



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 08

Build on Local Operating Companies' Strengths and Engage Their Employees

BTE's cross-sector partnerships do best when they capitalize on the unique abilities and strengths of each partner. Each Johnson & Johnson local operating company focuses on a different aspect of the healthcare field, from consumer products to pharmacology to medical devices. This diversity opens up an array of unique, STEM2D-based experiences for local BTE students. Local operating companies have tapped into specific resources and expertise within their company to engage students in exciting, hands-on activities.

Engaging employee volunteers from Johnson & Johnson benefits students and also helps employees grow professionally. Respecting one another's time makes BTE stronger. BTE partners strive to remain cognizant of the competing demands and priorities their colleagues face every day at their respective organizations, whether they work for local operating companies, educational institutions, or community-based organizations. Program managers work to make BTE participation as easy and seamless as possible for all community partners.

BTE has developed several strategies over the years to get and keep employee volunteers engaged in the

program. First, local partners use employees' talents in a variety of ways, depending on their interest and availability. Some employee volunteers may be able to commit to ongoing, regular meetings with BTE students as mentors or career coaches. Others might see their time and talents better used as guest speakers, tour leaders, workshop leaders for college and career readiness, or internship or job shadowing supervisors. Second, FHI 360 offers support to make sure employees are prepared and comfortable in their roles working with youth. FHI 360 and local community based organizations offer ongoing training to employee volunteers, while the community based organizations can handle administrative tasks like background checks and scheduling. Community based organizations can also provide resources — like tip sheets and activity materials — to help employee volunteers prepare for meeting with students. Finally, local partners build in time for employee volunteers to lean on each other; in Sydney, Australia, and North Plainfield, New Jersey, for example, all employee volunteers come together quarterly to share lunch, talk about what is and isn't going well in BTE, share their challenges and successes, and offer support and suggestions.