Crisis in the Afterschool Workforce

August 10, 2022
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Crisis in the Workforce

- Overview of the afterschool workforce
- Factors impacting professionals’ ability to stay in roles
- Afterschool jobs and the pandemic
- Afterschool staff turnover
- Our recommendations
The Afterschool Workforce

- 64% make less than $45,000 a year
- 69% have a bachelor's degree or higher
- 50% must supplement income
- 63% never received a promotion
- 70% from high minority, low income backgrounds
Factors Impacting Ability to Stay in Roles

- **61%** Greater Compensation
- **17%** Grant Funding Sustainability
- **13%** Tuition Reimbursement
- **7%** Better Benefits
Afterschool Jobs & the Pandemic

The field has experienced the following concerns during the pandemic:

- Mental health issues: 58%
- Family’s health: 67%
- Exposure: 61%
- Job loss: 24%

71% say the pandemic has affected their burnout.
Afterschool Staff Turnover

The largest reasons cited for professionals leaving the workforce are compensation and burnout.

62% of programs state that the pandemic has affected staff retention.

67% of programs state that turnover has affected programming.
Crisis in the Afterschool Workforce One-Pager

ACT Now developed a one-pager on the data collected from the field to help our members advocate. This resource may be leveraged in conversations with funders, elected officials, state agencies, and within one’s own organization.

You can access this document on our website AND by clicking the link, below

Our Recommendations

- More advance communication about grant competitions and continuations for programs to reassure staff about sustainability
- Increased per award amounts
- Salary guidelines in NOFOs to ensure livable wages
- Require plans to address staff mental health needs in grant awards
- Training on how to create a culture of support in programs
- Increased investment in the future employment pipeline for afterschool
- Loan repayment and tuition support for the afterschool workforce
Introduction to our Panelists

Senator Cristina Pacione-Zayas
Senator 20th District

Teresa Dothard-Campbell
Lights ON For Afterschool

Michael Holmes
Black Community Provider Network (BCPN)

Maricela Bautista
Brighton Park Neighborhood Council (BPNC)

Jeffrey Aranowski
Illinois State Board of Education (ISBE)

Dana Kelly
Illinois Department of Human Services
Panel Questions

For Senator Pacione-Zayas, DHS, and ISBE:

How do you think the *afterschool workforce* contributes to the *economy and education* in Illinois?
Panel Questions

For Teresa, Maricela, and Michael:

What were the **top two workforce/hiring challenges** you saw before the pandemic?
Panel Questions

For Teresa, Maricela, and Michael:

How has the **pandemic changed the workforce**? What challenges do you see now?
For Senator Pacione-Zayas, Dana, and Jeff:

In reflecting on the recommendations we shared, what is one promising practice that policymakers or programs can follow moving forward?
Panel Questions

For everyone:

What existing supports can programs leverage to solve these issues?
Panel Questions

For everyone:

What is your one wish for the future of the afterschool workforce?
Questions from the Audience

We’d love to hear from participants on the webinar!

Please ask your questions in the chat or in the question and answer box.
Next Steps

ACT Now Job Board:
https://actnowillinois.org/employment-opportunities/

Submit a job posting:
https://docs.google.com/forms/d/e/1FAIpQLSfibGGfYGDLCBRyb-nnq94QpYXL0xi3ti1niM0HncIFuAFw/viewform
ACT Now Trainings Available

- **Creating Space for Staff: Strengthening Social and Emotional Supports for OST Staff: October 12, 2021**
  - Password: 34!vyCuZ
  - Slide deck link

- **Creating a Culture of Support and Supporting Staff – March 23, 2022**
  - Password: k+9e3YO$
  - Slide deck and resource link

- **Trauma Informed Practices and Mental Health First Aid – October 6, 2021**
  - Password: Ps7q%GNK
  - Slide deck and resource link
Thank You!

Susan Stanton
ACT Now Network Lead
stantons@actnowillinois.org