Celebrating 20 years
Preparing youth for brighter futures

Our BTE Story

Wilmington, Delaware
Grant Period: 2004–2007

The Bridge to Employment (BTE) Program in Wilmington, Delaware has impressive student results creating a lasting impact on its community. Consider a “punchier” tagline, for example: Impressive Results. Lasting Community Impact.

The key to BTE-Wilmington’s success is simple: set clear goals, create student activities that achieve those goals, and measure results. The goals are not as simple:

1. Reduce Student Learning Barriers;
2. Improve Teacher-Student Interactions;
3. Develop Teacher-Support Service Relationships; and

BTE-Wilmington created program elements that operate year-round with academic and social support for students before, during and after school, and during the summer months.

So what are the impressive results?

- BTE students had nearly 20 fewer absent days than a comparison group of students.
- BTE students had higher standardized test scores in reading, math, general sciences and concepts and process than a comparison group.

Due to the program’s success, Noramco provided additional funding to extended the program and expand its reach after Johnson & Johnson’s initial investment.
For so many students, BTE is a springboard. BTE can take students who have some interest in science, math, or engineering and provide a pathway to a career and life they may have never imagined for themselves. Consider Maria Esmeralda (Esme) Muñoz.

Young Esme thrived during her time in Solano County, California’s BTE program, serving as a BTE Ambassador and earning multiple scholarships to fund her four-year degree. It is no surprise that her success continued her first two years as a Civil Engineering major at U.C. Davis.

Today, Esme serves as the Outreach Officer for the U.C. Davis Chicano and Latino Engineers and Scientists Society and a Student Outreach Assistant for the U.C. Davis Early Academic Outreach Program, which works to expand postsecondary opportunities to California students.

According to Esme, “BTE made me start to dream things that I had never thought of before... the events and people sparked a light in me without me even realizing it... I want to spark a light in students and help them the way many people helped me.”