



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 21

Follow Standard Evaluation Procedures but Account for Context

Strong data makes our programs stronger. BTE has grown stronger over the years because sites use findings from their evaluations to make programmatic changes, and the BTE family has grown globally partly because individual programs have been able to demonstrate their impact with data.

FHI 360 identifies and engages an independent evaluator for each local BTE program. Evaluators follow a standard evaluation protocol that calls for collecting data at the start of BTE implementation and annually in subsequent years. Common data points collected across all sites include academic information, student surveys, Johnson & Johnson employee surveys, and focus groups with BTE students. Collecting evaluation data for local BTE programs is crucial because it allows them to track progress, adjust course as needed, and demonstrate the effectiveness of BTE to internal and external stakeholders. Standardizing evaluation measures across sites is equally important because it allows BTE as a whole to do the same. Evaluation

data provide quantifiable evidence for the value of BTE to communities and businesses and helps strengthen the message that BTE is worthwhile.

FHI 360 encourages local BTE programs to incorporate specific outcomes that are most important for their community into their evaluations. BTE community partners have the option of adding additional questions to the common surveys used across sites. These questions could address students' backgrounds and needs, community's resources, and their schools' histories and priorities. They can tailor some portions of the evaluation to help answer questions and assess progress on issues that are of particular importance to their community and students