Low Wages
- Funding
- Pay
- Cost for professional service
- Amount of pay
- Low benefits
- Part-time work
- Low pay
- Low wages
- Rate of pay, 0 insurance
- $
- Part time-not enough work/programming to guarantee work and keep staff
- Pat is too low
- Pay for staff (would have to charge more for program to cover costs)
- High staff turnover with OST staff due to low wages, part time work, lack of professional support
- We need staff that is well-trained and that often is tied to what we pay them. Low pay=high turnover, under skilled staff
- Employment compensation vs cost of living demands
- Insufficient time and money
- Grant funds limited
- Cost and supply of Housing
- Pay compensation/benefits

Competition for Staff
- Health insurance
- More demanding job
- Pay not increase but qualifications do
- Not full time
- Short term staff-college students
- Accredited-qualification of staff-on job training
- Many businesses paying more or equal to OST pay for part-time jobs (low pay)
- Competition w/ service and other industry for low paying jobs
- Economy Δ's : people have other options for work
- Large number of local agencies or organizations competing for same staffing pool
- Limited pool of candidates
- Hiring pool is small, many providers needing the same staff
- Limited adverting resources
- More competition for applicants
- Competitive market
- Finding staff that reflect the diversity of the children
- Consistent availability (ie college workers schedules)
- Experience needed
- Inability to attract well-ed staff
- Recruit and train former program participants

Hours/PT:
- Part time employment hours
- Cost of living in Madison
- Longevity
- Lack of time for onboarding new staff
- Work is part time
- Staff turnover-move onto higher pay/more hours/more challenge
- Work is summer only or school year only
- Employment turnover
- Offering more LTE opportunities
- Variable "odd" hours

After-School is a "Part-time" Field
- Part-time nature of the field
- Part time
- Position structures/timing
- Multiple "life" roles

Possible Solutions
- We only have 14 staff to serve all elementary, middle and high schools in Madison. As a city department we cannot hire more staff
- Connecting to parents of children in program (esp. those unemployed)
- Continual training for staff in quality implementation and behavioral management
- Volunteer to staff transition difficult, time commitment
- UW System relationship system for work study-(Higher Ed)
- Examples from other industries
- Examples from other cities
- Access to MMSD-teacher training
- Funding opportunities
- Increase school day and OST connection to allow full time employment
- School age SA Collaborative > agencies for professional development

Resources
- sharing staff over multiple programs
- TEACH school on ship
- Volunteer organizations
- We have $
- After school youth dev credential
- City approved entry level training
- Education OPP grants

Transportation
- Transportation to work
- Transportation
- Transportation-Metro bus system does not go to all schools in a time efficient way

Mismatch Between Skill Sets & Qualifications
- To be successful we need to be a diverse staff that reflects our community
- Amount of time for training and onboarding of new staff or converting volunteer to staff
- Qualifications of staff
- Teacher Training/Philosophy
- Time to devote to prof. develop.
- Sched.to have all staff @ regular prof. develop
- Quick on-boarding & training
- Skills/pay mismatch-need ↑skills, ↓pay
- Applicants are few and want to do good-but no necessarily do work
- Legalities/risks w/ hiring minors-volunteer vs employee

Low Unemployment
- Low unemployment in Madison (2)
- Low unemployment (3)
- Fewer applications
- Model?-WI Homecare Benefits program
- Improving economy=more job opp. Across the board

MOST
- MOST Program Finder, maybe?
- MOST
- MOST

Regulations
- Licensing Requirements
- Educational requirements for licensed programs/YStar
- Potentially increasing County or City or Federal minimum wage
- Increase of qualifications/not being compensated
- Meeting the adult : student ratios, required staff
- Regulation of staff quality
- Finding staff that meet required qualifications
- Reliance on Volunteers
- New legislation limited student workers to only 30 hours per week
- Change in payment for youth-lump sum no longer available-how do you set payment for overnight camps?

Technology
- Digital Divide
- Internet Tech MUFN = share programs/staff
- Digital platforms to deliver prof develop.

Agencies Don't have Enough Money
- Politics of Edu and Childcare
- Budget (lack of)
- Agencies budgets not increasing (funding cuts)
- Lack of funding or political will
- Cut for PD
- Limited budgets for staffing
- Budget cuts
- Develop at staff sub pool of part time staff not necessarily tied to one organization

Training
- Training information support
- Training for staff (time and $)
- Exempt/non-exempt federal guidelines
- HR processes are externally controlled
- Capacity for training staff in specialized areas
- Free & low cost school-age tr.

Staff Wellness
- Unrealistic expectations from applicants
- Burn out
- Professional growth opportunities (lack of)

Collective Groups
- Use more volunteers

Lack of Understanding Value by Community
- Lack of community understanding or of value of issue