

Power of Us Workforce Survey Report

Technical Documentation

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April 2025



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Introduction

The Power of Us Workforce Survey was a national survey of the youth fields workforce, defined as adults who work with young people in strengths-based interest development and enrichment opportunities through community organizations, institutions, and agencies. The survey was part of the larger Youth Fields Study funded by the Wallace Foundation as part of its mission to support and share effective ideas and practices. Through the study, the Power of Us survey team endeavored to provide current, relevant, and reliable information about the national youth fields workforce: who they are, what they do, where they work and have worked, their professional identities, pathways to and within their career, experiences on the job, and professional supports. Data from a national, cross-sector sample of the workforce have not previously been collected, and this effort serves as a baseline to inform practice, policy, and future research. This document describes the methodology used to develop the survey instrument, recruit participants, and collect survey responses, as well as the procedures used to clean and analyze the data.

Survey Development

The American Institutes for Research® (AIR®) team worked closely with a Technical Working Group (TWG) of experts in the youth fields to develop the survey content. First, the team and the TWG generated a list of topics related to the youth fields workforce that the field may wish to learn more about. The team then prioritized and focused the list of topics to minimize survey length and respondent burden. The AIR team identified and selected existing survey items from other industry surveys that were pertinent and wrote new items as needed to develop a draft questionnaire. The questionnaire was reviewed and refined by the AIR team and the TWG to prepare the instrument for testing. The project team conducted cognitive interviews and piloted the survey to thoroughly test the questionnaire.

Cognitive Interviews

The project team conducted 10 cognitive interviews on the draft questionnaire between January 6 and February 2, 2022. Interview participants represented six sectors in the youth fields workforce: children and youth library services; school-based before- and/or afterschool programs (e.g., 21st CCLC, community school); housing and homelessness programs; faith-based programs; museum education; and sports programs. Respondents received a \$50

Amazon gift code for their participation, except for those participants who were not allowed to accept compensation per their employer's policies.

The purpose of the cognitive interviews was to help the project team test the questionnaire by having interview respondents “think out loud” and convey how they interpreted the questions and response options. This process enabled the team to determine whether participants understood the survey item and response option wording the way they were intended. The cognitive interview protocol included the survey items and response options along with specific probes to ask how participants understood certain words or to have them tell us in their own words what the question was asking. Interviews lasted approximately one hour, and participant feedback was summarized and used to make edits and changes to the questionnaire.

Pilot Study

We conducted a pilot study from January 31, 2022, through February 16, 2022. The pilot questionnaire was programmed in Voxco, an online survey software. It was thoroughly tested to ensure all survey logic and skip patterns were working properly. We partnered with three organizations in the Youth Fields to recruit staff to participate. Forty Youth Fields workers received the pilot survey invitation via email and those that did not complete the survey received email reminders. In the end, 22 members of the youth fields workforce completed the pilot survey. Respondents received a \$25 Amazon gift code for their participation. The data collected during the pilot study were used to identify any potential problems with the online survey programming as well as questions that could be eliminated based on the quality of data they elicited. The information collected from the pilot study was used to edit and shorten the main study questionnaire (see Appendix A) prior to the study launch on February 22, 2022.

Recruitment and Sampling

No sampling frame exists for the youth fields workforce. To recruit participants to complete the survey, we used a collective, targeted, and comprehensive recruitment plan to obtain the most robust survey participation and data possible. A communication campaign, led by Collaborative Communications, helped potential respondents to identify themselves as part of this unique profession and motivate them to complete a detailed survey. The 18-month campaign included a dedicated website, a social media campaign, conference presentations, and peer-to-peer encouragement. The Power of Us dissemination effort also included hundreds of organizations and dozens of committed champions who promoted the survey in their organizations and networks. Sample communication materials are found in Appendix B.

For targeted outreach to members of the workforce who were not otherwise connected to this professional community (such as through larger organizations, professional associations, or national conferences), the team sampled 190 counties in the United States that together represent the population of the country based on state, urbanicity, and adult population size.

County Outreach Sampling Strata

The target population of the county outreach strategy was 3,142 counties across the 50 states in the United States and the District of Columbia (D.C.) based on the latest American Community Surveys (ACS) 2015–2019. All 3,142 counties were classified into one of 96 strata, defined by U.S. state, six large metropolitan areas, and urbanicity (see Exhibit 1).

Urbanicity is defined as the percentage of urban population in a county. There were two urbanicity categories for each state: high urbanicity and low urbanicity. The median percentage of urban population (40.46%) is used to classify counties into low or high urbanicity. Counties with a percentage of urban population at the median percentage or lower are considered low urbanicity. Counties with a percentage of urban population greater than median percentage are considered high urbanicity. Three states and D.C. were not divided into urbanicity substratum because

- all counties in Connecticut, D.C, Delaware, and Rhode Island are classified as high urbanicity, so there is no substratum within these states; and
- most of the counties in Hawaii are classified as high urbanicity, and only one is in low urbanicity. To facilitate sampling, all counties in Hawaii are combined into one stratum, and there is no substratum for Hawaii.

The six biggest metropolitan areas (defined by population sizes) were moved from their individual states and were assigned into a separate stratum for inclusion in the sample.

Exhibit 1. Variables and Categories Used to Define Strata

State	Metro areas	Urbanicity (percentage of urban population)
All 50 states	Maricopa County, AZ	1 = Low urbanicity (0–40.46%)
District of Columbia	Los Angeles County, CA	2 = High urbanicity (40.47–100%)
	Cook County, IL	
	New York County, NY	
	Philadelphia County, PA	
	Harris County, TX	

Sampling Procedure

Systematic random sampling was applied to each of the 96 strata to obtain the final sample of 190 counties. For quality control, the sampling process was independently replicated. Exhibit 2 displays the number of counties and the number of sampled counties per stratum.

Exhibit 2. Number of Counties Sampled by Strata

Stratum	State/metro	Urbanicity	Number of counties	Number of sampled counties	Sampling interval*	Random start
0	0_Certainty -big metros	metro	6	2	3	1.116582
1	Alabama	1 low	40	2	20	10.41417
2	Alabama	2 high	27	2	13.5	12.24075
3	Alaska	1 low	20	2	10	4.7455
4	Alaska	2 high	9	2	4.5	4.047647
5	Arizona	1 low	1	1	1	0.560209
6	Arizona	2 high	13	2	6.5	1.470253
7	Arkansas	1 low	42	2	21	1.329038
8	Arkansas	2 high	33	2	16.5	13.33488
9	California	1 low	10	2	5	2.44599
10	California	2 high	47	2	23.5	14.48528
11	Colorado	1 low	31	2	15.5	4.954627
12	Colorado	2 high	33	2	16.5	4.093937
13	Connecticut	2 high	8	2	4	2.930897
14	Delaware	2 high	3	2	1.5	0.250413
15	District of Columbia	2 high	1	1	1	0.382131
16	Florida	1 low	23	2	11.5	2.656093
17	Florida	2 high	44	2	22	7.458123
18	Georgia	1 low	87	2	43.5	43.07153
19	Georgia	2 high	72	2	36	33.44545
20	Hawaii	1 low to 2 high	5	2	2.5	2.205674

Stratum	State/metro	Urbanicity	Number of counties	Number of sampled counties	Sampling interval*	Random start
21	Idaho	1 low	22	2	11	7.631437
22	Idaho	2 high	22	2	11	7.023247
23	Illinois	1 low	40	2	20	19.69
24	Illinois	2 high	61	2	30.5	26.68819
25	Indiana	1 low	41	2	20.5	0.244979
26	Indiana	2 high	51	2	25.5	19.00132
27	Iowa	1 low	47	2	23.5	20.74736
28	Iowa	2 high	52	2	26	23.48717
29	Kansas	1 low	59	2	29.5	11.35174
30	Kansas	2 high	46	2	23	0.714323
31	Kentucky	1 low	82	2	41	27.04287
32	Kentucky	2 high	38	2	19	8.245726
33	Louisiana	1 low	25	2	12.5	1.976827
34	Louisiana	2 high	39	2	19.5	8.283553
35	Maine	1 low	12	2	6	1.560116
36	Maine	2 high	4	2	2	1.447046
37	Maryland	1 low	3	2	1.5	0.767907
38	Maryland	2 high	21	2	10.5	0.405467
39	Massachusetts	2 high	14	2	7	4.281679
40	Michigan	1 low	48	2	24	17.68041
41	Michigan	2 high	35	2	17.5	8.057412
42	Minnesota	1 low	44	2	22	16.57788
43	Minnesota	2 high	43	2	21.5	11.6834
44	Mississippi	1 low	55	2	27.5	18.36513
45	Mississippi	2 high	27	2	13.5	9.828182
46	Missouri	1 low	71	2	35.5	25.16864
47	Missouri	2 high	44	2	22	13.56468
48	Montana	1 low	35	2	17.5	6.632751
49	Montana	2 high	21	2	10.5	1.722583

Stratum	State/metro	Urbanicity	Number of counties	Number of sampled counties	Sampling interval*	Random start
50	Nebraska	1 low	61	2	30.5	30.16083
51	Nebraska	2 high	32	2	16	2.216702
52	Nevada	1 low	5	2	2.5	0.578099
53	Nevada	2 high	12	2	6	5.565654
54	New Hampshire	1 low	6	2	3	2.724445
55	New Hampshire	2 high	4	2	2	1.691622
56	New Jersey	2 high	21	2	10.5	5.974805
57	New Mexico	1 low	7	2	3.5	0.11347
58	New Mexico	2 high	26	2	13	4.989157
59	New York	1 low	25	2	12.5	2.812546
60	New York	2 high	36	2	18	15.82769
61	North Carolina	1 low	53	2	26.5	2.958118
62	North Carolina	2 high	47	2	23.5	5.962214
63	North Dakota	1 low	41	2	20.5	2.71915
64	North Dakota	2 high	12	2	6	5.992245
65	Ohio	1 low	29	2	14.5	2.61609
66	Ohio	2 high	59	2	29.5	18.71302
67	Oklahoma	1 low	41	2	20.5	19.06083
68	Oklahoma	2 high	36	2	18	0.411753
69	Oregon	1 low	8	2	4	2.16547
70	Oregon	2 high	28	2	14	13.80334
71	Pennsylvania	1 low	23	2	11.5	8.368648
72	Pennsylvania	2 high	43	2	21.5	4.812184
73	Rhode Island	2 high	5	2	2.5	2.255295
74	South Carolina	1 low	24	2	12	5.255893
75	South Carolina	2 high	22	2	11	9.029474
76	South Dakota	1 low	46	2	23	10.88782

Stratum	State/metro	Urbanicity	Number of counties	Number of sampled counties	Sampling interval*	Random start
77	South Dakota	2 high	20	2	10	8.589176
78	Tennessee	1 low	61	2	30.5	0.689343
79	Tennessee	2 high	34	2	17	13.50221
80	Texas	1 low	114	2	57	21.099
81	Texas	2 high	139	2	69.5	53.54271
82	Utah	1 low	11	2	5.5	1.106192
83	Utah	2 high	18	2	9	8.169512
84	Vermont	1 low	12	2	6	1.17436
85	Vermont	2 high	2	2	1	0.635895
86	Virginia	1 low	68	2	34	17.85335
87	Virginia	2 high	65	2	32.5	25.57594
88	Washington	1 low	13	2	6.5	3.298769
89	Washington	2 high	26	2	13	3.774596
90	West Virginia	1 low	37	2	18.5	2.224746
91	West Virginia	2 high	18	2	9	2.661197
92	Wisconsin	1 low	39	2	19.5	6.656747
93	Wisconsin	2 high	33	2	16.5	5.762147
94	Wyoming	1 low	5	2	2.5	0.518603
95	Wyoming	2 high	18	2	9	8.40219

*Each stratum was sorted by state Federal Information Processing Standards (FIPS) codes and county FIPS codes.

Identifying Youth-Serving Organizations in Sampled Counties

The sampled counties included three or four counties in each U.S. state. The research team performed Google searches to identify the youth-serving organizations in each of those counties. We built a database of 4,836 youth-serving organizations in the 190 sampled counties. We recorded the organization name, website URL, contact name, address, email, and telephone number. The team identified which sector (e.g., sports program, faith-based program) each organization belonged to as a quality check to ensure we identified a wide range of organization types across the sample. We then used this database to conduct email, telephone, and mail outreach to request that the organizations' employees and volunteers complete the survey.

Survey Administration

Current and former youth fields staff and volunteers accessed the survey through an open survey link on the study website www.powerofussurvey.org. Data collection began on February 22, 2022, and ended on March 31, 2023. More than 10,000 current and former youth fields staff and volunteers participated in the survey. AIR reviewed the full dataset to identify potential duplicates, bots, and incomplete surveys. For the analyses of survey data for the Power of Us Workforce Survey report, AIR used data from 7,733 participants who were current staff at the time they completed the survey.

The AIR team closely tracked response on a weekly basis throughout the data collection period. We identified and tracked how many survey responses we received from each state, each of the youth fields sectors, and from the sampled counties. This tracking enabled the team to customize outreach and target communications to lower-responding states and sectors. To encourage responses, survey respondents had the option to participate in a monthly drawing to win a \$100 Amazon gift code.

The AIR team staffed a help desk to answer any questions or troubleshoot technical problems encountered by participants when accessing the survey. Participants could contact our team through a toll-free telephone number or an e-mail address. The help desk staff were provided a list of frequently asked questions (see Appendix C) that guided responses to help desk queries.

Data Cleaning

Survey data were cleaned and processed throughout the data collection period to allow us to accurately assess the number of responses received and which states, counties, and sectors those responses came from. When the data collection closed, AIR analysts conducted a final cleaning of the data and prepared a data set to use for analysis and reporting.

Because the survey was accessible through an open link on a public-facing website, there were some instances of “bots” completing the survey. The following criteria were used to identify and remove bots from the final data file:

- An email address was in a format associated with other suspected bots from the same time period (e.g., the email address contained jumbled combinations of letters and numbers and there were many similar jumbled email addresses that submitted survey responses in the middle of the night on a particular date).

- The question asking how the respondent heard about the survey (see Question E10 in Appendix A) had an implausible combination of responses or the number of checked boxes was well outside the normal number of between 1 and 3.
- The response to the open-ended question (see Question E11 in Appendix A) appeared to be the result of artificial intelligence text generation due to an incoherent combination of words and/or not addressing the prompt.
- The contact information submitted for the drawing (see Question E13 in Appendix A) was exactly the same as another suspected bot response.

In addition to identifying and removing bots from the final data file, the AIR team also identified and removed duplicate survey responses based on the contact information submitted in Question E13. When duplicate survey responses were identified, we kept the most complete response. If responses were equally complete, we kept the first response submitted.

When there was a final set of cases in the data file, other data cleaning and processing was done to prepare the file for analysis. We added variable labels and values to all items and coded items for missingness. A code of -8888 was used to identify missing data as part of the survey logic and skip patterns. A code of -9999 was used to identify missing data due to nonresponse. We enlisted team members to review the open-ended responses and code any text responses that belong in a pre-coded response option. We removed all identifying or potentially identifying information from the data file (e.g., names, addresses, identifiers in the open-ended text responses). Finally, we created derived variables such as creating age categories, flagging cases for certain characteristics like leadership status or whether the respondent was early in their career or had a sustained career in the youth fields.

Data Analysis and Reporting

The AIR team conducted a series of analyses used in the reporting on all current staff responses to the survey. We also conducted these analysis with responses from part-time staff only and frontline staff (staff not in leadership positions). The team generated item frequency distributions for every survey item along with cross-tabulations of items with key characteristics of interest such as gender, race, ethnicity, leadership status, and age the respondent started working in the youth fields. We then used statistical testing to determine whether there were significant differences in responses from participants in those different characteristic categories. Finally, we used logistic regression to further examine and assess certain data trends, like how the large number of responses we received from youth fields workers in California may have impacted observable trends in the survey responses (i.e., the “California Effect”). This allowed

us to consider more than just a two-way comparison of relationships in the variables. Using the output of these analyses, we summarized the survey results in a report for all current staff. We generated data visualizations and tables to accompany the report text, and we created supplemental findings to describe the experiences of part-time and frontline staff.

Survey Limitations

The primary limitation of this survey is that there is no existing sample frame of the youth fields workforce that the research team could use to identify members of this population. Therefore, the team was not able to draw a sample of specific individuals to survey. We relied on a communications and marketing campaign and word of mouth to recruit participants to complete the survey. To reach members of the youth fields who are not connected to the channels used for the marketing and communications, we drew a sample of counties in the United States to broaden our reach and sent direct communications to those organizations. This approach has notable impacts. First, since we do not have a sample frame for this population, we cannot assume that survey results are generalizable to the youth fields workforce in the United States. This means that although the information presented in the survey findings is useful and informative, readers cannot assume that the findings include the voices of *all* members of the youth fields workforce in the country.

Second, because we did not have a sample frame and contact information for survey participants, the team had to use an open, anonymous survey link to collect data. To discourage bots, we included security measures similar to “reCAPTCHA” to reduce bot access to the survey, but the security measures may have deterred human respondents from completing the survey. Using an anonymous, open survey link also eliminates the ability to send targeted reminders to those who have not yet completed the survey and calculate a response rate. Although the team is encouraged by the number of responses received, there is no way to know what kind of coverage the survey had and how those who responded differ from those who did not (i.e., we have no way to assess nonresponse bias).

The research team was aware of these limitations from the beginning of the study. We hope researchers and practitioners will use the data and findings from this effort to inform policy discussions and future research activities.

Appendix A. Questionnaire for Current Staff

*Citation requested: If you use this survey instrument, including any individual items or scales contained within, please acknowledge its source by using this citation in any reports or publications: **Diffenderffer, A.E., Brown, M.E.M., Moroney, D.A. (2025). The Power of Us: Youth Fields Workforce Survey Report Technical Documentation. American Institutes for Research.** Proper citation helps maintain research integrity and recognizes the contributions of those who developed the instrument.*

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Survey Opening: Welcome & Consent

Welcome to the Power of Us Workforce Survey!

We want to hear from you and learn more about the “Youth Fields” workforce. These are people like summer camp counselors, sports coaches, music teachers, and afterschool program staff; anyone who works with youth in any capacity outside of the regular school day. Questions about the survey? Click [here](#).

Please plan on completing the entire survey in one sitting because your responses may not be saved if you leave the survey and return later.

If you complete the survey, we will enter you into a monthly drawing for a **\$100 Amazon gift code** (10 winners per month).

The American Institutes for Research (AIR) is administering this survey, with support from The Wallace Foundation. If you have any questions or concerns about this survey, please contact us at powerofus@air.org or call us toll-free at (844) 849-5247.

We appreciate your participation!

[AGE] Are you 18 years of age or older?

- ☐ Yes
- ☐ No → GO TO END-Under 18

[CONSENT] Do you wish to participate in the Youth Fields Workforce Survey?

- ☐ Yes, I will participate. → PROCEED TO THE SURVEY.
- ☐ No, I will not participate. → GO TO END-Did not consent

Opening Question (All)

Total items per respondent = 1 item

OQ. Different people value different aspects of their work. Below is a list of some of the ways that jobs can be rewarding and contribute to personal and professional fulfillment.

Please select the **three** job characteristics that you value most. *Please select up to three responses.*

- ☐ Colleagues—working with people I like
- ☐ Altruism—helping others
- ☐ Achievement—that feeling of accomplishment from doing a job well
- ☐ Pay—earning a good living to pay for the things I need
- ☐ Intellectual stimulation—learning new things
- ☐ Challenge—the opportunity to master new skills
- ☐ Security—the assurance that my position is secure
- ☐ Creativity—developing new ideas, creating new things
- ☐ Autonomy—being independent in making decisions
- ☐ Recognition—getting respect and acknowledgement from others
- ☐ Environment—working in pleasant surroundings
- ☐ Leadership—having the opportunity to guide and influence the work of others
- ☐ Promotion—having the opportunity for advancement
- ☐ Purpose—connecting with the organization’s mission
- ☐ Other (please specify): _____

Section A. Screening Items (All)

Total items per respondent = up to 4 items

IMPORTANT: Please read the following definition of the “youth fields workforce” that will be referenced throughout the survey.

The youth fields workforce includes adults who work in paid and/or volunteer positions at organizations that support youth outside the school day in a variety of settings. This includes:

- a) those who work directly with youth AND*
- b) those who currently lead activities, programs, sites, or organizations that serve youth.*

By “youth” we mean school-aged young people (in Grades K–12) AND/OR young adults (ages 18 – 21).

[next page]

We want to hear from people who currently work or volunteer in the youth fields or those who previously worked or volunteered in the youth fields within the last five years. To make sure you get the right questions for your role in the youth fields, please answer the following questions.

1. Do you **currently, or did you during summer 2022**, work or volunteer in a youth fields organization or agency that offers activities, programs, supports, or services directly to youth outside of the school day (before school, after school, on weekends, or during the summer)? *Please select one response.*
 - ☐ Yes → **TO SUBSECTION A1**
 - ☐ In summer 2022 I worked or volunteered in a youth fields organization or agency, but I DO NOT work or volunteer in one currently. → **TO INSTRUCTIONS A1**
 - ☐ No → **TO SUBSECTION A2**

Instructions for Section A1.

The remainder of the survey will refer to your job or volunteer position from summer 2022 as if it were your current job or volunteer position. *With this in mind, please think of your job or volunteer position **from summer 2022** as you respond to the following questions.*

A1. Screening items for people currently in the youth fields

- 2a. In your job or volunteer position in the youth fields, do you work directly with youth?
Please select one response.

By “youth” we mean school-aged young people (in Grades K–12) AND/OR young adults (ages 18 – 21).

- ☐ Yes, I work directly with youth. → **SKIP TO 4a**
- ☐ No, I do not work directly with youth.
- ☐ None of the above/do not know.

3a. In your job or volunteer position in the youth fields, do you lead a program, site, or organization that directly serves youth? *Please select one response.*

- ☐ Yes, I lead a program, site, or organization that directly serves youth.
- ☐ No, I do not lead a program, site, or organization that directly serves youth. → **SKIP TO END**
- ☐ None of the above/do not know. → **SKIP TO END**

4a. Are you primarily in a paid or volunteer position in the youth fields? *If you have both paid and volunteer positions, please indicate which position you spend most of your time in in a typical week. Please select one response.*

- ☐ I am primarily or entirely paid staff.
- ☐ I am primarily or entirely a volunteer.

IF 1c= “I am primarily or entirely paid staff” GO TO SECTION C

Section C. Items for Respondents Who Currently Work in the Youth Fields

Total items: up to 30 items

We want to learn about you and your youth fields experiences, including your prior work in the youth fields, your current job in the youth fields, and your experiences and opinions about your current main job in the youth fields.

This information is invaluable! You will help us and others learn more about the experiences of people in the youth fields and how we can better support people in those fields.

*This survey will take up to 20 minutes to complete. **Please plan on completing the entire survey in one sitting because your responses may not be saved if you leave the survey and return later.***

Thank you in advance for sharing your experiences.

Click here to continue survey.

[NEXT PAGE]

- C1. Think about when you first started working in the youth fields. What was the **primary** reason you chose your first job in the youth fields? *Please select one response.*
- ☐ A friend or relative recommended it.
 - ☐ A mentor suggested this field for me.
 - ☐ I had a passion or interest in the subject or setting (e.g., outdoors education, music, art).
 - ☐ I participated in the program or a similar program as a child/youth.
 - ☐ I planned to start a career in the field.
 - ☐ I wanted to work with kids.
 - ☐ I was compelled by a mission or calling.
 - ☐ It was a job that was available to me.
 - ☐ It was a job that met my needs.
 - ☐ The hours aligned with my schedule.
 - ☐ The location was convenient.
 - ☐ Other (please specify): _____
- C2. Approximately how old were you when you started working in the youth fields?

[DROP DOWN: Age 14–99]

- C3. Including your current job or jobs in the youth fields, how many **total jobs** in the youth fields have you had? *Please select one response.*
- ☐ 1 job
 - ☐ 2–5 jobs
 - ☐ 6–10 jobs
 - ☐ 11–15 jobs
 - ☐ 16 or more jobs
- C4. Which of the following best describes your career trajectory in the youth fields? *Please select one response.*
- ☐ All of my jobs have been in the same organization.
 - ☐ All of my jobs have been in the youth fields and in different organizations.
 - ☐ I started my career in another field and moved into the youth fields to stay.
 - ☐ I left the youth fields once and came back to stay.
 - ☐ I have moved in and out of the youth fields several times.
 - ☐ Other (please specify) _____
- C5. Now think about all the jobs you have had outside of the youth fields. What other lines of work have you been in? *Please select all that apply.*
- ☐ I have not had any jobs outside of the youth fields.
 - ☐ Agriculture, Forestry, Fishing, and Hunting
 - ☐ Arts/Design/Entertainment/Sports/Media
 - ☐ College or University
 - ☐ Community/Social Services
 - ☐ Construction
 - ☐ Finance
 - ☐ Government or Public Policy
 - ☐ Health Care
 - ☐ Hospitality—Food Service
 - ☐ Hospitality—Lodging
 - ☐ Hospitality—Other
 - ☐ Insurance
 - ☐ K-12 Education
 - ☐ Law
 - ☐ Manufacturing
 - ☐ Mining, Quarrying, Oil, and Gas Extraction
 - ☐ Professional Services
 - ☐ Real Estate
 - ☐ Retail
 - ☐ Technological/Information Systems/Computer/Software/Mathematical
 - ☐ Training or Library
 - ☐ Transportation (goods)

- ☐ Travel and Transport
- ☐ Utilities
- ☐ Warehouse/Logistics
- ☐ Other (please specify): _____

Subsection C1. Current Job(s) in the Youth Fields

C6. Which of the following best describes your current work situation? *Please select all that apply.*

- ☐ I have a full-time job IN the youth fields.
- ☐ I have a part-time job IN the youth fields.
- ☐ I have multiple part-time jobs IN the youth fields.
- ☐ I work at temporary and/or freelance jobs IN the youth fields.
- ☐ I have a full-time job NOT IN the youth fields.
- ☐ I have a part-time job NOT IN the youth fields.
- ☐ I am a full-time student.
- ☐ I am a part-time student.
- ☐ Other (please specify) _____

Now think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours).

C7. What type of employee are you? *Please select all that apply.*

- ☐ Permanent employee (i.e., employed indefinitely and paid by the organization where you work)
- ☐ Independent contractor (i.e., independent contract, consultant, freelance worker)
- ☐ On-call worker (i.e., people who are called into work only when they are needed)
- ☐ Intern (i.e., student or trainee who works to gain experience)
- ☐ Temporary employee (i.e., worker who is paid by a temporary help agency)
- ☐ Contract employee (i.e., employed by a company that provides services under contract)
- ☐ Seasonal employee (i.e., employed by a company for only certain months of the year)
- ☐ Self-employed
- ☐ AmeriCorps member
- ☐ Other (please specify): _____

Now think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours).

C8. What is your role? *Please select all that apply.*

- ☐ **Organizational Leader:** I lead the organization or lead a major team at the organization (e.g., Executive Director, Officer, President).
- ☐ **Program Leader:** I oversee the development, design, and implementation of one or more programs, supports, and services to youth at the organization (e.g., Program Manager, Program Director, Program Coordinator, Youth Development Manager).

- ☐ **Site Leader:** I oversee the implementation and supervise the delivery staff at a site (e.g., Site Director, Camp Director, Club Manager, Youth Minister, Youth Librarian, Head Coach).
- ☐ **Front-line Staff:** I work directly with youth and deliver programs, supports, and services at the organization (e.g., Instructor, Youth Development Professional, Activity Specialist, Camp Counselor, Coach, Museum Educator, Childcare Provider).
- ☐ Other (please specify): _____

Now think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours).

C9. What type(s) of youth activity, program, support, or service best describes where you work today? *Please select all that apply.*

- ☐ Arts and creative activities or programs
- ☐ Childcare programs (school-age childcare)
- ☐ Children and youth library services
- ☐ Civic engagement programs (e.g., youth community service, volunteer programs)
- ☐ Community-based out-of-school time program/club
- ☐ Faith-based programs
- ☐ Housing and homelessness programs
- ☐ Identity-based programs (e.g., culture, gender, LGBTQ+)
- ☐ Juvenile justice services
- ☐ Mentoring
- ☐ Museum education
- ☐ Nature/environmental/outdoor experiential programs
- ☐ Parks and recreation program
- ☐ Place-based initiative (e.g., Promise Neighborhood)
- ☐ Post-secondary prep programs (e.g., Posse)
- ☐ School-based before- and/or afterschool programs (e.g., enrichment, homework help)
- ☐ School-based extracurricular program/club
- ☐ Science, technology, engineering, and mathematics (STEM) programs and activities
- ☐ Social justice programs (e.g., grassroots organizing, youth activism)
- ☐ Sports programs
- ☐ Summer overnight and day camps
- ☐ Summer learning programs
- ☐ Summer youth employment programs
- ☐ Youth development or leadership programs
- ☐ Youth-serving workforce development/youth employment
- ☐ Other (please specify): _____

Now think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours).

C10. Which category best describes the organization/entity you currently work for? *Please select one response*

- ☐ Nonprofit organization (e.g., community-based organization)
- ☐ Private organization (e.g., faith-based organization, fee-based program)
- ☐ Public agency or institution (e.g., city or county agency or department, museum, library)
- ☐ Other (please specify): _____
- ☐ I don't know.

Now think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours).

C11. What type of organization/entity do you currently work for? *Please select one response.*

- ☐ **[SHOW IF C10=Private or nonprofit organization, other, I don't know]** National organization/entity
- ☐ **[SHOW IF C10= Private or nonprofit organization, other, I don't know]** Regional intermediary or organization/entity
- ☐ State-level organization/entity
- ☐ County-level organization/entity
- ☐ City-level or local organization/entity
- ☐ Other (please specify): _____
- ☐ I don't know.

Now think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours).

C12. Which program/organization/agency do you currently work for?

DIRECTIONS: Please begin typing in your program/organization/agency and select your organization if it appears. If your organization does not display in the list as you type, finish typing in the name of your program/organization/agency and continue.

Now think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours).

C13. What is the primary ZIP Code of your physical work location? *If you have multiple work locations, please enter the ZIP Code of the location where you work the most hours in a typical week.* _____

Subsection C2. Professional Learning and Access to Benefits

Now we'd like to find out what types of benefits and professional learning supports you are able to access through your place of employment or other organizations.

*For these questions, please think about the **youth fields organization (or program or agency)** for which you currently work in your MAIN job in the youth fields.*

- C14. Do you have access to professional learning (e.g., trainings, courses, tools)? *Please select all that apply.*
- ☐ Yes, through my organization (where I work).
 - ☐ Yes, through other organizations (where I don't work).
 - ☐ Yes, through the internet.
 - ☐ No. → **SKIP TO C16.**
 - ☐ I don't know.
- C15. What types of professional learning opportunities do you participate in or use? *Please select all that apply.*
- ☐ Conferences or institutes
 - ☐ Courses
 - ☐ In-person trainings and workshops
 - ☐ Virtual trainings and workshops
 - ☐ Webinars
 - ☐ Professional learning communities
 - ☐ Coaching
 - ☐ Shadowing
 - ☐ Professional networking
 - ☐ Books, tools, or other resources (e.g., quality standards, guides, tip sheets)
 - ☐ Other (please specify) _____
 - ☐ I don't participate in or use professional learning opportunities.
- C16. To what extent do the professional learning opportunities available to you meet your needs? *Please select one response.*
- ☐ Not at all
 - ☐ A little
 - ☐ A fair amount
 - ☐ A great deal

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields.

- C17. What would improve the professional learning opportunities available to you? *Please select all that apply.*
- ☐ More professional learning offered through my organization.
 - ☐ A broader range of topics (please specify topics):
 - ☐ Topics relevant to my specific role (please specify topics):
 - ☐ Topics on knowledge or skills I do not already have (please specify topics):
 - ☐ Resources (e.g., funding, materials) to participate or use the learning.
 - ☐ Time off to participate in or use the learning.

- ☐ Organizational support for the implementation of the learning.
- ☐ Professional learning offered at convenient times.
- ☐ Professional learning offered at convenient locations.
- ☐ Professional learning offered more frequently.
- ☐ Other (please specify): _____

C18. Which of the following benefits are available to you through the organization where you currently work? *Please select all that apply.*

- ☐ Medical insurance
- ☐ Dental insurance
- ☐ Vision insurance
- ☐ Paid leave (e.g., PTO, sick leave, vacation leave)
- ☐ Paid family leave (e.g., maternity or paternity leave)
- ☐ Retirement (e.g., 401K, 403B, pension)
- ☐ Retirement savings contributions (e.g., match contributions)
- ☐ Tuition assistance
- ☐ Professional development funds for individual employees
- ☐ Transportation benefit (e.g., stipend for commuting, paid transit, paid parking)
- ☐ None of the above
- ☐ Don't know
- ☐ Other (please specify) _____

Subsection C3. Perceptions of Experiences on the Job

To what extent to you agree or disagree with the following statements? *Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.*

Perception	Strongly Agree	Agree	Disagree	Strongly Disagree
C19. I am satisfied with my opportunities for professional growth.	☐	☐	☐	☐
C20. I have the same opportunities for advancement as other employees at my organization.	☐	☐	☐	☐
C21. I feel valued at work.	☐	☐	☐	☐
C22. I have the resources I need to do my job.	☐	☐	☐	☐
C23. I feel I am paid a fair amount for the work I do.	☐	☐	☐	☐
C24. I feel burned out at work.	☐	☐	☐	☐
C25. I feel like I belong at my organization.	☐	☐	☐	☐
C26. I see myself as part of a larger youth fields community.	☐	☐	☐	☐

Subsection C4. Professional Values and Needs

C27. What would you change about your current job? *Please select all that apply.*

- ☐ Improve pay and/or benefits
- ☐ Improve work environment
- ☐ More flexibility in work hours
- ☐ More opportunities for remote work
- ☐ More opportunity for advancement
- ☐ More opportunities for collaboration
- ☐ More support from leadership
- ☐ More opportunities to work or interact directly with youth
- ☐ Less stress
- ☐ Receive more or better professional learning support
- ☐ Shorter commute
- ☐ Make it permanent
- ☐ More job security
- ☐ More challenge
- ☐ Less challenge

- ☐ More opportunity to be creative
- ☐ More autonomy
- ☐ Less autonomy
- ☐ More recognition
- ☐ More mission-focused
- ☐ Other (please specify): _____

C28. How committed are you to the youth fields as your career path? *Please select one response.*

- ☐ Very committed
- ☐ Somewhat committed
- ☐ A little committed
- ☐ Not at all committed

Subsection C5. Professional Certifications, Associations, and Intermediaries

C29. How many professional certifications (e.g., Afterschool Professional Certificate, Youth Development Certificate) do you have? *Please select one response.*

- ☐ None
- ☐ 1–2
- ☐ 3–5
- ☐ More than 5

C30. What professional associations or networks are you or your organization a member of currently?

Section E. Demographic Items, Including Education and Compensation (All)

Total items =10 items (13 for current staff)

E1. What is the highest degree or level of education you have completed? *Please select one response.*

- ☐ Some high school → **SKIP TO E3**
- ☐ High school diploma or GED → **SKIP TO E3**
- ☐ Technical or trade school → **SKIP TO E3**
- ☐ Associate degree → **GO TO E2**
- ☐ Bachelor's degree → **GO TO E2**
- ☐ Master's degree → **GO TO E2**
- ☐ Professional degree (e.g., MD, JD) or doctorate → **GO TO E2.**

E2. Degree of Study

What was your [associate/bachelor's/master's/professional or doctorate] degree program of study? *Please select all that apply.*

- ☐ Business
- ☐ Education
- ☐ Fine arts
- ☐ Health and medical sciences
- ☐ Legal studies (e.g., law, criminal justice, public policy)
- ☐ Liberal arts (e.g., history, literature)
- ☐ Social work
- ☐ Science, technology, engineering, and/or mathematics
- ☐ Youth development
- ☐ Other (please specify):

E3. How aligned is your work in the youth fields with your degree program of study/education preparation?

- ☐ Not at all aligned
- ☐ Somewhat aligned
- ☐ Fairly aligned
- ☐ Very aligned

E4. What is your gender? *Please select one response.*

- ☐ Female
- ☐ Male
- ☐ Non-binary/third gender
- ☐ Prefer to self-describe: _____

☐ Prefer not to say

E5. What is your year of birth?

[DROP DOWN: 1920–2004]

E6. What is your race and/or ethnicity? *Please select all that apply.*

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latinx
- ☐ Middle Eastern or North African
- ☐ Native Hawaiian or other Pacific Islander
- ☐ White
- ☐ Some other race or ethnicity (please specify):

SKIP E7 – E9 IF not current YF staff

We are interested in learning about salaries and wages in the youth fields. This will help us understand trends in compensation in the workforce. As a reminder, your responses are completely confidential and will not be linked to you in any way. If you are willing to share, this information will be very helpful in understanding more about the workforce.

E7. How are you paid? *Please select one response.*

- ☐ I receive an hourly wage. →**GO TO E8**
- ☐ I receive an annual salary. →**SKIP TO E9**
- ☐ Other (please specify): _____ →**SKIP TO E10**

E8. What is your hourly wage? *Please select one response.*

- ☐ \$8.00–\$9.99 per hour
- ☐ \$10.00–\$14.99
- ☐ \$15.00–\$19.99
- ☐ \$20.00–\$24.99
- ☐ \$25.00 or more

GO TO E10.

E9. What is your current annual salary range? *Please select one response.*

- ☐ Under \$20,000
- ☐ \$20,000–\$39,999
- ☐ \$40,000–\$59,999
- ☐ \$60,000–\$79,999

- ☐ \$80,000-\$99,999
- ☐ \$100,000 or more

E10. How did you hear about this survey? *Please select all that apply.*

- ☐ The organization where I work
- ☐ The organization where I volunteer
- ☐ The organization where I formerly worked (please specify):
- ☐ The organization where I formerly volunteered (please specify):
- ☐ Another organization (please specify):
- ☐ Conference (please specify the conference):

-
- ☐ Friend
 - ☐ Relative
 - ☐ Co-worker
 - ☐ Parent or caregiver of a young person I work with
 - ☐ Facebook
 - ☐ Twitter
 - ☐ Instagram
 - ☐ LinkedIn
 - ☐ Webinar
 - ☐ Other (please specify): _____

E11. What do you think is most important for the future of the youth fields workforce?

- ☐ I give you permission to share my comments (in an anonymous way that does not identify me) for use in public communications about the survey.

E12. If you are interested in participating in future interviews or surveys about your experiences working in the youth fields, please share your contact information below so that we can contact you with more information.

- ☐ Yes, please contact me about future interview or survey opportunities.
- ☐ No, I am not interested in future interview or survey opportunities.

If E12 = "Yes", SHOW E12a-b.

E12a. Name: _____

E12b. Phone Number: _____

E12c. Email: _____

E13. Thank you for completing the survey! You are eligible to be entered into a drawing for a \$100 Amazon gift code as a thank you for your participation. We will draw up to 10 winners each month. If you would like to be included, please provide your name and email below.

Please note, your email address will not be linked to your survey responses and AIR will not share your email address with anyone for any purpose. We will only use this email address to conduct the drawing and notify you if you are a winner.

- ☐ Yes, please include me in the drawing.
- ☐ No, I do not want to be included in the drawing.

If E13 = "Yes", SHOW E13a-b.

E13a. Name: _____

E13b. E-mail: _____

END – Completed Response

Thank you for your response! Your participation is greatly appreciated.

END – Did not consent

Thank you. We welcome your participation if you wish to participate at a later time!

END – Under 18

Thank you for your interest, but you must be at least 18 years of age in order to participate in the survey.

END – Not relevant

Based on your responses, this survey is not relevant to the work and/or volunteer roles you have held. If you believe this is inaccurate, please contact us at powerofus@air.org or [click here](#) to restart the survey. Thank you for your interest in participating!

Appendix B. Survey Communications

Sample E-mail Communication



To: [Organizational Contact]

From: powerofus@air.org

Subject: Tell us your story about working or volunteering with young people!

Hello,

[Organization name] provides important supports for youth in [county name]. We are conducting a survey of adults across the United States who work or volunteer with young people.

Through the ***Power of Us Workforce Survey***, youth-serving professionals and volunteers can contribute to a national effort to help us better understand this workforce so we can explore, define, and elevate the profession. We want ***all adults who work (in paid or volunteer positions)*** with youth ***or*** lead programs that serve youth ***outside of the school day*** to participate. We hope that the survey will yield actionable results to inform policy, practice, and further research.

Your organization's participation is a priority for us and would be very much appreciated!

- Please go to www.powerofussurvey.org (or type "power of us survey" into your web browser) to complete the survey. If you have already done this, thank you!!
- Help us spread the word and share the survey link with your colleagues (who support youth or lead programs that support youth) and encourage them to participate.
- Survey participants will have the opportunity to be entered into a monthly drawing to win a **\$100 Amazon gift code**. Ten winners will be selected each month. The sooner you complete the survey, the more chances you have to win!

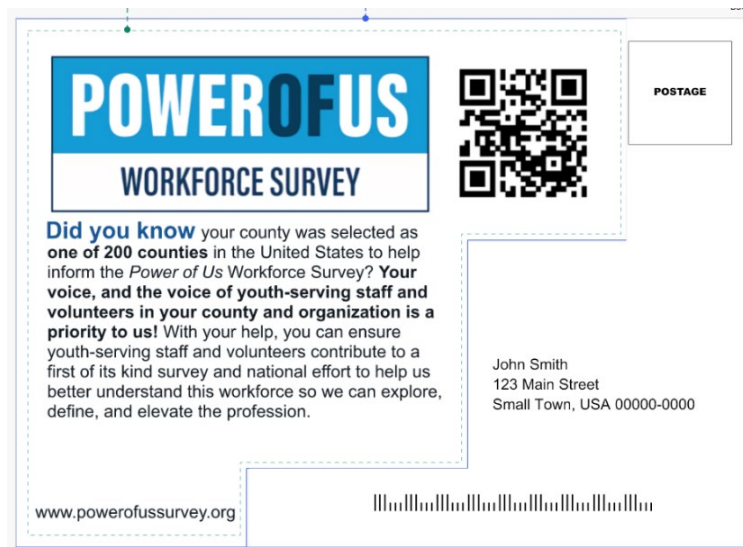
If you have any questions about the survey, please don't hesitate to contact us at powerofus@air.org or 1-844-849-5247.

We truly appreciate your help in making this study a success!

Sincerely,

Megan Brown
Project Director

Sample Postcard Follow-Up



Telephone Follow-Up

Introduction

Hello, may I speak to <CONTACT NAME>?

If needed: Hello, my name is <NAME OF INTERVIEWER>. I'm calling from the American Institutes for Research on behalf of the Power of Us Youth Fields Workforce Survey, a survey of adults across the United States who work or volunteer with young people. I am attempting to connect with <CONTACT NAME> to find out if they received our emails about the survey and to answer any questions they may have. The survey was sent from the email address, powerofus@air.org, and we have sent several e-mails asking <CONTACT NAME> to complete the survey and share it with fellow staff and volunteers at <ORGANIZATION>.

Respondent On Phone

I'm calling from the American Institutes for Research on behalf of the Power of Us Youth Fields Workforce Survey, a survey of adults across the United States who work or volunteer with young people. Do you recall receiving this survey via email? It was sent from powerofus@air.org.

Survey received: Great! If you haven't done so already, please complete the survey as soon as possible. We are also asking that you share the survey with fellow staff and volunteers who work directly with youth at <ORGANIZATION>. As an incentive, individuals who do participate will be entered into a lottery to potentially win a \$100 Amazon gift card. We draw 10 winners every month so the sooner you complete the survey, the more chances you have to win. Do you have any questions or concerns about the survey that I can either help answer or forward to the project team?

Survey not received: Through the Power of Us Workforce Survey adults who work and volunteer with young people can contribute to a national effort to help us better understand this workforce. We want all adults who work (in paid or volunteer positions) with youth or lead programs that serve youth outside of the school day to participate. I can send you an email with more information. May I confirm your email address? I have <EMAIL>. Is this correct? You can also visit www.powerofussurvey.org to access the survey.

Survey completed: Thank you for completing the survey. We truly appreciate it! We are also asking that you share the survey with fellow staff and volunteers who work directly with youth at <ORGANIZATION>. As an incentive, individuals who do participate will be entered into a lottery to potentially win a \$100 Amazon gift card. We draw 10 winners every month so the sooner they complete the survey, the more chances they have to win. Do you have any questions or concerns about the survey that I can either help answer or forward to the project team?

Gatekeeper. Someone else on the phone

[IF CONTACT DOES NOT WORK THERE]: My name is <NAME OF INTERVIEWER>. I'm calling from the American Institutes for Research on behalf of the Power of Us Youth Fields Workforce Survey, a survey of adults across the United States who work or volunteer with young people. I am looking to speak to someone who leads youth programming at [ORGANIZATION]. Who is the best person to speak to about this?

- ☐ **[PROVIDES NEW NAME]:** Great! Do you have [NAME'S] phone number and email address?
- ☐ **[NOT INTERESTED/APPLICABLE]:** Ok. Thank you for your time and have a great day.

[IF No]: Hello, I'm calling from the American Institutes for Research on behalf of the Power of Us Youth Fields Workforce Survey, a survey of adults across the United States who work or volunteer with young people. Do you have a better number we can reach [CONTACT]?

- ☐ **[YES]:** Thank you and have a great day!
- ☐ **[NO]:** Would you be able to leave a message for us?
 - ☐ **[YES]:** We're calling regarding our Power of Us Workforce Survey. Through this survey, adults who work and volunteer with young people can contribute to a national effort to help us better understand this workforce. We want all adults who work (in paid or volunteer positions) with youth or lead programs that serve youth outside of the school day to participate. As an incentive, individuals who do participate will be entered into a lottery to potentially win a \$100 Amazon gift card. We draw 10 winners every month so the sooner they complete the survey, the more chances they have to win. If they have any questions about the study, they are welcome to call 844-849-5247 or send an email to powerofus@air.org. Thanks and have a great day!
 - ☐ **[NO]:** Ok, we understand and can call back at a more convenient time. Thank you and have a great day.

If you receive their voicemail: My name is <INTERVIEWER NAME> and I'm calling from the American Institutes for Research regarding our Power of Us Workforce Survey, part of a national effort to help us better understand the workforce of adults who work in paid or volunteer positions with youth outside of the school day. You can access the survey at www.powerofussurvey.org. Please feel free to share the link with your fellow staff and volunteers. Individuals who participate will be entered into a lottery to potentially win a \$100 Amazon gift card. If you have any questions about the study, please call 844-849-5247 or send an email to powerofus@air.org. Thanks and have a great day!

Appendix C. Frequently Asked Questions

What is the purpose of this study?

The American Institutes for Research developed a survey to learn more about youth-serving professionals and volunteers. These are adults who work with young people in any capacity outside of the regular school day. Examples include summer camp counselors, sports coaches, music teachers, museum educators, youth librarians, and afterschool program staff. The resulting data from this survey can be used to inform policy, practice, and research to support the youth fields workforce.

Who is funding this?

The Wallace Foundation is funding this study. The mission of the Wallace Foundation is to foster equity and improvements in learning and enrichment for young people, and in the arts for everyone.

Why are you asking me to participate?

As a youth-serving professional or volunteer, you are part of the youth fields workforce. Your participation is invaluable to informing future policy, practice and research. We are also interested in hearing from professionals and volunteers who have left the youth fields in the last five years.

How did you find this organization/my contact information?

Because we want the survey to collect as much data as possible from all kinds of people in the youth-serving workforce across the nation, we drew a sample of counties in the United States and had a team of staff conduct online searches for youth-serving organizations in all of those counties that cover major metropolitan areas, small rural areas, and everything in between. We want to make sure that as many voices as possible are included in the final results. We speculate that the resources and support available to the youth-serving workforce will differ by region and this is important data to capture.

Can I share the survey with other organizations that serve youth?

Yes! We are counting on individuals to spread the word about the survey to adults they know who work or volunteer with youth. We want to reach as many people as possible throughout the United States. If you know of other organizations that serve youth outside of the regular school day, please do pass the survey link (www.powerofussurvey.org) along to them.

I am a volunteer. I don't work in the youth fields. Can I still participate?

Yes! We want to hear from both volunteers and paid staff. Volunteers are an essential part of the youth fields workforce, and we want to hear about your experiences as a volunteer.

I used to work or volunteer in the youth fields – should I take the survey?

If you worked or volunteered in the youth fields in the last five years, you should take the survey.

I don't identify as being part of the youth fields workforce. Do you still want me to participate?

If you work with youth in any capacity outside of the regular school day, we want to hear from you. Our goal is to hear from as many different types of people that work with youth as possible. Your participation is encouraged and the information you provide will be invaluable.

How long will the survey take?

The survey will take about 10 minutes to complete if you are a former youth-serving staff, former volunteer, or current volunteer. If you are current youth-serving staff, it will take up to 20 minutes to complete.

Do I need to complete the survey in one sitting or will my progress be saved?

You need to complete the survey in one sitting because we cannot guarantee that your browser will save your responses.

What is the deadline for completing the survey?

We are asking people to complete the survey by the end of the month. If you need additional time, the survey will remain open through the end of 2022.

What are the risks to participating?

There are no risks to participating in this study.

What are the benefits to participating?

By participating in this survey, you are helping elevate and acknowledge the critical work you and your colleagues do for young people. Participation is easy and does not take much time. In addition, the more people who participate, the more information practitioners, policymakers, and researchers will have to inform supports for the workforce. Participation is easy and does not take much time.

I heard about a drawing for gift cards—can you tell me about that?

Every month we will randomly select 10 participants who will receive a \$100 Amazon gift code. The earlier you complete the survey, the more chances you have to win.

Is this survey anonymous?

You are able to complete this survey completely anonymously if you choose. You have the option to share your email address to enter into a monthly drawing for a \$100 Amazon gift code. You also have the option to share your contact information if you are willing to participate in future interviews or surveys about the workforce. We will only use contact information to remove duplicate surveys (i.e., surveys completed by the same person), contact participants for future interviews/surveys, and enter people into drawings.

Who will know that I participated?

Your responses will remain completely confidential and only members of the study team at AIR will know you participated. Your responses will never be associated with your individual identity, and all data that is reported will be either de-identified or aggregated.

Who do I contact with questions about this study?

Please email the study team at powerofus@air.org or call us at 1-844-849-5247.

Who do I contact with questions about my rights as a research participant?

Please contact AIR's Institutional Review Board (IRB), which is responsible for the protection of survey participants, at IRB@air.org, toll-free at 1-800-634-0797, or c/o IRB, American Institutes for Research, 1400 Crystal Drive, 10th Floor, Arlington, VA 22202.

How can my organization get involved with the Power of Us Survey campaign?

Please email the team at powerofus@air.org to learn more!

About the American Institutes for Research®

Established in 1946, the American Institutes for Research® (AIR®) is a nonpartisan, not-for-profit institution that conducts behavioral and social science research and delivers technical assistance both domestically and internationally in the areas of education, health, and the workforce. AIR's work is driven by its mission to generate and use rigorous evidence that contributes to a better, more equitable world. With headquarters in Arlington, Virginia, AIR has offices across the U.S. and abroad. For more information, visit [AIR.ORG](https://www.air.org).



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