

Analysis of Staffing Changes Caused by COVID-19

PURPOSE OF COVID-19 IMPACT SURVEY

School's Out Washington developed the COVID-19 Impact Survey to understand how school-age childcare and youth development programs in Washington State have maintained and changed since the start of the pandemic. This brief highlights COVID-19's impact on staffing. Staffing encompasses organizations increasing, maintaining, furloughing, or laying off workers because of conditions caused by COVID-19. This brief also discusses our response to the ongoing pandemic.

SURVEY RESPONSE

- 95 total respondents
- Responses were collected between 7/1/2020—9/4/2020
- This survey was distributed via SOWA's website, newsletter, and direct provider outreach
- This survey was completed by staff of Washington State school-age childcare and youth development programs



EFFECTS OF COVID-19 ON ORGANIZATIONAL STAFFING

We have hired additional staff

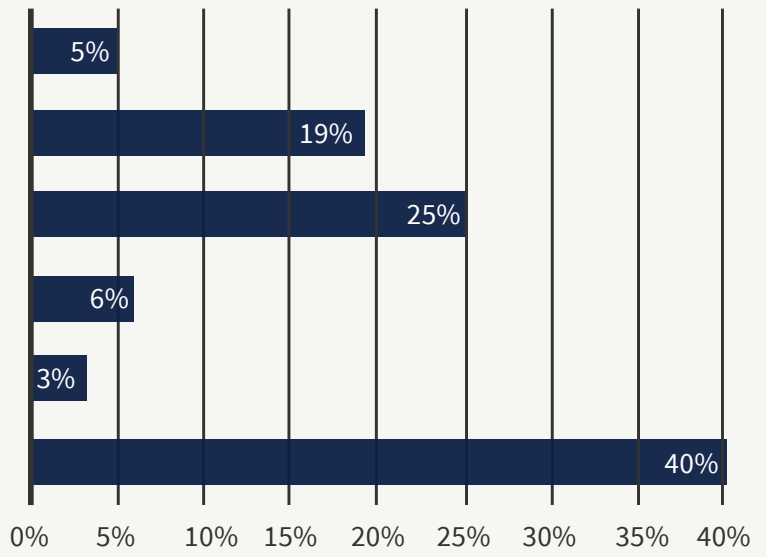
Our staffing has remained the same with Paycheck Protection Program assistance

Our staffing has remained the same with Paycheck Protection Program assistance

We have decreased staff hours without layoffs or furloughs

Unsure of how COVID-19 will impact staffing

We have laid off or furloughed employees



1/3 of responding organizations list **funding as a primary concern**



WHAT THIS RESEARCH TELLS US

Staff layoffs have become increasingly common for several reasons including program Closures, a reduction in the number of young people programs can safely serve, a lack of available program space, and an inability for many providers to conduct in-person services until phase 3 of Washington State's phased reopening plan. The SBA Paycheck Protection Program has helped mitigate the loss of positions. However, layoffs and furloughs have become more frequent despite the assistance.

WHAT WE'RE DOING

School's Out Washington has taken a multifaceted approach to serving school-age childcare and youth development programs. Our **Quick Connections video series** highlights specific resources, youth development strategies, and real-time stories from programs supporting youth, families, and communities in the time of COVID-19. We have also shifted our workshops to an online format and updated our content to reflect changes in programming caused by COVID-19. These **online workshops** remain a great option for professionals wanting to develop their own skills or for program managers wanting to train their staff without additional commitments.

Additionally, we have partnered with The Washington State Department of Commerce to implement the **The Washington Youth Development Nonprofit Relief Fund**. This one-time investment provides \$9.3 million to youth development programs/organizations that have been most impacted by the COVID-19—and which support young people who are furthest from educational justice.