



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 22

Be Willing to Use Data to Continuously Improve

BTE programs can and should adjust their activities to reflect what they learn from each year's evaluation data. A strong program model, with interim and final outcomes understood by all BTE partners, and continuous measurement against it helps programs address issues as they arise.

FHI 360 encourages local BTE programs to use annual evaluation results to determine what has worked well in the program and what could be better. Student focus groups are especially important for understanding how the BTE program is impacting the population it serves. Course correcting in response to evaluation data makes the program stronger and helps BTE serve students better.

In BTE-Bogotá, Colombia students learned from interacting with Johnson & Johnson volunteers that English fluency could be important to their future professional success. They shared this impression in student focus groups, and their BTE leaders incorporated English lessons into their program in response. And in BTE-Franklin Township, New Jersey, BTE partners added after school tutoring after evaluation data showed that students were struggling academically.