



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 24

Sustainability can Take Many Forms

Sustaining all or some of BTE after grant funding requires detailed collaborative planning. FHI 360 works with BTE community partners to begin planning for sustainability starting by the second year of their programs. BTE doesn't have to end when grant funding does, but how communities sustain a BTE program or some of its elements will vary depending on local needs and the resources in place to support ongoing efforts.

In some cases, local BTE programs have been able to carry on largely unchanged with monetary support from local operating companies and volunteer time. Evaluation data is important in helping local operating companies recognize the value of BTE. Other sites have maintained certain aspects of the program,

like company tours or guest lectures, with reduced funding. In some cases another entity, such as local government or community organizations, have taken over some BTE functions. Some sites borrow elements of the BTE model to incorporate in distinct programs, such as a program at a community college in Pennsylvania to help students explore careers and prepare for college.

No matter what form it takes, sustainability for BTE relies on the partnerships and relationships that were developed or strengthened through BTE. The practices of clear and consistent communication developed through BTE help community partners identify and address challenges together to make their community stronger.

76%
of sites sustain at
least one program
activity post-
Corporate funding