



Creating a Thriving OST Workforce

Grantmakers for Education
June 24, 2022

AGENDA

- NAA and the Workforce
- Proclamation on the Profession
- OST Quality Connection
- Job Quality
- Job Design Framework
- OST Job Quality Pledge

National AfterSchool Association

The National Afterschool Association is the professional membership association for people who work with and for youth during Out-of-School time.

NAA fosters positive youth outcomes by supporting, developing, and advocating for afterschool professionals and leaders.

NAA and the OST Workforce

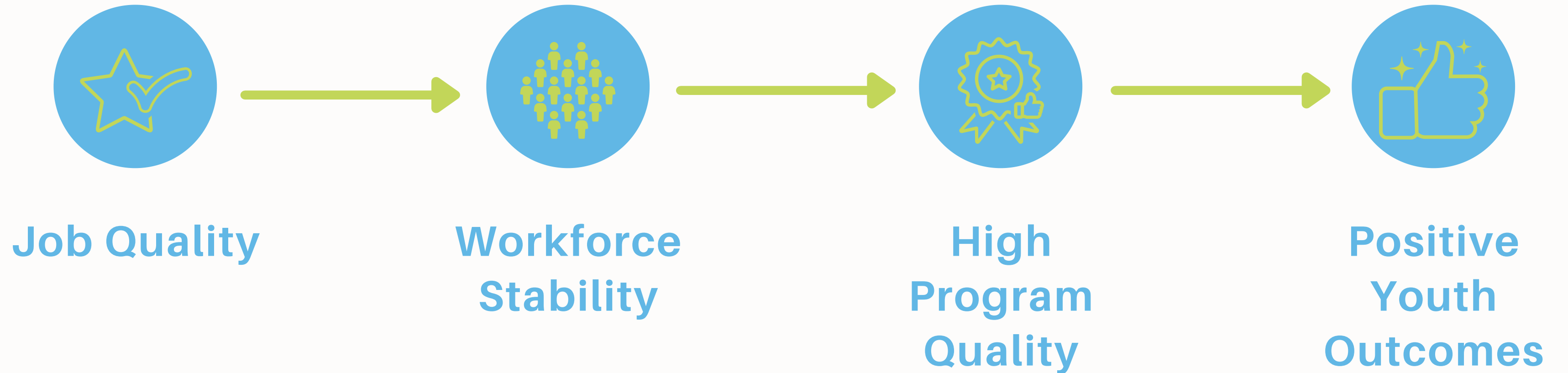
- Most Influential Awards
- Next Generation of Afterschool Leaders Awards
- PLCs for Emerging Leaders of Color
- NAA Code of Ethics
- Core Knowledge and Competencies for Afterschool and Youth Development Professionals and CKCs Assessment Tools
- Credentialing System
- The Afterschool Leadership Landscape: Supporting and Strengthening Racial Equity Report
- The Out-of-School Time (OST) Leader's Guide to Equitable Hiring and Staff Development Practices

Proclamation on the Profession

Every young person deserves quality, enriching, Out-of-School Time (OST) experiences that support their development and help them thrive. These OST experiences are only possible with the knowledgeable and skilled professionals who create, manage, and sustain these opportunities to ensure a positive impact. Therefore, we put forth the following as guiding principles in building a thriving OST workforce:

- We believe in the impact of the professionals who work with - and on behalf of - children and youth during out-of-school time.
- We know when adults in OST invest quality time and compassion in building relationships with young people, our youth rise to the challenge of making the world a better place for themselves and others.
- We recognize the value of a diverse workforce. People of color, women, and marginalized groups compose the majority of the profession, and they deserve to be valued, invested in, and well-compensated. In addition, all OST professionals deserve quality jobs with competitive pay, benefits, and access to professional development and growth opportunities.
- Research shows the importance of both leaders and direct service staff in creating quality youth experiences, so we support, develop, and advocate for multiple career pathways and an authentic and activated workforce.
- We know that support from funders, system-builders, and policymakers is needed to create an inclusive, sustainable, and equity-driven workforce.

OST Quality Connection





JOB DESIGN FRAMEWORK

A FRAME OF RACIAL EQUITY AND INCLUSION

Racial equity is essential for good jobs and good workplaces. You can start wherever you want in this framework, but the job elements listed below will have the most impact if you apply them with an equity mindset.

The Pillars

CORE

The basic elements of a good job

Compensation

Work Environment

Supervision Quality

SUPPORT

Help workers perform well and achieve stability

Training

Internal Assistance

External Supports

OPPORTUNITY

Help employees advance in their careers and develop their skills

Career Development

Mentoring and Coaching

Acknowledgment

VOICE

Employees are empowered, engaged, and have agency

Engagement

Improvement

Participation

The Result

Becoming an employer of choice is a strategy, not an accident. Designing your jobs for equity and inclusion will help you build a great company where your employees thrive.

Where are
we now?

I just took the Pledge!

Will you?

We Pledge to take the necessary steps to create quality jobs, ensuring that we build a strong, valued profession - a thriving workforce - that benefits kids, families, and communities.



Thank You!

Angelica Portillo

Director of Advocacy and Workforce Initiatives

angelica@naaweb.org

Framing Ideas: Research

- 1. Lack of baseline information on our workforce**
- 2. Exit interviews (when conducted) are too late**
- 3. Most evaluation focuses on implementation and youth outcomes**



Research Recommendations

1. **Engage OST staff in the design of the research agenda**
2. **Provide guidance on how data and insights resulting from new research can be translated to practice**
3. **Ask the right questions:**
 - a. **According to current and former OST staff, what are the factors that keep them in the sector? What factors push them out of the sector?**
 - b. **What is the experience of staff with marginalized identities in our sector?**
 - c. **Under what conditions is professional development most impactful on staff? On youth?**
 - d. **What are the components of strong career pathways in the sector?**
 - e. **What management practices are most crucial to staff satisfaction and engagement?**

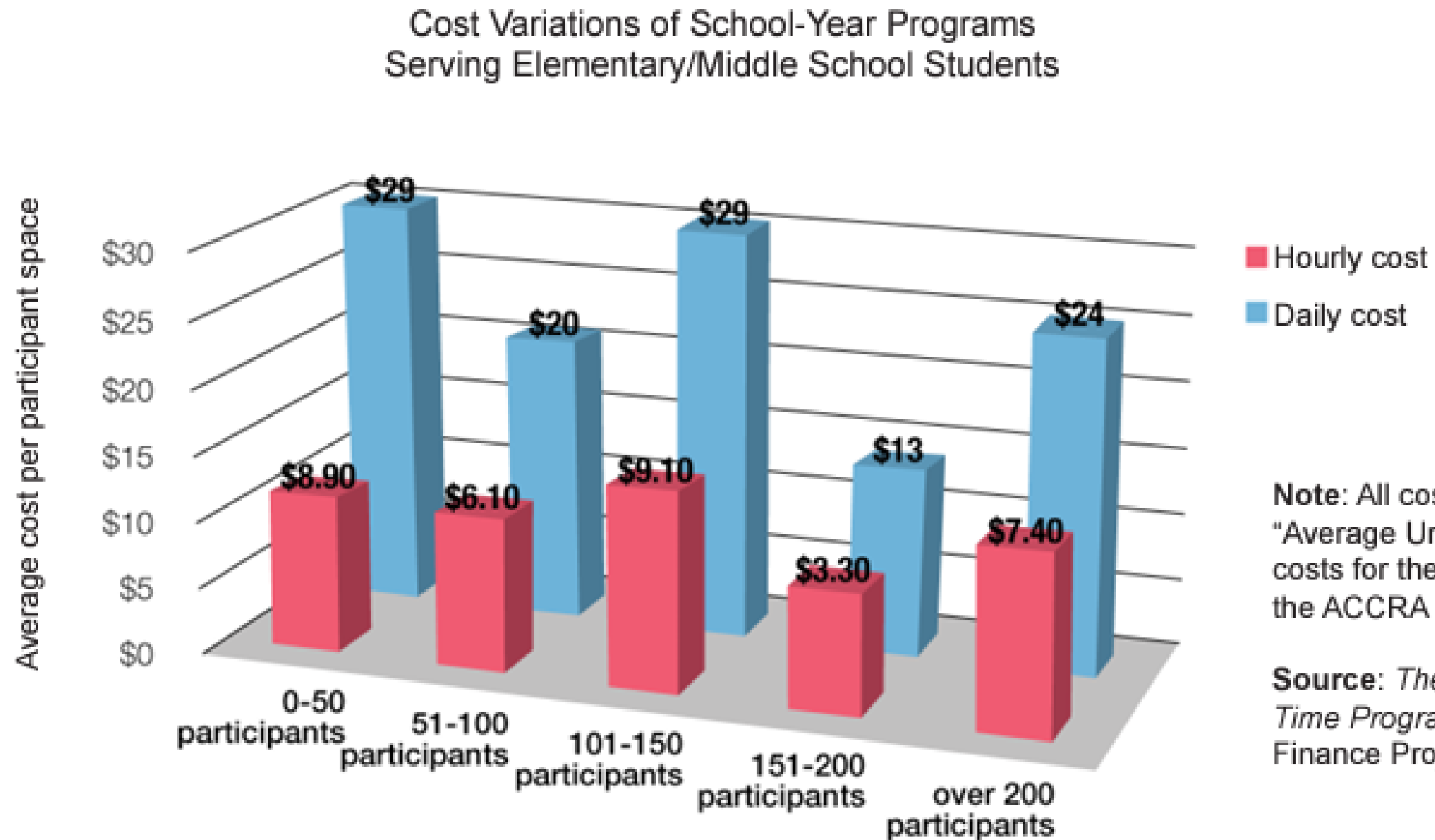


"Full-time childcare workers earn an average of \$21,490 per year, and approximately 95 percent of them are women."

Policy Recommendations

- 1. Establish an occupational code for OST youth workers**
- 2. Federal funding will be provided from FY2023-FY2025 to support capacity building and a phased-in expansion of income eligibility.**
- 3. In FY2026 and beyond, child care assistance expenses (vouchers) will be shared between the state (10%) and federal government (90%). Providers would be paid based on a valid and reliable cost estimation model or cost study for the payment rates of school-age child care services in the state.**

The True Cost of Childcare



Note: All costs have been converted to 2005 "Average Urban Dollars" – an estimation of costs for the typical US city – derived from the ACCRA Cost-of-Living Index.

Source: *The Cost of Quality Out-of-School-Time Programs*, Public/Private Ventures, The Finance Project