

Bridge to Employment



The Johnson & Johnson Credo inspires the BTE program.

Our employees volunteer their time and offer life-changing experiences that unleash the untapped potential of young people.

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Preparing Youth for Brighter Futures

In 1992, Johnson & Johnson launched the Bridge to Employment initiative (BTE) to inspire young people (14-18 year olds) from disadvantaged communities to stay in school, excel academically, and elevate their career aspirations. BTE helps young people build solid futures and strives to:

- 1) Increase the number of students who enroll in higher education; and
- 2) Increase the number of students pursuing health or science careers.

BTE is based on solid research and uses continuous evaluation to promote success and measure outcomes. Successful BTE programs target 35-50 students and offer progressively intensifying program activities over the course of a three-year grant period, in the following areas:

- Academic Achievement & Enrichment
- Career Readiness & Exploration
- Higher Education Preparation & Exploration

While each site is unique in its scope and structure, all partnerships address local community needs and consist of a local Johnson & Johnson operating company – companies like Advanced Sterilization Products, DePuy Synthes, Ethicon, Janssen, and Johnson & Johnson Medical – a secondary school, an institution of higher education, and a community-based organization.

Johnson & Johnson partners with FHI 360 to manage the BTE program worldwide.




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BTE At-A-Glance

Quick Facts

- More than 4,000 graduates
- Over 75 local programs
- 13 countries, including 11 US States and Puerto Rico
- 4:5 BTE sites continue one or more program activities following Johnson & Johnson's initial investment
- 400 Johnson & Johnson employees volunteer 4,000+ program hours and work, on average, twice a month with BTE students

Goals

- Increase the number of students who enroll in higher education
- Increase the number of students interested in pursuing a career in the health sector

Strategies

- Academic Enrichment
- Career Readiness & Exploration
- Higher Education Exploration & Preparation

Sample Activities

- Academic Tutoring
- Science Laboratories
- Applied Learning Projects
- Teacher Externships
- Camps & After School Programming
- Company Tours
- Guest Lectures & Career Coaches
- Work Readiness Workshops
- Job Shadowing & Internships
- College Courses & College Credit
- College Tours & Tasters



Our Impact

- **Higher grades** – 2% improvement in Math; 7% improvement in Science
- **Higher secondary school completion rates** – 98% graduation rate
- **Improved career awareness** – 88% awareness of careers in the health sector; 75% have knowledge of the skills required for a health career; 46% of BTE graduates plan to pursue a career in the health sector
- **Increased higher education enrollment** – 95% applied to an institution of higher education; 64% accepted to an institution of higher education plan to attend.
- **Attainment of work-readiness skills** – 88% BTE graduates possessed key work readiness skills
- **Positive youth development** – engaged, self-confident, motivated young people.

Our Communities

BTE programs have been launched in over 75 local communities worldwide. In 2015, Johnson & Johnson Corporate-funded BTE sites operate in:

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| <p>Africa</p> <ul style="list-style-type: none"> • Nairobi, Kenya <p>Asia/Pacific</p> <ul style="list-style-type: none"> • Sydney, Australia • Mumbai, India | <p>Europe</p> <ul style="list-style-type: none"> • Naples, Italy • Leiden, Netherlands • Bucharest, Romania • High Wycombe, United Kingdom • Leeds, United Kingdom <p>Latin/South America</p> <ul style="list-style-type: none"> • Cali, Colombia • Gurabo/Manatí, Puerto Rico • San Lorenzo, Puerto Rico | <p>United States</p> <ul style="list-style-type: none"> • Santa Ana, California • San Diego, California • Newark, California • Taunton, Massachusetts • New Brunswick, New Jersey • North Plainfield, New Jersey • Ambler, Pennsylvania • Wayne, Pennsylvania |
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Self-sustaining partnerships (BTE Alumni Sites) are operating in approximately 70% of previously funded sites with local operating companies continue to support, in one or more ways, the activities launched through BTE.