



This is Afterschool

Building Workforce Skills
and Inspiring Future Careers

The private sector spends more than \$164 billion every year on employee education and training to close workforce skill gaps,¹ yet more than 1 in 3 workers say they lack the education and training they need to get ahead.² Afterschool and summer learning programs are uniquely positioned to help address this major challenge and ensure that young people are prepared 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:³



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**.

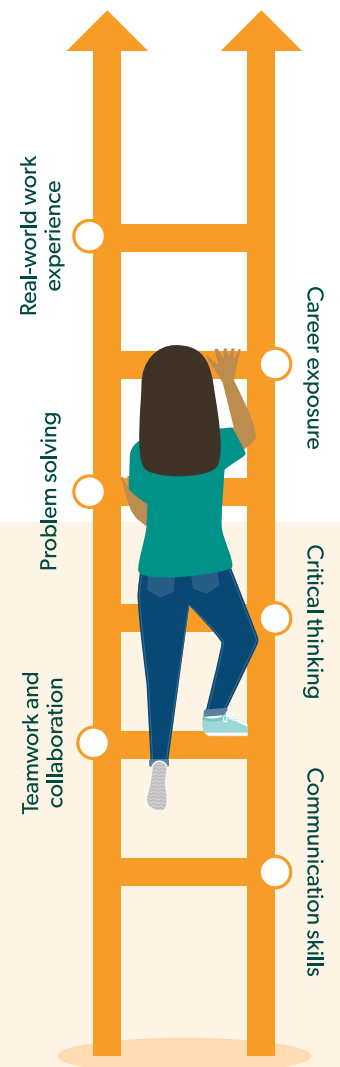


Provide **opportunities to gain real world work experience** and practice skills that will help build their familiarity with and capabilities in the workforce.



Program Spotlight: Sunrise of Philadelphia, Philadelphia, PA

Sunrise engages K-12 students in a scaffolded workforce development program. Elementary and middle schoolers are exposed to a variety of jobs through career panels and field trips to local businesses. They focus on building self-awareness, collaboration, and other foundational skills that will help them in any career path they choose. High schoolers create five-year road maps for themselves, participate in mock interviews, and work to improve their resumes. Sunrise also coordinates paid internships with local employers to help high schoolers gain hands-on experience.



Afterschool helps young people build skills that employers demand and find lacking among potential candidates.

Ranked by employers* as essential competencies for young people entering the job market:⁴

- Critical thinking and problem-solving skills
- Teamwork and collaboration skills
- Communication skills

Reported by parents nationwide who have a child in an afterschool program:⁵

- **77%** agree that afterschool programs help children gain teamwork, leadership, and critical thinking skills
- **88%** agree that afterschool programs help develop children's social skills

*According to a 2019 Jobs Outlook survey by the National Association of Colleges and Employers.

Afterschool provides a solid return on investment. Every \$1 invested in afterschool programs saves at least \$3 by:⁶



- 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.



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 2017-18 school year, more than 9,700 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, 95% either enrolled in college or entered into a skilled trades program. More than 3 in 4 alumni from the 2017-18 class said that the life and work skills they learned in ACE remain useful to them in college.

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 Business Roundtable. (2017). *Work in Progress: How CEOs Are Helping Close America's Skills Gap*.
- 2 Pew Research Center. (2016). Key findings about the American workforce and the changing job market.
- 3 Afterschool Alliance. (2017). *Building Workforce Skills in Afterschool*.
- 4 National Association of Colleges and Employers. (2019). "Employers Cite Key 'Career Readiness' Competencies for New Hires."

- 5 Afterschool Alliance. (2014). *America After 3PM*.
- 6 Brown, W. O., Frates, S. B., Rudge, I. S., Tradewell, R. L. (2002). *The Costs and Benefits of After School Programs: The Estimated Effects of the After School Education and Safety Program Act of 2002*. The Rose Institute of Claremont-McKenna College.