

POWEROFUS

The Youth Fields Workforce

Findings from the National Power of Us Workforce Survey



More than 10,000 youth serving professionals and volunteers answered the call to explore, define, and elevate the youth fields workforce!

A ground-breaking study of a broad field, the Power of Us Workforce Survey provides comprehensive insights into the youth fields workforce, showcasing their different backgrounds, dedication to youth development, varied career paths, and their current experiences and needs in professional learning, well-being, and compensation.

The findings from this snapshot reflect the responses of current staff in part-time positions in the youth fields workforce who responded to the survey.

Who is in the youth fields?

Adults who work with young people in strengths-based interest development and enrichment opportunities through community organizations, institutions, and agencies.



Career Pathways

The Power of Us Workforce Survey respondents in part-time positions often begin their youth fields careers in their teens or early 20s. They bring a passion for working with youth, personal connections to the communities they serve, and a belief in the meaningful impact of their work. While most are committed to the youth fields, they report a lower level of commitment compared to those in full-time positions.



67%

of respondents in part-time positions are very committed to the youth fields, compared to 86% of respondents in full-time positions

What Respondents in Part-Time Positions Value about Their Job



Colleagues

Working with people I like



Altruism

Helping others



Pay

Earning a good living to pay for the things I need



Achievement

That feeling of accomplishment from doing a job well

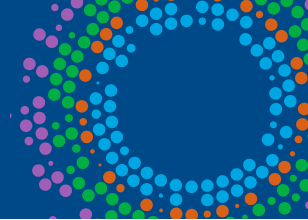


Creativity

Developing new ideas, creating new things

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II

Professional Learning

The Power of Us Workforce Survey respondents in part-time positions bring different educational backgrounds and many hold post secondary degrees. Most have access to professional learning through their organization and feel their professional learning needs are met. However, gaps in access to external opportunities and online resources illustrate the need for broader, more diverse learning pathways to support their growth.

Range of Educational Backgrounds

While many staff in part-time positions have a bachelor's degree or higher, a substantial proportion have a high school diploma as their highest degree.

Siloed Professional Learning Opportunities

Most respondents in part-time positions have access to professional learning through their employer. They have limited external opportunities to learn, such as other organizations, conferences, or professional networking.

Desire for Resources and Opportunities

Respondents in part-time positions seek more organizational opportunities for learning and more professional learning resources, such as funding.

82%

of respondents in part-time positions **have access to professional learning** through their organization. However, fewer respondents have access to professional learning through other organizations (19%) or through the Internet (28%).

III

Professional Well-Being

In the Power of Us Workforce Survey, the majority of respondents in part-time positions indicated that they feel valued, supported, and connected to their organization and the broader youth fields community. While many respondents in part-time positions report experiencing burnout and stress, they are less likely to report burn out than respondents in full-time positions.



Of Respondents in Part-Time Positions

87%

have the resources to do their jobs

89%

feel valued at work

90%

feel that they belong at their organization

86%

see themselves as a part of a larger youth fields community

38%

feel burned out at work compared to 49% of respondents in full-time positions.

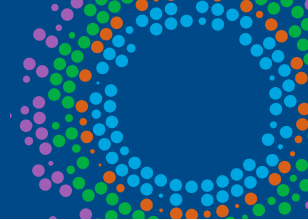
25%

would like less stress in their job compared to 39% of respondents in full-time positions

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IV

Compensation

The Power of Us Workforce Survey respondents in part-time positions indicated a sense of fair compensation. However, they report lower pay rates compared to the education field, and limited access to benefits in general, as well as gaps in access compared to full-time staff. The findings underscore the need for equitable pay and improved support for part-time workers.

Compensation for respondents in part-time positions is generally higher than childcare workers and lower than teachers.

45%

of respondents in part-time positions are paid \$15.00 - \$19.99 per hour (if paid hourly)

30%

of respondents in part-time positions are paid \$20,000--\$39,999 annually (if paid via annual salary)

While two in five respondents in part-time positions have access to paid time off, less than one in five have access to all other employee benefits, including medical insurance, dental insurance, and paid family leave.



The Power of Us Workforce Survey is a national survey of the youth fields workforce, defined as paid staff and volunteers who work with youth beyond school hours, beyond the school year, and outside of classroom settings. Data collection began on February 22, 2022, and ended on March 31, 2023. The results are from a national, cross-sector sample of the workforce and serve as a baseline to inform practice, policy, and future research.

Over 10,000 current and former youth fields staff and volunteers participated in the survey, and the findings in this snapshot and associated documentation come from 1,671 respondents in part-time positions in the youth fields workforce. The findings represent the characteristics and experiences of the staff who completed the Power of Us Workforce Survey.

More detailed findings on respondents in part-time positions, as well as other findings from the Power of Us Workforce survey, are available here: <https://air.org/project/power-us-workforce-survey>.

Photos Courtesy of the 50 State Afterschool Network.