

A conversation with Johnson & Johnson Medical Limited

Company	Johnson & Johnson Medical Limited
Sector	Medical Devices
Project	Johnson & Johnson are involved with The Healthcare Academy of a local secondary school in West Lothian. The Academy involves pupils who could have been at risk of not moving onto positive destinations after school.

What were the business drivers that got you involved?

Aligned with the Johnson & Johnson Credo values, we take our responsibilities to the local community very seriously. We are committed to improving communities across the globe through localised action. We are also committed to helping the local economy in West Lothian thrive and we want to continue to attract people into employment. The health care sector opportunities in West Lothian are growing and we think it is important to make young people aware of the opportunities and help prepare them for employment once they leave school.

What have the business benefits been?

- Generating pride in our staff who are proud to belong to an organisation that supports community projects.
- Encouraging young people into the health care sector and enabling us to have a wider pool of potential employees.
- Getting staff that would never have the opportunity to work together join up as a team and develop a deeper understanding of each other and their areas of work.
- Staff gain a meaningful sense of achievement through their involvement in a project that is not their core responsibility.

How have your staff benefited?

Working with young people often means our employees have to come out of their 'comfort zone' and develop new skills. Employee feedback suggests this is of personal benefit back in the workplace. For example:

- Creating presentations and delivering them to young people develops their own presentation skills.
- Bringing a sense of confidence gained from their interaction with young people back into the workplace.
- Managing unusual learning opportunities with young people and being recognised for this during their work performance appraisal

What is your top tip for working with young people in schools?

- Make your project geographically local and therefore meaningful to a large number of employees.
- Link your project directly to your corporate values.

Johnson & Johnson
MEDICAL LIMITED

Encouraging and helping to support young people into the health care sector is beneficial to us and expands young people's opportunities and chances in life. We are very proud of the project.

Mark Turner
Operations Manager



"Ensure your project has an emotional connection to your business. For us that means engaging with young people around health issues."

What is the project and how does it work?

The Healthcare Academy was set up to support pupils who do not thrive as well as they could under the traditional curriculum. It involves a number of key partners that collaborate with Johnson and Johnson, including the local colleges and universities. Through The Academy and other school activities Johnson & Johnson staff become involved in helping to make maths and sciences 'come alive' for pupils by integrating them into healthcare concepts. Other activities between Johnson & Johnson staff and pupils include lectures, factory tours, presentations of job-related case studies and workshops on CV preparation & interview skills. Johnson & Johnson staff will also mentor pupils and create work-shadowing opportunities to help pupils get a good sense of what the health care sector can offer. The Academy hopes to achieve an overall improvement in academic attainment and retention by focusing on pupils who are not usually interested in maths and sciences and might be struggling with their studies.



Describe the factors that contributed to the success of your project?

- Staff are recognised for their work with these young people and as an organisation we place great importance on this project.
- Our staff are willing to bring their personal stories with them, which helps to create strong connections with the young people.
- Handing out well-deserved awards to young people was an uplifting experience that kept us all smiling for weeks afterwards.

What was your major challenge and how did you overcome it?

We are constantly challenged by involving new staff. By keeping the Healthcare Academy local we hope to involve more staff as they see the tangible benefits to the young people in their own community.

How can other businesses replicate this project?

Engaging with local young people is challenging and rewarding. Schools are interested in collaborations with local businesses to engage pupils in positive activities that promote employability skills. Contact one of your local secondary schools directly or contact SBC and they can link you up with a school.

Have your last word

We share our Healthcare Academy success story throughout the whole organisation to demonstrate and emphasize the importance we place on having a positive impact on our local community.

