

# The Readiness of the Out-of-School Time Workforce to Intentionally Support Participants' Social and Emotional Development

*A Review of the Literature and Future Directions*

---

Deborah Moroney, PhD  
Director and Principal Researcher

# American Institutes for Research

---

Established in 1946, with headquarters in Washington, D.C., American Institutes for Research (AIR) is an independent, nonpartisan, not-for-profit organization that conducts behavioral and social science research and delivers technical assistance both domestically and internationally.

As one of the largest behavioral and social science research organizations in the world, AIR is committed to empowering communities and institutions with innovative solutions to the most critical challenges in education, health, workforce, and international development.

# Framing Question

---

*What are the capacity and readiness for the out-of-school time workforce to support participants' positive development (including character) through Social and Emotional Learning?*



# The Frame and the Name

---



# Quality Youth Development Programs in Out-of-School Time Settings

---

- Safe and supportive environment with contextually relevant offerings via local partnerships
- Experience a sense of belonging, positive relationships, shared norms, and opportunities for skills building and efficacy
- Opportunities to explore interests, engage in learning, reflection, build skills, and knowledge
- Offer a unique opportunity for participants to engage in opportunities for SEL



# Can we check the box?

---



YD = SEL/Character?

# Can we check the box?

---



# OST workforce

---



Workforce



Age



Education



Employment  
Status



Job Retention



Compensation

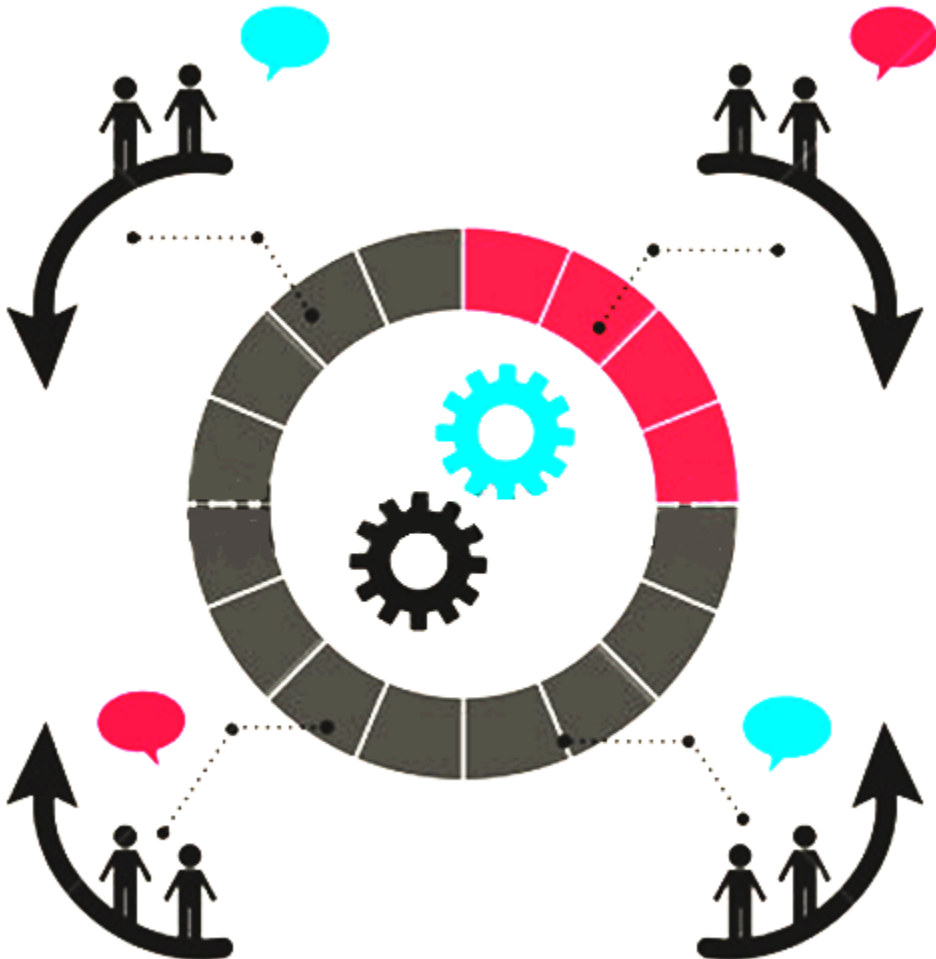


# The *Relationship* Between Youth Workers and Participants' Social and Emotional Development

---

1. The Relationship Between Youth Participation and Staff Participation
2. The Relationship Between Staff Preparation, Engagement, and Youth Engagement
3. The Characteristics of a Positive Relationship Between Youth and Staff

# The Relationship Between Youth Participation and Staff Participation



# The Relationship Between Staff Preparation, Engagement, and Youth Engagement

---



# The Characteristics of a Positive Relationship Between Youth and Staff

---



# Factors that Influence Intentional SEL Practice



# Are we Ready to Implement?

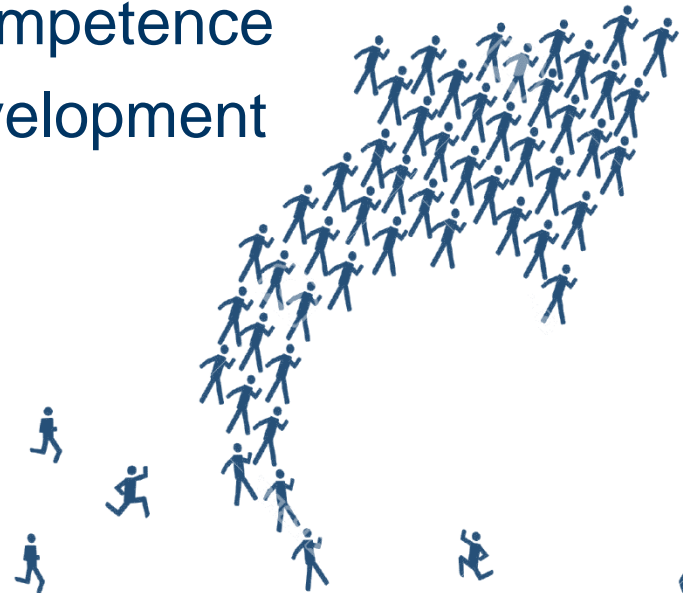
---



# Future Directions for OST in Practice: A New Job Description

---

- Avoiding the youth work pivot
- Organizational Support Toward Sustainability
- Adoption of Frameworks and Knowing What That Means
- Culture and Context
- Adult Social and Emotional Competence
- Professional Learning and Development
- Intentionality
- Connections to Other Fields



# Future Directions for OST: A Research Agenda

---

- Implementation studies
- Studies on the characteristics of the workforce
- Impacts of SEL programming on adults.







“Don’t call it a  
comeback,  
we’ve been  
here for years”

(Smith, 1990)

Deborah A Moroney, PhD  
312-288-7609  
dmoroney@air.org

10 South Riverside Plaza, Suite 600  
Chicago, IL 60606-5500  
General Information: 312-288-7600  
www.air.org