

## INSTITUTE FOR WORK AND LEARNING

# LEARNING AND WORKFORCE DEVELOPMENT

### OVERVIEW

#### A Supportive Continuum from Youth to Adulthood

FHI 360's Institute for Work and Learning (IWL) develops and implements programming and resources for young people as they prepare for future education and career pathways; incumbent workers as they seek to retool for new careers; and educators and other navigators to hone their professional skills.

At IWL we believe the worlds of work and learning are not distinct, but deeply intertwined facets of our lives essential to our ability to thrive. When students pursue paid internships, apprentices complete their training, and individuals of all ages pursue professional development opportunities, we see boundaries blurring – for the benefit of workers, learners, and employers.

While talent and ambition may be evenly distributed, opportunities to thrive are not. IWL manages programs that focus on underserved individuals and communities in urban, rural, and Tribal settings.

### CAREER EXPLORATION AND PLANNING

#### Bridge To Employment (BTE)

Johnson & Johnson (J&J) partners with IWL to manage the global BTE program. BTE inspires young people 14 – 18 years old to stay in school, excel academically, and elevate their career aspirations, with an emphasis on exploring STEM and healthcare careers. Launched in 1992, BTE helps young people build bridges to brighter futures and makes learning meaningful, engaging, and



Next Engineers: Engineering Academy students in Cincinnati, Ohio.

relevant. IWL develops student activities; trains employee volunteers to provide mentorship and career exploration opportunities to participants; supports local implementing partners; and provides communications, work planning, and website management.

#### Next Engineers

Funded by the GE Aerospace Foundation, Next Engineers offers three inspiring programs to engage students ages 13-18 on their paths to engineering studies, providing them with educational and career opportunities they may not otherwise experience. The out-of-school time program engages students through hands-on activities in Engineering Discovery, a week-long Engineering Camp, and the two-year Engineering Academy. Similar to BTE, IWL creates the student curricula; supports community partners in each location; provides communications, work planning and website management; and trains engineering volunteers to facilitate activities.

#### Career Mobility Action Plan (MAP)

The Career MAP project takes a holistic approach to strengthening key components of family well-being. Partnering with the Greater Washington Urban League, IWL provides customized career readiness resources, including skill-building workshop and empowerment lab curricula, digital badges, and career mapping tool, to low-income families as they pursue employment with living wages.



## EDUCATION AND CAREER TRANSITIONS

IWL connects underrepresented, justice-involved, and opportunity youth with the resources, mentors, tools, and navigators they need to lead full and healthy lives.

### Compass Rose Collaborative (CRC)

Working with the U.S. Department of Labor since 2017, IWL's reentry projects serve young adults, 18 – 24 years old, who are returning to their communities after involvement with the justice system. IWL uses a combination of violence prevention, conflict resolution, mentoring, workforce readiness opportunities, including soft skills training, leadership training, career exploration and preparation, post-secondary education and training, work experience, and livable wage job placements to support these young adults as they overcome stigma and obstacles to find fulfilling roles working and learning within their communities.



Growth Opportunities participant Franswa meets with her employer.

### Pathway to Success

Pathway to Success supports young people as they transition from high school to postsecondary education and, later, to career. This Johnson & Johnson initiative expands on BTE and builds postsecondary readiness, seeking to increase the number of students completing a bachelor's degree in healthcare, science, technology, engineering, math, manufacturing, or

design. Students participate in quarterly seminars, a residential pre-college academy at a university campus, networking with university staff and faculty, and preparing college admissions materials.

## PROFESSIONAL DEVELOPMENT, CREDENTIALING, AND UPSKILLING

### IWL Registered Apprenticeship Programs (RAP)

IWL helps employers hire and train new or existing employees in the care workforce. IWL offers four nationally recognized RAPs: Community Health Worker, Peer Support Specialist, Substance Use Disorder and Mental Health Counselor, and Youth Development Practitioner. Each RAP provides workers an opportunity to build their skillsets in a rewarding career path while also meeting critical workforce needs. Through our apprenticeships, IWL seeks to advance nationwide goals to increase care worker wages, to improve the training and recruitment of paid care workers, and to create autonomous pathways into meaningful careers in the care economy, especially for those with lived experience.

## RESOURCES AND TOOLS

### Leading Edge Materials for Navigators, Teachers, Service Providers, and Volunteers

IWL offers a variety of lesson plans, curricula, workbooks, activity guides, instructional videos, learning series, workbooks, online portfolios and more to support teachers, navigators, mentors, volunteers, and service providers as they guide individuals on their paths towards their education and career aspirations. IWL also provides learning series, eBooks, program management materials, and technical assistance to strengthen the capacity of our community-based partners. These tools live on our in-house learning management system and resource hub.

About FHI 360: FHI 360 is a global organization that mobilizes research, resources and relationships so people everywhere have access to the opportunities they need to lead full and healthy lives. With collaborations in over 40 countries, we work directly with local leaders to advance social and economic opportunity, improve health and well-being, respond to humanitarian crises and strengthen community resilience. We share data-driven insights and scalable tools that expand access so communities can effectively address complex challenges, respond to shocks and achieve thriving futures.

WASHINGTON DC OFFICE  
2101 L St., N.W. Suite 700  
Washington, DC 20037 USA

FHI 360 HEADQUARTERS  
359 Blackwell Street, Suite 200  
Durham, NC 27701 USA

T 1.202.884.8000  
F 1.202.884.8400

T 1.919.544.7040  
F. 1.919.544.7261

## CONTACT

For more information, please contact or visit:

[IWL@fhi360.org](mailto:IWL@fhi360.org)  
[IWL Resource HUB](#)  
[IWL LinkedIn](#)