

Building Workforce Skills and Inspiring Future Careers

This is Afterschool



Afterschool Alliance

March 2020

In a 2019 survey of employers, more than 80 percent encountered challenges recruiting qualified job candidates and among that group, three out of four reported a skills gap among applicants.¹ Afterschool and summer learning programs are uniquely positioned to help address this major challenge and prepare young people for the jobs of tomorrow.

Afterschool and summer learning programs provide students—from elementary to high school—with a ladder of supports that help them reach their full potential, offering a step up to discover who they are and what they love to do. Afterschool programs:²



Build foundational skills—such as teamwork, communication, and critical thinking skills—that will help students in school, the workforce, and in life.



Introduce students to new interests, **opening their eyes to potential career pathways.**



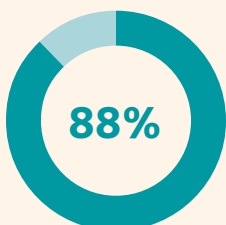
Give young people the space to find their voice, take ownership of projects, and **be leaders.**



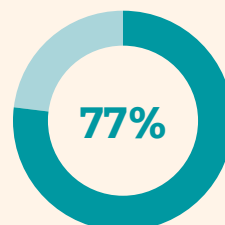
Provide **opportunities to gain real world work experience**—including volunteering opportunities, apprenticeships, and internships—to practice skills that will help build their familiarity with and capabilities in the workforce.

Program Spotlight: Girls Garage, Berkeley, CA

Girls Garage works with girls ages 9-17 to build their skills in carpentry, welding, screenprinting, masonry, and architectural design. Girls in the program operate drills, jigsaws, laser etchers, blow torches and more on projects that have included building furniture for a women's shelter, constructing a chicken coop for a local community garden, and creating signage for a nonprofit animal rescue and adoption center. The program also provides academic and career advising and workshops. More than 9 in 10 girls in Girls Garage reported increased confidence and interest in STEM and building trades (96%) and increased confidence in all parts of their lives (91%) because of the program.



of parents agree* that afterschool programs help develop children's social skills.



of parents agree* that afterschool programs help children gain teamwork, leadership, and critical thinking skills.³

*Among parents who have a child in an afterschool program

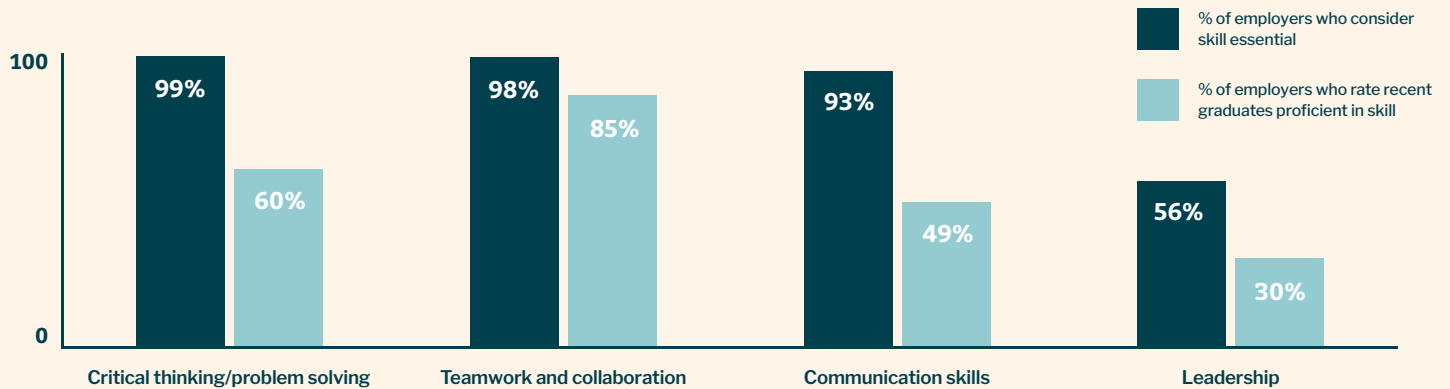
Afterschool provides a solid return on investment. Every \$1 invested in afterschool programs saves at least \$3 by:⁴



- 1 Increasing kids' earning potential
- 2 Improving kids' performance at school
- 3 Reducing crime and juvenile delinquency

Yet, for every child in an afterschool program, two more children are waiting to get in. Nationwide, **more than 19 million** children and teens would enroll in afterschool if a program were available to them.

A gap exists between what employers want and what they see in job candidates



Source: 2020 Jobs Outlook survey by the National Association of Colleges and Employers



This is Afterschool

Helping young people build skills that employers want.

Program Spotlight: ACE Mentor Program (nationwide)

ACE is an afterschool program that immerses high school students in careers related to architecture, construction management, and engineering. Students are paired with mentors from participating companies and gain firsthand experience in fields including civil engineering, landscape architecture, welding, planning, and more. ACE students take office tours and visit construction sites; develop industry-specific skills through design projects; and practice their communication, teamwork, and problem-solving skills.

During the 2018-19 school year, more than 10,000 students across 36 states took part in ACE. Students overwhelmingly report that ACE has been a positive motivating factor in their life. Among ACE seniors, 75% either enrolled in college or entered into a skilled trades program, and 91% reported that ACE, "improved their chances of success in college or skilled trades training program."

The Afterschool Alliance is working to ensure that all children and youth have access to quality afterschool programs. Learn more at: www.afterschoolalliance.org

Sources

¹ Society for Human Resource Management. (2019). *The Global Skills Shortage: Bridging the Talent Gap with Education, Training and Sourcing*.

² Afterschool Alliance. (2017). *Building Workforce Skills in Afterschool*.

³ Afterschool Alliance. (2014). *America After 3PM*.

⁴ Afterschool Alliance estimate based on findings from state-level return on investment studies conducted in states that include California, Georgia, Maryland, Oklahoma, and Vermont.