



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

**Alliance of New York State YMCAs**  
**FY 2022-2023**  
**YMCA SUSTAINABILITY REQUEST**

The Alliance of New York State YMCAs represents the 37 independently incorporated YMCAs and their more than 135 YMCA branches and facilities. As the largest provider of child care in New York State, the YMCA delivers early childhood education, afterschool, and summer camp programs to over 539,093 youth annually.

Prior to the COVID-19 pandemic, the YMCA employed 36,000 New Yorkers. At its height, we lost about 70-90 percent of our workforce due to furloughs and layoffs. As we begin to rebuild and rehire, YMCAs are facing a staff crisis. Nearly 60 percent of YMCAs have job openings in early education programs, 80 percent in afterschool programs, and 85 percent in aquatics departments. The fate of our children's development is dependent upon the nonprofit workforce.

If the state does not invest in Ys now, to help address the staffing crisis, many Ys will be unable to provide vital programming and quality afterschool and child care services to hundreds of New Yorkers.

**As such, we encourage the State of New York to include \$5 million in funding for YMCA sustainability via the recruitment, retention, training, and education of YMCA staff.**

This fund will reinvigorate jobs at the YMCA and help New York lay the groundwork for a strong and equitable post-pandemic recovery. The YMCA plays a significant role within the child care, out-of-school time, and summer camp fields. As a large multifaceted employer with an array of jobs, we have the capacity to train staff in both hard and soft skills. This includes management, leadership, budgeting, accounting, marketing, program creation, social and emotional development, and classroom management. We also focus on relational skills like communication, work ethic, conflict resolution, de-escalation, and delegation. Designated funding would stimulate equitable paying jobs, as well as the creation of individualized leadership development plans.

**Details of our request are as follows:**

- Multi-year funding to the New York State YMCA Foundation for no more than three (3) years
- Funds will be sub-granted from the New York State YMCA Foundation to local YMCAs

#### \$500,000 Statewide Plan:

- \$200,000 for statewide marketing and recruitment with specific focus on youth serving positions, aquatics and childcare staff in at-risk urban and rural areas
- \$300,000 for statewide training support
  - Refinement and creation of custom training materials and courses for YMCA staff to address pressing community needs
    - Completion of YMCA of the USA leadership certification courses for YMCA staff (typically \$30 - \$150 a course, with up to 16 required courses depending upon certification).

#### \$4.5 million Local YMCA Plan:

- As noted, funds will be sub-granted from the New York State YMCA Foundation to local YMCAs to be used for the following:
  - Salary and benefit increase for existing staff
  - Retention efforts – tuition or loan reimbursement or to cover childcare expenses
  - Investment in customized executive leadership course designed to augment YMCA of the USA training for staff to move into leadership positions
  - Designated website for open job positions at all YMCAs
  - Human Resources support
  - Transitioning part-time positions to full-time
  - Cost associated with orientation and retraining YMCAs, including extensive background checks
  - Local recruitment efforts, specifically for youth development and social services staff
  - Bonuses

***\*This fund would not preclude individual Ys from receiving additional, unrelated funds***