

**Cross-Stream Training Partnership**  
**Training Needs Assessment**

**1st Quarter 2009**

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**Governor's Office of Community Service**  
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**Addressing CNCS Strategic Initiatives:**

**Overall competency level rankings (all programs):**

<b>Mobilizing More Volunteers</b>	<b>75%</b>
<b>Ensuring a Brighter Future for Youth</b>	<b>71%</b>
<b>Engaging Students in Communities</b>	<b>55%</b>
<b>Harnessing Baby Boomers' Experience</b>	<b>57%</b>
<b>Supporting Disaster Preparedness</b>	<b>57%</b>
<b>Disability Awareness and Inclusive Programming</b>	<b>61%</b>

**AmeriCorps State competency level rankings:**

	<b>MCC</b>	<b>JMGF</b>	<b>Literacy Support Corp/Word</b>	<b>MM\$</b>	<b>Community Partners</b>	<b>Campus Corps</b>
<b>Mobilizing More Volunteers</b>	100%	80%	100%	80%	60%	100%
<b>Ensuring a Brighter Future for Youth</b>	100%	80%	100%	80%	40%	80%
<b>Engaging Students in Communities</b>	40%	80%	60%	80%	100%	100%
<b>Harnessing Baby Boomers' Experience</b>	40%	20%	60%	80%	40%	40%
<b>Supporting Disaster Preparedness</b>	60%	20%	40%	20%	20%	40%
<b>Disability Awareness and Inclusive</b>	40%	80%	60%	80%	60%	80%

**Overall priority level by topic (all programs):**

	<u>High Priority</u>	<u>Moderate Priority</u>	<u>Low Priority</u>	<u>Indicated Need Was Met</u>
Citizenship	19%	48%	33%	15%
Capacity Building	48%	44%	8%	33%
Soft skills	32%	39%	29%	18%
Recruitment	41%	33%	26%	33%
Retention	41%	31%	28%	28%
Targeted recruitment	36%	46%	18%	7%
Leadership/supervision	29%	46%	25%	25%
Educating the public	52%	34%	14%	10%
Working with the media	28%	54%	18%	30%
Writing grants	52%	38%	10%	17%
Developing a plan for sustainability	62%	34%	3%	17%
Developing service projects	28%	43%	29%	25%
Member training	29%	42%	29%	36%
Writing outcome focused objectives	41%	31%	28%	21%
Creating evaluation plans	48%	31%	21%	28%
Developing evaluation tools	41%	35%	24%	24%
Data collection and analysis	43%	36%	21%	25%
Analyzing data for APR format	44%	32%	24%	20%
Progress reports/Egrants	28%	28%	44%	31%
Using Egrants	17%	28%	55%	41%
Member management	17%	45%	38%	45%
Benefit issues	8%	15%	77%	27%
FSRs/FFRs	14%	36%	50%	32%
Managing a program budget	14%	36%	50%	50%
Developing systems for audit compliance	15%	22%	63%	41%
Developing advisory council	29%	25%	46%	32%
Fundraising	43%	39%	18%	21%

**AmeriCorps State programs - priority level by topic:**

	<u>High Priority</u>	<u>Moderate Priority</u>	<u>Low Priority</u>	<u>Indicated Need Was Met</u>
Citizenship	67%	33%		50%
Capacity Building	50%	50%		67%
Soft skills	33%	17%	50%	67%
Recruitment	33%	33%	33%	50%
Retention	67%	17%	17%	33%
Targeted recruitment	33%	50%	17%	33%
Leadership/supervision	33%	33%	33%	50%
Educating the public	50%	50%		17%
Working with the media	17%	83%		33%
Writing grants	33%	67%		33%
Developing a plan for sustainability	66%	17%	17%	17%
Developing service projects	33%	67%		67%
Member training	17%	50%	33%	67%
Writing outcome focused objectives	17%	50%	33%	33%
Creating evaluation plans	50%	50%		33%
Developing evaluation tools	33%	50%	17%	33%
Data collection and analysis	33%	33%	33%	50%
Analyzing data for APR format	33%		67%	33%
Progress reports/Egrants	33%	33%	33%	0%
Using Egrants	17%	50%	33%	33%
Member management	17%	17%	66%	50%
Benefit issues		33%	67%	17%
FSRs/FFRs		67%	33%	33%
Managing a program budget		33%	67%	67%
Developing systems for audit compliance	17%	33%	50%	33%
Developing advisory council		33%	67%	17%
Fundraising	33%	67%		33%

**AmeriCorps State**

Program Name/Type	Length in Current Position	Top 3 Challenges
Community Partners	3 years	Managing a large statewide program and meeting diverse community needs. Retaining 90% of members.
Campus Corps	10 months	Staying connected with individual members and sponsor staff in a statewide program model. Dealing with conflicting principles when working with program staff - finding a balance between being parent or peer. Encouraging diversity and recruiting members with risk factors vs. complying with 100% retention policy.
MCC	7 years	Remote supervision/management/coordination by objectives. Statewide buy-in to AmeriCorps objectives/responsibility for meeting objectives. Ongoing professional development for senior staff (advanced skills and competencies).
JMGF	2 years	Would benefit from AmeriCorps/systems orientation for new staff. And from learning about national service trends and how to incorporate into program delivery.
Literacy Support Corps	4 years	Dealing with OIG audit findings. Securing adequate program funding. New host site development.
MM\$	3 months	Understanding rules and regs to ensure compliance. Recruiting potential sites and members. Ensuring members' training and support needs are met despite distances.