





MISSION

Connecting unconnected networks and closing gaps between people, information and assets to develop pathways that boldly solve community challenges.

Connection. Resources. Change.



Christina Long
Strategic Director
NetWorked

UNDERSTANDING THE COST OF LOST TALENT IN KANSAS

The Challenge to Compete: “To address workforce quantity, Kansas must focus on retaining its young people and the graduates of instate colleges and universities, and also target former residents and young workers in nearby Midwestern cities to come home” – The Kansas Chamber of Commerce

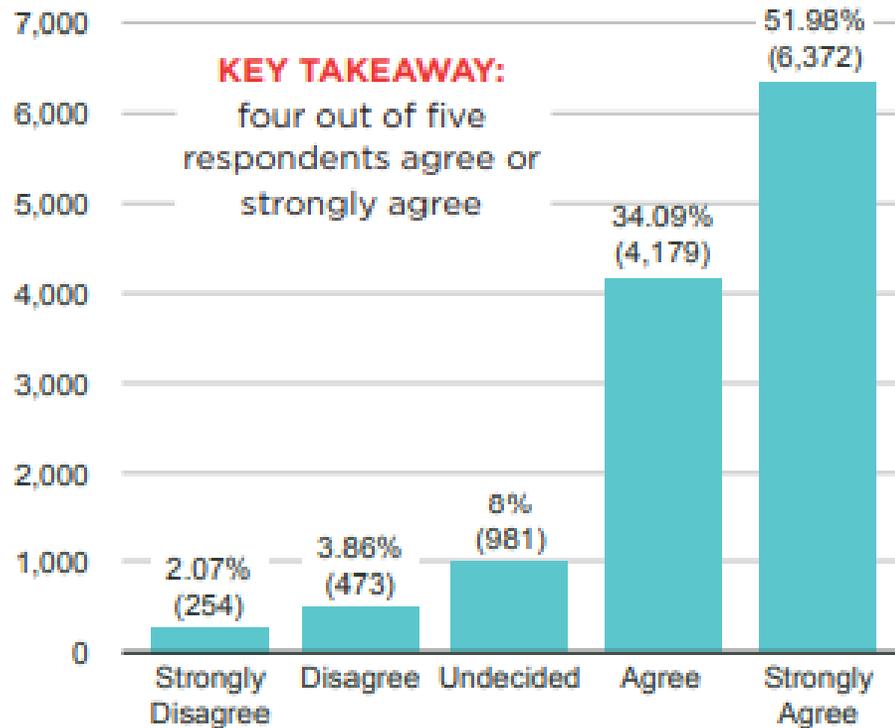
“In a state with little population growth, having enough qualified workers is clearly business’ toughest challenge, but many stakeholders believe that Kansas lacks a sense of urgency in the “war for talent.” Given the difficulty 26 | Page of recruiting talent to a relatively small, Midwestern state, talent retention is likely to be the more successful strategy. However, Kansas should increase efforts in both retention and attraction – especially targeting young people.”

UNDERSTANDING THE COST OF LOST TALENT IN KANSAS

“Appropriate or raise funds for a robust talent attraction strategy. This strategy should be crafted around reaching former residents (potential “boomerangs”) in nearby Midwestern cities, especially young people around the age of family formation. Talent attraction messaging should stress quality of life and affordability, and Kansas as a place that values a talented workforce and welcomes and encourages diversity.”

UNDERSTANDING THE COST OF LOST TALENT IN KANSAS: URBAN

I think the Wichita region has to be willing to change to keep and attract the next generation



TALENT ACTION PLAN

The Talent Focus Team believes the anchor of the future workforce rests on efforts and initiatives to collaboratively nurture and retain local talent, attract top talent, and help promote opportunities for individuals to change careers and/or advance their careers within the region. These mid-career initiatives are designed to strengthen each other so that internal and external perceptions of the Wichita region will be that of a vibrant, diverse, and inclusive place to live, work and play throughout each stage of a career:

INITIATIVE 1

Attraction: Implement initiatives that attract and grow talent to the greater Wichita region.

STRATEGY A

Develop and implement the brand strategy described in the Development Counsellors International (DCI) plan.

STRATEGY B

Develop the DCI toolkit that can be utilized throughout the Wichita region.

STRATEGY C

Continue to support, amplify, and expand the Wichita Promise and Wichita Promise MOVE model with other higher education institutions and industries.

STRATEGY D

Establish joint recruiting initiatives that allow industry collaborations to attract talent and promote the Wichita region.

INITIATIVE 2

Opportunities for Retention and Advancement: Create and promote opportunities for people to see themselves advancing and bridge the gap for mid-career talent.

STRATEGY A

Enhance workforce advancement through mentoring, coaching and information sessions in the Wichita region to aid mid-career talent for retention and advancement opportunities across regional sectors.

STRATEGY B

Improve regional diversity and inclusion through support of professional networks, opportunity fairs to showcase professional organizations (e.g., Young Professionals of Wichita, Urban Professionals, ConnectingICT and others) that aid in networking, mentoring/coaching, and/or service opportunities, and research to identify barriers and responsive strategies specifically for women and minorities.

STRATEGY C

Support employers as they adapt to new and growing generations in the workplace by creating employer toolkits (e.g. flexible work schedules, career pathways for advancement, social media/technology in the workplace, professional association/group participation and costs) to assist employers implement new policies and procedures in their workplace.

UNDERSTANDING THE COST OF LOST TALENT IN KANSAS: RURAL

We need a big dose of “Kansas swagger.”

It's difficult to sell a location without an awe-inspiring message. If the message is that a town is old, boring and stale, it's tough to convince a young person to start their career there. We need to start talking more positively about ourselves — and to ourselves.

Before we put a plan together, we have some work to do. If we can commit, as a state, to attending to these three goals, we can make a significant, positive difference in rural communities:

- 1 Make rural life viable, possible and attractive to young people and families — and keep up the momentum in places where this is already happening
- 2 Value diversity in all its forms — in culture, ideas, age, gender and thought
- 3 Support civic champions, entrepreneurs, public servants and volunteers by creating a place that everyone is proud to call home

THE POWER OF ONE CONNECTION

What collaborative initiative has **your** organization undertaken to provide access and opportunities to young professionals in **your community?**

MAXIMIZING THE EXPERIENCE

Keep it Interactive

Please chat your responses

- What is **new learning** for your organization through this conversation?
- What is **one question** you have as a result of this presentation?
- What will **you do** with this conversation?



Creating Public Service Leadership Pathways for Young Professionals in Kansas



JOSEPH SHEPARD
Chief of Staff
Lead for America



Connection. Resources. Change.



BRIEF BACKGROUND

As a first-generation college graduate, Shepard holds a Bachelor's degree in Criminal Justice, Master's degree in Public Administration with a focus in nonprofit management and is currently working on his Doctoral Degree in Educational Leadership at Wichita State University.

Shepard is a community mobilizer, champion for youth and young professionals as well a conversational catalyst for equity and inclusion. In 2021, Shepard left his career in higher education to pursue his calling and passion for young people through Lead For America. Shortly after is onboarding, Joseph successfully launched Lead For Kansas, an affiliate organization of Lead For America. The program places young professionals in a high caliber 1 year service fellowship in their hometown with a goal of exposing young professionals to opportunity in their community with hopes of retaining them post-fellowship. Since his start with Lead For America, Shepard has been promoted to Chief of Staff to CEO of Lead For America, Joe Nail, overseeing partnerships, execution of strategic plans, staff morale and the national hometown fellowship.



Type of Organization: 501(c)3
National Headquarters: Dodge City, Kansas

Our Mission Statement

We ensure that our nation's most dynamic young leaders are working on their communities' toughest challenges.

Particularly in places where the narrative of success often means "leaving and never coming back."

How is **Lead For America** planning on solving this challenge?

- We mobilize the most outstanding young leaders across America to work alongside organizations in both the public and private sector to tackle challenges.
- We pay outstanding leaders to perform service in their communities
- We provide training for outstanding young leaders to gain the soft skills, critical thinking skills and access to resources to successfully execute their work.
- We invest in our outstanding leaders during and post their fellowship.
- We focus on a bridge building component.

Our Impact to Date

215 Paid, Full-time Fellowships Created
in 150 different communities

93% of LFA Alumni
committed to serving their communities for the long-term

Over \$100 Million
raised or secured by Fellows for their communities and efforts they are leading

6 Affiliates Created
in Hawai'i, Kansas, Minnesota, Nebraska North Carolina, and Poughkeepsie (NY)

How is Lead For Kansas planning on solving this challenge?



AmeriCorps





LEAD FOR KANSAS

2021 HOST SITE ANNOUNCEMENT



EMPOWER EVERGREEN
WICHITA

NEWMAN UNIVERSITY
WICHITA

WABAUNSEE COUNTY
ALMA

NORTHWEST TECH UNIVERSITY
GOODLAND

CITY OF SALINA
SALINA

CITY OF WICHITA
WICHITA

SEDGWICK COUNTY GOVERNMENT
WICHITA

NEIGHBORING MOVEMENT
WICHITA



LEAD FOR KANSAS

2021 HOST SITE ANNOUNCEMENT

Creating an Inclusive Economy for
Wichita's Hispanic Community

EMPOWER EVERGREEN

WICHITA

NEWMAN UNIVERSITY

WICHITA

WABAUNSEE COUNTY

ALMA

NORTHWEST TECH UNIVERSITY

GOODLAND

Securing Resources to Solve Community
Challenges & Strengthening the Infill Housing
and Neighborhood Reinvestment Program

CITY OF SALINA

SALINA

CITY OF WICHITA

WICHITA

SEDGWICK COUNTY GOVERNMENT

WICHITA

NEIGHBORING MOVEMENT

WICHITA



LEAD FOR KANSAS

2021 HOST SITE ANNOUNCEMENT

Creating an Inclusive Economy for
Wichita's Hispanic Community

EMPOWER EVERGREEN
WICHITA

NEWMAN UNIVERSITY
WICHITA

Pioneering the American Connection Corps

WABAUNSEE COUNTY
ALMA

NORTHWEST TECH UNIVERSITY
GOODLAND

Securing Resources to Solve Community
Challenges & Strengthening the Infill Housing
and Neighborhood Reinvestment Program

CITY OF SALINA
SALINA

CITY OF WICHITA
WICHITA

Leading Diversity, Equity,
and Inclusion

SEDGWICK COUNTY GOVERNMENT
WICHITA

NEIGHBORING MOVEMENT
WICHITA



LEAD FOR KANSAS

2021 HOST SITE ANNOUNCEMENT

Creating an Inclusive Economy for
Wichita's Hispanic Community

EMPOWER EVERGREEN
WICHITA

Director of Events and Student Affairs

NEWMAN UNIVERSITY
WICHITA

Pioneering the American Connection Corps

WABAUNSEE COUNTY
ALMA

Engaging Communities Through Story

NORTHWEST TECH UNIVERSITY
GOODLAND

Securing Resources to Solve Community
Challenges & Strengthening the Infill Housing
and Neighborhood Reinvestment Program

CITY OF SALINA
SALINA

Analyzing and Impacting Policy

CITY OF WICHITA
WICHITA

Leading Diversity, Equity,
and Inclusion

SEDGWICK COUNTY GOVERNMENT
WICHITA

Strengthening the Neighborhood
from the Inside Out

NEIGHBORING MOVEMENT
WICHITA



LEAD FOR KANSAS COHORT 2022

BRADLEY RICHARDS - THE KANSAS AFRICAN AMERICAN MUSEUM

MELENY JACOME-BANUELOS - KS HISPANIC EDUCATION AND DEVELOPMENT FOUNDATION

ANGEL ROMERO JR. - CITY OF DODGE CITY

CHARTELL GRISSOM - STORYTIME VILLAGE

TAYTON MAJORS - CITY OF WILSON



LEAD FOR KANSAS

WE NEED YOUR HELP!

- **Become a host site for the 2023 Program Year! Host cultivation and interviews begin September 2022**
- **Recommend an outstanding young leader who is ready to tackle challenges in their home community.**
- **Network with us to engage in ways we can help serve more communities and impact young professionals.**

Join us as we seek to transform our communities through the mobilization of young professionals in public service.

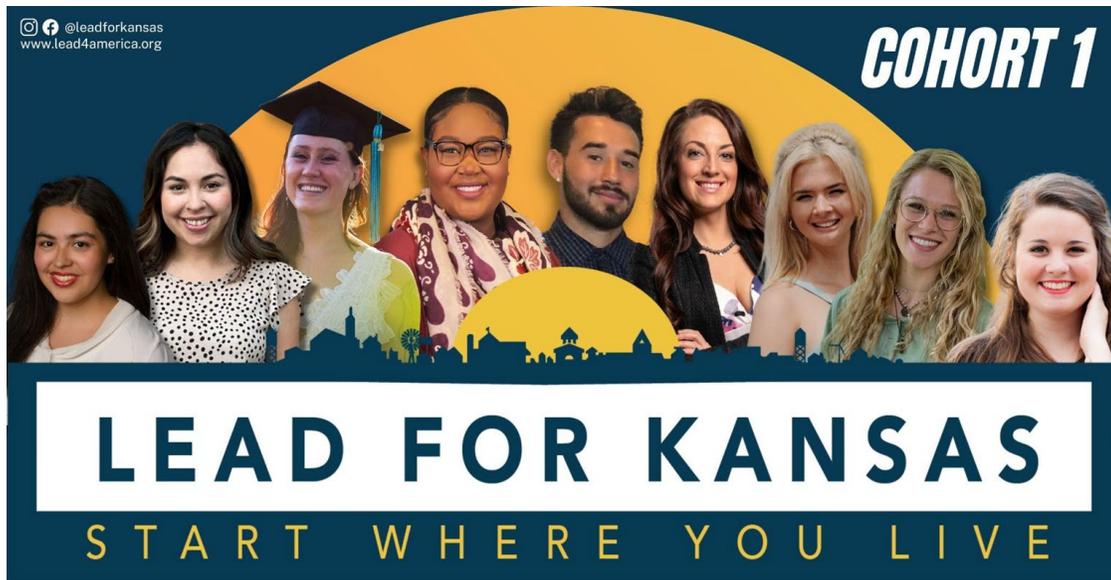


LEAD FOR AMERICA

START WHERE YOU LIVE

Join us

We believe **national service is the key** to address the significant challenges hindering our communities from reaching success, a stronger economy and workforce.



Facebook + Instagram:

@LeadForAmerica

@LeadForKansas

Visit:

www.lead4america.org

Contact:

Joseph Shepard

Lead For America, Chief of Staff

Joseph.Shepard@lead4america.org

Consider who could **benefit** from this knowledge.



CONNECTORS navigate the community and know how to put resources in play at the macro and/or micro levels.



CONVENERS create space for collaborative conversations.



CONTRIBUTORS provide funding, investments, capacity-building and sponsorships.



CHAMPIONS use their significant stature and influence in the community to lend the network enhanced credibility.



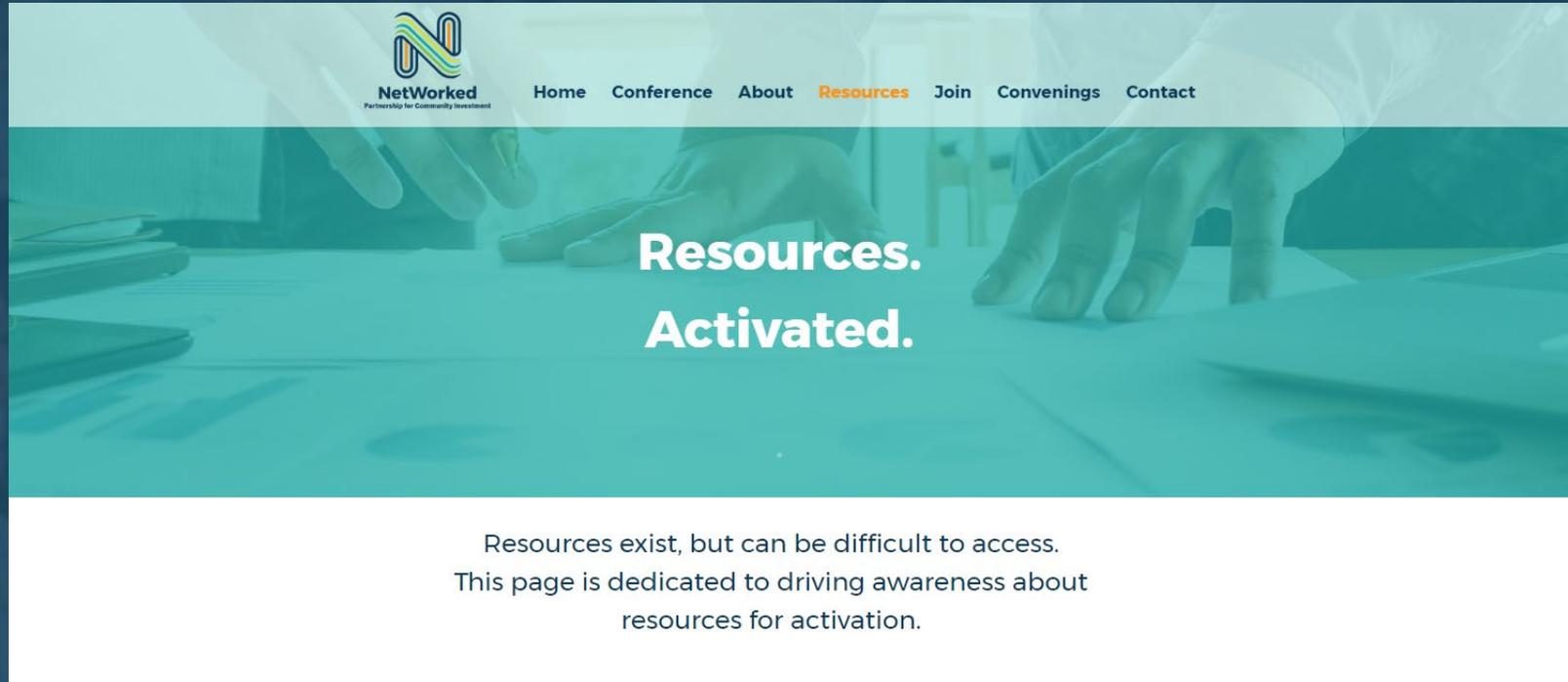
CATALYSTS are the creators. They translate talk into action.

A decorative graphic consisting of a horizontal bar with a dark blue segment on the left and an orange segment on the right, and a vertical bar on the right with a teal segment on top and a yellow segment on the bottom.

**Activating
NetWorked.**

Visit our Resource Library.

www.networkedforchange.com/resources

A screenshot of the NetWorked website's Resources page. The page features a teal background with a photograph of hands reaching for a smartphone. At the top left is the NetWorked logo, which consists of a stylized 'N' made of three overlapping lines in blue, green, and yellow, with the text 'NetWorked' and 'Partnership for Community Investment' below it. To the right of the logo is a navigation menu with links for 'Home', 'Conference', 'About', 'Resources' (highlighted in orange), 'Join', 'Convenings', and 'Contact'. The main heading in the center reads 'Resources. Activated.' in white. Below this, a white box contains the text: 'Resources exist, but can be difficult to access. This page is dedicated to driving awareness about resources for activation.'

NetWorked
Partnership for Community Investment

Home Conference About **Resources** Join Convenings Contact

Resources. Activated.

Resources exist, but can be difficult to access.
This page is dedicated to driving awareness about
resources for activation.

**Activating
NetWorked.**



**Activating
NetWorked.**

THANK YOU: July convening details coming soon!

NetWorked's Internal Team



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Impact Investment
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Director,
Blue Health Initiatives



Jeff Usher
Kansas Health
Foundation
Senior Program
Officer

Thank you for attending