

Crisis in the Afterschool Workforce

August 10, 2022



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About ACT Now

Join the coalition by [signing up](#) for our newsletter



Newsletter Sign Up Form

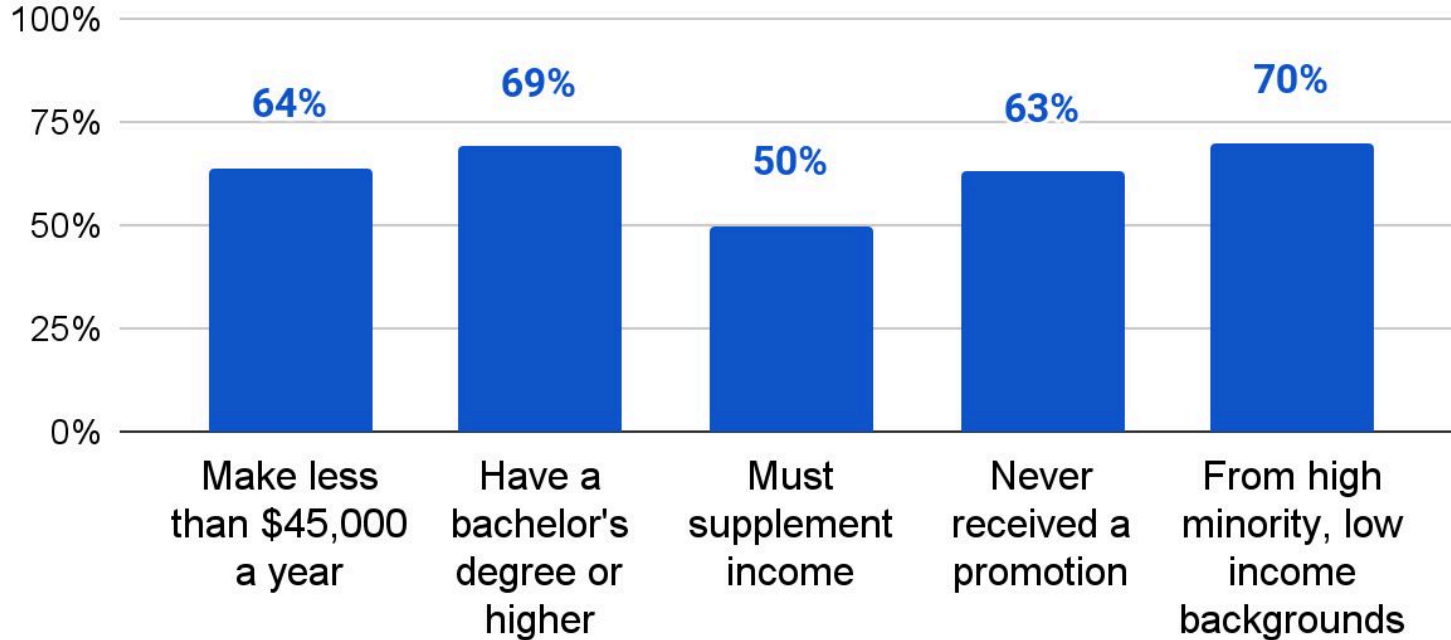


Crisis in the Workforce

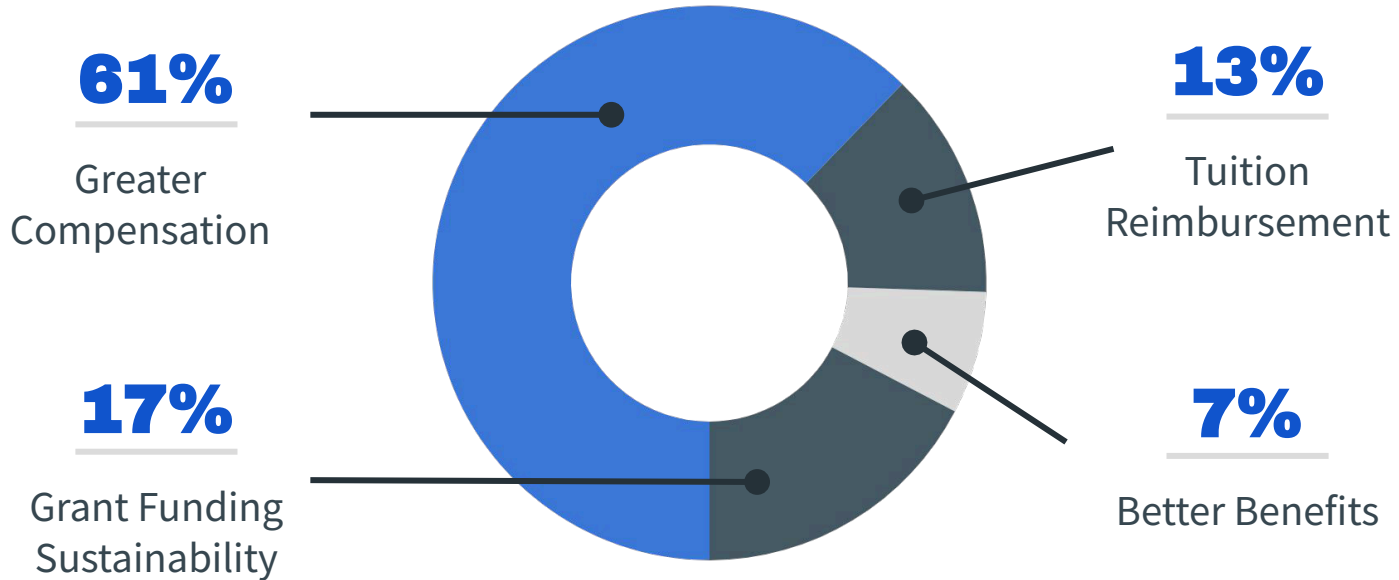
- Overview of the afterschool workforce
- Factors impacting professionals' ability to stay in roles
- Afterschool jobs and the pandemic
- Afterschool staff turnover
- Our recommendations



The Afterschool Workforce

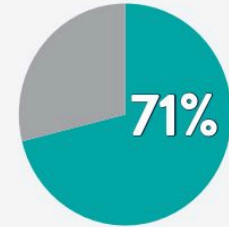
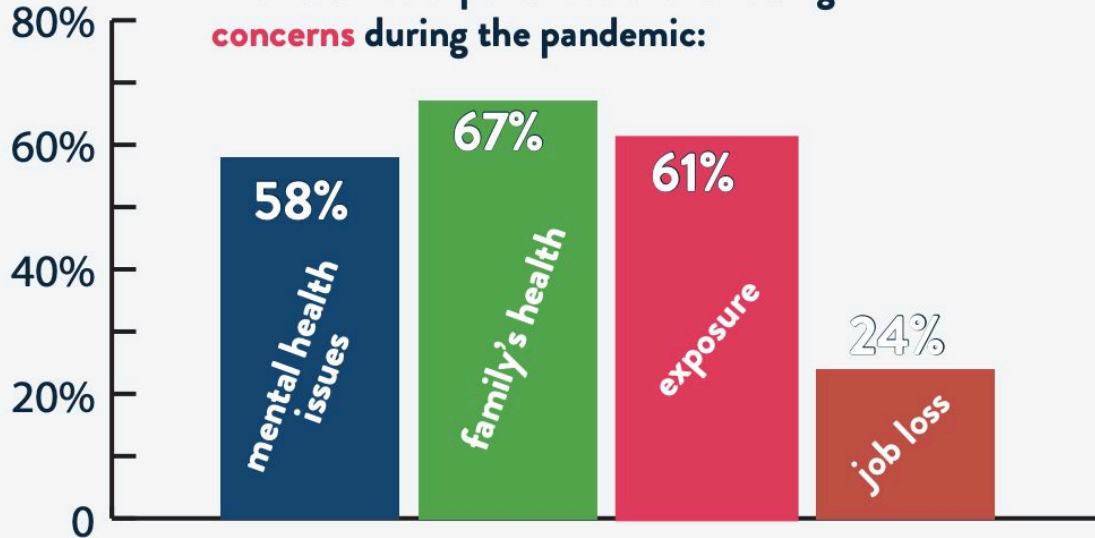


Factors Impacting Ability to Stay in Roles



Afterschool Jobs & the Pandemic

The field has experienced the following **concerns** during the pandemic:

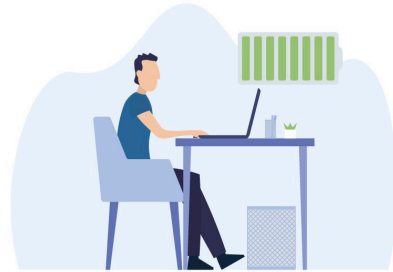


say the pandemic has affected their **burnout**

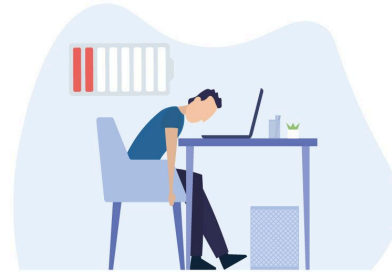
Afterschool Staff Turnover

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

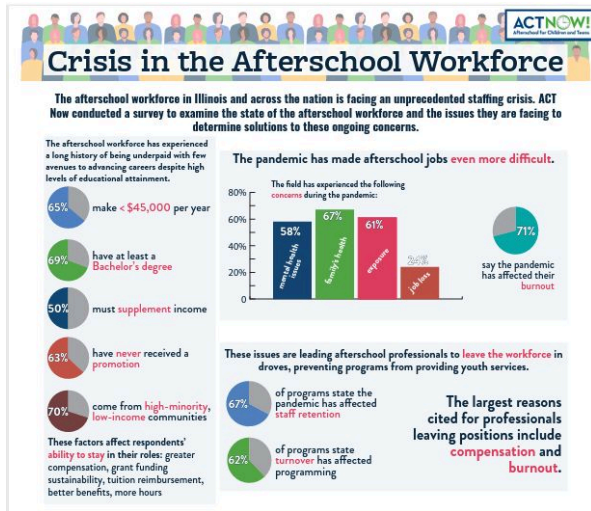
62% of programs state that the **pandemic has affected staff retention**



67% of programs state that **turnover has affected programming**



Crisis in the Afterschool Workforce One-Pager



In order to address these challenges, ACT Now recommends the following steps and advocacy:

- Greater 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

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](https://actnowillinois.org/wp-content/uploads/2022/04/Workforce-1-Pager-2022-v4.pdf) AND by clicking the link, below

- <https://actnowillinois.org/wp-content/uploads/2022/04/Workforce-1-Pager-2022-v4.pdf>

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)

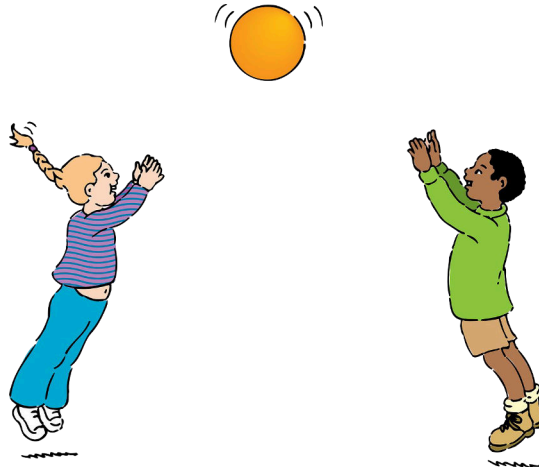


**Dana
Kelly**
Illinois
Department
of Human
Services

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:

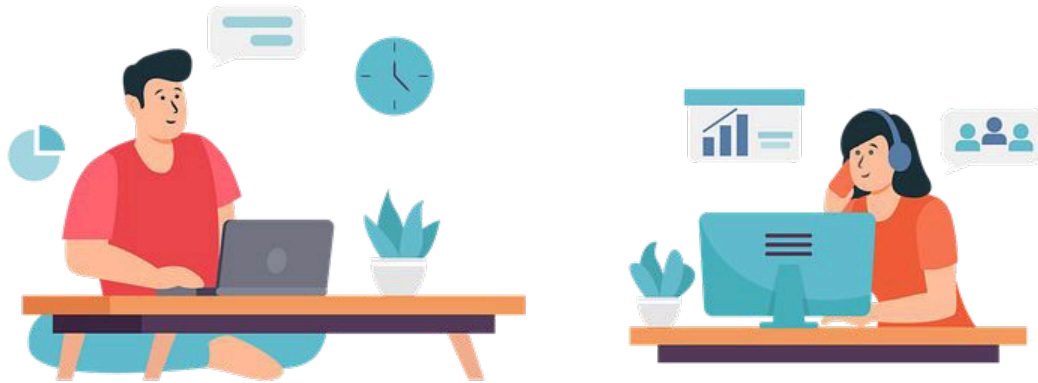
What were the **top two workforce/hiring challenges** you saw before the pandemic?



Panel Questions

For Teresa, Maricela, and Michael:

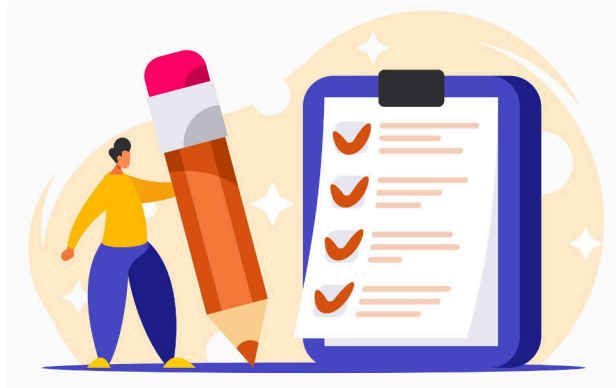
How has the **pandemic changed the workforce**? What challenges do you see now?



Panel Questions

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

Employment & Job Board

ACT Now



Fall 2022 Policy and Communications Intern

- Full-Time (for a minimum of 10 weeks)
- Location: Chicago, IL (hybrid)

Learn More

Our Partners



Project Exploration

- **Role:** FY22 Program Director position
- **Location:** Chicago, IL
- This person will oversee the STEM out-of-school time programming that this organization offers young people in City of Chicago.



Full Time

Part Time

Contract

ACT Now Job Board:

<https://actnowillinois.org/employment-opportunities/>

Submit a job posting:

<https://docs.google.com/forms/d/e/1FAIpQLSfibGGfYGDLCBRyb-nnq94QpYXL0xi3ti1niMoHnpclFuAFw/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
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