

STUDENT HANDBOOK

BRIDGE TO EMPLOYMENT
EWING

2021-2022

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& BTE Champion

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Welcome

BTE SITE COORDINATOR

Congratulations and welcome to the BTE family! Throughout this past year I have had the opportunity to develop this ever changing and evolving program with amazing members of the TCNJ, Johnson & Johnson, FHI 360 and Ewing High School community. We are all eager to meet you and assist you on your individualized journeys.

As we continue to weather the storm of the global pandemic we must approach the unpredictable with continued flexibility and preparedness. It is these experiences that we remember our values, beliefs, support systems and our willingness to ask for help as this allows us to get through our challenges and win some triumphs.

As you begin the year, I leave you with one of my favorite quotes, ***“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us.”*** A Return to Love, Marianne Williamson. Be the light and show up to learn all that you can.

Welcome to our village,
Destiny De La Rosa
Site Coordinator, Bridge to Employment

BTE CHAMPION

Congratulations and Welcome to our BTE family!

On behalf of Johnson & Johnson Consumer Health, I would like to take this opportunity to give you a warm welcome to our Bridge to Employment program in partnership with TCNJ and our Skillman Campus.

Our goal is to provide you with in-depth guidance, education, and exposure to the many careers in the STEM2D (*Science, Technology, Engineering, Mathematics, Manufacturing, and Design*) sectors so that you could make an informed decision on pursuing higher education. We are going to reach that goal through fun & engaging activities in targeted areas of Academic Achievement & Enrichment, Higher Education Awareness & Preparation, and Career Exploration & Readiness.

You have a few of the most powerful weapons on earth ... your body, your mind, and your unbreakable human spirit.

I am looking forward to embarking in this journey with you and your loved ones as we witness the many ways you are going to shape your future, further your education and career aspirations.

Best Regards,
Jose Hernandez, BTE Champion

PURPOSE

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

- Increase the number of students who enroll in higher education
- Increase the number of students interested in pursuing careers in the Science, Technology, Engineering, Mathematics, Manufacturing, Design (STEM2D) or healthcare sectors.

Through academic enrichment activities, career readiness and exploration opportunities, and higher education preparation, BTE students are exposed to various careers and motivated to pursue higher levels of academic progress and take the steps necessary to build a better future and achieve their full potential.



HISTORY

Like many Fortune 500 companies in the early 90's, Johnson & Johnson became concerned with the declining quality of U.S. secondary education. Johnson & Johnson established its Bridge to Employment (BTE) initiative in 1992, strengthening the connection between the classroom and the "real world."

The initiative started small. Staff from Johnson & Johnson Corporate piloted a program in New Brunswick, New Jersey and employees worked with students from the local high school to improve their work readiness skills.

Over the next few years, Johnson & Johnson partnered with the National Alliance of Business (NAB) to replicate BTE in additional communities. A number of academic research studies, as well as data on school dropout rates, access to higher education, college success, and workforce issues informed program development. A core set of proven school-to-career principles provided its foundation. And, the 1994 School to Work Opportunities Act signed by President Clinton further propelled the growth of BTE. As a result, Johnson & Johnson launched BTE sites in more than 10 locations in the first 5 years of the initiative.

Gradually, BTE evolved. In 1996, the program started to focus on healthcare careers - targeting the STEM areas or science, technology, engineering, and math. Evidence based practices for workforce development and youth development were also integrated into the BTE program.

In 2003, Johnson & Johnson began partnering with AED's (now known as FHI 360) National Institute for Work & Learning (NIWL) to manage the program. This partnership - which continues today - is a key reason for the ongoing success of the program and replication globally.

Starting in 2005, BTE became a global initiative with the launch of a program in Cork, Ireland. Over the last 25+ years, more than 85 BTE sites have been established in communities throughout the United States, Africa, Asia, Europe, Latin /South America, and the Middle East. Each year, Johnson & Johnson Corporate funds 4 new programs, with more than 16 Corporate-funded programs operating at any given time.

Locally BTE has been operational at Trenton Central High School since 2017. For the 2021-2022 academic year the program will expand to serve Ewing High School students.

**To learn more information about the history of BTE please visit <https://www.bridge2employment.org/>.*

THE BRIDGE TO EMPLOYMENT MODEL

Each Bridge to Employment program has common elements, partners, and strategies, but each is tailored to the particular needs of the community. The specific elements of each Bridge to Employment program are developed during a strategic planning session with multiple partners and revised annually in response to a program evaluation. All local BTE programs include four key partners:

- Local Operating Company (**Johnson & Johnson Consumer Skillman**)
- Secondary School (**Ewing High School**)
- Institution of Higher Education (**The College of New Jersey**)
- Community-based Organization (**TCNJ Bonner Institute**)

Once partners are engaged, 35-50 students in their last three years of secondary school are selected for the program. Teachers, the broader secondary school community, and Johnson & Johnson employees act as secondary populations for the program.

Each BTE program is design to address three strategies:



While each program is customized to its local community, BTE sites learn from each other and often carry out similar activities. Some of BTE Ewing program activities include:

Academic
Tutoring

Company
Tours

Guest
Lectures

Career
Coaching

College
Tours

Skills
Workshops

PROGRAM REQUIREMENTS

Attendance: BTE students are expected to attend school on a regular basis, be ON TIME and prepared to be engaged in learning.

- Students are expected to sign in during all BTE programming to receive an excused absence from class.
- All after school sessions with J&J coaches are MANDATORY. Failure to attend two or more sessions in a semester will result in a meeting with the BTE Site Coordinator to determine continuation in the program.
 - Excused absences will only be granted in the case of a true emergency, or an unavoidable academic conflict. These matters must be discussed with the BTE Site Coordinator as soon as possible after the emergency/conflict.
- Students are expected to take college entrance exams when given the opportunity to do so.
- Students are expected to challenge themselves by taking more advanced classes.

- **Participation:** BTE is designed to expose students to higher education opportunities and STEM2D careers. It is expected that all students will fully participate in programming by attending, completing assignments, participating in small and whole group discussion, experiments, etc. If you anticipate inability to participate in any program requirements, you are expected to consult with the BTE Site Coordinator.
- **Professionalism:** BTE students are expected to maintain a level of professionalism at all times treating others with respect when on and off campus.
 - **Conduct Policy:** Students are expected to treat Bonners, staff members, Johnson & Johnson mentors, and fellow BTE students with respect and dignity. Students in violation of this policy will meet with BTE Site Coordinator. Repeated violations are grounds for program removal.
 - **Dress Policy:** Students are expected to dress appropriately for the activity they are completing, and to abide by program dress codes whenever applicable.
 - **Safety Policy:** Students are expected to adhere to Ewing High School safety policies, as well as policies of TCNJ and J&J. Masks are required for all indoor BTE programming unless specified.

Communication Policy:

- The official mode of communication of the BTE program is email. Emails must be professional and responded to within two business days.
- Other modes of communication (including but not limited to the BTE app, GroupMe, texting and social media) are helpful tools but are not official modes of communication.

**Non adherence to any School and BTE policies will result in program review and may restrict you from attending BTE trips as well as full participation in the BTE program.*

Trips:

- BTE sponsored trips are a privilege, and BTE students are required to conduct themselves in accordance with Ewing High School and Johnson & Johnson policies, and state and federal laws. Further, BTE students are expected to appropriately represent TCNJ, Ewing High School and Johnson & Johnson at all times.
- Permission slips are required for ALL trips.
- BTE t-shirts or polos are to be worn on all BTE sponsored trips, unless otherwise indicated.

Students must be growth-minded:

- BTE activities are designed to expose students and broaden their horizons as it relates to STEM2D and post-secondary options. Students are encouraged to be open-minded and prepared to try new things as a part of their ongoing growth and development.

Students will be held accountable:

- Every part of the BTE program is interconnected. It is expected that participants will complete all missing class assignments as well as completing assignments related to BTE programming.

Academic Expectations:

- It is expected that all BTE students maintain satisfactory grades in all courses. Students earning less than a grade of C/75 in any class will be required to establish additional tutoring hours with a TCNJ Bonner Scholar.

Use of Resources:

- BTE is designed to provide support to members and their families with post-secondary planning. Remember that you may seek assistance from staff or students in TCNJ Bonner Institute, representatives and coaches from J&J, and BTE site coordinator, Destiny De La Rosa. It is our aim to assist with resources as much as able.

CONTACT INFORMATION

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