Bridge to Employment
Johnson & Johnson

Global Policies & Procedures

SAFEGUARDING & DEVELOPMENT TRAINING

All partners engaging with BTE youth are required to complete FHI 360's annual safeguarding and volunteer training.

RECRUITMENT & RETENTION

There is a one-time recruitment effort for BTE youth participating in a cohort. Youth are not recruited post kick-off. Additional BTE youth cannot be added to programming after the second BTE activity during Year 1.

ANNUAL IMPLEMENTATION

BTE sites must implement a minimum of 80-hours of youth-facing activities per academic year that incorporate the global prescripts. These activities must be open to all local BTE youth and included in the annual BTE calendar of activities. Annual programming should include J&J involvement on a monthly basis.

TECHNICAL ASSISTANCE

FHI 360 provides customized technical support to all BTE coordinating entities throughout implementation. During Year 1, TA occurs monthly and bi-monthly during Year 2 or as needed. TA support is also provided to BTE champions with regard to employee engagement and sustainability.

ATTENDANCE

All BTE youth are required to attend 80% of annual BTE activities, locally. Each BTE site is expected to create their own local attendance policy and protocols and share it out with all local stakeholders.

Global Prescripts

The following prescripts outline annual programming elements that each local site is required to include in their calendar of activities. These elements fall into one of the three BTE program strategies noted below.

Career Exploration & Readiness

Post-Secondary Exploration & Preparation

Community Engagement & Youth Leadership

Year 2

Identity, Career Exploration & Social Capital

The following program activities align with the global BTE program model short-term outcomes that focus on increasing career and post-secondary awareness, 21st century skills, service, and engagement with Johnson & Johnson employee volunteers. The following activities total 33-hours of programming, making up almost half of the required 80-hours of annual programming.

- Career Awareness eModule (13 hours)
- Individual Education & Career Planning (Ongoing)
- Cross-Site Activity (4 hours)
- Job Shadowing (4 hours)
- Mentoring Pods (10 hours)
- Credo Service (2 hours)

Additional Activities for Consideration: Digital badge credentials (e.g., Communication, Collaboration, Innovation, Resilience, etc.), Applied Learning Project, post-secondary/ higher education tours, Liberty Science Center's Live Surgery, and/or leadership activities.

Year 3

Leadership, Service & Transitioning to Post-Secondary

The following program activities align with the global BTE program model end-of-grant outcomes that focus on a successful transition to post-secondary education with confidence in 21st century skills, service, and building a diverse pipeline of talent in the STEM2D career sectors. The following activities total 15-hours of programming, leaving ample room to customize the required 80-hours of annual programming.

- Mentoring Pods (10 hours)
- LinkedIn Activity (3 hours)
- Credo Service (2 hours)
- Education & Career Plan (Ongoing)

Additional Activities for Consideration: Becoming Career Ready learning series, internships, post-secondary/ higher education tours, career panels, career fairs, college fairs, career coaching, and/or young professionals network.