

Power of Us: The Youth Fields Workforce Survey Report

Supplemental Findings for Part-Time and Frontline Staff

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Introduction

Recognizing that experiences and opportunities can vary for those in leadership positions compared to others in the field, we examined survey data for respondents who are not in leadership positions and who are in part-time positions. We used the same analytic approach as for the findings in the main body of the report, focusing on descriptive analyses of frequency of response options and testing for statistically significant differences in responses between groups. The findings for respondents not in leadership positions (i.e., frontline staff) are based on data from 2,054 completed surveys by current staff not serving as organizational, program, or site leaders. The findings for respondents in part-time positions are based on data from 1,671 respondents in part-time positions. Note that the data for respondents in leadership positions include respondents in full-time and part-time positions; the data for respondents in part-time positions include respondents in leadership positions and not in leadership positions. For more details on findings for respondents not in leadership positions, see *Power of Us Supplemental Tables_Frontline Staff*. For more details on findings for respondents in part-time positions, see *Power of Us Supplemental Tables_Part-Time Staff*. Both are available at <https://www.air.org/project/power-us-workforce-survey>.

Key Findings for Respondents Not in Leadership Positions and Part-Time Positions: Career Pathways

Respondents Not in Leadership Positions

- Seventy-four percent of respondents not in leadership positions first joined the youth fields in their teens or early 20s, and 60% of respondents attribute joining the youth fields to a sense of purpose.
- Throughout their career, 75% of respondents not in leadership positions have had multiple jobs and 55% have stayed in the youth fields. The latter is especially true for respondents who are younger, working in metropolitan areas, female, and/or in full-time positions.
- Respondents not in leadership positions are positive about their opportunities for professional growth (85%) and advancement (81%). Latino/a, younger, and/or earlier career respondents are more positive about their career pathways.
- Sixty-nine percent of respondents not in leadership positions are *very committed* to the youth fields. This is especially true for those who are Black, female, and/or in full-time positions. Respondents who are younger, male, earlier career, and/or in part-time positions are slightly less committed to the youth fields.

Respondents in Part-Time Positions

- Seventy-seven percent of respondents in part-time positions first joined the youth fields in their teens or early 20s, and most (58%) indicated working in the field due to a sense of purpose. They also indicated purpose and altruism as top characteristics they value in their current jobs as well as personal connections and pay.
- Respondents in part-time positions have had multiple jobs in the youth fields (73%) and stayed in the youth fields (55%). Respondents who are older and/or with sustained careers are more likely to have worked in multiple youth fields organizations, whereas younger and/or earlier career respondents are more likely to have worked in the same organization.
- Respondents in part-time positions are positive about their opportunities for professional growth (88%) and career advancement (84%). Respondents who are Black, younger, not White, and/or earlier career are more positive about their career pathways.
- Sixty-six percent of respondents in part-time positions are *very committed* to the youth fields. This is especially true for those who are Black, older, female, not White, and/or with sustained careers.

Key Findings for Respondents Not in Leadership Positions and Part-Time Positions: Professional Learning

Respondents Not in Leadership Positions

- Sixty-one percent of respondents not in leadership positions hold a bachelor's degree or higher, and respondents pursued diverse postsecondary programs of study.
- Eighty-six percent of respondents not in leadership positions have access to professional learning through their organization; those in part-time positions are less likely to have access through their organization.
- Few respondents not in leadership positions have access to professional learning through other organizations (22%) or through the internet (30%). Respondents who work in California, are Black, are Latino/a, are younger, and/or are earlier career reported less access to these sources.
- Respondents not in leadership positions indicated that the professional learning opportunities available to them meet their needs *a great deal* (33%) or *a fair amount* (49%). Respondents who are Black, female, not White, and/or have sustained careers are more positive about their professional learning.
- Respondents not in leadership positions want more learning opportunities through their organization (35%) and resources to participate in professional learning opportunities (37%). They also want opportunities at more convenient times (25%) and locations (20%) as well as time off to participate in the learning (23%).

Respondents in Part-Time Positions

- Forty-two percent of respondents in part-time positions hold a bachelor's degree or higher with varied programs of study, and 34% have a high school diploma as their highest degree earned.
- Eighty percent of respondents in part-time positions have access to professional learning through their organization. Respondents who are female, not White, Latino/a, and/or have earlier careers are more likely to have access to professional learning through their organization.
- Few respondents in part-time positions have access to professional learning through other organizations (19%) or through the internet (29%). Respondents who are Latino/a, not White, and/or earlier career are less likely to have access to professional learning through these sources. This is also true for those working in California, working in metro areas, and/or who are younger.

- Respondents in part-time positions indicated the professional learning opportunities available to them meet their needs *a great deal* (31%) or *a fair amount* (48%). Respondents who are Black, not White, and/or female are more positive about their professional learning opportunities.
- Respondents in part-time positions want resources for professional learning (36%) and more professional learning opportunities through their organization (35%). Respondents who are not White, are Black, work in California, and/or work in metro areas were more likely to indicate the need for more professional learning from their organization.

Key Findings for Respondents Not in Leadership Positions and Part-Time Positions: Professional Well-Being

Respondents Not in Leadership Positions

- Respondents not in leadership positions indicated they have the resources to do their jobs (86%), they feel valued at work (86%), and they belong at their organization (88%). Earlier career, younger, and/or part-time respondents are slightly more positive about feeling valued at work.
- Eighty-four percent of respondents not in leadership positions see themselves as a part of a larger youth fields community. Respondents who are not White and/or are Latino/a are more positive.
- Respondents not in leadership positions had mixed opinions on feeling burned out at work: 41% indicated they do and 58% indicated they do not. More respondents who are Black, Latino/a, and/or in part-time positions indicated that they do not feel burned out.

Respondents in Part-Time Positions

- Eighty-six percent of respondents in part-time positions have the resources to do their jobs. However, respondents who are 26 and older and/or have sustained careers are less positive about having the resources they need.
- Respondents in part-time positions feel valued at work (89%) and that they belong at their organization (90%). Respondents who work outside of California and/or work in nonmetro areas are more positive about value and belonging.
- Eighty-five percent of respondents in part-time positions see themselves as a part of a larger youth fields community. Respondents who are Black, not White, and/or Latino/a feel more positive about belonging to the community.

- Respondents in part-time positions had mixed opinions on feeling burned out at work: 38% indicated they do and 61% indicated they do not. Respondents who are Black, are Latino/a, and/or have sustained careers were slightly less likely to indicate feeling burned out.

Key Findings for Respondents Not in Leadership Positions and Part-Time Positions: Compensation

Respondents Not in Leadership Positions

- Respondents not in leadership positions had mixed opinions on whether they are paid fairly: 58% indicated they are and 41% indicated they are not. This trend was true regardless of most respondent characteristics.
- A majority of respondents not in leadership positions who are paid hourly earn at least \$15 per hour (80%). Those who are salaried earn at least \$40,000 per year (62%). The most common pay ranges for those not in leadership positions are \$15.00–\$19.99 per hour (45%) and \$40,000–\$59,999 annual salary (40%).
- Most respondents not in leadership positions earn more than childcare workers (\$14 per hour or \$29,000 per year) but less than teachers (\$62,000 per year).
- Respondents not in leadership positions in California and/or who are older reported higher pay than respondents not in California and/or who are younger.
- Less than half of respondents in nonleadership positions have access to most benefits through their employer. The only benefits more than half of respondents reported having access to are paid time off and medical insurance.
- There are consistent gaps in access to benefits for respondents in nonleadership positions who work in California, are Latino/a, are earlier career, and/or are younger.

Respondents in Part-Time Positions

- Sixty-six percent of respondents who work in part-time positions indicated that they are paid fairly. Latino/a respondents are more positive about pay. Black, older, and/or sustained career respondents are less positive.
- Respondents in part-time positions reported hourly wages of at least \$15 (80%) and annual salaries of less than \$60,000 (57%). Respondents in part-time positions earn more than childcare workers and less than teachers.
- For respondents in part-time positions, the most common hourly pay range is \$15.00–\$19.99 per hour (43%), and the most common annual salary pay range is \$20,000–\$39,999

(21%). Respondents in part-time positions in California and/or metro areas have higher hourly rates. Older respondents are also paid more per hour than younger respondents.

- Most respondents in part-time positions have limited access to benefits through their employer. Less than half of these respondents have access to most benefits, and one in four respondents in part-time positions (28%) have no access to benefits through their employer.
- There are gaps in access to benefits for respondents in part-time positions who work in California, are earlier career, and/or are 18–25 years old.

Findings for Respondents Who Are Not in Leadership Positions

Career Pathways

Respondents not in leadership positions first joined the youth fields in their teens or early 20s, and they attribute joining the youth fields to a sense of purpose. Respondents also reported they value purpose in their jobs today as well as personal connections and pay.

- Three of four respondents (74%) started their career in the youth fields when they were 25 years old or younger; of those, one of three (32%) started when they were 18 years old or younger and two of five (42%) started when they were 18–25 years old.
- Three in five respondents (60%) indicated the primary reason for choosing their first job in the youth fields was a sense of purpose (e.g., passion or interest, wanting to work with young people, plan to join the field, compelled by mission or calling). One in six (16%) had a friend, relative, or mentor who suggested or recommended the field to them, and one in 10 (9%) participated in the program or a similar one as a child/youth.
- Two in five respondents (39%) reported a characteristic they value in their job today is altruism, and one in four (23%) indicated purpose. Personal connections (39%) and pay (36%) were other top characteristics they value (see Exhibit 1).

Exhibit 1. Top 10 Job Characteristics Respondents Not in Leadership Positions Value

Colleagues (39%)	Purpose (23%)
Altruism (39%)	Creativity (22%)
Pay (36%)	Intellectual stimulation (17%)
Achievement (28%)	Challenge (14%)
Environment (25%)	Leadership (14%)

Throughout their career, respondents not in leadership positions have had multiple jobs and stayed in the youth fields. Those who are 18–25 years old, working in metropolitan areas, female, and/or in full-time positions are more likely to have spent most of their careers in the youth fields.

- Two in three respondents (64%) have had two to five jobs in the youth fields, one in four (25%) have had one, and one in 10 (10%) have had six to 10 jobs in the youth fields.
- One in three respondents (37%) have spent their career in the youth fields in different organizations, one in five (22%) started their career in another field and moved into the youth fields to stay, one in five (18%) have had all their jobs in the same organization, and one in eight (12%) have moved in and out of the youth fields several times.
- Two in five respondents working in metro areas (39%), who are female (39%), and/or with sustained careers (44%) have held all their jobs in the youth fields and in different organizations. In comparison, one in three respondents working in nonmetro areas (32%), who are male (33%), and/or who are earlier in their careers (35%) have held all their jobs in the youth fields and in different organizations.
- One in four earlier career respondents (25%) started their career in another field and moved into the youth fields to stay (compared to 16% of respondents with sustained careers).

Respondents not in leadership positions are positive about their opportunities for professional growth and advancement. Latino/a, younger, and/or earlier career respondents are more positive about their career pathways.

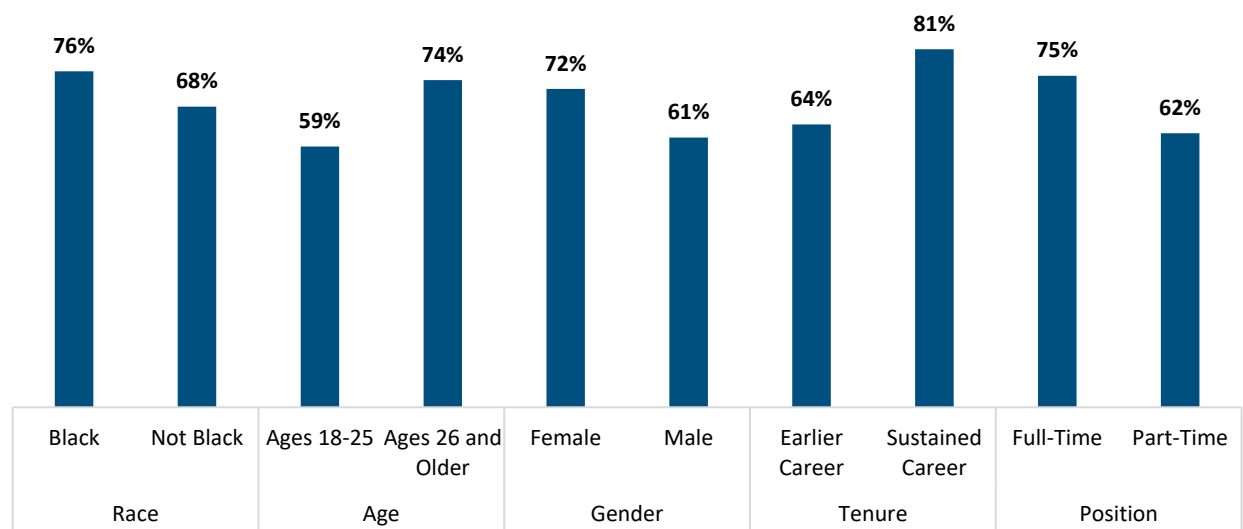
- Four in five respondents (85%) *agreed* or *strongly agreed* that they are satisfied with their opportunities for professional growth. Specifically, 26% *strongly agreed* and 59% *agreed*.
- Three in 10 respondents who are Latino/a (31%), ages 18–25 (30%), and/or earlier career (28%) *strongly agreed* that they are satisfied with their opportunities for professional growth. In comparison, one in four respondents who are not Latino/a (24%) and/or 26 and older (24%) and one in five respondents with sustained careers (21%) *strongly agreed*.
- Four in five respondents (81%) *agreed* or *strongly agreed* that they have the same opportunities for advancement as other employees at their organization. Specifically, 28% *strongly agreed* and 53% *agreed*.
- One in three respondents ages 18–25 (33%) and with earlier careers (31%) *strongly agreed* that they have the same opportunities for advancement as others in their organization (compared to 26% of respondents ages 26 and older and 21% with sustained careers).

Respondents not in leadership positions are committed to the youth fields. This is especially true for those who are Black, female, and/or in full-time positions. Respondents who are

younger, male, earlier career, and/or in part-time positions are slightly less committed to the youth fields.

- Two in three (69%) respondents are *very committed* to the youth fields as their career path, and one in four (24%) are *somewhat committed*.
- Three in four respondents who are Black, are ages 26 and older, are female, have sustained careers of 15 years or more in the field, and/or have full-time positions indicated they are *very committed* (see Exhibit 2).
- Three in ten respondents who are ages 18–25 (30%), male (29%), earlier career (27%), and in part-time positions (28%) indicated they are *somewhat committed*. In comparison, two in 10 respondents who are ages 26 and older (20%), are female (22%), have sustained careers (17%), and/or work in full-time positions (20%) indicated they are *somewhat committed*.

Exhibit 2. Respondents Not in Leadership Positions Who Are Very Committed to the Youth Fields, by Various Characteristics



Professional Learning

The majority of respondents not in leadership positions hold a bachelor’s degree or higher and pursued diverse postsecondary programs of study. Respondents not in leadership positions have mixed opinions regarding the alignment of their postsecondary studies with their current job.

- Two in five respondents (41%) hold a bachelor’s degree, and one out of five (19%) hold a master’s degree. One out of four (23%) have a high school diploma as their highest degree earned.

- One in seven respondents (14%) studied education, one of eight (13%) studied liberal arts, one in 10 (10%) studied health, and one in 12 (8%) studied social work.
- One in two respondents (51%) indicated that their work in the youth fields is either *very aligned* or *fairly aligned* with their degree program of study: 26% indicated their work is *very aligned* and 25% indicated their work is *fairly aligned*.
- One in three respondents (33%) indicated their program of study was *somewhat aligned* with their work in the youth fields, and one in six respondents (16%) indicated their program was *not at all aligned*.

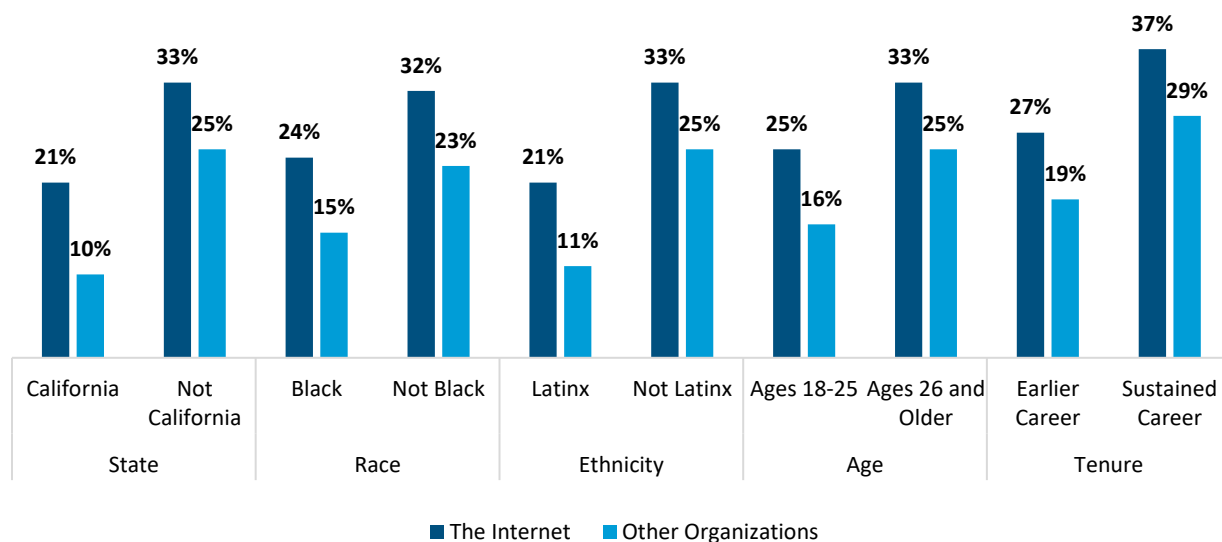
Respondents not in leadership positions have access to professional learning through their organization. Those in part-time positions were less likely to have access through their organization.

- Nine in 10 respondents (86%) indicated having access to professional learning through their organization.
- Respondents not in leadership positions who are in full-time positions were more likely to indicate having access to professional learning through their organization (91% of full-time respondents compared to 83% of part-time respondents).

Few respondents not in leadership positions have access to professional learning through other organizations or through the internet. Respondents who work in California, are Black, are Latino/a, are younger, and/or are earlier career reported less access to these sources.

- One in five respondents (22%) indicated having access to professional learning through other organizations, and one in three (30%) indicated having access through the internet.
- Respondents in California, Black respondents, Latino/a respondents, respondents ages 18–25, and/or earlier career respondents were less likely to report they have access to professional learning through the internet and through other organizations (see Exhibit 3).

Exhibit 3. Respondents Not in Leadership Positions With Access to Professional Learning Through Other Organizations and the Internet, by Respondent Characteristics



Respondents not in leadership positions indicated that the professional learning opportunities available to them meet their needs. Respondents who are Black, female, not White, and/or have sustained careers are more positive about their professional learning.

- Four in five respondents (82%) indicated the professional learning opportunities available to them meet their needs either *a great deal* or *a fair amount*.
- Two in five respondents who are Black (44%) and/or have sustained careers (38%) indicated their professional learning opportunities meet their needs to *a great extent* compared to one in three respondents who are not Black (31%) and/or earlier career (31%).
- Respondents who are not White (36%) and female (35%) respondents were also more likely to indicate their professional learning opportunities meet their needs *a great deal* (compared to 31% of White respondents and 30% of male respondents).

Respondents not in leadership positions want more learning opportunities and resources to participate in professional learning opportunities. They also want more convenient opportunities and time off to participate in the learning.

- One in three respondents (35%) want more professional learning offered through their organization. In addition, 25% want it offered at convenient times, and 20% want it offered at convenient locations.
- Two in five respondents (37%) want more resources to participate in or “use” the learning opportunities. One in four (23%) want time off to participate in the learning opportunities.

Professional Well-Being

Respondents not in leadership positions indicated they have the resources to do their jobs, they feel valued at work, and they belong at their organization. Earlier career, younger, and/or part-time respondents are slightly more positive about feeling valued at work.

- Six in seven respondents (88%) *agreed or strongly agreed* that they have the resources needed to do their job.
- Nine in 10 respondents *agreed or strongly agreed* that they feel valued at work (86%) and that they feel as if they belong at their organization (88%).
- Two in five respondents who are earlier career (39%), ages 18–25 (41%), and/or in part-time positions (34%) *strongly agreed* that they feel valued at work compared to one in three ages 26 and older (34%), with sustained careers (31%), and/or in full-time positions (33%).

Respondents not in leadership positions see themselves as a part of a larger youth fields community. Latino/a and not White respondents are more positive.

- Four in five respondents (84%) *agreed or strongly agreed* that they see themselves as a part of the larger youth fields community.
- One in three respondents who are not White (35%) *strongly agreed* that they see themselves as part of a larger youth fields community compared to White respondents (27%).
- Two in five Latino/a respondents (38%) *strongly agreed* that they see themselves as a part of the larger community (compared to 29% of respondents who are not Latino/a).

Respondents not in leadership positions have mixed opinions on feeling burned out at work. More respondents who are Black, Latino/a, and/or in part-time positions indicated that they do not feel burned out.

- Two in five respondents (41%) *agreed or strongly agreed* that they feel burned out at work.
- One in three respondents who are not Black (32%) *agreed* that they feel burned out compared to one in four Black respondents (25%).
- One in two Latino/a respondents (52%) *disagreed* that they feel burned out compared to two in five respondents who are not Latino/a (44%).
- Two in five respondents in part-time positions (42%) *disagreed* that they feel burned out compared to one in two respondents in full-time positions (51%).

Compensation

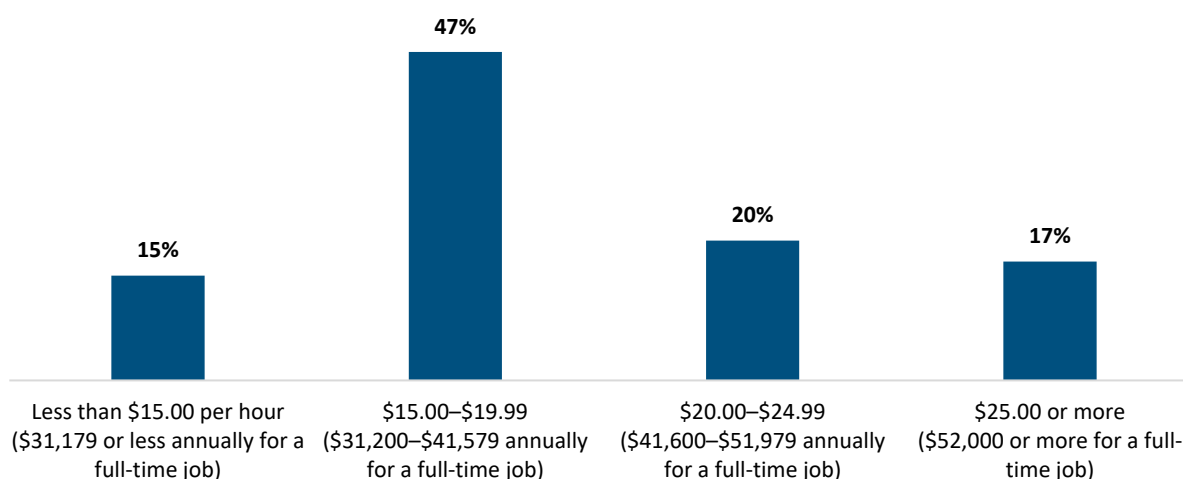
Respondents not in leadership positions had mixed opinions on whether they are paid fairly. This was true regardless of most respondent characteristics.

- Three in five respondents (58%) *agreed* or *strongly agreed* that they are paid fairly for their work.
- One in three respondents in full-time positions (32%) *disagreed* that they are paid fairly compared to one in four in part-time positions (26%).

Respondents not in leadership positions are paid at least \$15 per hour or \$40,000 in annual salary. Most respondents earn more than childcare workers but less than teachers.

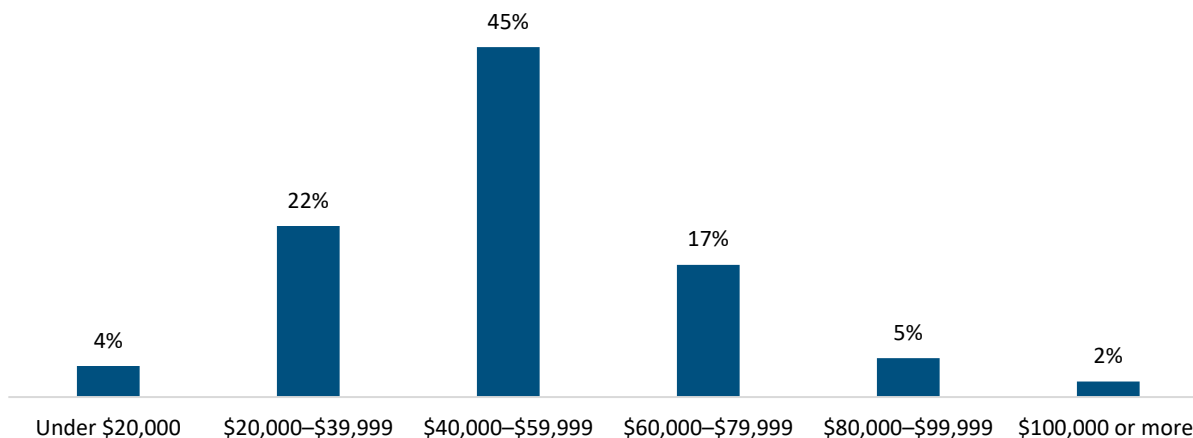
- Two in three respondents (68%) receive an hourly wage, and one in four (26%) are paid via an annual salary.
- A majority of respondents who are paid hourly (83%) are paid at least \$15 per hour, compared to approximately half of childcare workers.¹ The most common hourly pay range is \$15.00–\$19.99 per hour (47%). Two in five respondents (37%) are paid \$20.00 or more per hour (see Exhibit 4).
- One in two respondents paid via salary (45%) are paid \$40,000–\$59,999 per year (see Exhibit 5). Three out of four respondents (71%) earn a lower annual salary than teachers (approximately \$62,000).

Exhibit 4. Hourly Pay for Respondents Not in Leadership Positions



¹ Median pay for childcare workers is a \$13.71 hourly wage or \$28,520 annual salary, meaning half of childcare workers earn more than \$28,520.

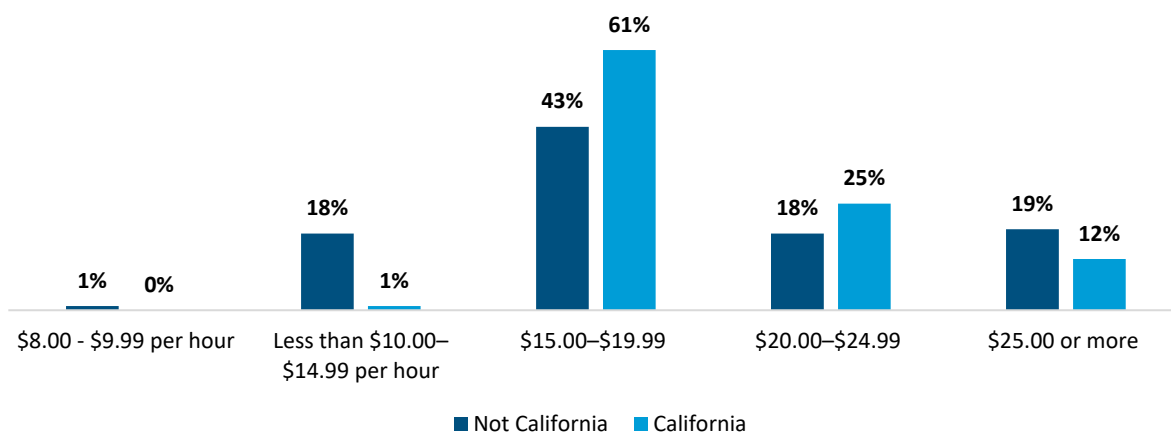
Exhibit 5. Annual Salary for Respondents Not in Leadership Positions



Respondents not in leadership positions in California and who are older report higher pay.

- Nearly all respondents in California (98%) receive an hourly wage of at least \$15.00 compared to four of five not working in California (80%). However, respondents not in California (19%) are more likely to be paid \$25 or more an hour compared to those in California (12%; see Exhibit 6).
- Three in five respondents ages 18–25 (60%) reported hourly wages between \$15.00 and \$19.99 compared to two in five respondents ages 26 and older (39%). Nearly one in two respondents ages 26 and older (48%) are paid \$20.00 per hour or more compared to one in five respondents ages 18–25 (19%). Older respondents also are paid higher annual salaries.

Exhibit 6. Hourly Pay for Respondents Not in Leadership Positions, by State



Less than half of respondents not in leadership positions have access to most benefits through their employer. More than half have access to personal leave and medical insurance.

- One in six respondents (16%) have no access to benefits through their employer.
- Less than half of respondents have access to dental insurance, vision insurance, retirement benefits, paid family leave, retirement savings contributions, transportation benefits, tuition assistance, and professional development funds (see Exhibit 7).

Exhibit 7. Access to Benefits for Respondents in Nonleadership Positions

More than half have access to:	Less than half have access to:
Paid time off (63%)	Dental insurance (49%)
Medical insurance (55%)	Vision insurance (44%)
	Retirement benefits (44%)
	Paid family leave (33%)
	Retirement savings contributions (30%)
	Transportation benefits (19%)
	Tuition assistance (16%)
	Professional development funds (16%)

There are consistent gaps in access to benefits for respondents in nonleadership positions who work in California, are Latino/a, are earlier career, and/or are younger. These gaps exist for respondents' access to medical, dental, and vision insurance (see Exhibit 8); paid leave and paid family leave (see Exhibit 9); and retirement benefits and savings contributions (see Exhibit 10). Gaps also exist for other groups and benefits.

Exhibit 8. Access to Medical, Dental, and Vision Insurance for Respondents Not in Leadership Positions, by Various Characteristics

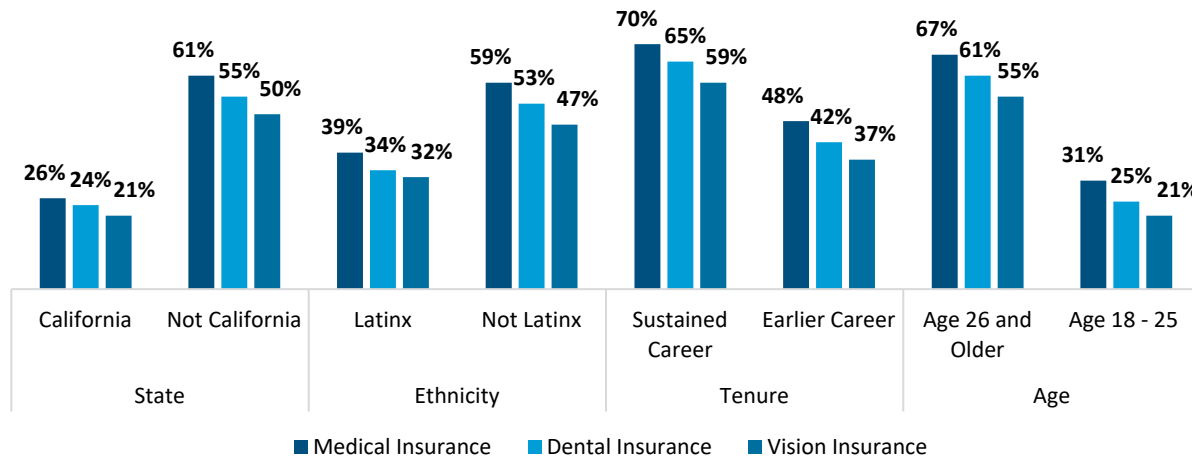


Exhibit 9. Access to Paid Leave and Paid Family Leave for Respondents Not in Leadership Positions, by Various Characteristics

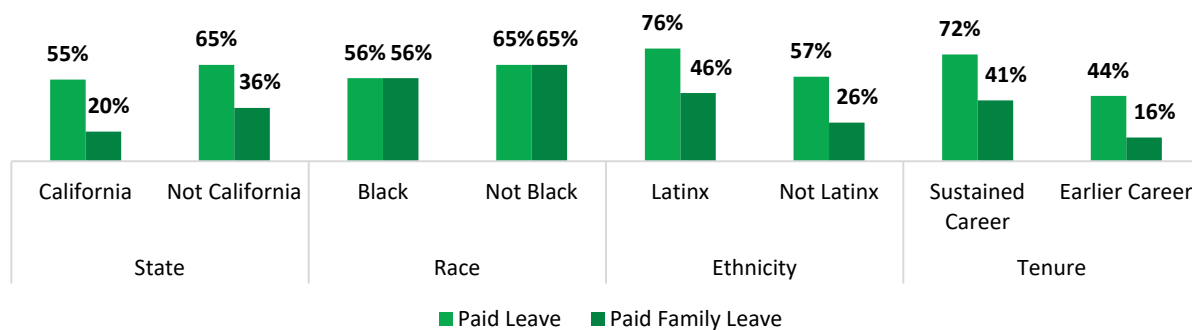
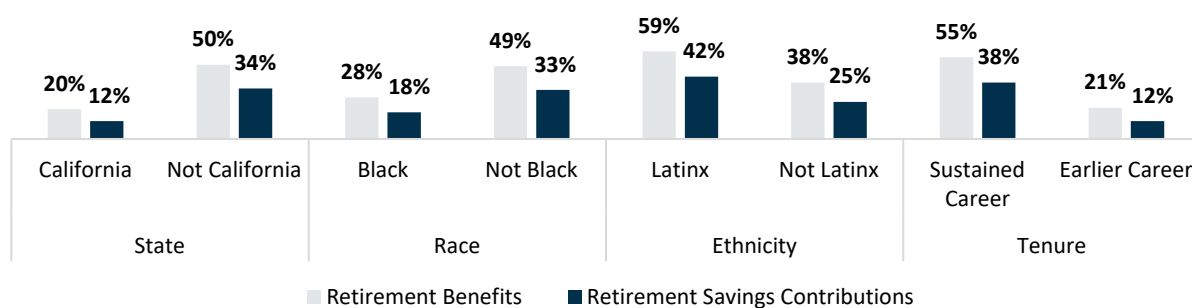


Exhibit 10. Access to Retirement Benefits and Retirement Savings Contributions for Respondents Not in Leadership Positions, by Various Characteristics



Findings for Respondents in Part-Time Positions

Career Pathways

Most respondents in part-time positions first joined the youth fields in their teens or early 20s, most often due to a sense of purpose. They also indicated purpose and altruism as top characteristics they value in their current jobs as well as personal connections and pay.

- Three in four respondents (77%) first joined the youth fields when they were 25 or younger. Two in five respondents (40%) started when they were between 19 and 25 years old, one in three (37%) started when they were 18 or younger, and one in six (14%) started with they were between 26 and 39 years old.
- Three in five respondents (59%) indicated the primary reason for choosing their first job in the youth fields was a sense of purpose (e.g., passion/interest, wanting to work with young people, plan to join the field, mission or calling); one in five (19%) had a friend, relative, or mentor who suggested or recommended the field to them; and one in 10 (10%) had participated in the program or a similar one as a child/youth.
- One in three respondents (35%) indicated altruism as a top characteristic they value in their current job, and 21% indicated purpose (see Exhibit 11). Other most valued characteristics included colleagues (39%) and pay (32%).

Exhibit 11. Top 10 Job Characteristics Respondents In Part-Time Positions

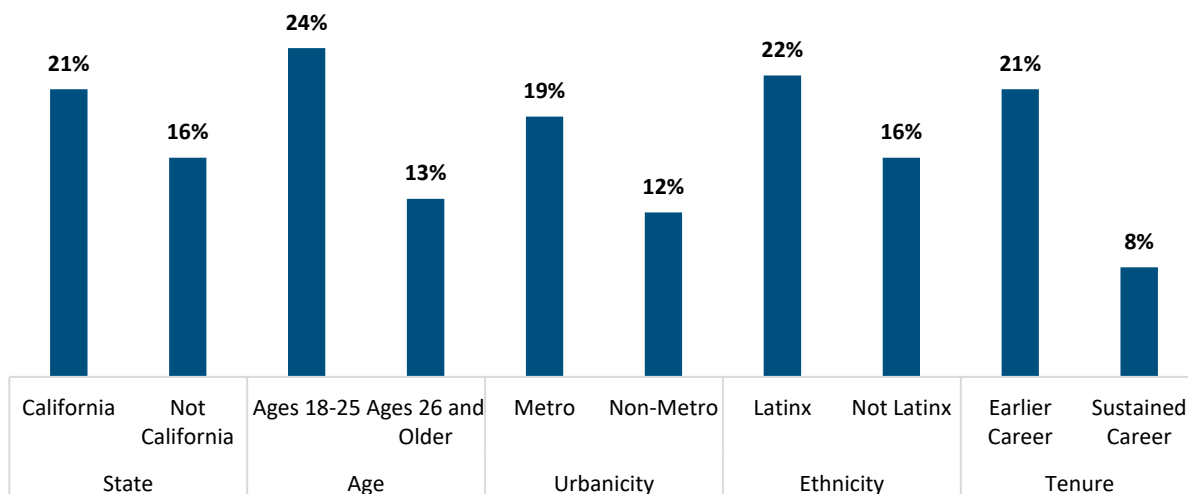
Colleagues (39%)	Environment (25%)
Altruism (35%)	Purpose (21%)
Pay (32%)	Leadership (20%)
Achievement (30%)	Intellectual stimulation (17%)
Creativity (27%)	Challenge (16%)

Most respondents in part-time positions have had multiple jobs and stayed in the youth fields. Respondents who are older and/or with sustained careers are more likely to have worked in multiple youth fields organizations, whereas younger and/or earlier career respondents are more likely to have worked in the same organization.

- Three in five respondents (61%) have had two to five jobs in the youth fields, one in four (28%) have had one job, and one in 10 (9%) have had six to 10 jobs.

- More than half of respondents (55%) have spent their career in the youth fields either in different organizations (37%) or in the same organization (18%), one in four (23%) started their career in another field and moved into the youth fields to stay, and one in 10 (11%) have moved in and out of the youth fields several times.
- Respondents who work in California, are 18–25 years old, work in metro areas, are Latino/a, and/or have earlier careers are more likely to have held all their jobs in the same organization (see Exhibit 12).
- Two in five respondents who are ages 26 and older (40%), are female (39%), and/or have sustained careers (47%) have held all their jobs in the youth fields and in different organizations. In comparison, this is the career trajectory for only one in three respondents who are 18–25 years old (34%), male (31%), and/or earlier career (34%).
- Respondents who are male (29% compared to 22% female) and/or are earlier in their careers (25% compared to 16% with sustained careers) are more likely to have started their career in another field and moved into the youth fields to stay.

Exhibit 12. Respondents in Part-Time Positions Who Have Held All Their Jobs in the Same Organization, by Respondent Characteristics



Respondents in part-time positions are positive about their career pathways in terms of opportunities for professional growth and advancement. Respondents who are Black, younger, not White, and/or earlier career are more positive about their career pathways.

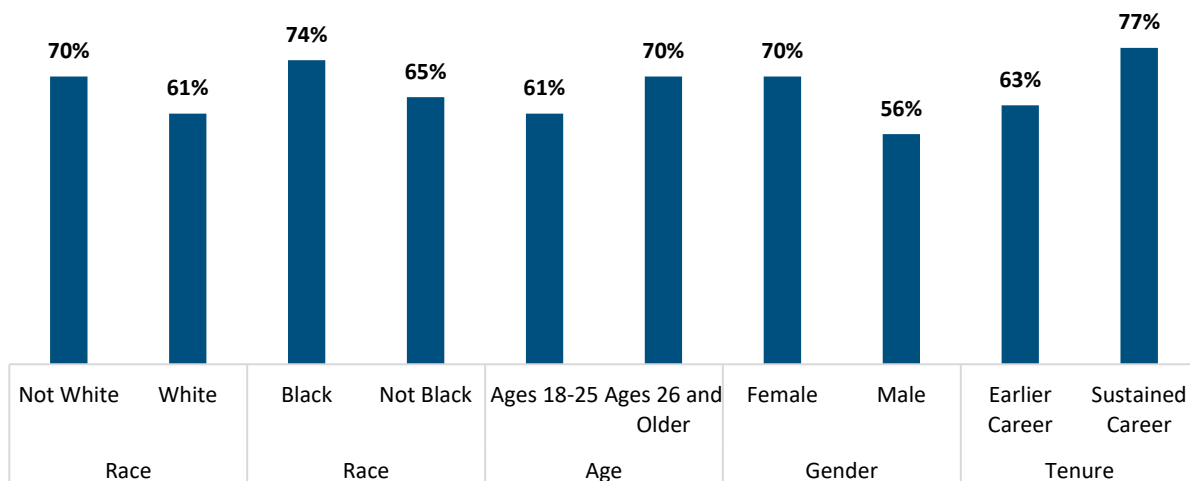
- Nine in 10 respondents (88%) *agreed or strongly agreed* that they are satisfied with their opportunities for professional growth.

- One in three respondents who are Black (34%), ages 18–25 (33%), not White (32%), and/or earlier career (30%) *strongly agreed* that they are satisfied with their opportunities for professional growth. In comparison, about one in four respondents who are not White (22%), are not Black (26%), are ages 26 and older (23%), and/or have a sustained career (20%) *strongly agreed*.
- Four in five respondents (84%) *agreed* or *strongly agreed* that they have the same opportunities for advancement as other employees at their organization.
- One in three respondents who are ages 18–25 (35%), not White (33%), and/or earlier career (33%) *strongly agreed* that they have the same opportunities for advancement as others at their organization. In comparison, one in four respondents who are White (27%), are ages 26 and older (26%), and/or have sustained careers (22%) *strongly agreed*.

Respondents in part-time positions are committed to the youth fields. This is especially true for those who are Black, older, female, not White, and/or with sustained careers.

- Two in three respondents (66%) in part-time positions are *very committed* to the youth fields as their career path, and one in four (26%) are *somewhat committed*.
- Higher percentages of respondents who are Black, ages 26 and older, female, not White, and/or with sustained careers indicated they are *very committed* compared to other respondents (see Exhibit 13).

Exhibit 13. Respondents in Part-Time Positions Who Are *Very Committed* to the Youth Fields, by Respondent Characteristics



Professional Learning

Many respondents in part-time positions hold at least an associate's degree with varied programs of study, and some have a high school diploma as their highest degree earned.

Respondents' opinions were mixed regarding the extent to which their work in the youth fields aligns with their postsecondary program of study.

- One in three respondents (31%) hold a bachelor's degree, one in seven hold an associate's degree (15%), and one in 10 (11%) hold a master's degree.
- One in three respondents (34%) have a high school diploma as their highest degree earned.
- One in two respondents indicated that their current work is either *very aligned* (22%) or *fairly aligned* (26%) with their degree program of study.
- One in three respondents (35%) indicated their postsecondary program of study is *somewhat aligned* with their work in the youth fields, and one in six (16%) indicated their program is *not at all aligned*.

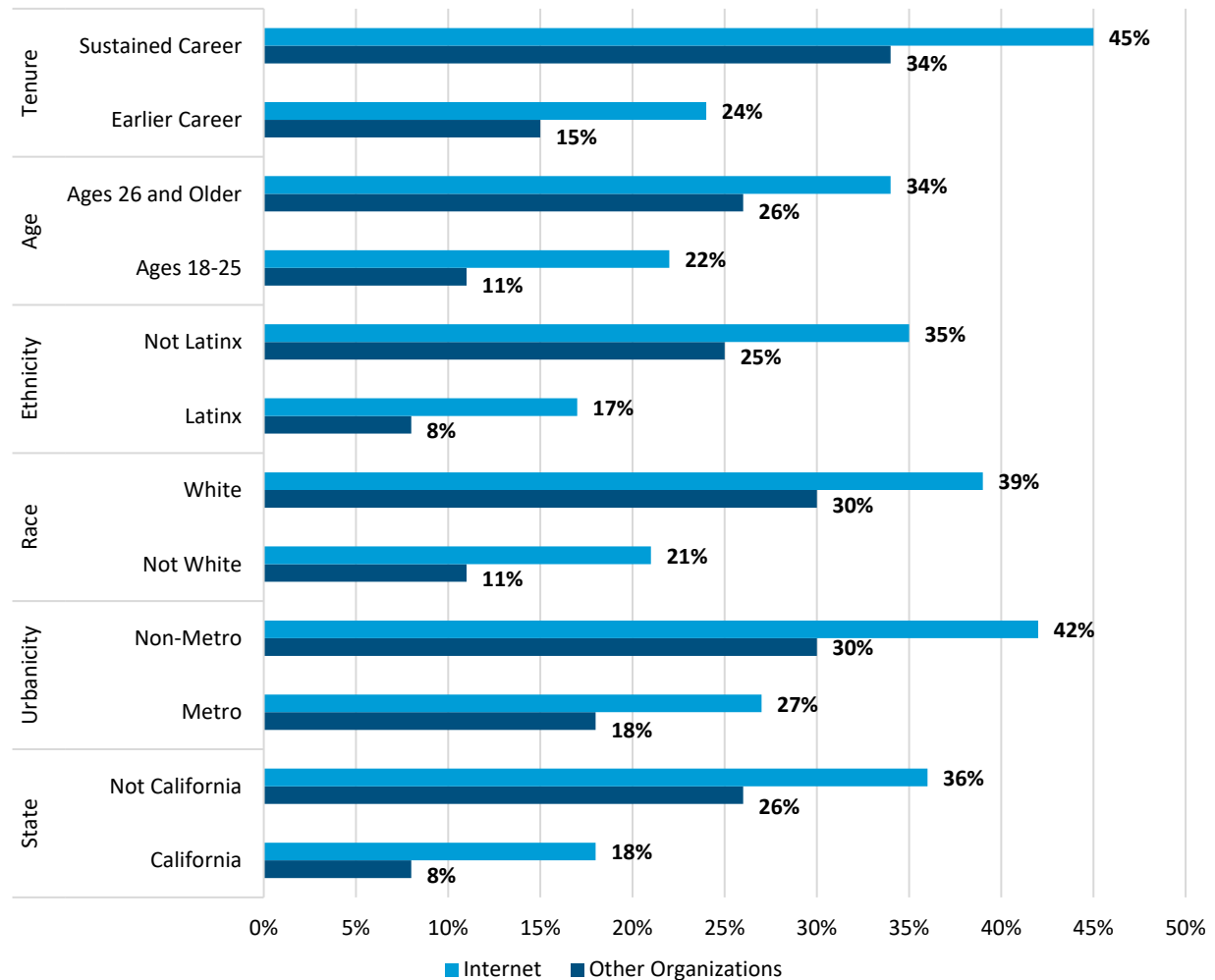
Respondents in part-time positions have access to professional learning through their organization. Those who are female, Latino/a, not White, and/or earlier career were more likely to report they have access to professional learning through their organization.

- Four in five respondents (80%) have access to professional learning through their organization.
- Four in five respondents who are female (83%), not White (83%), Latino/a (85%), and/or earlier career (82%) have access to professional learning through their organization. In comparison, three in four respondents who are male (74%), White (77%), not Latino/a (78%), and/or have sustained careers (76%) have access through their organization.

Few respondents in part-time positions have access to professional learning through other organizations or through the internet. Respondents who are Latino/a, not White, and/or earlier career are less likely to have access to professional learning through these sources. This is also true for those working in California, working in metro areas, and/or who are younger.

- One in five respondents (19%) have access to professional learning through other organizations, and one in four (29%) have access to professional learning through the internet.
- Respondents who work in California, work in metro areas, are not White, are Latino/a, are older, and/or have sustained careers in the field are less likely to have access to professional learning through other organizations or through the internet (see Exhibit 14).

Exhibit 14. Respondents in Part-Time Positions With Access to Professional Learning Through Other Organizations and the Internet, by Respondent Characteristics



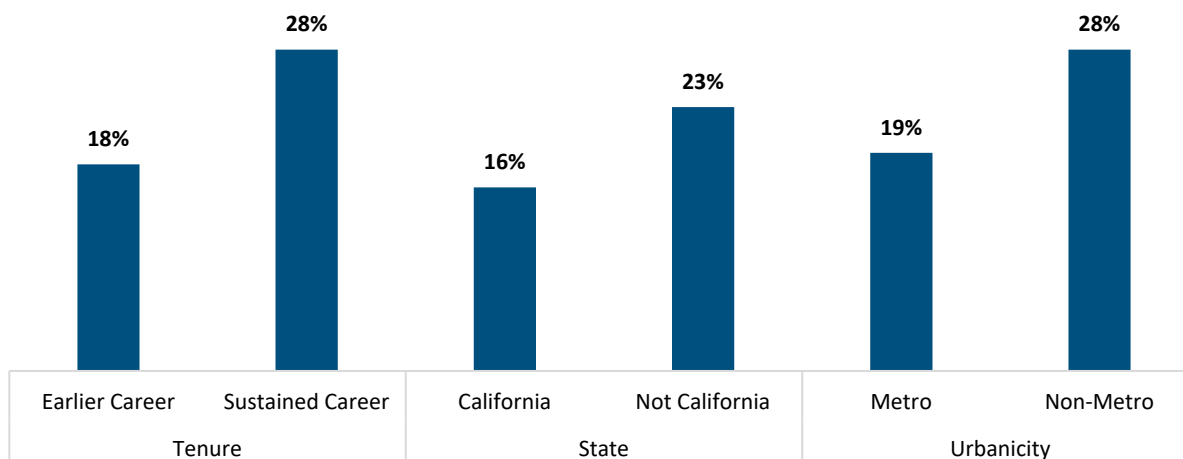
Respondents in part-time positions indicated the professional learning opportunities available to them meet their needs. Respondents who are Black, not White, and/or female are more positive about their professional learning opportunities.

- Four in five respondents (80%) indicated the professional learning opportunities available to them meet their needs either *a great deal* (31%) or *a fair amount* (49%).
- Two in five Black respondents (42%) indicated their professional learning opportunities meet their needs *a great deal* compared to one in three who are not Black (30%).
- One in three respondents who are not White (34%) and/or are female (34%) indicated their professional learning opportunities meet their needs *a great deal* compared to one in four White respondents (28%) and/or male respondents (23%).

Respondents in part-time positions want resources for professional learning and more professional learning opportunities through their organization. California, not White, Black, and/or metro area respondents were more likely to indicate the need for more professional learning from their organization. In addition, White, non-California, and/or nonmetro respondents were more likely to indicate a need for convenient locations for professional learning.

- One in three respondents (36%) want more resources to participate in or “use” the learning opportunities.
- One in three respondents (35%) want more professional learning offered through their organization.
- Two in five respondents who work in California (39%), are not White (40%), and/or are Black (42%) indicated the need for more professional learning through their organization. In comparison, one in three respondents who work outside of California (33%), are White (30%), and/or are not Black (34%) indicated this need to improve their professional learning opportunities.
- Similarly, two in five respondents in metro areas (37%) compared to one in four not in metro areas (26%) indicated the need for more professional learning through their organization.
- One in four respondents (24%) want professional learning offered at convenient times, and one in five (20%) want it offered at convenient locations.
- Respondents who are White, work outside of California, and/or work in nonmetro areas were more likely to indicate a need for professional learning in more convenient locations (see Exhibit 15).

Exhibit 15. Respondents in Part-Time Positions Indicating a Need for Professional Learning in More Convenient Locations, by Respondent Characteristics



Professional Well-Being

Respondents in part-time positions have the resources to do their jobs. However, respondents who are ages 26 and older and/or have sustained careers are less positive about having the resources they need.

- Nearly nine in 10 respondents (86%) *agreed or strongly agreed* that they have the resources to do their jobs.
- One in four respondents who are ages 26 years and older (26%) and/or have sustained careers (22%) *strongly agreed* that they have the resources to do their jobs (compared to 32% ages 18–25 and 31% of earlier career respondents).

Respondents in part-time positions feel valued at work and that they belong at their organization. Respondents who work outside of California and/or work in nonmetro areas are more positive about value and belonging.

- Nine in 10 respondents *agreed or strongly agreed* that they feel valued at work (89%) and that they belong at their organization (89%).
- Two in five respondents who work outside of California *strongly agreed* that they feel valued at work (44%) and that they belong at their organization (41%) compared to one in three who work in California (36% and 31%, respectively).
- Two in five respondents (43%) who work in nonmetro areas *strongly agreed* that they belong at their organization compared to one in three who work in metropolitan areas (36%). Similarly, nearly one in two respondents (45%) who work in nonmetro areas *strongly agreed* that they feel valued at their organization compared to two in five (40%) who work in metropolitan areas.

Respondents in part-time positions see themselves as a part of a larger youth fields community. Respondents who are Black, Latino/a, and/or not White feel more positive about belonging to the community.

- Nearly nine in 10 respondents (85%) *agreed or strongly agreed* that they see themselves as part of a larger youth field community.
- Two in five respondents who are not White (38%) *strongly agreed* that they feel part of the larger youth fields community compared to three in 10 who are White (29%).

Respondents in part-time positions have mixed opinions on feeling burned out at work.

Respondents who are Black, are Latino/a, and/or have sustained careers were slightly less likely to indicate experiencing burnout.

- Three in five respondents (61%) *disagreed* or *strongly disagreed* that they experience burnout on the job. Two in five (38%) *agreed* or *strongly agreed*.
- Two in five Black respondents (43%) *disagreed* that they experience burnout on the job compared to one in two respondents who are not Black (48%). One in five Black respondents (20%) *strongly disagreed* compared to one in 10 respondents who are not Black (12%).
- More than one in two Latino/a respondents (52%) *disagreed* that they experience burnout compared to non-Latino/a respondents (45%).
- One in five respondents who have sustained careers (18%) *strongly disagreed* that they feel burned out compared to 12% of earlier career respondents.

Compensation

Respondents who work in part-time positions indicated that they are paid fairly. Latino/a respondents are more positive about pay. Black, older, and/or sustained career respondents are less positive.

- Two in three respondents (66%) *strongly agreed* or *agreed* that they are paid fairly for their work.
- One in two Latino/a respondents (50%) *agreed* that they are paid fairly for their work compared to two in five who are not Latino/a (42%). One in four respondents who are not Latino/a (27%) *disagreed* that they are paid fairly compared to one in five Latino/a respondents (21%).
- One in three Black respondents (43%) and/or respondents with sustained careers (32%) *disagreed* that they are paid fairly for their work compared to one in four who are not Black (48%) and/or who are earlier career (23%).
- One in four respondents ages 26 and older (28%) *disagreed* that they are paid fairly for their work compared to one in five respondents ages 18–25 (21%).

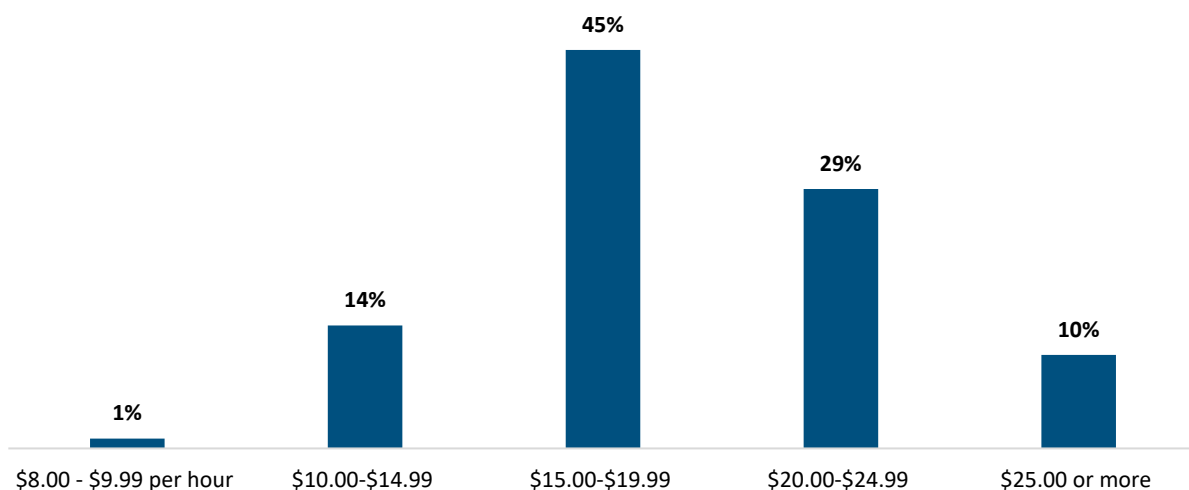
Respondents in part-time positions reported hourly wages of at least \$15 and annual salaries of less than \$60,000. Most are paid hourly. Respondents in part-time positions earn more than childcare workers and less than teachers.

- Eight in 10 respondents are paid hourly (84%); one in 10 are paid via annual salary (11%).
- Of the respondents paid hourly, three in four are paid \$15.00–\$24.99 per hour (74%; see Exhibit 16). The most common hourly pay range is \$15.00–\$19.99 per hour. Four in five

respondents earn \$15 or more per hour (84%), compared to approximately half of childcare workers.² Two in five respondents (39%) are paid \$20.00 or more per hour (see Exhibit 16).

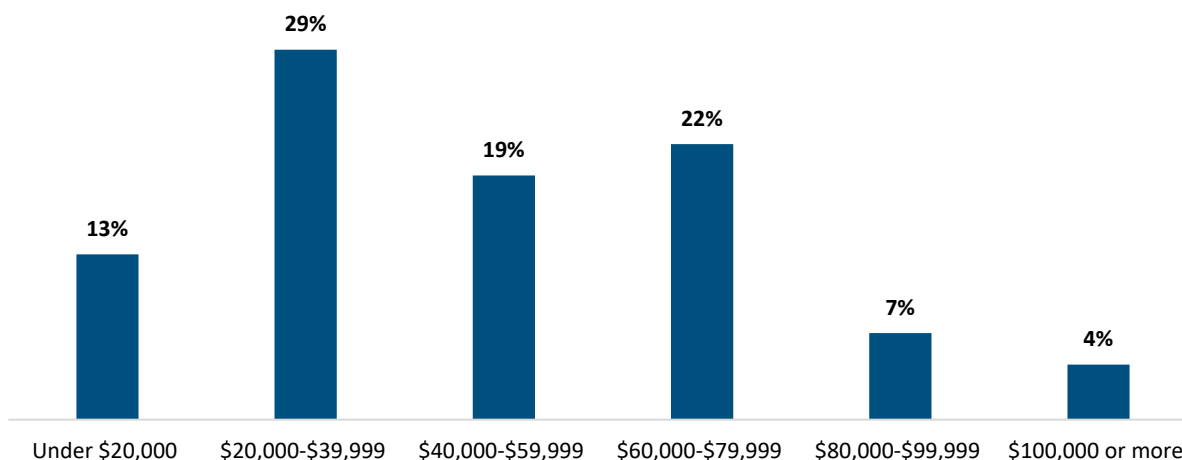
- Of the respondents paid via annual salary, three in five are paid less than \$60,000 per year (61%; see Exhibit 17). The most common annual salary pay range is \$20,000–\$39,999 per year (29%).
- One in five respondents paid via salary are paid \$40,000–\$59,999 per year (19%; see Exhibit 17). Three out of five respondents (61%) earn a lower annual salary than teachers (approximately \$62,000).

Exhibit 16. Hourly Pay for Respondents in Part-Time Positions



² Median pay for childcare workers is a \$13.71 hourly wage or \$28,520 annual salary, meaning half of childcare workers earn more than \$28,520.

Exhibit 17. Annual Salary for Respondents in Part-Time Positions



Respondents in part-time positions in California and metro areas have higher hourly rates.

Older respondents are paid more per hour than younger respondents.

- Nearly all respondents who work in California (99%) are paid at least \$15.00 per hour compared to three in four who work outside of California (74%; see Exhibit 18).
- Nine in 10 respondents who work in metro areas (87%) are paid at least \$15 per hour compared to three in four who work in non-metro areas (76%; see Exhibit 19).
- Slightly more than one in two respondents ages 18–25 (53%) are paid between \$15.00 and \$19.99 per hour compared to 28% of older respondents.

Exhibit 18. Hourly Pay for Respondents in Part-Time Positions Working In California and Outside of California

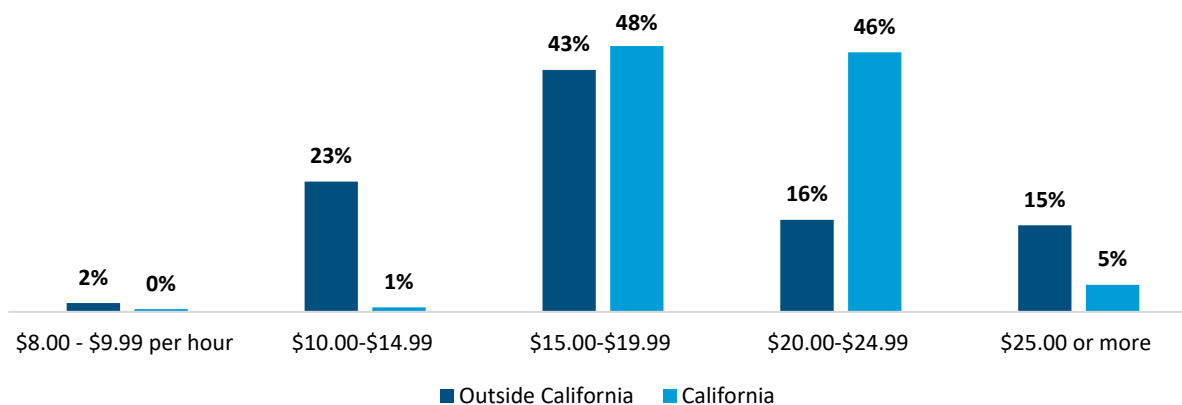
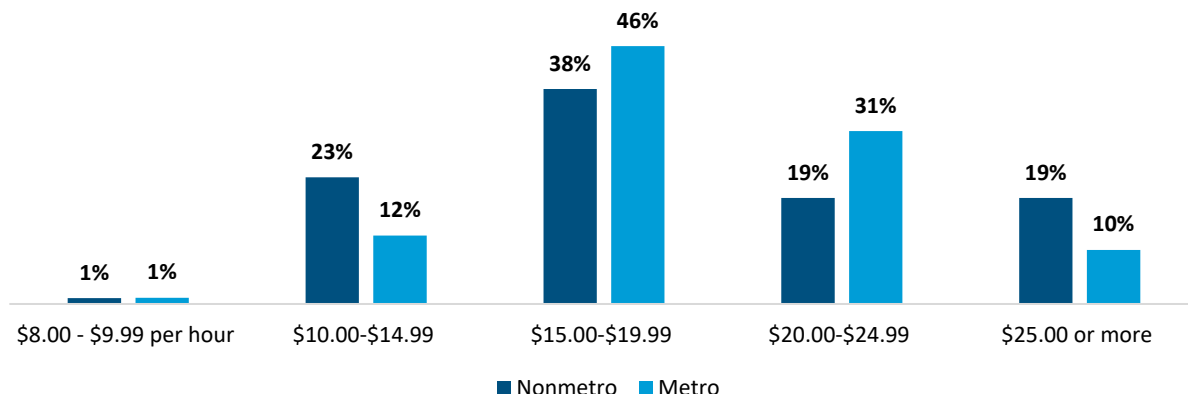


Exhibit 19. Hourly Pay for Respondents in Part-Time Positions Working in Metro and Nonmetro Areas



Most respondents in part-time positions have limited access to benefits through their employer. Less than half of these respondents have access to benefits (see Exhibit 20). One in four respondents in part-time positions (28%) have no access to benefits through their employer.

Exhibit 20. Access to Benefits for Respondents in Part-Time Positions

Paid time off (37%)	Paid family leave (12%)
Medical insurance (18%)	Retirement savings contributions (10%)
Retirement benefits (17%)	Transportation benefits (9%)
Dental insurance (14%)	Professional development funds (9%)
Vision insurance (12%)	Tuition assistance (6%)

There are gaps in access to benefits for respondents in part-time positions who work in California, are earlier career, and are ages 18–25. These gaps relate to respondents’ access to medical, dental, and vision insurance (see Exhibit 21) and retirement benefits and savings contributions (see Exhibit 22). Gaps also exist for other groups and benefits.

Exhibit 21. Access to Medical, Dental, and Vision Insurance for Respondents in Part-Time Positions, by Various Characteristics

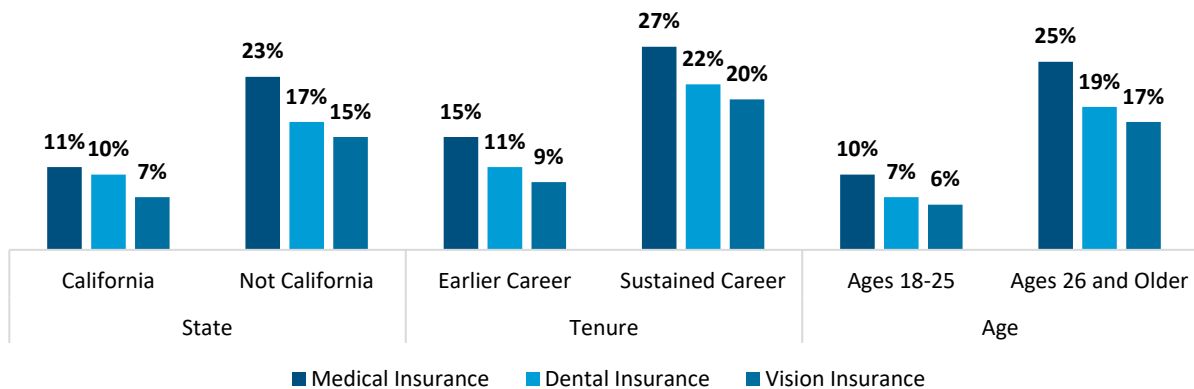
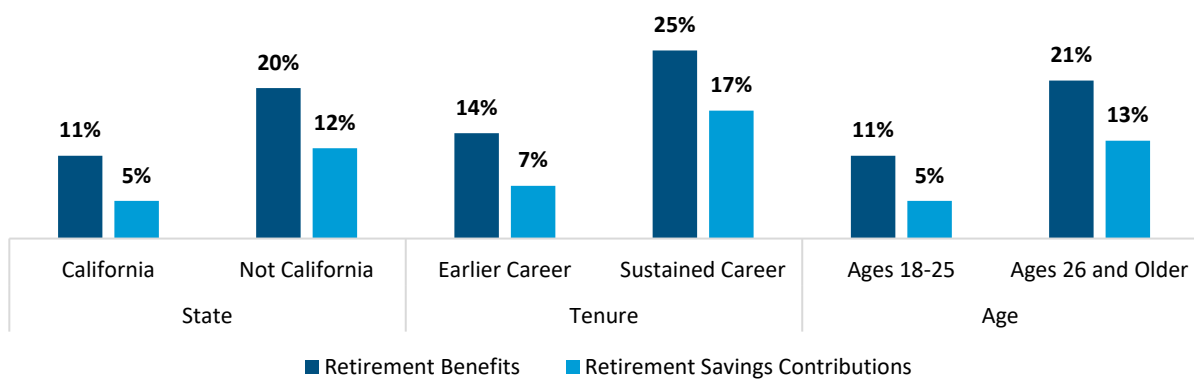


Exhibit 22. Access to Retirement Benefits and Retirement Savings Contributions for Respondents in Part-Time Positions, by Various Characteristics



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