



Procter & Gamble Partners with Benjamin Franklin Institute of Technology to Prepare Students as Technicians and Leaders through Summer Co-op Program

P&G has partnered with Benjamin Franklin Institute of Technology (BFIT), a private non-profit college in Boston, in an effort to increase the manufacturer's pipeline of skilled plant technicians. As part of P&G's summer co-op program, four BFIT students served as full-time plant technicians, gaining invaluable job exposure and training, while supporting P&G's manufacturing needs.



These BFIT students are part of P&G's effort to train plant technicians and cultivate future industry leaders. "All of our technicians are learning to become quality control managers," said Aravind Menon, P&G's senior HR manager. "Technical expertise is important, but soft skills such as leadership, teamwork, and communications are even more important. That's why we partnered with the college. We are trying to develop the whole person."

Co-op students have worked hands-on in one of the most technology-advanced manufacturing facilities in the world. As an example, one intern learned to troubleshoot and operate a Cartridge Assembly Machine, which takes all the components, and through continuous motion, assembles them into cartridges. "BFIT's manufacturing classes and machining helped a lot. CAD was a big one. It helped me understand how these parts are designed and assembled, and how it all works," said Dylan Foureau, a Mechanical Engineering Technology student.

The co-op has enabled students to extend their learning into a professional work environment, and hone their soft skills such as communication, goal-setting, problem solving, and collaboration. P&G's management philosophy closely aligns with the college's approach to higher education. In addition to the hands-on technical training, the college's general education courses prepare students with soft-skills that employers demand in today's job candidates.

For BFIT students, the co-op has meant earning good pay and securing good references for future jobs. It has also given students a sense of responsibility and trust. "Before coming to BFIT, I kept getting low-paying jobs. I was going about it the wrong way. I knew I needed specialized skills to get a better paying job and to move up in my career," said Ludwig Jean, a senior in BFIT's Mechanical Engineering Technology Associate Degree program.

P&G's selection process for this program is rigorous. In addition to a thorough application and a GPA requirement, candidates must complete an in-depth reasoning test and two rounds of in-person interviews with P&G managers. This process prepares students for the rigors they will surely face when entering the workforce, though P&G's open communication throughout has enabled BFIT to help coordinate placements and maximize student access to this opportunity.

In its first year of inception, P&G and BFIT are both benefiting from this collaborative relationship. Built into the co-op are a mid-point check-in and a final presentation, both of which provide a forum to share insight about skills essential to success in the classroom and workplace. Collaborative exchanges, such as this, enable BFIT to align its curriculum to meet industry needs. BFIT hopes to continue serving as a workforce pipeline for P&G and other leading manufacturers. This partnership is part of BFIT's overarching effort to gain input from industry to ensure that the college teaches students the right blend of technical and workplace skills.

"A strong pipeline of highly-skilled and talented plant technicians is critical to the long-term health of our world class manufacturing capability in Boston. We value the partnership with BFIT to ensure we have the right people to continue to improve our manufacturing capability to serve consumers better than anyone else in the world."

Mike Chaney, VP Global Shave Care