



HOST A LEAD FOR AMERICA FELLOW

OUR MISSION



TO ENSURE OUR NATION'S MOST DYNAMIC AND DIVERSE TALENT IS WORKING ON OUR COMMUNITIES' TOUGHEST CHALLENGES.

OUR FELLOWSHIP

Our flagship Fellowship program recruits, trains, and places our nation's most dynamic and diverse young leaders in a paid two-year fellowship in their hometowns and states to strengthen America's public institutions, support our local communities, and cultivate the next generation of transformational community and public service leaders.

WHY HOST A FELLOW

Benefit from the service of a highly skilled, locally-rooted leader. We recruit outstanding young leaders for their skillset matching your needs, for their prior connection to your town or city, and for their commitment to remaining in the community after completing their fellowship. According to hosts, 84% of our inaugural cohort was evaluated to be in the top 10% of performance of other entry level employees, while 98% was in the top 25%. 92% of hosts see their Fellows becoming a transformational leader in their community after the fellowship. With partners including the UNC School of Government and Tufts University Tisch College of Civic Life, and in collaboration with leaders at the Harvard Kennedy School and the BU Initiative on Cities, LFA provides Fellows with specialized training from a rich national network of public servants, MPA faculty, and local government associations prior to beginning their service so that they can be immediately impactful in your community.

Join a national movement of cutting edge communities to change the fabric of our country. As a member of the LFA cohort, each Fellow regularly collaborates with their peers and the LFA network. Fellows share out challenges and solutions from their community and have the resources to adapt innovative techniques from around the country to their locality.

Strengthen the civic ecosystem in your community. Fellows can connect your community to resources from LFA's network of partners to equip your institution with the best technology, send future cohorts of Fellows to your area, and build connections between regional universities, public institutions, non-profits, and small businesses.

HOW IT WORKS

- 1. We identify host community partners.** Community-based organizations from around the country apply to host a Fellow. To finance the fellowship, we ask hosts to contribute funds in the form of a scholarship. In many cases with economically distressed prospective host communities, LFA will help hosts apply for community foundation matching funds and/or supplements the host contribution with a scholarship from LFA's philanthropic partners.
- 2. We select Fellows.** LFA recruits outstanding and diverse leaders ages 21-30 who have demonstrated a dedication to a life of service and a commitment to return or remain in a community. We place a particular emphasis on reaching low-income and first-generation college students, women, people of color, and military veterans. For the 2020 cycle, LFA received 3000+ registered applicants for just 50 positions. The host will have the opportunity to interview LFA endorsed finalists for the fellowship before their final acceptance.
- 3. We train and support Fellows.** Fellows undergo a four-week summer training institute with LFA before their two-year term begins. They learn technical skills, undergo character and leadership development, and focus on developing equitable and innovative solutions. Training includes graduate-level coursework from leading MPA programs. Fellows receive ongoing LFA training throughout their two years and benefit from mentorship and retreats with other Fellows, as well as workshops through local government associations and universities.
- 4. Fellows serve local communities.** Fellows provide critical technical assistance to resource and talent strapped local community institutions. Fellows conduct projects addressing economic development, public health, disaster relief and resilience, education, and more. The community's greatest needs determine the project scope.
- 5. Together, we build a bench of community and civic leaders.** LFA is generating an alumni force with the talent, conviction, insight, and experience to affect the fundamental changes necessary to realize our vision of a strong community for everyone. Our alumni commit to spending at least two years beyond the Fellowship to serving their community and will continue to work as local change agents. LFA measures for geographic retention of the Fellows and provides access to career and graduate school opportunities across multiple sectors that are rooted in service and commitment to community.



WHAT WE ASK OF HOSTS

1. Provide meaningful work.

Our Fellows are dynamic self-starters with a high-capacity to provide value to the local hosts, but Fellows' changemaking potential is maximized when the community identifies clear needs the Fellow can support.

2. Pick a Fellowship project scope.

Identify a clear community-based need, policy area, or initiative that homegrown leaders can measurably improve through a fellowship project.

3. Assign an internal champion/mentor.

While LFA provides robust support externally, we believe it is even more essential that there is a key stakeholder, whether a director or senior government manager (city/county manager, mayor, council-member, etc), who directly mentors the Fellow during the two years.

4. Make an effort to retain Fellows.

We work hard to find the best homegrown leaders and bring them to you. We want to work with hosts invested in finding ways to retain these leaders in the community long-term. That could mean making a full-time offer or connecting them with private or nonprofit community partners.

5. Contribute to the Fellowship cost.

Hosts are asked to cover their Fellow's living costs (based on the livable wage of the community), costs for the four week training, and the cost of ongoing Fellow support for the two years. The cost of hosting a Fellow differs according to cost of living per region, but is on average \$45k/year and can be split between local philanthropy and host contributions, while LFA raises the rest of the funds nationally to subsidize the program. It includes a living allowance, housing, health insurance, training & education and fellowship support. The Fellow is not employed by the host or by LFA, but is rather provided with a scholarship payment each month by LFA. For less than the cost of an entry level employee and without any of the bureaucratic hassle of handling employment, hosts can have a highly trained, outstanding young leader working for their team. LFA works with each host to develop a creative locally-tailored financing strategy.





HOW TO STRUCTURE A FELLOWSHIP

We design the fellowship to best serve your community's needs and provide a meaningful experience for the Fellow. Typically, fellowships are project-based and focus on addressing one or two of a community's toughest challenges. Examples of fellowship structures include:

Project-based: Fellows are assigned projects and may shift responsibilities as needed. Fellows may be affiliated with several departments at one time.

Specialization: The Fellow spends their two-year term in a particular department, i.e. the City Manager's Office, Office of Emergency Management, etc. Under this option, a Fellow can focus on a specific initiative that the municipality or county is currently undertaking.

Rotation: The Fellow rotates through specific departments or initiatives. Typically, the Fellow goes through four, six-month rotations within the community-based organization. Some municipality/county governments require departments to pay for the Fellow's services from their own budget. This helps to make sure departments have a specific project for the Fellow and that there is a tangible work product at the end of the six-month rotation.

OTHER OPPORTUNITIES TO CONNECT

We are proud to have 100 Fellows currently serving communities across the country. If placing a fellow in your community is not feasible this year, we can serve and partner with you in other ways. For more information and opportunities to connect with our program and network click [here](#).

TAKE THE NEXT STEP

If you have any questions about our programs or hosting a Fellow, please do not hesitate to email Maya Pace, Chief Program Officer, at maya.pace@lead4america.org.