



**Prime Time  
Palm Beach County**

# IMPACT AND INTEREST IN EDUCATION DEGREE PATHWAYS

**Brought to you by:**  
Charles Smith, Ph.D.  
Director of Research  
Stefania Gianella, Ph.D.  
Research Associate  
Prime Time Palm Beach County





## OVERVIEW

Prime Time Palm Beach County, Inc. offers a variety of educational supports to the out-of-school time (OST) field. These include degree programs, college credits, and certificate courses. To assess the effectiveness of these resources, Prime Time conducted an Impact Survey. The results indicate that these educational offerings significantly enhance participant skills and promote retention, with respondents expressing high levels of interest and customer delight.

In this report, we delve into the insightful responses related to college certificates and degree pathways uncovering valuable perspectives and trends within Palm Beach County OST programs.

## SAMPLE

A total of 376 OST workforce participants responded to Prime Time's Impact Survey. This sample represents a 25% response rate from an approximate population of 1,483 clients. Broadly representing our client based with about 20% upper management, 20% middle management/site directors and just over 50% front line staff.

Participants took an average of 12 minutes to complete the survey, which was administered from May 3, 2024, to May 24, 2024, via SurveyMonkey. Although the survey was conducted anonymously, participants were directed to a separate page upon completion where they could enter their email addresses to receive an e-gift card.

# INTEREST IN NEW EDUCATION DEGREE PATHWAY

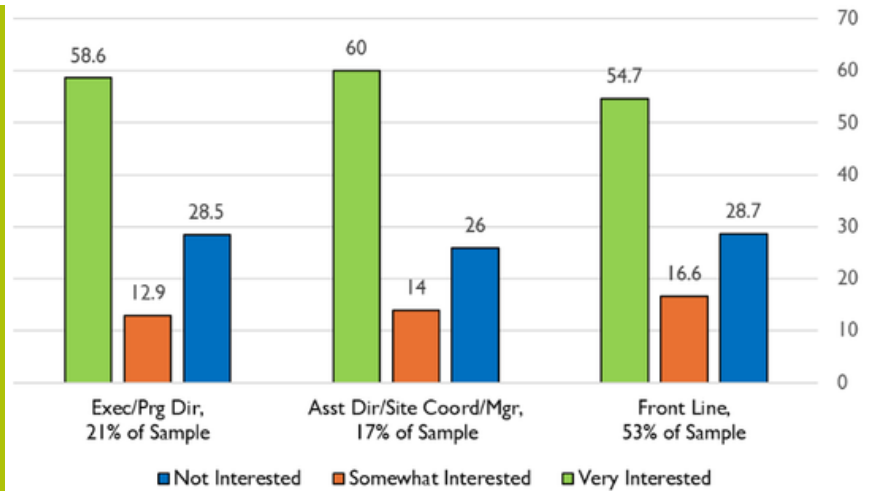
In Prime Time’s Customer Impact Survey, 376 staff were asked “In the future, Palm Beach State College may add a Bachelor of Education Degree Pathway for teaching in regular school day classrooms. How interested would you be in the Bachelor of Education pathway?” Responses were collected on a 10-point Likert scale (1= “Not Interested” and 10= “Very Interested”). The results, presented in Figure 1, show that across different staff roles, the majority (over 50%) indicated they are “very interested” in the new educational pathways.



Figure 1. Interest in Palm Beach State College Bachelors of Education By Job Title.

## How Interested in Education Degree Pathway?

Percentages by Job Title



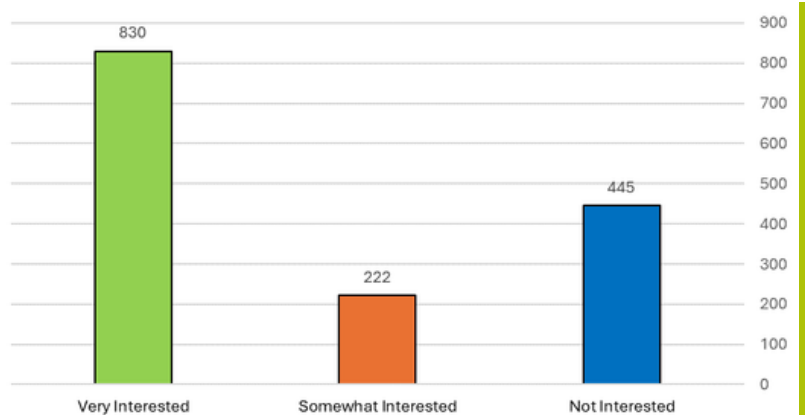
# SUBSTANTIAL DEMAND

The survey respondents are hypothesized to represent a larger sample of 1,483 OST staff and program managers in the Prime Time active contacts list. Accepting that the Customer Impact Survey sample is adequately representative, Figure 2 projects the number of potential candidates who are “very interested” in the Education Degree Pathway at over 800 persons. This high level of interest suggests a substantial demand for such a program.

Figure 2. Projected Interest in Education Degree Pathways.

## How Interested in Education Degree Pathway?

Projected the Number of Candidates





## ENHANCING SKILLS AND QUALITY THROUGH COLLEGE PATHWAYS

The feedback from participants on Prime Time's education and degree pathways overwhelmingly highlights the impact these pathways have on skill development and program quality among the OST workforce. Numerous testimonials underscore the tangible benefits of these initiatives.

One participant exclaimed, "I really want prime time to keep up with all their incentives and scholarships. It really helps with retaining staff, helps me be a better director and just all around amazing." Describing how the financial support and educational opportunities provided through these programs directly contribute to professional development and career longevity.

Another respondent highlighted how Prime Time's offerings facilitated their career progression, stating, "The experience I had with Prime Time was helping me to get back in college and finish the degree I started."

Furthermore, it was eloquently captured the holistic value of these offerings, by one OST professional stating, "I love that this program is so beneficial across the board for not only the children but for the staff as well. The cool part about Prime Time is that when you, as a staff member, are benefiting from the professional development training college pathways, or financial incentives you are more likely to want to recommend the program to the next person. For myself alone, I've recommended Prime Time to every person I know, letting them know that I can pursue an extra AA or AS with the help of Prime Time."

These testimonials stress the profound impact of the college credit and certification pathways in enhancing the necessary skills and quality required for success in the field.

## PROMOTING LONG-TERM RETENTION

Beyond skill enhancement, the college pathways also play a crucial role in retaining staff within the OST field. Participants have highlighted the vital support these programs provide, contributing to sustained engagement and career longevity.

An OST staff member stated, "The trainings and college pathways have been very beneficial for me and my staff. The trainings help us learn more and be engaged with our students. The pathways are helpful for financial help." Similarly, another participant shared, "Prime time has been nothing but helpful in making my time in college and working afterschool making it so much easier." Demonstrating programs' capability to support practitioners in balancing their academic and professional responsibilities, ultimately fostering long-term retention.

Additionally, one professional expressed gratitude, stating, "Through the generosity of Prime time I am able to graduate in this class of 2024 with my AS degree in human services and youth development March 7, 2024, from Palm Beach State College." This powerful testimony highlights the advantages of the college pathways in enabling educational attainment and career advancement.

## CONCLUSION

The data and testimonials from the Impact Survey demonstrate the benefits of Prime Time's educational offerings on the OST field. The significant interest in the proposed Bachelor of Education pathway, along with the positive feedback on existing programs, highlights the crucial role these services play in enhancing skills, improving program quality, and promoting long-term retention and career progression. Overall, Prime Time's educational support and financial assistance are essential in strengthening and sustaining the OST workforce.