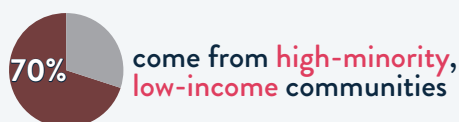
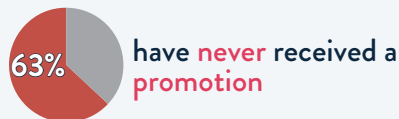
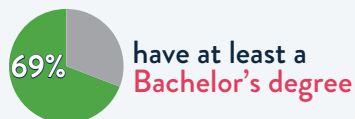


Crisis in the Afterschool Workforce

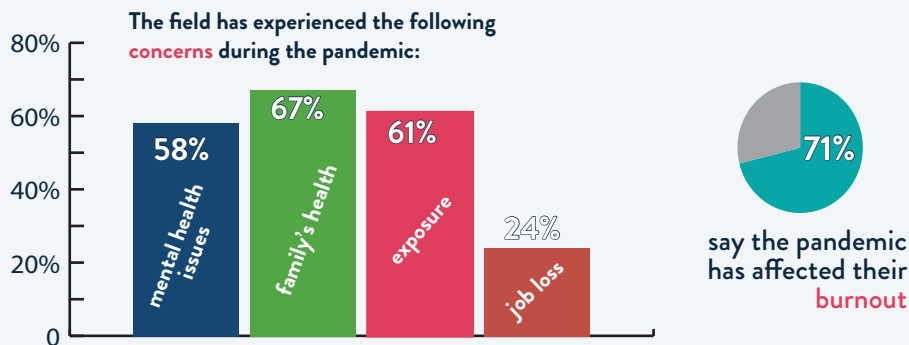
The afterschool workforce in Illinois and across the nation is facing an unprecedented staffing crisis. ACT Now conducted a survey to examine the state of the afterschool workforce and the issues they are facing to determine solutions to these ongoing concerns.

The afterschool workforce has experienced a long history of being underpaid with few avenues to advancing careers despite high levels of educational attainment.

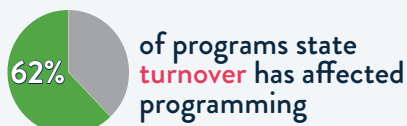


These factors affect respondents' ability to stay in their roles: greater compensation, grant funding sustainability, tuition reimbursement, better benefits, more hours

The pandemic has made afterschool jobs even more difficult.



These issues are leading afterschool professionals to leave the workforce in droves, preventing programs from providing youth services.



The largest reasons cited for professionals leaving positions include compensation and burnout.

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
- An increased investment in the future employment pipeline for afterschool, including partnerships with higher education and Americorps
- Loan repayment support and tuition support for members of the afterschool workforce