

THE EXPANDED LEARNING WORKFORCE

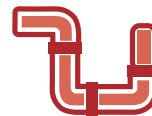
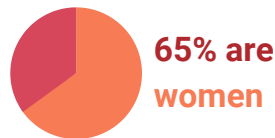
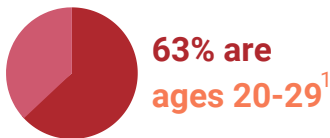
ESSENTIAL, FRONTLINE WORKERS SERVING KIDS & FAMILIES



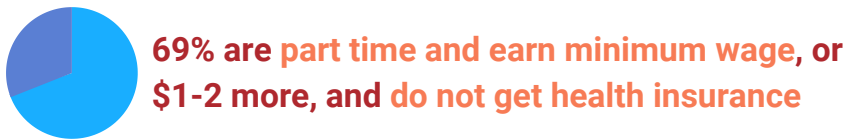
With the majority of schools in 2020-21 closed for in-person learning, expanded learning staff are answering the call – providing childcare for essential workers and distance-learning support and supervision for our most vulnerable children. Expanded learning programs have always functioned as resource hubs for students and their families. During COVID-19, they have stepped up to meet basic needs, including meals, technology for distance learning, and referrals to language translation and free COVID-19 testing.

California boasts the largest and highest-rated expanded learning system in the nation, which relies on the quality of and investment in its workforce. Just as quality teachers are linked to improved student outcomes, quality expanded learning staff are the most important factor in student success.

WORKFORCE AT A GLANCE



Majority are pursuing careers in teaching, afterschool leadership, education administration or school counseling

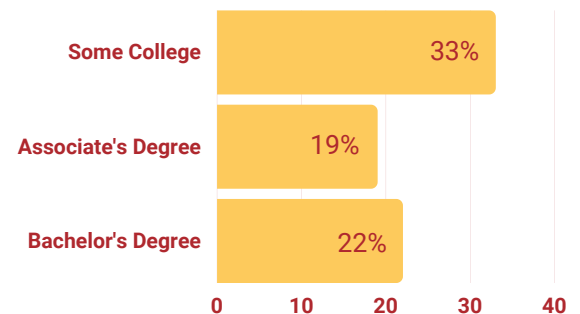


Publicly funded expanded learning programs employ 30,000+ professionals statewide

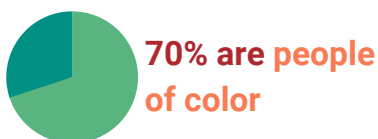


Serving 900,000+ students at 4,500 schools in 58 counties

Education Levels



A DIVERSE WORKFORCE ROOTED IN THEIR COMMUNITIES²



DID YOU KNOW?

Positive staff-child relationships are the foundation of expanded learning programs and positively increase student learning and social development. Studies show that teachers of color can increase reading and math test scores, graduation rates, and aspirations to attend college, especially for students of color.⁴ Diverse teachers also boost nonacademic benefits for students, such as better attendance, fewer suspensions, and students feeling cared for and more connected to school.

THREATS TO OUR EXPANDED LEARNING SYSTEM



RECRUITMENT & RETENTION

According to a statewide survey of afterschool program providers, 86% of afterschool programs find it difficult to attract and retain staff, and 64% have been forced to reduce staff hours.



LAGGING FUNDING

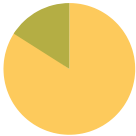
Since 2007, the state minimum wage increased 75%, but funding for After School Education & Safety (ASES) programs only increased 18%. At the current \$14 minimum wage, programs struggle to pay their essential staff with the <\$3/hour state reimbursement rate.



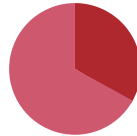
UNCLEAR CAREER PATHWAYS

There are very limited full-time positions. Staff have few options for promotion and there are only 3 days of paid professional development. Most staff do not have benefits, leaving the workforce without safety nets.

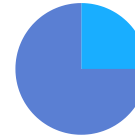
THE STUDENTS & FAMILIES THEY SERVE



84% socioeconomically disadvantaged



33% English Language Learners



25% experiencing homelessness⁵

POLICIES TO SUPPORT THE EXPANDED LEARNING WORKFORCE

PROVIDE A COST OF LIVING INCREASE to After School Education & Safety (ASES) programs in 2021-22 so existing programs can pay their essential workers a living wage.
UPDATE THE FUNDING FORMULAS to ensure publicly funded programs continuously adapt and improve in response to student, family and workforce needs. ASES remains separate from the Local Control Funding Formula and does not receive annual COLAs.

ENSURE COVID-19 VACCINE ACCESS by including the expanded learning workforce in a high priority group alongside essential child care providers, teachers, and school staff. In communities across the state, this workforce has been on the front lines: staffing in-person learning hubs while schools remain closed, providing meal and technology distribution, conducting home visits, and much more.

CREATE TEACHER CREDENTIAL PATHWAYS for expanded learning workers, including expanding current teacher recruitment and pathway programs to tap the expanded learning workforce. This strategy would not only help address the teacher shortage and teacher diversity challenges but would also promote college attendance and completion, especially for young adults in high-poverty communities.

LEVERAGE THE EXISTING PUBLICLY FUNDED EXPANDED LEARNING WORKFORCE in statewide strategies and new funding sources to increase learning time. Consistent, trained, caring adults are the most vital element of all school reopening plans and support services. This workforce specializes in mentoring, tutoring, academic remediation, and student and family engagement, with a focus on our most vulnerable student groups.