

Wage Increases Ease the Staffing Crisis

Post-pandemic hiring of staff saw a massive decline in applicants. As a result, OTRC took immediate action to increase the starting pay rate to \$15/hour and instituted \$500 sign-on/retention bonuses. These actions were a significant investment for a community-based organization, but resulted in a dramatic increase in the number of applicants. Programs are now almost fully staffed. Investments are needed to support continued wage increases so that the field can attract quality candidates that support and meet the growing demand for their program in the future.



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“*On the Road creates a bond and lets you know you’re safe and you can have fun, even when you’re learning.* -Program Participant”

On the Road to a Bright Future

On the Road Collaborative (OTRC) “empowers youth by providing equal access to educational opportunities and hands-on career experiences.” Since 2015, OTRC has been working tirelessly to provide quality out-of-school time programs that help close the 6,000-hour learning gap that negatively impacts low-income youth. They achieve this through academic coaching, career enrichment, college exploration, and real-world skill development.

Beginning in middle school, Sailuh has been spending her afternoons diving deep into potential career paths through OTRC Career Enrichment courses. She has taken the courses Game Changers, Fly Fishing, Veterinary Science, and more. But her exploration eventually led her to her true passion: Cooking. Now a Junior in high school, Sailuh has returned to the Emerging Chefs Program every year. More recently she came back to help teach middle schoolers the skills she’s gained over the years. As she nears graduation, she’s starting to think more seriously about what her next steps will be. Currently, Sailuh said she’s most excited about the culinary program at Johnson & Wales University. But no matter where she decides to go, Sailuh said OTRC has helped her build confidence in her own ability to succeed.