavillion where growers can have more opportunity for "hands-on" experience in sprayer calibration and agri-chemical safety.



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Kootenai County, 106 Dalton Avenue, Coeur d'Alene, Idaho 83814 (208) 667-6426

September 1994

Healthy Lifestyle

It is possible to have a healthy lifestyle.
However, it takes commitment and the appropriate information.

The Situation

Unfortunately individuals at all income and age levels have adopted eating practices and lifestyles that can compromise health. The evidence is very strong that certain diseases and health conditions are directly related to lifestyle and eating habits. The need for reliable and authoritative information about dietary and wellness practices is increasing.

The Response

In January 1994 a Healthy Lifestyle course attracted 35 individuals who wanted to learn how to reduce cholesterol levels, lose weight, gain a better attitude, and change eating and exercise habits.

The course curriculum addressed the following:

- Where are you now?
- Is losing weight healthy?
- What is a healthy diet?

- Do I have to exercise to be healthy?
- How does my body assimilate a food, lose, or gain weight?
- Does my attitude make a difference?
- Read the label, set a healthy table.
- Control fat
- Control sugar and salt
- How do diet, exercise, attitude, and lifestyle fit together?



Achievements

Even though instruction and emphasis was not given for weight reduction, individuals lost an average of 8 pounds over the ten weeks.

Cholesterol levels of the group ranged from 305 to 118 (200 is desirable). Participants indicated that they learned how to eat less fat. "I learned that butter and margarine are high in fat. I don't use it at all any more." They now have a better



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ways of achieving the correct cholesterol level through diet and exercise. They are more willing to accept the responsibility to read labels and control fat.

The Future

This course was new in 1994. Next year it will be offered in Boundary and Bonner counties as well as Kootenai county. The curriculum is also being considered as a core curriculum for Idaho Extension.

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For More Information

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YOUTH IN THE WORK FORCE

Situation

Employers are experiencing a declining pool of qualified workers and a reduction in the overall youth population, so they are having to draw on a youth population that is not prepared for the world of work. As many as half of our children are experiencing the loss of parental guidance due to economics, others by the increasing number of single parent households. Current forms of education are not preparing youth for the available jobs.

Boundary County is a rural area (population 8,639) with limited businesses and few opportunities for youth employment and training.

Our Response

The University of Idaho Cooperative Extension System in a cooperative effort with the Idaho Department of Employment Security provided training for youth age 14 to 19 in a Summer Youth Employment Program (SYEP). The grant for SYEP is through the Idaho Private Industry Council. Youth are selected for the program on the basis of poverty level income guidelines, the 70% lower living standard income guidelines and a school assessment (completed by teachers and counselors).

There were two parts to SYEP, the first being the youth hired to work in licensed daycares three days a week with one day of classroom training on child development/ preparation for working in a daycare, and a second day on employability skills and job relationship/citizenship skills. The second part of SYEP was youth from other places of employment (that were funded for single sites) who were included in the training on employability and citizenship skills.

Goals and Objectives of the Daycare Program

- learn about the stages of child development (physical, social, emotional, and mental growth)
- learn and develop educational activities for children (nutrition, food safety)
- learn how to structure the day for children of different age levels
- work with the day care operator to organize, supervise activities with children
- learn situational management and preventative problem solving skills to work with children
- learn CPR and First Aide for children

Goals and Objectives of the Job/Skills Citizenship Program

- learn how to complete a resume based on their skills
- practice interviewing skills
- be able to put a job skills profile together, including recommendations from employers
- be able to identify their own strengths and weaknesses
- be able to evaluate their own job performance
- become more self confident
- be able to work as part of a team



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Achievements

Cooperative Extension in cooperation with Employment Security piloted a summer youth employment program in Boundary County to meet the Secretary's Commission on Achieving Necessary Skills produced by the U.S. Department of Labor (SCANS report, 1991), which recommends basic competencies and foundation skills for solid job performance.

Four females, ages 16 & 17, participated in the daycare program which provided work experience 3 days a week in 4 licensed daycares for a six week period.

Each youth participating in the daycare program went away with an employment profile including: a resume, recommendations, and interview skill profile.

Four licensed daycare providers participated in teaching in the work experience program, teaching an hour to the daycare classes, and incorporating information presented in the program in their daycares. A cohesive unit was formed among daycares as a result of this program.

Nine youth, ages 14 to 17, males and females from the daycare program and single site programs, participated in the one day a week class focusing on job related skills such as interviewing, resume, job profiles, etc. and the

Challenge Program (employee-employer relationships, team building, etc.).

Cooperators

County Assessors Office
Parks and Recreation Department
Employment Security
Grandview Cemetery
Gabby Goose Daycare
County Road and Bridges
Donna Discovery Pre-School & Daycare
Boundary County School Dist. #101
Gina's House Daycare
Headstart
Erin Sandburg's Daycare

Future

The University of Idaho Cooperative Extension has been asked to expand the program into Bonner County, if possible for summer 1995 and to continue the program in Boundary County in 1995.

For more information

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“SERVE IT SAFELY” Food Safety Training

Situation

Many entry level jobs for teens are in food service. Some new food service workers are not aware of basic safety guidelines for food handling, yet these workers are usually assigned jobs preparing food and dealing with customers directly. Small mistakes in food handling procedures can have severe health consequences for those who eat food contaminated with disease causing microorganisms. If a case of food borne illness was traced to a food service establishment, there would be profound economic repercussions.

Training food service workers is difficult to accomplish while on the job. Workers may be told how to do a specific job and not understand the importance of following exact directions. Or, workers may use less than adequate food preparation techniques learned at home. Either situation could potentially compromise the safety of commercially prepared food.

Our Response

The University of Idaho Cooperative Extension System, in a cooperative effort with the Marketing Director at the Magic Valley Mall in Twin Falls, initiated a food safety training program for workers at all businesses in the mall Food Court. This was attempted after some food service practices were questioned.

The 2 1/2 hour program was offered to all businesses and mall Food Court employees,

during “off hours” for the convenience of the businesses. The Mall Marketing Director was informed of the program participants and certificates were given to all who completed the course.

The course was modeled after the “Food Safety for Food Service Supervisors” course developed by the University of Idaho Extension Food Safety Team, with Dr. Marilyn Swanson as team leader. A pre- and post- quiz was administered and results are being tabulated. Group participation was emphasized so that the instructor could help the participants apply the food safety guidelines directly to their jobs.

Objectives of the “Serve It Safe” Training

- To inform participants of: the importance of their food handling procedures on the safety of the food they prepare; the economic impact of food safety mistakes of food service establishments; and their stake in maintaining the reputation of the business for which they work.
- To review basic food safety guidelines including the concept of potentially hazardous foods; basic sanitation; proper thawing and cooling procedures; recommended practices during preparation and service, and prevention of cross contamination.

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- To monitor participants understanding of concepts covered through learning activities and participation exercises.

Achievements

- Four training sessions were offered with 36 employees and business owners attending.
- Program outcome was evaluated and the following information was provided by the Magic Valley Mall Marketing Director:
- An initial survey was taken by the Mall with Food Court customers. "Two months after 'Serve It Safe' was implemented, a follow-up survey of 500 food business customers was conducted. This surveyed revealed that 58 percent of the customers were satisfied with the cleanliness of the restaurants and the quality of the food served -- an increase of 16 percent from prior surveys!"
- "To date, 74 percent of all food tenant employees have successfully completed the 'Serve It Safe' classes, as well as all Mall Food Court employees. And while food merchants were not initially enthusiastic about participating in the program, their attitude has experienced a 180 degree turnaround. Following the first series of classes, managers and owners began requesting a second series for the purpose of training new employees."
- Employees and owners participating in the class took a pre- and post-test of 9 questions. The average increase in score was 1.5 points from the pre- to post-test. One participant's score increases by 5 points,

2 increased 4 points, and 6 participants increased by 3 points.

- "As a result (of the class), health inspection violations are down significantly, with one Mall store receiving a perfect 100% rating. Currently, one merchant remains on the Health Department's 'watch' list, down from four merchants one year ago -- a clear improvement."
- The project was considered so successful by the Magic Valley Mall Marketing Director and Food Court business owners that the program was requested on an ongoing basis and it was written up and entered in an international mall competition for innovative programming. The program was a finalist in this contest.

Future

This training program will be offered on an ongoing basis by the University of Idaho Cooperative Extension System, as requested by the Magic Valley Mall.

For More Information

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Home Composting Education Has Positive Impact on Landfill Costs

The situation

Educating consumers in waste reduction practices proved profitable for six counties in Southern Idaho. With new federal landfill regulations in effect, six Southern Idaho counties joined forces to construct Idaho's first Subtitle "D" landfill. UI Extension Educators, in cooperation with the landfill district, conducted consumer education programs in waste reduction during construction of the facility. Early in 1994, plans for a district-wide home composting program were initiated.

Our response

The Extension System has identified the waste management issue as a National Initiative. At the local level programming goals and objectives were developed to raise consumer awareness and provide educational

programs on waste management issues. In the second year of this waste management education plan home composting was targeted as the educational focus.

Cooperators and co-sponsors

An interagency team including SISW Consumer Educator Carrie Stauffer, JoAnn Robbins, Area Extension Horticulturist and Barbara Morales, Extension Textile and Consumer Environment Area Specialist, worked together to design, promote and deliver a home composting program that included compost bin distribution. The Southern Idaho Solid Waste District provided start-up funds and underwrote partial cost of the compost bins.

Achievements

Eleven home composting programs were presented in the 6 county area that makes up the Southern Idaho Solid Waste District. Over 1,000 consumers attended the educational program with 900 compost bin kits being sold to program participants.

The impact of the compost education and bin distribution program was measured in a survey of 623 program participants. Two hundred and ninety surveys were returned for a rate of 46%.

Approximately 50% of those responding reported that they had begun composting and had not composted before attending the program. Ninety-six percent of those responding to the survey were still using their compost bin at the time of the survey.

The average American household generates 20.8 cubic yards of waste per year, or .4 cubic yard per week.



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During the six month period from April to October, 1994, program participants reported a 26% decrease in the volume of their household and yard waste going to the landfill due to their composting activity. Based on these figures, 2.8 cubic yards of waste per compost bin was diverted in the six month period.

Assuming that all 900 compost bins were in use, 2,520 cubic yards (1,980 tons) of waste per year has been, or will be, diverted from the landfill.

The average cost of hauling waste materials in

Southern Idaho Solid Waste District is \$27.50 per ton. By reducing the amount of waste hauled avoided costs over a one year period will be \$51,975. In the first year of the program a 2:1 benefit to expense ratio was realized.

The future

UI Extension Educators and the Southern Idaho Solid Waste Consumer Educator will work together to continue waste management education in the Magic and Wood River Valleys. Home composting

programs will be presented again in the Spring of 1995, with the distribution of 1,000 compost bin kits.

For more information

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