



CELEBRATING
THE BTE STORY:

25 YEARS,
25 LESSONS

Bridge to
Employment
Johnson & Johnson

Celebrating the BTE Story: 25 Years, 25 Lessons distills BTE's 25 years of experience into words of wisdom from those who have been there and done the work. Here we share one of those lessons.

LESSON 02

Find the Right Local Partners

Success in local BTE programs is a product of strong collaboration and communication between community partners committed to students' success.

BTE rests on a four-legged stool comprised of a Johnson & Johnson local operating company, secondary school, institution/s of higher education, and community-based organization — and strength and commitment among all partners is critical to keep the program from tilting. Each community partner offers unique assets to local BTE programs. Typically, with support from FHI 360, a local operating company seeks out community partners with the right fit for BTE. Finding the right community-based organizations is crucial, because they will take on day to day management of the BTE program.

In selecting local partners, FHI 360 asks questions based on interest in BTE's outcomes and the organization's capacity to help achieve outcomes:

- Do *local operating companies* have an interest in engaging local communities? Can employees offer unique, hands-on experiences to students? Will they be willing and able to allocate staff time, space, and resources to the BTE program?
- Do *secondary schools* demonstrate enthusiasm for BTE and what it can offer their students? Are they committed to selecting students who will benefit from BTE the most? Do they have existing connections with institutions of higher education, local businesses, or community-based organizations? Will they be willing and able to allocate staff time, space, and resources to the BTE program?
- Do *institutions of higher education* have an interest in helping secondary students transition into higher education? Are they pursuing strategies to reduce remedial education rates? Do they have existing partnerships with local secondary schools and programs that offer postsecondary credits to secondary students?
- Do *community-based organizations* have a track-record of coordinating complex multi-sector partnerships? Do they have experience working and communicating with a broad range of audiences and strong networks in the community? Will they be able to build respect and trust with students, their families, and the other BTE partners?