



BOUND BROOK, NEW JERSEY

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

January 2021

Why BTE?

The Bridge to Employment (BTE) Program in Bound Brook, New Jersey was a partnership between Bound Brook High School (BBHS), Raritan Valley Community College (RVCC), and Johnson & Johnson Worldwide. The school's population is majority Hispanic and low income. Many students' parents did not attend college, and many do not speak English. The BTE program was designed to improve students' academic performance, increase graduation rates, and increase student interest in health or science disciplines.

In order to increase student involvement in science and health care careers, the BTE Bound Brook program took students on company tours and to career fairs and hosted career panels and lectures. Additionally, science and health professionals served as career coaches, and students were offered job-shadowing or internship opportunities.

BTE is designed specifically to provide these types of college and career readiness exposure to students. Working together, Johnson & Johnson, secondary and postsecondary schools, and community organizations develop programs that feature academic enrichment, career readiness and exploration activities, and higher education preparation. They aim to increase the number of students enrolling in higher education and pursuing careers in STEM²D (science, technology, engineering, math, manufacturing, and design) or health care.

BTE: A Catalyst for College & Careers

BTE-Bound Brook first reached out to students who were struggling in school but after encountering recruitment issues, they opened enrollment up to all 9th graders in academic year 2016-17. Approximately one-third of the freshman class (43 students) signed up. Spanish was the primary language for many of these students, so the program partners translated documents for students and their families.

The program kicked off in September 2017 with 43 10th grade students and focused on three key components:

- **Activities that provided students with academic support and enrichment, including college preparation activities.** Workshops on writing a college essay or assistance with completing financial aid packages helped to, as one partner described it, "Make these esoteric things seem more tangible...that's a key component for our student population."
- **Activities aimed at career exploration and development** delivered through mentoring of BTE students by science, healthcare, and business professionals. A program partner explained, "I think we introduced them to events that promoted the health career mindset...we took them to different institutions, we took them to visit the staff of J&J. We listened

SITE PROFILE

Location

Bound Brook, NJ

Grant Period

2017 - 2020

Sponsor

Janssen Pharmaceuticals

Coordinator

Raritan Valley Community College

Community Partner

Bound Brook High School

Volunteers

15 volunteers

2,931 total hours

Students Directly Served

43 students

47% female

70% completion rate

to mentors and their pathways. In many cases their backgrounds make it relatable to the students that were in our program.

- **Tutoring of students in core course subjects:** Science, English and Mathematics.

Impact of BTE

Of the 43 students who started BTE in the 10th grade, 30 (70%) completed the program in 12th grade. All (100%) of those 30 graduated from BBHS. Ninety percent of these BTE students (27 of 30) pursued college (the remaining three enrolled in the military). Seven BTE students received a \$1,000 college scholarship. Institutions where the BTE students were accepted included:

- ❖ Centenary College
- ❖ Kean University
- ❖ Monmouth University
- ❖ New Jersey Institute of Technology
- ❖ Penn State
- ❖ Ramapo College
- ❖ Rider University
- ❖ Rowen University
- ❖ Rutgers University
- ❖ Raritan Valley Community College
- ❖ Stonehill College
- ❖ The College of New Jersey
- ❖ University of Delaware
- ❖ University of Maryland

Due to COVID-19 school closures, much of the evaluation analyses were not possible. However, academic data showed that from Baseline to Year 3, the BTE group increased their average math grade from 79.8 to 81.3 and English grade from 84.3 to 88.0 (these are nonstatistical increases).

All 30 BTE students received college credits while in high school. These credits ranged from 2 to a high of 17 that one student received

One BTE partner explained that a key part of the BTE Bound Brook program was promoting a mindset of higher education. BTE students participated in a combination of higher education-related activities, including a College Success course, an SAT prep course, visiting different institutions, receiving feedback from mentors on college application essays, and taking dual enrollment courses for college credit. Because many Bound Brook families don't have the means to undertake such activities, BTE's support contributed greatly to students seeing college in their future.

Sustainability

To continue the momentum that was created by the BTE program, the BTE Bound Brook partners are discussing having J&J employees as guest speakers in the high school and are also exploring the STEM-focused P-TECH model: a public-private partnership that integrates high school and college coursework and offers a range of workplace opportunities that include mentoring, site visits and paid internships.

STUDENT OUTCOMES

100% of BTE students who completed the three-year BTE program graduated from BBHS.

90% of the BTE students applied to an institution of higher education

90% of BTE students were accepted to a college of their choice

7 BTE students received \$1,000 scholarships

100% of BTE students received college credits during high school

BTE students' math and English grades increased from Baseline to Year 3