

Proclamation on the Profession

Every young person deserves quality, enriching, Out-of-School Time (OST) experiences that support their development and help them thrive. These OST experiences are only possible with the knowledgeable and skilled professionals who create, manage, and sustain these opportunities to ensure a positive impact. Therefore, we put forth the following as guiding principles in building a thriving OST workforce:

- We believe in the impact of the professionals who work with - and on behalf of - children and youth during out-of-school time.
- We know when adults in OST invest quality time and compassion in building relationships with young people, our youth rise to the challenge of making the world a better place for themselves and others.
- We recognize the value of a diverse workforce. People of color, women, and marginalized groups compose the majority of the profession, and they deserve to be valued, invested in, and well-compensated. In addition, all OST professionals deserve quality jobs with competitive pay, benefits, and access to professional development and growth opportunities.
- Research shows the importance of both leaders and direct service staff in creating quality youth experiences, so we support, develop, and advocate for multiple career pathways and an authentic and activated workforce.
- We know that support from funders, system-builders, and policymakers is needed to create an inclusive, sustainable, and equity-driven workforce.