



SANTA ANA, CALIFORNIA

BTE Success Stories

BRIDGE TO EMPLOYMENT

Launched in 1992, Bridge to Employment (BTE) is a Johnson & Johnson initiative that prepares youth for brighter futures. For more information about BTE, visit www.bridge2employment.org

June 2019

Why BTE?

At Santa Ana High School, more than 90% of the students are Hispanic, 93% qualify to receive free or reduced school lunches, and 36% are English language learners. In 2013-2014, Santa Ana High School's drop-out rate of 12% was the highest in the district, and the school's post-secondary enrollment rate was approximately 65%. The school's population is primarily made up of students who would be the first in their families to attend college.

Recognizing the need to increase the school's college acceptance rate and to provide exposure to careers in health, the BTE partners (Johnson & Johnson, ASP, CSS, UCI, Santa Ana College, and Santa Ana High School) designed a unique BTE program that featured academic enrichment, career readiness and exploration activities, and higher education preparation. In addition, they sought to increase the number of students enrolling in higher education and pursuing careers in STEM²D (Science, Technology, Engineering, Math, Manufacturing, and Design) sectors. A BTE volunteer described wanting to share J&J's work with students—to open their eyes to the number of opportunities and degrees that can lead to different careers and career paths. He said, "There are things they can do that they don't even realize."

BTE: A Catalyst for College & Career Aspirations

Bridge to Employment (BTE) Santa Ana recruited students who were in the 9th grade in school year 2015-2016 who were interested in STEM careers and had a minimum GPA of 2.5. School counselors assisted in determining who was eligible. Interested students submitted an application and attended a family orientation day. All students who applied were accepted. The program kicked off in September 2016 with 57 tenth grade students. More than three-quarters of BTE students (77%) were female.

In order to improve students' *academic achievement*, BTE Santa Ana included tutoring, study groups, and academic advising.

To encourage students to *consider pursuing higher education*, the program offered higher education workshops, symposia, college coaching, field trips, tours and demonstrations. The BTE site coordinator emphasized how essential it was to focus on financial aid, as well as to provide support for completing applications and FAFSA forms, since most students were first-generation college students. Also, engaging parents was key because their buy-in to the program

SITE PROFILE

Location

Santa Ana, California

Grant Period

2016 - 2019

Sponsor

Johnson & Johnson
Advanced Sterilization
Products (ASP)
Cardiovascular & Specialty
Solutions (CSS) Group

Coordinator

University of California,
Irvine (UCI)

Community Partners

Santa Ana High School
Santa Ana College

Volunteers

90 volunteers
3,886 total hours

Directly Served

58 students
77% female
54% completion rate

encouraged them to believe their kids could become college-eligible. Parents were invited to the program kick-off and end-of-year celebration every year.

To assist students in *exploring their education or career paths*, the program included personal interest inventories, employability workshops, mentoring and career coaching.

Johnson & Johnson employees volunteered more than 3,500 hours over the three-year program in their work with students.

Impact of BTE

Of the 57 students who started BTE in the 10th grade, 30 (53%) completed the program in 12th grade. Overall, BTE students performed better than their peers over time for GPA and in math. All BTE students identified BTE as very important to their school success. In addition, all BTE students who completed the program graduated on time.

All BTE students (100%) were admitted to a post-secondary educational institution—a significant increase from the school's overall post-secondary bound rate of 65 percent. Students were accepted at institutions including Santa Ana College, Long Beach City College, Golden West College, California State University (CSU) Fullerton, CSU Bakersfield, CSU Channel Islands, University of California Los Angeles (UCLA), University of California (UC) Merced, and UC Berkeley. Significantly higher percentages of BTE students (65%) than comparison students (32%) planned to attend a four-year college or university. The majority of BTE students (88%) reported felt that BTE was an advantage in applying for college and jobs.

Students reported particularly appreciating the time and unconditional support of the BTE staff and the J&J mentors, including (but not limited to) their support for the college application process. Students said that staff explained things “step by step” and made the process “stress free.” When asked what they liked most about BTE outside of the specific activities, the most common response was BTE staff. Students mentioned that the staff and volunteers cared, listened, provided support, motivated them, and were available at any time. One student reported, “The people I have met motivated me to be better than what I believed I could be.”

A J&J employee explained that the students in Santa Ana don't typically have mentors outside of the BTE program. He noted that BTE Santa Ana had a good number of volunteers and people who genuinely wanted to be engaged. Talking about his experience working with students he said, “It really opened my eyes to the type of influence I can have on students. I never really thought about being a role model. Through BTE,

“The people I have met motivated me to be better than what I believed I could be.”

- A BTE-Santa Ana student

“Through BTE, I saw the impact I can have, even in just the 8-16 hours per month I've contributed. It's such a small amount of time, but we saw a big impact on the program and the students.”

- J&J employee

I saw the impact I can have, even in just the 8-16 hours a month I've contributed. It's such a small amount of time, but we saw a big impact on the program and the students." The BTE site coordinator also underlined the importance of relationships, saying the three years working on the program gave her "insight into what students are struggling with each year and how much time you need to build a relationship with students."

Students discussed liking the college visits the most out of all BTE activities because they learned about and got a feel for campus life. When asked the most impactful aspects of BTE, the most common response was higher education preparation—in addition to college visits, workshops and discussions about college applications and financial aid. The BTE site coordinator emphasized the importance of showing students what's possible. She stated, "Since they're first generation, you have to...build that framework and mindset that this is something that you can do—you can go to college and you can afford it."

Sustainability

Building on the successes of the BTE Santa Ana program, the UC Irvine Early Academic Outreach Program (EAOP) will continue to collaborate with J&J to offer WiSTEM2D workshops to EAOP participants at Santa Ana High School. Services will be in-kind from J&J and SAHS depending on resources.

STUDENT OUTCOMES

100% of students who completed the three-year BTE program graduated on time.

100% of BTE students reported that the program was very important to their school success.

100% of BTE students agreed that BTE motivated them to work harder in school and helped them feel good about the future.

100% of BTE students agreed that BTE had prepared them to achieve their career goals.

88% of BTE graduates felt the BTE program provided an advantage in applying for college and jobs.

100% of BTE graduates were admitted to a post-secondary educational institution.

77% of BTE graduates reported interest pursuing a career in a STEM²D (Science, Technology, Engineering, Mathematics, Manufacturing, or Design) field.