



B O T H N E R · B R A D L E Y  
C O M M U N I C A T I O N A N D C O N S U L T I N G



Workforce Alliance  
Local Workforce Development Board  
(LWDB)  
2015 – 2017 Strategic Plan

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June 15, 2015

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## Executive Summary

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In early 2015, the Workforce Alliance of South Central Kansas embarked on a strategic planning process designed to guide the Local Workforce Investment Board (LWIB) in future decision-making and continuous improvement. Elements included:

- Facilitation of eight to 10 stakeholder meetings focused specific topics
- Anticipated implementation of the Workforce Innovation and Opportunity Act (WIOA)
- Analysis of the 2013-2015 Strategic Plan
- Research and assessment of the strengths, weaknesses, opportunities and threats (SWOT) for the organization

This report outlines the process, findings and goals and objectives for a strategic plan that can guide the Local Workforce Development Board (LWDB) for two years: 2015 – 2017. The LWDB will be established in July 2015 and will replace the LWIB under WIOA.

In short, the Workforce Alliance – particularly its staff – is perceived as credible leaders and important partners within the workforce system. The Alliance provides and connects critical resources for job seekers and employers in south-central Kansas.

Two issues in the 2013-2015 Strategic Plan were identified as places where work needs to continue:

- **Diversification** of funding
- Increasing **awareness** and understanding of the Workforce Alliance

In addition, three new areas of focus included:

- **NEW WAYS OF DOING BUSINESS**
  - New partnerships based on WIOA requirements
  - Reconstruction of the LWIB membership
  - Internal processes that will change based on WIOA implementation
- **REGIONAL STRATEGIES** that reach the smaller and more rural parts of the south-central Kansas, so job seekers, employers and partners can access services
- **TECHNOLOGY** as a way to increase awareness, understanding and access to workforce services

**In summary, the Workforce Alliance and Workforce Centers are perceived as leaders in the employment and training system in the region, but also need to do more to raise awareness and understanding of the system while simultaneously working in new ways.**

Strategies for achieving these priorities are:

1. Develop a consolidated Youth Employment Plan
2. Develop fundraising strategy for Workforce Inc. (Corporation for Regional Collaboration – See 2015 Workforce Alliance Strategic Plan)
3. Implementation of Workforce Innovations and Opportunities Act (WIOA)
4. Emphasize a regional focus on service delivery
5. Integrated and intentional communication efforts, both internally and externally

The report is organized as follows:

- **Chapter 1: Process** – An overview of the strategic planning process – pp. 4 – 5
- **Chapter 2: Findings** – A look at overall findings from Board and stakeholder meetings, as well as a more in-depth look at findings from each session
  - **Members of LWIB** – pp. 7 – 8
  - **Regional Cooperation** – pp. 9 – 10
  - **Youth** – pp. 11 – 12
  - **Community impact** – pp. 13 – 14
  - **Planning with professional staff** – pp. 15 – 16
  - **Leadership** – pp. 17 – 18
- **Chapter 3: Strategic priorities and plans** – A prioritized list of strategies and action plans that will guide the Workforce Alliance LWDB for the next two years – pp. 19 – 21
- **Chapter 4: Recommendations** – A short list of considerations as action plans for reaching the goals and objectives are developed – p. 22
- **Appendix** – p. 23

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## CHAPTER 1: PROCESS

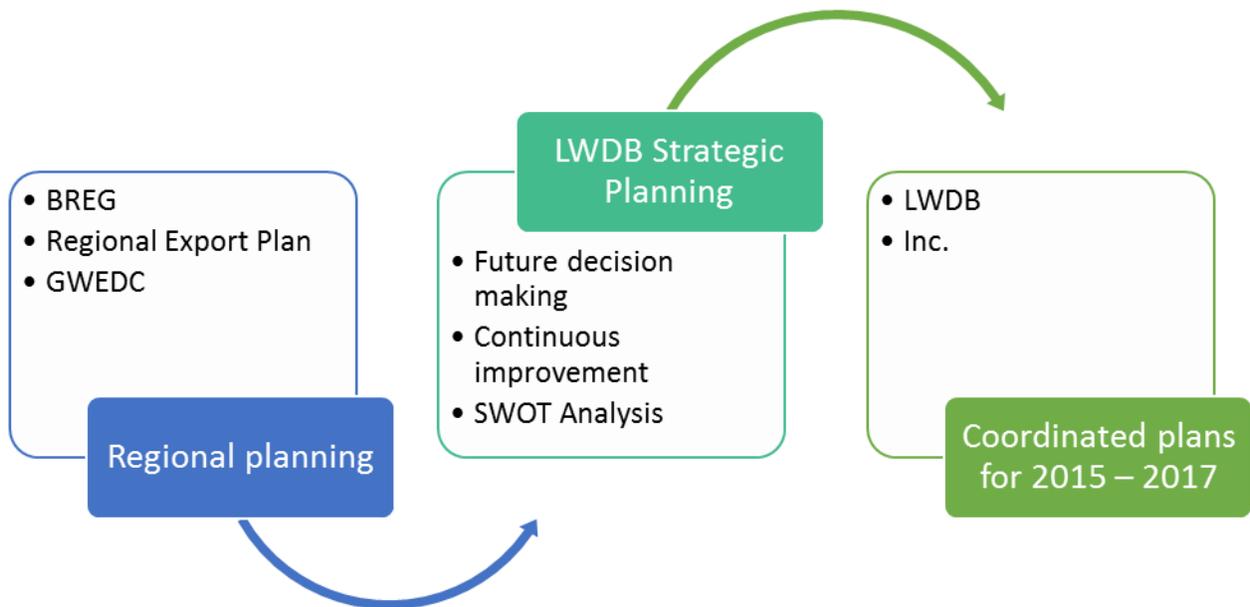
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An inclusive strategic planning process targeted key stakeholder groups, and focused on topics deemed significant for the overall operations of an effective Workforce Alliance in south-central Kansas. Key stakeholders included:

- Businesses
- Community-based organizations
- Economic development organizations
- Elected officials
- Public partners, including City, County, State and School District leaders from the region
- Education and training partners

In addition, the Alliance wanted to consider other planning in the region, including the Blueprint for Economic Growth (BREG), the Wichita Regional Export Planning Initiative, and development of the Greater Wichita Partnership, which includes the Greater Wichita Economic Development Coalition and Wichita Downtown Development Corporation as well as initiative focused on education and workforce issues – the Business and Education Alliance (BEA).

The process, as this diagram shows, would allow the Alliance to coordinate plans for the LWIB and the Workforce Alliance Inc. Board.



For the LWIB planning, a World Café-type of facilitation allowed participants to provide input on each set of questions. Senior staff from the Workforce Alliance served as table leaders. Participants and table leaders took notes on paper “table cloths” and a facilitator kept conversations going and captured common themes at the end of each meeting.



Facilitation of each group included questions designed for each topic, but with a common focus on – “Help us understand how we did,” and “The future will look different; how can we more efficiently and effectively serve our region?”

Between April and May 2015, more than 70 people participated in a series of five meetings covering the following topics:

- Regional cooperation
- Youth
- Community Impact
- Professional Staff
- Leadership



In addition, a planning session with Board members focused on how the Alliance did toward achieving its 2013-2015 goals and objectives, a SWOT exercise and a discussion about issues that are on the horizon in the next couple of years that will impact the work of the Alliance.

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## CHAPTER 2: FINDINGS

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Overall, as explained in the Executive Summary, participants in the planning process gave good grades to the Workforce Alliance, particularly in leadership and partnership. Youth employment was considered a success, but one that had much more potential than was realized.

Two issues in the 2013-2015 Strategic Plan were identified as places where work needs to continue:

- **Diversification** of funding
- Increasing **awareness** and understanding of the Workforce Alliance

In addition, three new areas of focus included:

- **NEW WAYS OF DOING BUSINESS**
  - New partnerships based on WIOA requirements
  - Reconstruction of the LWIB membership
  - Internal processes that will change based on WIOA implementation
- **REGIONAL STRATEGIES** that reach the smaller and more rural parts of the south-central Kansas, so job seekers, employers and partners can access services
- **TECHNOLOGY** as a way to increase awareness, understanding and access to workforce services

Finally, the landscape in south-central Kansas is changing when it comes to economic development, including workforce employment and training. This means new partners and new ways to engage and communicate with people who live, work and seek services throughout the region.



Following are summaries of each planning session. Full notes can be found in separate attachments.

## **PLANNING WITH MEMBERS OF LWIB**

Members of the Local Workforce Investment Board participated in a review of the Workforce over the past two years, and offered guidance on issues likely to impact the success of the operations in the next two years – between 2015 and 2017.

A summary of the “report card” exercise, which asked, “On a scale of 1 to 4, how well did the Workforce Alliance do toward its 2013-2015 goals?” indicated that in general the Workforce Alliance did well toward its goals. The lowest scores were related to youth employment and work experience, which one board member described as a difficult population to reach. “It’s a struggle.”

### **GOAL 1: To acquire multiple funding sources to expand community and economic impact**

Board scores = 3.3

Staff scores = 2.7

- Comments:
  - o “We didn’t get a lot of private funding. Opportunities existed, but they came more as a partnership (in-kind) v. financial support”

### **GOAL 2: To facilitate and convene partnerships with industry, employers and community-based organizations**

Board – 3.3

Staff – 3.5

- Comment:
  - o “We do this well.”

### **GOAL 3: To increase the public’s knowledge of the Workforce Alliance and its role in the community**

Board – 3.0

- Comments:
  - o “This is a continual objective; we never really ‘arrive.’”
  - o “As board members, we need to share what we know with other employers.”

Staff – 2.7

- Comments:
  - o “This is a continuous battle.”
  - o “Improvement has been made but there is always room for improvement.”

**GOAL 4: To be the primary resource for youth employment and work experiences in the region**

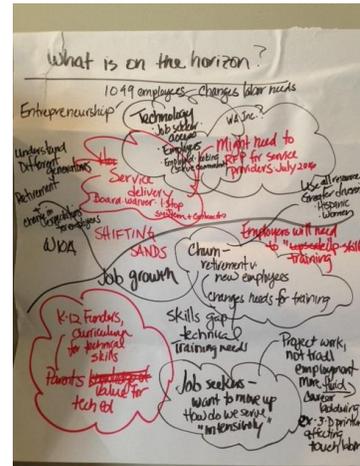
Board – 2.8

Staff – 2.8

- Comments:
  - o “(We were) limited by funding. We met goals for the number we could serve; we need to diversify funding.”
  - o “We’ve done well with summer youth; but room for improvement with WIOA – year-round.”

On the horizon, the Board identified immediate and long-term issues that will affect success. Among the most immediate is how implementation of Workforce Innovation and Opportunity Act (WIOA) could change the service delivery model currently implemented by the Workforce Alliance.

A little farther down the road, in the next 18 months to two years, the “churn” of the workforce – from aging workers, retirements, pipeline challenges and “career laddering” for younger workers – will affect the workforce system, and in particular how the Workforce Alliance operates.



Other issues identified included:

- Education (K-12)
  - o Funders and curriculum development don't seem to value technical skills (expensive programs)
  - o Parents don't seem to value a technical education
- Skills
  - o Job growth – how to find employees with the right skills?
  - o Skills gap for technical training needs
- Technology – How can we serve the community with various needs?
  - o Job seeker access
  - o Employers access
  - o Employed, but looking
- Diversity in job seekers
  - o Need to use all resources
  - o Will be greater diversity, especially Hispanic and women employees
    - Example: Women make up 49% of workforce in Wichita, but less than 1% in construction industry
  - o Need to understand needs of different generations

## **REGIONAL COOPERATION**

Participants in this planning session, which was done in Mulvane, identified three common needs when it comes to effectively serving the regional workforce:

- A “centralized hub zone”
- Resource sharing
- Communications

Discussions took place around four questions:

- How do we define the region?
- Who are our primary stakeholders?
- How can we serve the region better?
- A focus on regional exports

In summary, the responses were:

### **1. Defining the region:**

- Should include Reno and Harvey County, given work/commute patterns
  - o Share businesses and workers
  - o People, population
- Smaller than Local Area I (LAI has 64 counties LAIV serves 6 counties)
- Barriers
  - o Rural v. city
  - o Distance – transportation

### **2. Stakeholders:**

- Not every stakeholder will have same entry port
- Mature workers, 55 years old and older are job seekers
- Youth – K-5 v. older = prevent a problem v. fix a problem

### **3. Exports:**

- Knowledge
- Need a centralized hub
- Specialized skill sets are needed to help companies
  - o Maybe focus on 10 companies and help them hire people with content knowledge
- Culture of awareness
  - o “Fear factor” – engage college and universities to help – HI-B visas, relationship building

#### **4. Better serve the region:**

- Awareness
- Outreach
- Job seekers
- Businesses
- K-12/K-5 – target different groups differently
- Hub – a place where people come to and employers direct people to services
- Technology – Kansas Works.com; how it fits together and is relevant

## **YOUTH**

An estimated 33 people participated in the planning session to discuss work employment. Questions focused on four topics:

- How to successfully engage youth?
- How can the Workforce Centers act as a catalyst to fill a gap for in-school students?
- How do we define “work experience”?
- How can we define a regional approach that addresses workforce issues for youth?

### **Engage youth**

- Meeting kids where they are
- Tech important, but still want personal connection
- Reaching out to youth
  - o YEK
  - o Mayor’s Youth Council
  - o Peer mentorship
- Conduct forum with youth – ask them

### **Acting as a catalyst**

- Community and business
- Workforce Centers are hubs
- Mentors/volunteers
- Meeting kids where they are
- Programs already in schools – need to put those on steroids with structure and guidance

### **Work experience**

- Structured
- Paid – entry level
- Ongoing (10 hours/week)
- Related to study/career
- Soft skills
- Employers invest – benefits job seeker and employer
- Technical assistance for employers
- Dependability
- Transportation a barrier
- Parents need to be engaged

## Regional cooperation

- Get to know the communities – both rural and urban
- Sports analogy – schools can get their teams from one community to another to compete, why not find a way to get them to jobs/centers
- Challenge –
  - o Can't catch in school
  - o Focus is always on college
  - o Two career paths
- Champions in rural and urban areas
- Change conversation – not just about college, but also technical education and career ready
- Find kids where they are
  - o Clusters in different areas
    - Manufacturing, agriculture
  - o Get them there and we (employers) will teach – message to parents, guardians, case workers

A summary of the STEMPACT 20/20 project was also provided, as a possible connecting point to youth workforce programs. A copy is included in the Appendix.



## **Partnerships**

- More resources – specifically how to find more people
- Connect to YMCA, Big Brothers/Big Sisters, community based organizations
- Needs –
  - o Job seekers – soft skills
  - o Move to younger demographics to create career awareness
- Concerned about duplication of services (relates to need for an well-defined system of services)

## **Model of Collaboration**

- Bringing resources together – People and Programs
- Education/Awareness of services
- A 211-type of one-call for all workforce issues – so people know who to call
- Issue that keeps coming up – Transportation
- Need to ‘formalize’ the system – to build on strengths of all organizations and prevent duplication

## **Youth Partnerships**

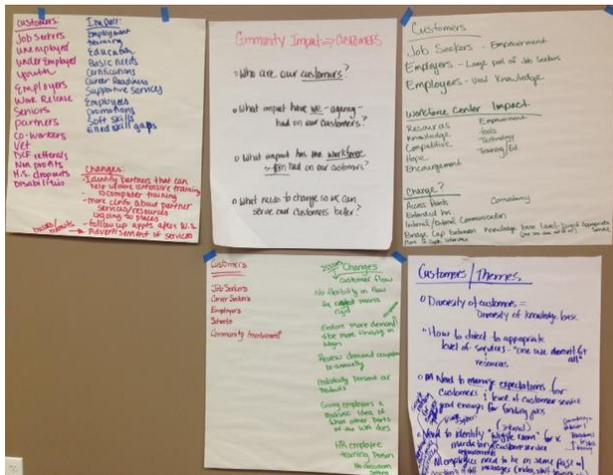
- A long list of traditional partnerships exist (see notes in Addendum)
- There are some non-traditional partnerships, but those need to be increased – for example, Real Men, Real Heroes and churches
- What employers need –
  - o Soft skills as a foundation
    - Showing up on time
    - Work ethic

## PLANNING WITH PROFESSIONAL STAFF

An estimated 18 employees participated in the strategic planning session, including those from the Workforce Alliance, Workforce Centers, Kansas Department of Commerce, and they represented a variety of front-line roles.

Questions discussed centered on three topics:

- Partnerships
- Community impact and customers
- Community impact and systems



Themes included a focus on restructuring the way customers are taken through the system. As one person said, “We need a triage system for directing customers to the right place ....”

Themes by category are as follows.

### Partnerships

- Diversity of groups we serve
- Importance of filling gaps becomes important
- Outer counties operate in partnerships differently – and not as equipped to

develop those

- Employees are important partners and many partners have the relationships to strengthen those partnerships
- Ease to be served through these partners
  - o Serve almost any need
  - o But on horizon, changes are coming that might lower the depth of our services
- Workforce Alliance will need to redefine those expectations

### Community impact and customers

- Diversity of customers means a diversity in knowledge base (education, experience)
- How to direct people to appropriate level of services and resources – “one size does not fit all”
  - o “Triage system” for directing customers to the right place, workshop, etc.
- Need to manage expectations for customers and yet provide a level of customer service that is good enough for finding jobs
- (Internal) Need to identify “wiggle room” v. mandatory requirements for customer service
  - o All employees need to be on the same page with messages – provide video? Staff training?
  - o Cross-training of staff
  - o Consistency in policies and procedures for staff (training?)
  - o (External) Need simple marketing for complex systems

## **Community impact and systems**

- Impact – Connecting the dots between job seekers and employees; decreasing unemployment rate
- Communication
  - o Internal first and then external (marketing)
- East of access
  - o “Youth only” section on website
    - Mobile app
  - o Felony-friendly checklist
  - o Programs – checklist – database – “smarter search”
    - Training on KansasWorks (believe it is under used by staff)
  - o Requirements – orientation – expectations
  - o Sharing across departments
  - o Expand – volunteer training at access points
  - o Host an “expungement workshop”

## LEADERSHIP

An estimated 30 people participated in a discussion about workforce leadership in the region. Questions focused on:

- What is the perception of Workforce Alliance in the region?
- Who are the organizations and individuals needed to make the workforce system successful?
- How is the Workforce Alliance doing toward its goal to support and advance a skilled workforce that grows the local economy?
- Who is responsible for making sure the workforce system operates efficiently and effectively?

Discussion themes identified the Workforce Alliance as the perceived leader in the region, but also identified areas that needed improvement, including increasing resources, ensuring there isn't duplication of services and increasing awareness of the system and how individuals and organizations can interact with it.



Themes are identified below.

### Perception in the region

- There is confusion with the unemployment office
- Lack of awareness – of all services (people do not have understanding of the broad range of services provided)
- Differences between urban/rural
  - o Transportation
  - o Branding
- Use technology

### Partnerships

- Partners are government, elected officials, education, non-profits and state agencies
- There needs to be efforts to bring resources together (financial and people) – we do well, but can do more
- There is a need for a “clearinghouse directory”

### Community impact

- Positives:
  - Customer service
  - Staff
  - Effort
  - Connections to post-secondary and Air Force Base
- Minuses:
  - Resources, including funding
  - Integration/duplication?
  - Lack of awareness

## **Governance**

- Perception that “no one” is in charge
- LWIB – make sure there is collaboration, accountability
- Partners/Elected officials
- Need to “spread knowledge” – elevator speech
- Perception that Workforce Alliance is government and this is an anti-government environment
- Military analogy
  - Generals
  - Captains/Majors
  - Enlisted
    - At every level:
      - Mission is clear, objectives - everyone buys in
      - Communication

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## CHAPTER 3: STRATEGIES AND PLANS

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Based on the themes from the community meetings, the following goals and objectives were identified with Workforce Alliance's senior staff:

- 1) **Strategy:** Develop a consolidated **Youth Employment Plan**
  - By January 1, 2016, develop a plan and begin implementation
  - Leadership: Keith and Chad
  - Features:
    - Multiple partners, including the City of Wichita, YMCA and Workforce Alliance
    - Consider BREG clusters
    - Coordinate with Business and Education Alliance (BEA)
    - Develop "pooled resources"
    - Consider youth work-ready certificate that focuses on
      - Customer service
      - Soft skills
    - Advocate for changing minimum age requirements in Career Centers
    - Develop a communications plan
    - Integrate technology based on what is learned from youth focus groups
  
- 2) **Strategy:** Develop **fundraising strategy** for Workforce Inc. (Corporation for Regional Collaboration – See 2015 Workforce Alliance Strategic Plan)
  - By the end of 2015, create a fundraising strategy that identifies targeted goal and how to implement
  - Leadership: Inc. Board of Directors and Keith
  - Features:
    - Re-evaluate golf tournament and determine viable events
    - Identify potential grants
    - Include direct funding sources, as well as fee for service
    - Integrate technology within the goals, as well as in raising awareness and developing relationships
  
- 3) **Strategy:** Implementation of **Workforce Innovations and Opportunities Act (WIOA)**
  - By July 1, 2016, complete implementation of WIOA
  - Leadership: Katie, Aletra and Angie
  - Features:
    - By July 1, 2015, develop structure and assignment of One-Stop Partners Advisory Council, including a list of agencies, roles and responsibilities for the Task Force, which will make recommendations on redesigning the service system at the Workforce Centers to the LWDB Executive Committee
    - Include sector strategies via BREG
    - Identify priority of service
    - Redefine LWDB Board membership
    - Integrate a technology plan that reaches communities beyond Wichita, including:
      - Online workshops
      - Online training

- Use of existing HD conferencing
- Website redesign – Phase two, which could provide materials and online chat mechanisms
- Person-to-person outreach
- Communications plan

4) **Strategy:** Emphasize a **regional focus on service delivery**

- By September 1, 2015, develop a regional implementation plan based on BREG clusters
- By January 1, 2016, begin implementation of Workforce Alliance priorities from the plan, such as career mapping
- Leadership: Keith and Amanda
- Features
  - Goal is to provide regional service delivery in employment and training services, including
    - An asset map and needs assessment to identify budget and talent by January 1, 2016
    - Integration of technology to deliver services
  - Partner on a **regional identity** in conjunction with other regional partners, including WSU, Greater Wichita Partnership, ICTAlliance, REAP

5) **Strategy:** Integrated and intentional **communication** efforts, both internally and externally

- **Internal** strategic focus
  - By October 1, 2015, develop a plan for aligning employees and partners based on the recommendations of the One-Stop Advisory Council; implementation to follow
  - Leadership: Angie, Katie, and Aletra
  - Features
    - Intranet for employees
    - Focus on how to work together
    - Determine policies on how to use social media for employment and training
      - Who will use different platforms, for example a Twitter Team
      - Who to tag, such as reporters
    - Key messages, for example:
      - Economic, employment trends
      - Job fairs for youth, older adults, traditional job seekers, etc.
      - Training
      - Interviewing
    - Determine
      - Who?
      - How?
      - When?
    - Include Community Impact Team
    - Develop an info-graphic/mapping of services and resources of the system

- **External strategic focus**
  - By October 1, 2015, develop an **overall communications plan** for increasing awareness and understanding of the employment and training system in the region; implementation to follow
  - Leadership: Angie, Katie, and Aletra
  - Features
    - Tied to website roll-out in mid-September
    - Coordinate with regional partners involved in BREG
    - Develop materials and messages for BREG rollout on September 1, 2015
    - Include an info-graphic/mapping of services and resources of the system

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## CHAPTER 4: RECOMMENDATIONS

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The focus of this process was to engage key partners and stakeholders in discussions that would allow the Workforce Alliance to identify key strategies and goals for 2015 – 2017. It is clear this is an ongoing process, and what follows is a list of recommendations for consideration.

- **FEEDBACK:** Once strategies and goals are confirmed, communicate with those who were invited to participate, with a short summary of highlights. Thank them for their input, indicate the Workforce Alliance will be finding opportunities to continue to work together and ask them for ideas related to achieving the goals in the next two years.
- **YOUTH FOCUS GROUPS:** Conduct focus groups with students, from grade school to high school, with a goal to identify what barriers are and how to reach those in school and those no longer in school.
- **ENGAGE STAFF:** As changes to the workforce system are happening, engage staff members who are on the front lines. Ideas for changing the internal workings, both in Wichita and in the smaller communities, will affect external perceptions.
- **INFOGRAPHIC:** Consider a planning session – or charette – that would allow the development of an “info-graphic” that explains the workforce system. This would be one piece in a larger communications plan, but it could be the centerpiece that both continues to engage stakeholders and allows development of other materials that better defines the multiple pieces of the workforce system.
  - o Imagine employers, including small and large, as well as multiple types of job-seekers, and where they enter the system so the idea that “there is no wrong door” is fully understood by all partners.
  - o Also helps brand the Workforce Alliance and Workforce Centers; could even consider a position for Workforce Inc. as its roles are evolving.

# APPENDIX

STEMpact2020 Menu of General Opportunities		View the General Volunteer Opportunities below, then visit STEMpact2020.org to choose from existing opportunities!		Get Creative! Create a unique volunteer opportunity and contact us to get started!			
Company Name:	Volunteer Recruitment Target Date Range:	Opportunity Description/STEM Integration	Bridging STEM	Hands-on	Multi-session	Volunteer Support	Data Driven
Type of Activity	Time Commitment	Organizations Involved	Focuses on student groups who are currently under-represented in STEM careers.	Focuses on experiential learning opportunities led by STEM professionals.	Engages students on a sustained basis thereby increasing students' opportunities to learn and identify with their mentors.	Includes staff orientation and ongoing volunteer support for the duration of the volunteer experience.	Commits to measure a common set of metrics focused on student interest in pursuing a STEM career and volunteer satisfaction.
Adopt a School	Depends on engagement	Schools	Create an ongoing relationship with a school near to your office.			We have had several companies do work with a school in various ways. Be the first to officially adopt a school!	
Ongoing STEM Mentorship	1-2 hours per week (minimum of 1 year)	Big Brothers Big Sisters, Youth Horizons, YMCA, Read and Rise	Make a profound difference on a child by being an ongoing mentor. Ongoing mentors are matched with a child and meet with him/her weekly/monthly for a minimum of one year. STEM professionals are encouraged to share with their mentees about their jobs, have the mentee visit their office, do hands-on STEM activities with the mentee, attend STEM events together, etc.			Each year hundreds of STEM professionals mentor youth in the Wichita community. Hundreds more are needed!	Ongoing
Classroom project mentor	4-6 weeks, 1-2 hours per week	Schools	Partner with a STEM classroom at a local school to provide mentors for groups of students doing a STEM focused project.			Andover Middle School needed engineers to mentor their students to create a water filtration system for a school in Nairobi.	1-2 weeks prior to activity
Internship	1-2 hours per week	Corporations/businesses	Design a basic internship for students at a local school to solve a real-life problem. Allow youth to interact/learn from STEM professionals while solving a real-life problem.			NetDapp has 3 interns from Northeast HS working on a real world problem.	Decided by Corp.
STEM Club: 4-8 weeks	1-2 hours per week	Girl Scouts	Lead a group of students in a STEM focused curriculum for 4 to 6 weeks.			NetDapp professionals lead a girl scout club at Jackson Elementary.	1-2 weeks prior to start
Classroom speakers	One-time (1-2 hours)	Schools, Children First: A-STEM	Speak to a STEM classroom at a local school. Share about your STEM profession, do a fun, hands-on STEM activity with the students.			The WSU Engineering Council organized several members to speak with a group of students at Spaight Elementary.	1-2 weeks prior to event
Interactive company visit	Planning (5-10 hours) Event (6-8 hours)	Corporations/businesses	Host groups of youth at your corp./business without having to leave your offices. Allow youth to see how their classroom learning connects with real-life problems by doing fun, hands-on STEM activities with youth.			Be the first to make this happen!	Decided by Corp.
STEM Camp	5-10 Staff Planning (10-30 hours) Camp (10-40 hours)	Corporations/businesses/college	Provide a STEM focused camp at your corporation/business for students to learn from STEM professionals.			NetDapp hosts/facilitates a STEM camp for girls in the summer at NetDapp.	Decided by Corp.
STEM Night	One-time (4-5 hours)	Schools, Exploration Place	Sponsor and/or participate in a night of STEM activity at a local school. STEM professionals engage as volunteers by doing fun, hands-on STEM activities with event patrons. STEM nights are encouraged to be a collaboration between commonly interested organizations.			Sprint Aerosystems sponsored and provided volunteers for a STEM night of fun, hands-on STEM activities for parents and students at Southeast High School.	1 month prior to event
STEM Professional for a Day	One-time (6-8 hours)	Corporations/businesses/college	Organize a job shadow day for students to interact with STEM professionals doing normal day-to-day activity in a real-life place of employment.			Wichita Society of Professional Engineers organizes a day for high school students to shadow an engineer.	Decided by Corp.
Big for a Day	One-time (6-8 hours) per STEM professional	Big Brothers Big Sisters	Provide an opportunity for a child on the waiting list for a mentor to shadow a STEM professional. If the match is successful the pair can continue in a mentor/mentee relationship.			Wester Energy has hosted Little on the waiting list for a Big to shadow a professional while doing fun activities.	1-2 weeks prior to event
Create a real life challenge	1-2 hours per week	Schools	Create a competition to solve a real-life problem and pose it to a local school's STEM program.			Be the first to make this happen!	Decided by Corp.
STEM Mentoring Café/ Lunch and Learn	One-time (1-2 hours)	Schools	This is speed dating for STEM mentors. Organize a group of STEM professionals to visit a local school to interact with and answer questions posed by youth regarding your profession.			Sprint Aerosystems organized a group of STEM professionals to do a forum at Southeast High School to answer students' questions about their profession.	Decided by Corp.
STEM Fair/ Judge	One-time (4-6 hours)	Schools, Regional, State	Judge for a science fair at local, regional, state events, allowing you to interact with the most talented youth in STEM.			Each year there are dozens of STEM fairs judging opportunities that need STEM professionals.	1-2 weeks prior to event