## 4-H Youth Development Vision

### Power of Youth

**GOALS:**
Through 4-H, youth develop their potential by learning life skills, being civically engaged and practicing leadership.

**OPPORTUNITIES:**
- 4-H prepares youth for college and career through learning experiences.
- 4-H civically engages youth through programs that engage them in service learning and global, state and local citizenship efforts.
- Youth and adults work together to plan, design and evaluate 4-H programming.

### Access, Equity and Opportunity

**GOALS:**
Prioritize access and opportunity, engaging underrepresented youth and volunteers in 4-H by creating an organizational culture that's reflective of communities that are equitable and inclusive.

**OPPORTUNITIES:**
- Identify emerging needs and interests of underrepresented youth and volunteers.
- Develop training strategies, materials and tools to respond to those needs.
- Engage staff and volunteers in accessing competency based training.
- Collaborate with volunteers, teens and communities.

### Extraordinary Opportunities to Learn

**GOALS:**
4-H engages a broader audience of youth in high quality, diverse and relevant learning opportunities through a variety of program delivery opportunities.

**OPPORTUNITIES:**
- Align programs with evidence based PYD.
- Youth are engaged and are civically engaged through service and leadership.
- Youth applying STEM knowledge and skills.
- Grant programming expands sustainable reach for youth and adults.

### Exceptional People, Innovative Practices

**GOALS:**
Staff & volunteer workforce that reflects the communities they serve is mobilized and engaged in training to develop and expand PYD competencies.

**OPPORTUNITIES:**
- Training and resources for staff and volunteers.
- PYD programs embody inclusivity.
- Collaborations and partnerships within CSU are fostered and developed.
- Collaborations and partnerships with other youth serving organizations are fostered and developed.

### Maximizing Effective Organizational Systems

**GOALS:**
4-H system develops the capacity to effectively impact the lives of youth through a shared leadership and by utilizing partnerships to build the impact of 4-H programming.

**OPPORTUNITIES:**
- Internal and external partnerships are fostered and developed statewide.
- Capacity is built through the generation of new resources and development of sustainable funding.
- Building the 4-H brand as a trusted source of PYD through marketing and outreach strategies.