Youth and Adults Working Together

2012 Indiana 4-H Congress Doug Keenan, 4-H Youth Development Extension Educator



Session Objectives

- To improve youth and adult partnerships in 4-H meetings and events.
- To empower youth in leadership development and leadership roles.
- To foster mutual respect and communication between youth and adults working together.



Personal Reflections

べ Youth: What is the BEST thing about working with Adults?

Adults: What is the BEST thing about working with Youth?



Personal Reflections

Youth: What is the MOST FRUSTRATING thing about working with Adults?

Adults: What is the MOST FRUSTRATING thing about working with Youth?



Personal Reflections

Youth: What is one thing you would like adults to know about youth?

Adults: What is one thing you would like youth to know about adults?



Small Groups

What are some examples of times where youth and adults have worked together?
 What made these partnerships effective?
 What challenges did you experience in these partnerships?

Youth-Adult Partnership Definition

"Youth-adult partnership is the title of a <u>conscious</u> relationship which establishes and sustains intergenerational equity between young people and adults."

Source: http://en.wikipedia.org/wiki/Youth_adult_partnerships

Keys to Successful Youth - Adult Partnerships





Help the group to feel comfortable with each other and overcome the initial anxiety.

Action steps: Orientation meeting Mentors

Ice breakers



Outline expectations and responsibilities of youth and adult members. Establish a set of shared values, such as respect, equality, openness, listening, and trust.

Action steps:
 Orientation meeting
 Position Descriptions
 Mutual respect



Encourage youth and adults to work together as equal partners. Create a balance of youth and adult voices.

Action steps: By-laws Committee membership



Respect youth representatives as having a significant contribution to make and do not view youth only as program beneficiaries.

Action step: Orientation of adult members



Work toward meaningful outcomes that address real, genuine issues and needs of youth and the community.

Action steps:

- Establish organization goals in line with mission/vision statements
- Review community needs



Move the organization beyond its traditional focus on rule making and management to allow youth and adults learn together and explore new ideas to benefit the program.

Action steps:
 Brainstorm
 Consider expansion



Take joint responsibility for decision-making, identifying issues, planning, and implementing plans.

Action steps:
 Position descriptions
 Committee membership



Provide multiple roles that are challenging and relevant for participation within the organization.

Action steps:
 Delegate responsibility
 Accept responsibility



Develop an accountability method for youth and adults to check on each other's progress.

Action steps:
 Mentoring
 Committee reports
 Timelines



Evaluate results and give positive reinforcement. Provide time to reflect on the work accomplished.

Action steps: Reflect Celebrate

Role Play Scenarios

What would you do?

4-H Club Bake Sale

- Adult 4-H Leader: "How should we run our bake sale this year?"
- Leader: "No, Jimmy, we are going to have it at the fire station again. Who is going to bring what?"
- Angie: "I can bring brownies."
- <mark>∝ Leader: "O.K."</mark>
- Ceader: I don't want too many brownies. Is there anyone who can bring cookies?"



Discussion

What were some problems with this conversation as it relates to an effective Youth-Adult Partnership?

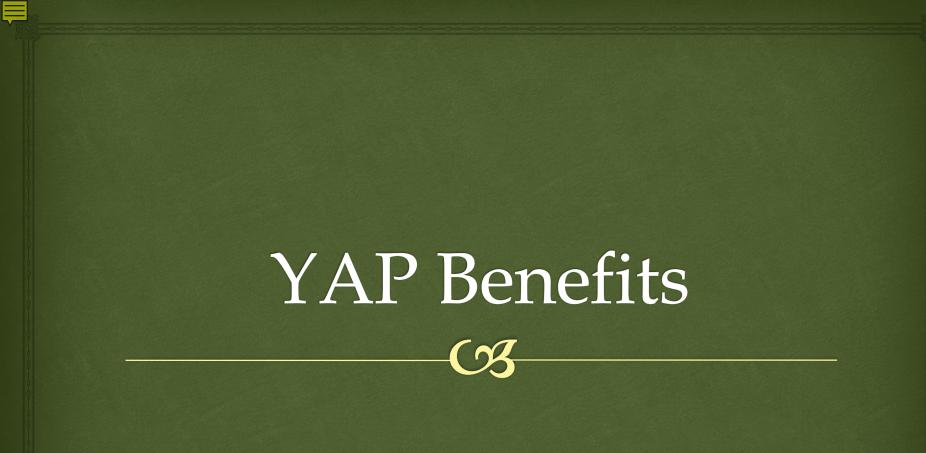
What would you change in this conversation to help it be a more effective Youth-Adult Partnership?



It's Your Turn!

- Develop a short skit similar to the conversation that we just completed. This may be from your personal experiences.
- You can develop a skit based on an effective YAP or one that needs some work!
- Take 5 minutes to develop an idea and perfect your skit for presentation to the class.







YAP Benefits

- Youth are provided leadership opportunities to help them become our world's future leaders.
- Youth make decisions that impact our community in a positive way.
- Youth gain skills in business etiquette, responsibility, organization, etc.
- Adults will see the value of youth involvement.

YAP Examples

Opportunities for YAP's

- 🗠 4-H Clubs, Committees, Councils, Fair Boards
- FFA leadership seminars, contests, community service
- Faith-based youth groups, committees, administrative councils
- \sub Dekko Foundation
- Mayor's Youth Advisory Council
- 🗠 Teens on Board (or similar program) see next slide



Teens on Board (Noble County)

- Teens are placed on boards of various businesses in the county to make decisions and provide input
 Some Examples:
 - 🛯 United Way
 - Shelter)
 - **WAX**
 - Central Noble Food Pantry
 - Parks Department
 - Public Libraries
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- CS Life & Family Services
- Iunior Achievement
- Orug Free Noble County
- Solution Noble County Visitors Bureau
- **Gamma** Historical Societies

Challenges to Youth and Adults

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Adults:

- Let youth lead! Set some guidelines, but don't be a control freak.
- Sometimes it is O.K. for students to fail, they can learn a lot from failing in a safe environment.
- Respect the opinions of youth they tend to think faster and have more creative thoughts.
- Solution Use appropriate and encouraging language.
- Allow youth to have ownership.
- Incorporate everyone whose club, committee, or project is it? (hint: it's not the adult's)



Youth:

Be responsible in your position.

- Follow through with the tasks you are given.
- Ask questions and provide input to demonstrate your interest.

Thank you for working together to develop effective YAP's!

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