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Does a learning community improve student understanding of important concepts shared in UW Cooperative Extension's New Colleague Orientation (NCO)? The concepts to be studied originally were to be an improved understanding and demonstrated knowledge of the program planning process. The April 2006 New Colleague Online Community was launched in March 2006. There were many glitches that impeded the ability to isolate/attribute the improved student learning to the inclusion of an online community. The most significant were lack of participation and that the entire curriculum was overhauled. However, a New Colleague Online Community was created for the latest cohort, October 2006, and anecdotally, it was observed that there was increased participation (nearly 100%) and less basic questions were asked by new colleagues during the face-to-face session, as these were covered in the online community activities. This is an ongoing project and more data will be collected in the future.