



REIMAGINE AND EXPAND OUT-OF-SCHOOL TIME (OST) PROFESSIONAL CAREER PATHWAYS A WHITE PAPER ADDENDUM - MARCH 2021

EXECUTIVE SUMMARY

This addendum addresses the name change from the Michigan School-age Youth Development (MiSAYD) Certificate and Credential to the Michigan Youth Development Associate (MI-YDA). Following the release of the original document in September 2020, the Michigan After-School Partnership (MASP) and the Michigan Department of Education (MDE) made the decision to change the name of the credentialing system as further development proceeded with the MDE Early Childhood Education (ECE) and Out-of-School Time (OST) Career Pathways Initiative. The name change will serve to better align this credential with the Child Development Associate (CDA) Credential for Early Childhood professionals. In addition this will create recognition and a cohesive system to serve the candidates in the field especially those in high school Career and Technical Education (CTE) pathways.

DISCUSSION

In September 2020, [Reimagine and Expand Out-of-School Time \(OST\) Professional Career Pathways a White Paper](#) was released by MASP to address the OST workforce crisis currently facing the OST field. The white paper identified the need to reimagine, and expand the current pipeline of credentialed OST educators through diverse career pathways, including those that begin in high school.

One solution explored creating a career pathway in CTE programs aimed toward attainment of the MiSAYD credential. This would increase diverse and qualified entry level candidates and positively impact OST staff recruitment and retention. Creating the pipeline would increase awareness and highlight the career pathway. Increasing incentives for certification by employers and supported by systems such as the T.E.A.C.H. scholarship program will help to support achievement of a sustainable workforce development strategy.

The MI-YDA will better position the youth development credentialing system along the continuum of early childhood through high-school youth programming and career pathways. This change will also allow for the opportunity to add specialties later on as with the Infant-Toddler and Preschool Credentials in Early Childhood.

In addition, the term Youth Development is more inclusive and descriptive than the term “school-age” when referring to OST programming and will be viewed as more applicable to multiple career pathways, including education. The name MI-YDA may be more recognizable to professionals in related fields and Higher Education. The CDA and MI-YDA alignment also creates a more inclusive system within the state’s comprehensive professional development MiRegistry system for career pathways and career lattice for the field.