



Strengthening the Workforce through a Culture of Support

Friday, 7/15/22 from 9 - 10 am

2022
COLLEGE CHANGES EVERYTHING[®]
CONFERENCE





Inclusion Activity



<https://padlet.com/thegreatlesley/actnowcce2022>



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Why are we here
today?

Today's Agenda

- ▶ Welcome and Introductions
- ▶ Level-Setting
 - ▷ Who is ACT Now?
 - ▷ Workforce Data
 - ▷ Nationwide
 - ▷ Illinois Specific
 - ▷ Connection to College & Career Readiness
 - ▷ Call to Action
- ▶ Takeaway Activity
- ▶ Closing and Evaluation



Who's in the room?



Emma Spencer

she/her

Youth Development Associate



Lesley Fisher Chapman

she/her

Program Coordinator



Jasmin Flores

she/her

Policy and Communications Intern



Anna Chen

she/her

Policy and Communications Intern

Who is ACT Now?



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



Newsletter Sign Up Form



Afterschool as a foundation for college and career readiness

For youth

- ▶ Mentoring
- ▶ Skill building
- ▶ Career exploration
- ▶ Academic support
- ▶ Enrichment activities
- ▶ Health and wellness

Afterschool as a foundation for college and career readiness

For staff

- ▶ Foster relationships with young people
- ▶ Workforce Skills and Career Development
- ▶ Leadership And Opportunities to Serve Others



Afterschool as a foundation for college and career readiness



Emma Spencer

she/her

Youth Development
Associate

Why is afterschool is important to me and my professional career trajectory?

Afterschool has provided me the unique ability to learn new skills, as a participant and facilitator, and helped to focus my career on youth-serving support services!





Nationwide Workforce Shortage

- ▶ 51% of afterschool providers are extremely concerned about staffing shortages
- ▶ 71% have taken steps to attract staff
- ▶ 74% report difficulty finding or retaining staff
- ▶ Programs are unable to serve more students
- ▶ High levels of provider stress and burnout

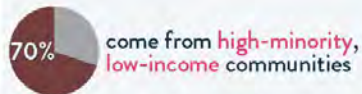
Illinois Specific Data

- ▶ 125 responses from program administrators & frontline staff across the state in extended day learning field
- ▶ Take just a moment to reflect on some of this data on your own.
- ▶ **What jumps out to you? (identify 1 thing)**



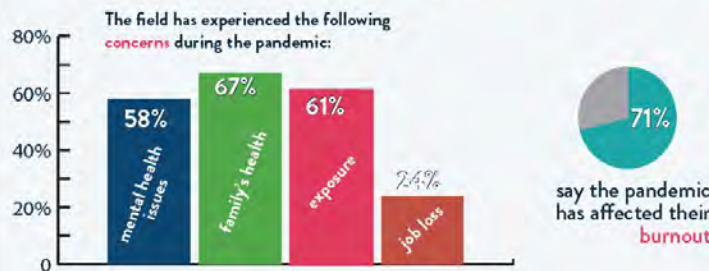
The afterschool workforce in Illinois and across the nation is facing an unprecedented staffing crisis. ACT Now conducted a survey to examine the state of the afterschool workforce and the issues they are facing to determine solutions to these ongoing concerns.

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

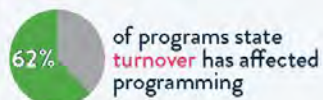
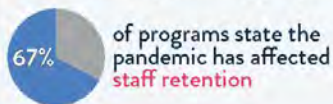


These factors affect respondents' ability to stay in their roles: greater compensation, grant funding sustainability, tuition reimbursement, better benefits, more hours

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.



Systemic Issues

- ▶ Pandemic highlighted existing inequalities in the field
 - ▷ Lack of compensation
 - ▷ Lack of structural supports
 - ▷ Instability of programs
 - ▷ High representation from communities that have historically low-income and high populations of People of Color
- ▶ These issues have led to an unhealthy educational workforce

Connection to College & Career Readiness

Why is it important for our youth to have role models/providers/mentors from a **healthy workforce**?





CALL TO ACTION

Strategies to Address These Issues

Career Pipeline

- ▶ Encouraging students to pursue experiences and work in OST

Things organizations can prioritize to encourage staff recruitment

- ▶ Higher Wages/Compensation
- ▶ Flexible PTO
- ▶ Employee Assistance Program (EAP)



CALL TO ACTION

▶ What can YOU do?

- ▶ Connect with your elected officials
- ▶ Spread awareness of the importance of college and career readiness opportunities
- ▶ Engage with your families and community members
- ▶ ACTION ALERT: <https://bit.ly/3ROYLtH>

▶ What can YOUR legislators do?

- ▶ Propose and support policies to strengthen the workforce
- ▶ Encourage federal and state agencies that grant funding for OST to provide flexibility = funding to support staff support services





What Challenges YOU are Confronting?

Padlet!

- ▶ Pull out the **most common issue**
- ▶ Brainstorming session/action plan live - **strategies**





Conclusions!

These strategies may not create immediate outcomes but consistent advocacy is key

Small steps

- ▶ These are systemic issues that have been long standing
- ▶ The strategies we shared today may help to move the needle within each organization



Optimistic Closure



<https://padlet.com/thegreatlesley/actnowcce2022>



Evaluation





THANKS!

Any questions?

Email us at VibberE@actnowillinois.org