

Responding to the Afterschool Worker Shortage



January 27, 2022

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Responding to the Afterschool Worker Shortage

Meg V. Blinkiewicz, Ph.D.

Kalamazoo Youth Development Network

January 27, 2022



Kalamazoo Youth Development Network

Out-of-school time intermediary in southwest Michigan

Support 60 youth-serving organizations

Vision: an anti-racist community where all youth thrive

Mission: youth have agency in an OST sector that is anti-racist, youth-driven, high quality and well coordinated.

How We Operate

Affinity Groups and Action Fridays provide space for OST sector to share their experiences and create collective solutions.

ASSESS/PLAN/IMPROVE model applied to all program areas

Connect to state and national efforts

Our Experience



Cohort members employ over 500 adults and teens.



Staff recruitment and retention were identified by cohort members as barriers to quality prior to the multiple pandemics



Youth participation is lower this program year (2021-22) by 30 to 50% due to staff shortages.

Our Response

Three Inclusion and Equity goals,
including wage equity

Create “wage gap” fund for summer 2022

Create “sub pool” for spring and summer
2022

Design and implement collective
recruitment strategy

Apply ASSESS/PLAN/IMPROVE model for
2022-23 program year



**Oakland's Expanded Learning
Staff Shortage Survey Results**
November 2021

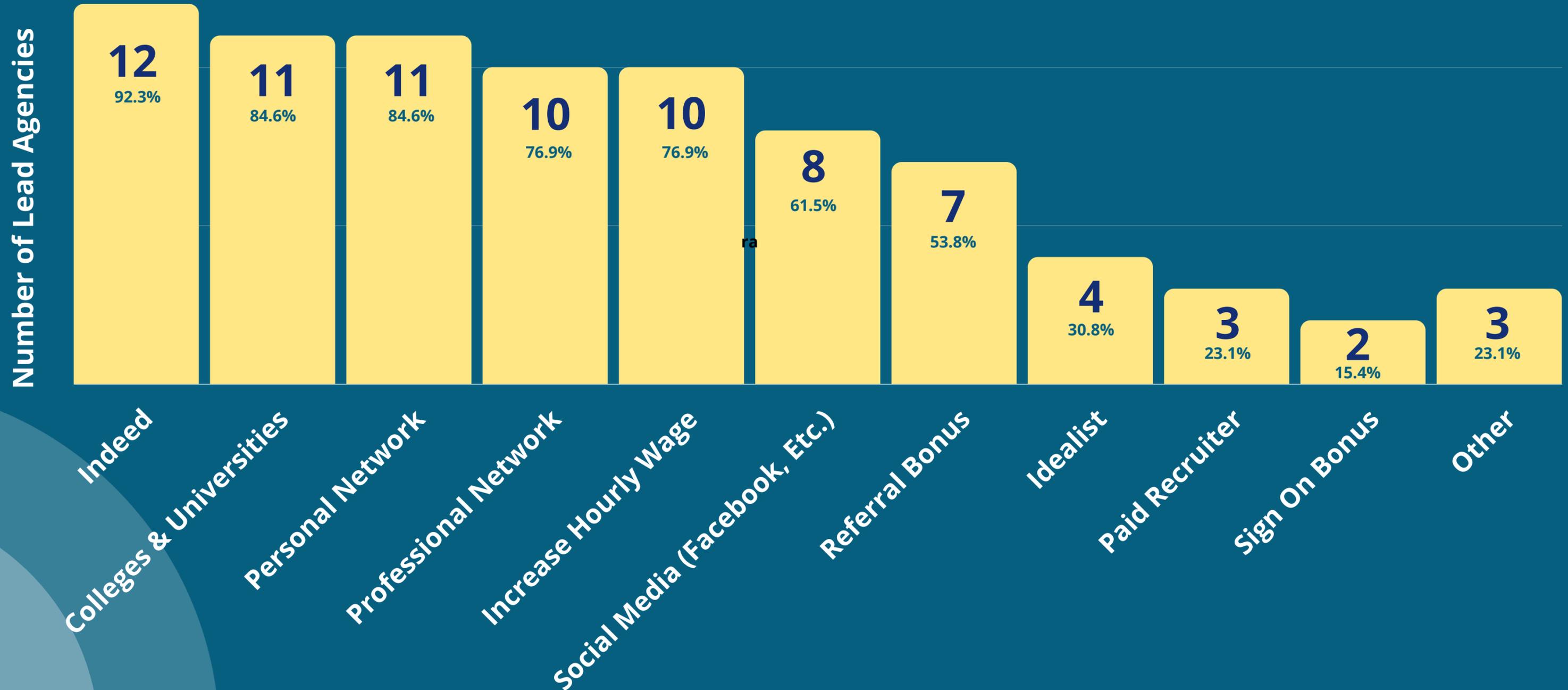




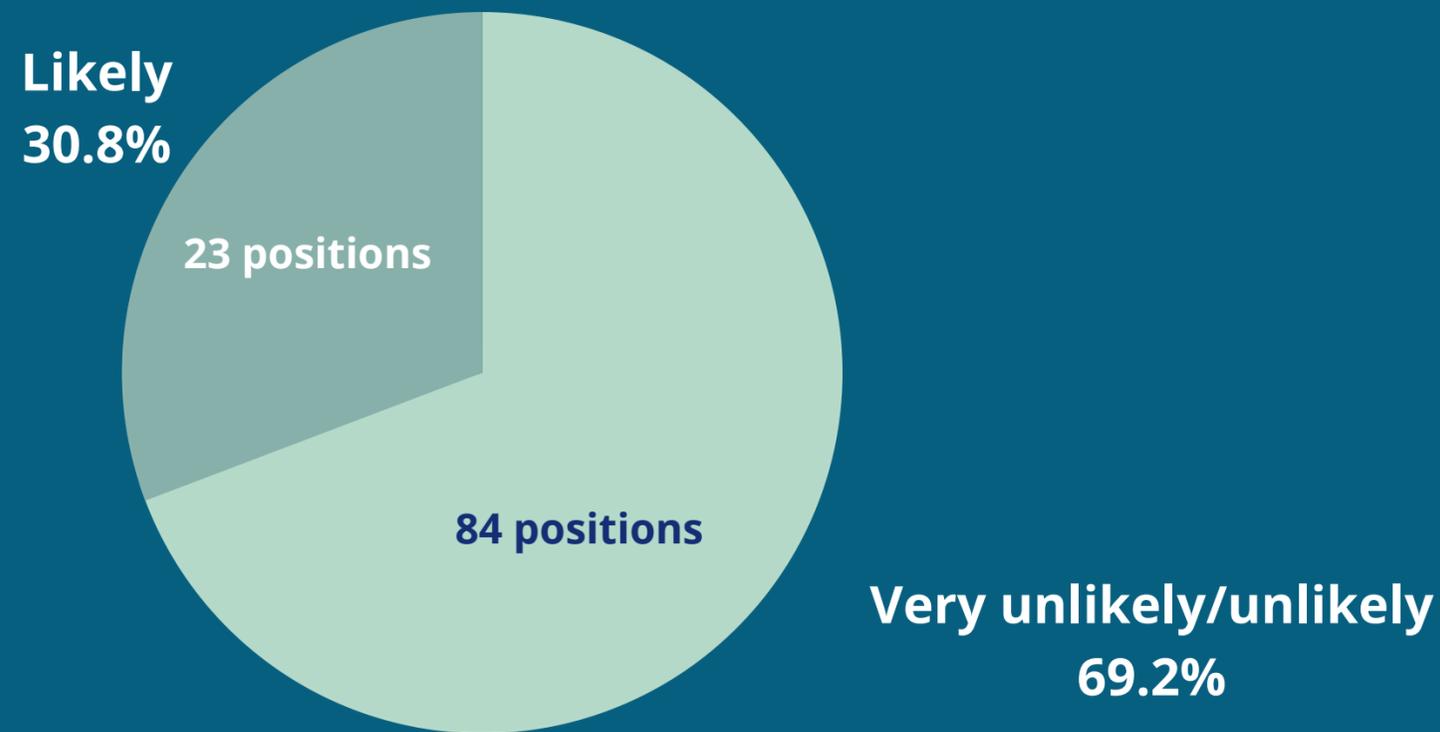
Thirteen (13) Lead Agencies

- Completed survey.
- Represent a total of **76** school-based after school programs across City of Oakland's public and charter schools. (67 OUSD schools and 9 charters)
- 43** program sites still need to hire **107** staff positions.

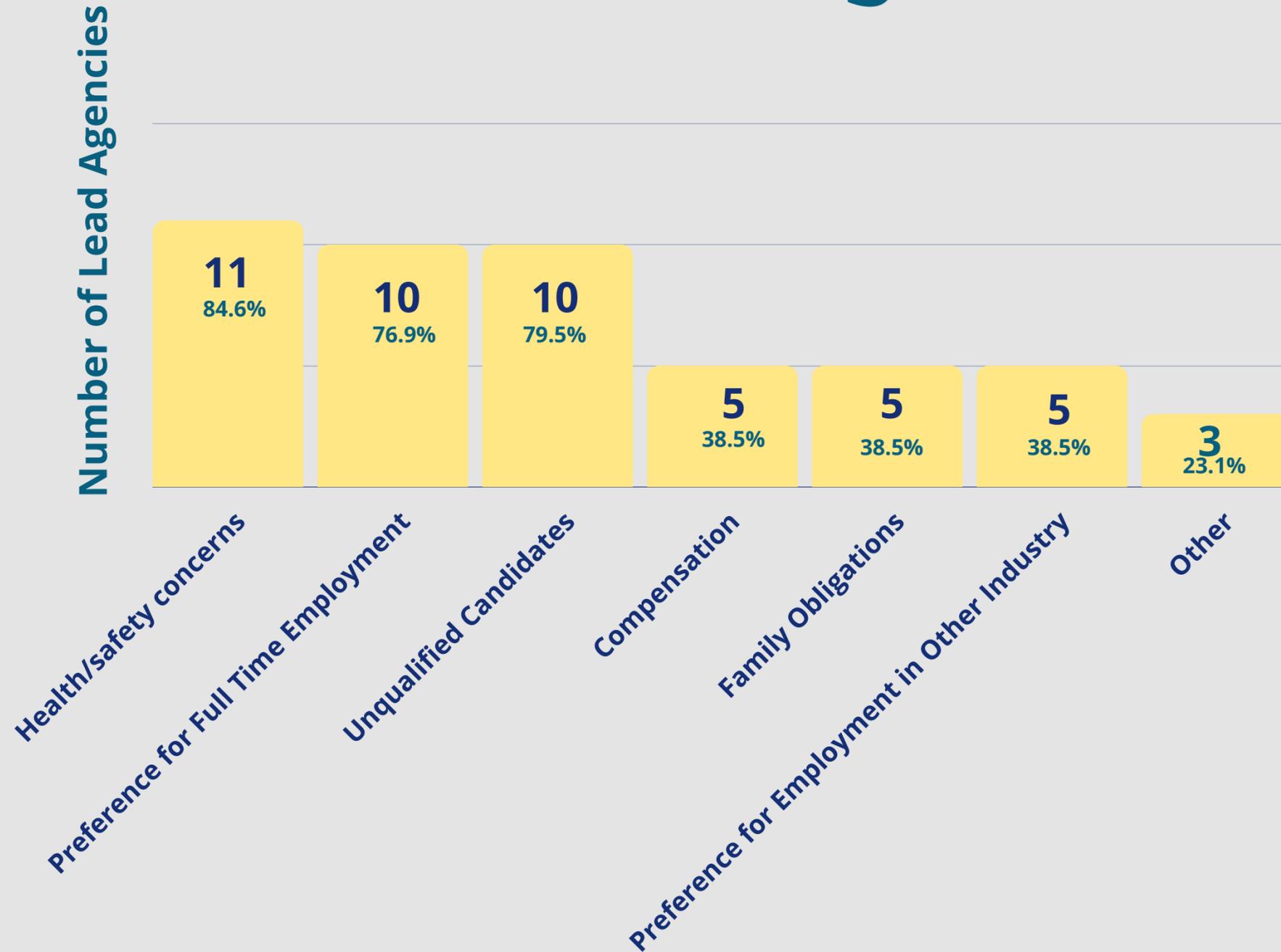
Strategies Implemented to Hire Staff



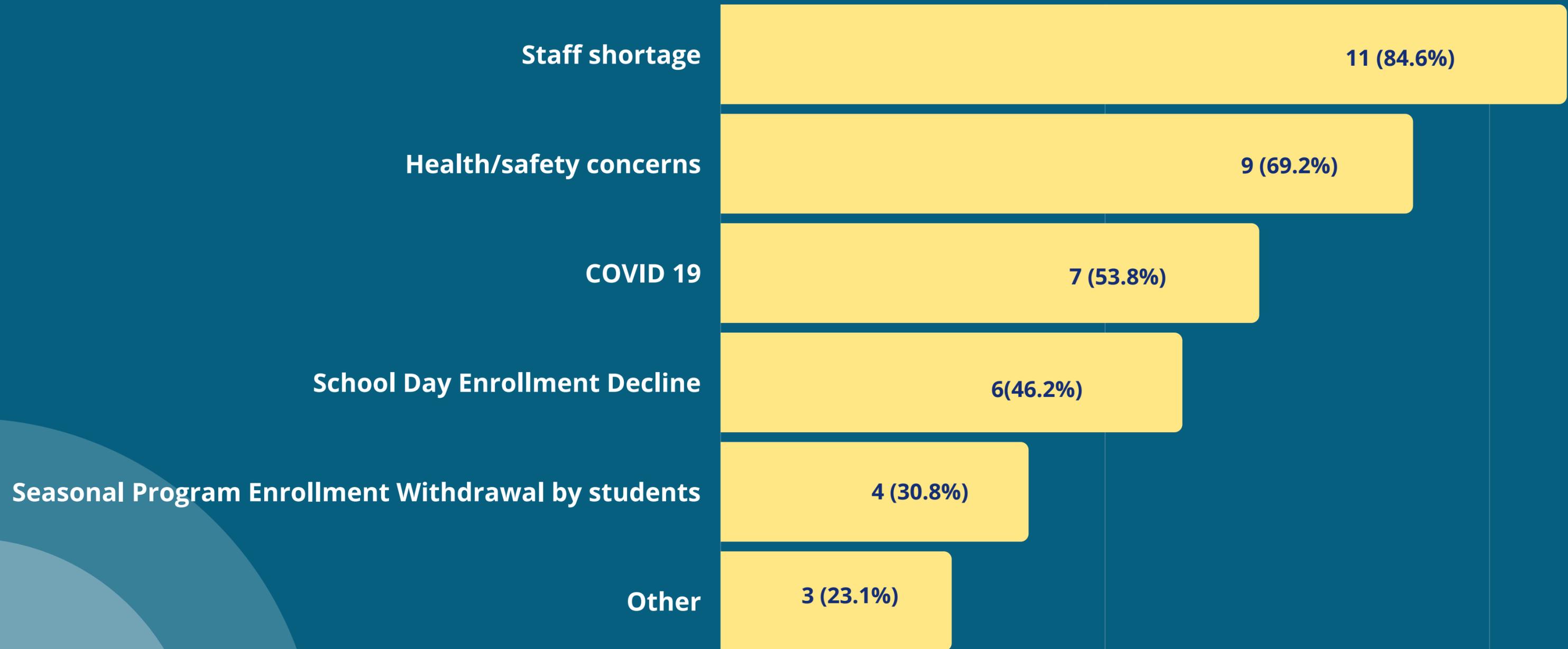
How likely will your organization be fully staffed by January 2022?



Factors Contributing to Staff Shortage



What factors contribute to ADA requirements not being met?



Number of Lead Agencies

Understanding the Shortage of Workers In Afterschool Programs

A Briefing Paper



By Sam Piha & Samantha Fasen

A BRIEFING PAPER: *Understanding the Shortage of Workers in Afterschool Programs*

(<http://www.temescalassociates.com/temescal-resources.html>)

In this briefing paper we examine:

- Reasons for the current worker shortage
- The impact of the COVID-19 pandemic
- Equity issues
- What we can do now

The paper includes sections on:

- The Shortage of Afterschool Workers
- Considering the COVID-19 Pandemic
- The Impacts of the Afterschool Worker Shortage Beyond Programs
- Equity Issues
- What We Can Do at the Program and Policy Levels