



SkillBridge Program

Candidate FAQs

① When should I start my application?

- a. We recommend applying 9-12 months before an approved separation date or earlier to increase application visibility to our hiring managers. We will reach out to interview candidates if and when they are identified as a match for a specific opportunity. This can happen at any time between the date of application and their eligible internship start date.
- b. If you apply within 6 months from ETS, the likelihood of getting an internship is low. We recommend you apply for full-time jobs outside the SkillBridge Program beginning approximately 4 months before separation on our [careers site](#).

② When are my start dates and duration?

- a. If selected, we work with each candidate to determine a start date based on their military eligibility and approval. We work on start dates individually rather than on a cohort model. To be considered, you must be able to participate for a minimum of 90 days but up to 180 days during your SkillBridge eligibility period. ([DOD SkillBridge FAQ](#)).

③ When will I find out if I have been selected?

- a. Candidates are considered on an ongoing basis and will be contacted only when a possible match is identified. We continue to keep your application open and share it with managers for consideration up until your SkillBridge window opens.

④ Will JNJ provide me with a SkillBridge letter for my Command approval?

- a. Yes. If you are selected for an internship, we will work with you to provide the documents required by your approval authority.

⑤ Can I do my SkillBridge Internship remotely?

- a. Most internships are in-person or hybrid. Depending on the nature of the role (i.e., most supply chain, quality, and manufacturing roles will be onsite) and location, the internship may be negotiated as remote with the understanding that the candidate will relocate if offered a regular full-time position. If you are seeking a role that is permanently remote, we encourage you to instead apply for full-time roles that are remote eligible on our [careers site](#).

⑥ What are the SkillBridge locations by regions?

- a. West: Irvine, CA; Redwood City, CA; Santa Clara, CA.
- b. Midwest: Cincinnati, OH; Warsaw, IN.
- c. South: San Angelo, TX; Cornelia, GA; Jacksonville, FL; Tampa, FL.
- d. North-East: New Brunswick, NJ; Piscataway, NJ; Raritan, NJ; Somerville, NJ; Titusville, NJ; Horsham, PA; Malvern, PA; Spring House, PA; West Chester, PA; Raynham, MA.
- e. For other locations, you are encouraged to apply to other permanent opportunities at careers.jnj.com as you approach employment eligibility.

⑦ What are the SkillBridge locations by regions?

- a. The types of roles and fields that might be available depend on location. Our SkillBridge eligible locations are those that tend to have a volume of open jobs but may focus on hiring specific functions. We recommend doing research to understand the types of jobs available by looking at jobs that are currently available at that location on our [careers site](https://careers.jnj.com).
- b. Disclaimer: The locations listed below are EXAMPLES of our top hiring locations by critical functions. Please review our career site for your preferred job location(s) and the most updated job vacancies.
 - i. Human Resources: New Brunswick, NJ, Tampa, FL.
 - ii. IT/ Digital: Raritan, NJ; New Brunswick, NJ; Skillman, NJ.
 - iii. Engineering: New Brunswick, NJ; Irvine, CA; Jacksonville, FL.
 - iv. Finance: New Brunswick, NJ; Tampa, FL.
 - v. Legal: New Brunswick, NJ.
 - vi. Marketing: Titusville, NJ; Raritan, NJ; Horsham, PA.
 - vii. Operations/ Supply Chain: Jacksonville, FL; Raritan, PA; San Angelo, TX; Cornelia, GA; Irvine, CA.
 - viii. Quality: Raritan, NJ.
 - ix. R&D: Cincinnati, OH; Spring House, PA; Malvern, PA; Horsham, PA; Raritan, NJ; Titusville, NJ; New Brunswick, NJ; Santa Clara, CA; Irvine, CA.

⑧ Is SkillBridge a path to MVLDP / EMVLDP or the Veteran Sales Pathway (vsap)

- a. No. Each of our pathways are distinct entry points to specific jobs at Johnson & Johnson. You are welcome to apply to more than one pathway but the selection process for each is separate and SkillBridge does not guarantee hire into another pathway. SkillBridge experiences are designed to allow

⑨ Is SkillBridge available in sales?

- a. Not at this time. Most sales roles in Johnson & Johnson require a long (6 month+) training program on a set timeline. Therefore, SkillBridge internships do not generally align to sales opportunities. If you are interested in sales, we recommend considering our [Veteran Sales Pathway program](https://careers.jnj.com).

If you have any additional questions

Please contact us at jnskillbridge@its.jnj.com, and we will get back to you within 4 business days.