



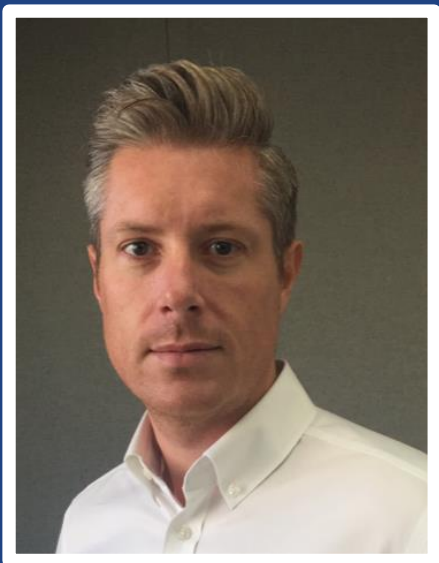
Collaborating with ERGs

Site Insight Session: BTE Bracknell, United Kingdom

ABTS 2022 | September 14 | 8:00 AM EDT



NATIONAL INSTITUTE FOR
WORK & LEARNING



Mark Butcher
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Digital Surgery & Capital Equipment
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BTE Champion

BTE Bracknell, UK



ABTS 2022 – BTE x ERG Collaboration Project

Mark Butcher
Business Operations Lead



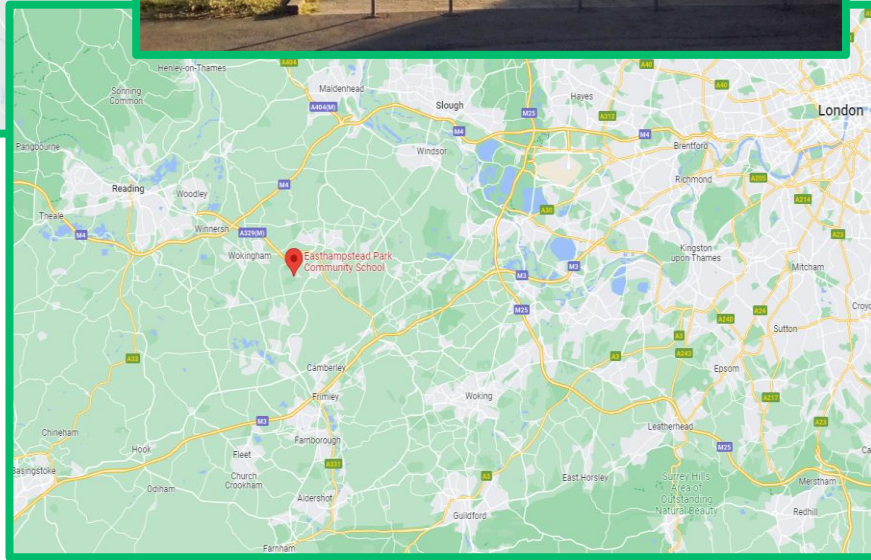
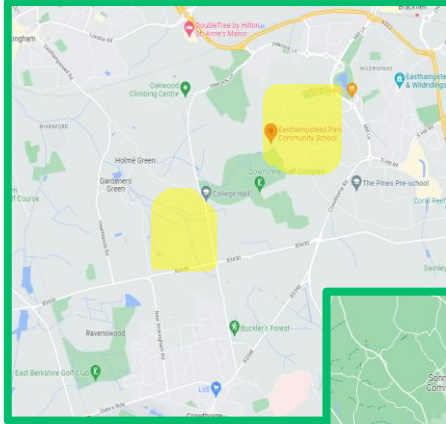


Agenda

1. BTE Bracknell
2. Our move to Self Sustaining
3. Why Project Work?
4. BTE X ERG Collaboration
5. 3yr Model vs 1yr Model



BTE Bracknell



- We work with Easthampstead Park Community School
- Berkshire (30mins from Heathrow/1hr from LDN)
- Formed in 1972
- C.900 students aged 11-18



Moving to Self Sustaining



- 52 students enrolled in programme
- 20 making it to yr.3
- 19 of those enrolled in yr. 3 going on to further education.
- First student to ever be accepted to Oxford
- 39 sessions completed over the 3 years
- 400+ hours of J&J volunteering

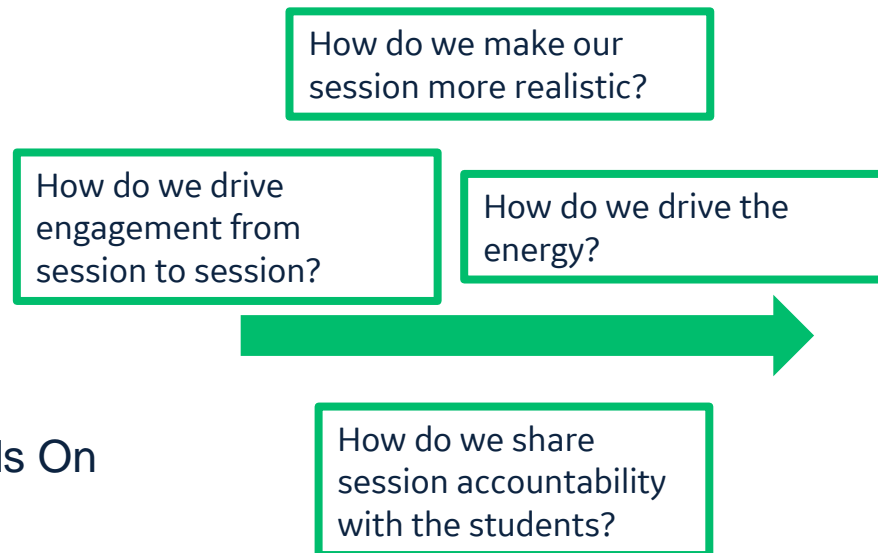
- 12 month rolling programme
- Nov thru Oct
 - First term of yr.12 through to first term of yr. 13
- Funded by J&J MedTech UK/IRL.
- £15K budget
 - £5K for connectr support
 - £10K for ABTS (not used 2022)
- Long term goal is to have all sites self sustaining and funded from central CSR budget



Why project work?

Year 1 – Core Skills

- Networking
- Debating
- CV Writing
- Presenting
- J&J Job fair
- Medical Device Hands On



Year 2 – Project 1

Objective

To implement the skills learned in Year 1

Additional Core Skills

- Leadership
- Teamwork/Building a team
- Project Management

The Project

To work in teams to design a charity event in support of Mental Health UK



Presentation Brief

You will have 10 minutes to present your idea which will consist of 7 minute presentation and 3 minutes of questions. The team can decide how best to showcase their idea.....the more creative the better (PowerPoint/flip charts/singing/dancing/acting)

All team members should get a chance to present

The presentations should.....

- a) Show how you have worked as a team? Who took what roles and how did you decide?
- b) Show how you used some of the things that you have learned in BTE sessions?
- c) Show how you plan to run your event should you win i.e. who will do what? How much help will you need? What needs to be done and by when?
- d) Use the time appropriately
- e) Demonstrate creativity
- f) Show that your idea is realistic and within budget
- g) Show that your idea is inclusive
- h) Keep to time

Most importantly.....**HAVE FUN AND ENJOY PRESENTING YOUR HARD WORK!!!!**

Presentation Scoring

Team Name.....

		1	2	3	4	5	
Team Work	The team didn't not show how they worked as a team and one person did all the presenting.						The team demonstrated how they worked together and everyone played their part.
Creativity	The final idea showed no creativity						The final idea showed lots of creativity
Inclusivity	The final idea is not inclusive and only some would enjoy attending						The final idea was inclusive and everyone will enjoy attending
BTE Learnings	The team used no learnings from BTE						The team demonstrated how they used some of the BTE learnings
Use of Time	Team were well under/over time						Team kept to time well
Appropriate/Realistic/Within Budget	The idea was unrealistic and not appropriate for a BTE event and had no link to budget						The idea was realistic and appropriate for a BTE event and showed a well thought out budget plan
Project Plan	The team had not thought about how to set up and run the event on the day						The team showed a clear plan of how they will set up and run their event

Total Score.....



Why project work?

Year 1 – Core Skills

- Networking
- Debating
- CV Writing
- Presenting
- J&J Job fair
- Medical Device Hands On

Year 2 – Project 1

Objective

To implement the skills learned in Year 1

Additional Core Skills

- Leadership
- Teamwork/Building a team
- Project Management

The Project

To work in teams to design a charity event in support of Mental Health UK

Year 3 – Project 2

Objective

To implement the skills learned in Year 1 & 2

Additional Core Skills


- Leadership
- Teamwork/Building a team
- DE&I

The Project

To act as a consultancy firm to write the school's DE&I strategy



BTE x ERG Collab

 **Bridge to Employment**
Johnson & Johnson

BTE Bracknell ERG Project

Overview
Sessions during January, February, March, and May will be in conjunction with J&J ERGs – WLI, BAME and Open & Out.

February – WLI
March – BAME
April – Open & Out

The May session will act as the presentation session where students will present back on the challenge set. Students will be split into pairs by their teachers (Mr. Lake) and act as a consultancy firm that are 'pitching' to become the school's D&I partner.

The sessions will be hosted via zoom recording and introduced by the site champion. Each ERG will present for c15mins on their specific ERG, sharing slides on their current strategy, challenges they face and how they make an impact. A task will then be set as part of a stage gated approach to ensure they are working toward the end task. The students will be asked to watch the recording in their own time, complete the stage gate tasks and submit to the site coordinator and site champion.

The Challenge
Teams (pairs) will be asked to act as a consultancy firm that are pitching to become the school's D&I partner.

They will be asked to:

- Come up with a consultancy company name
- Identify the problem that needs solving (could be increasing diversity in student population/teacher population/encouraging diversity in sports/STEM subjects etc.)
- Identify what currently exists/What's missing/What would they keep/What would they change?
- Understand and report on what do other schools do?
- Show what can they take from J&J?
- Make final recommendations and suggest how they would measure and changes?

Teams will present back 'Dragon's Den/Shark Tank' style during the May session.

Volunteer Roles
Lead volunteer/Site Champion to facilitate recorded session and ensure it is sent to students no later than 24hrs after scheduled date.

Volunteers to:

- Introduce themselves before the start of each ERG presentation
- Engage with slides/presenter to share their own experiences

- Sessions ran from Jan – May 2021 (virtual)
- Feb – April sessions hosted by J&J ERG's
 - WLI
 - BAME
 - O&O
- Students had to create their own strategy and present back 'Dragon's Den' style and pitch their strategy
- ERG leads acted as 'Dragons'





BAME





3yr Model vs 1yr Model

Changes We have Made

- Added the Alliance For Diverse Abilities
- Presentations will be during same session as graduation
- Volunteers able to assist in sessions
- Due to session constraints ERG sessions condensed





ABTS 2022 Social Media Challenge

Post It! Share It!

Think about what you learned, who you met, and what excited you the most about this session.

Remember to share your ABTS highlights on social media.

- Use **#ABTS2022** and **#B2E30** in your posts
- To tag J&J or NIWL (FHI360), use **@JNJNews**, **@BTetweets** or **@NIWL**, respectively
- Remember, you can take screenshots throughout each day to capture photos and help bring your ABTS experience to life on social media.
- Post your photos and be sure to tag us on Instagram **@btegrams** or on Facebook at **@jandjbridgetoemployment**

Share your posts on your social media accounts now!



Up Next

FIRESITE CHATS

Breakouts: Learning & Networking Sessions

September 14 | 9:00 AM EDT