



Johnson & Johnson



CHILD
DEVELOPMENT
CENTER





Through the Windows of the Johnson & Johnson Child Development Center...



...One can see children play, learn, discover, sleep - children being children. It is a safe and secure environment designed to encourage creativity and growth.

At Johnson & Johnson, we strive to help our employees fulfill their family responsibilities. That's why we created our "Balancing Work & Family" program designed to help employees satisfy the demands of both personal and professional life. It's all part of a commitment to our employees as stated in our Credo.

For parents of young children, we've implemented the most important phase of this program - the Johnson & Johnson Child Development Center, a unique facility offering employees daily care for 200 children ranging from 6 weeks to 6 years old.





Wonderful Environment



The idea behind our building was simple: design a center that lives up to the standards of Johnson & Johnson. With this in mind, we employed the architectural firm of I.M. Pei and the child care consulting firm, Resources for Child Care Management (RCCM) to design the Center.

Windows and sky-lights fill the building with warm, cheerful sunlight. We put the counters and tables at just the right height for children; toilets are low to the floor for small learners; and temperature-controlled faucets are activated by a sensor when little hands are placed beneath them for washing.

The two-story center is designed so each of the five age groups has its own section of the 26,000 square foot building. Infants, toddlers and intermediates are on the top floor. Pre-schoolers and kindergartners are on the bottom.

Since children need room to grow, the Center has plenty. There are open areas inside for group activities and play, and porches off the rooms. There's a beautiful playground outside for children to explore the outdoors, build sandcastles, and use all their newly emerging physical powers to climb, slide, and build.

In addition to meeting Johnson & Johnson's standard of excellence, we also had to meet those of the toughest critics of all - children and parents.





Dedicated Staff



Children need personalized, individualized care in a rich learning environment. And creative, enriching surroundings are the most beneficial for a child. To create such an atmosphere, we've employed the program management and administration skills of RCCM, which ensures proper management of staff, curriculum and daily operation.

Together, Johnson & Johnson and RCCM have assembled a staff which does more than exceed state requirements and federal recommendations, it meets Johnson & Johnson standards.

Our "caregivers" are experienced professionals in early childhood education and have skills in art, music, and physical education. Our staff understands and appreciates the special world of childhood and each child's need for personal, loving care. Offering salary and benefits above the industry average allows the Center to attract and maintain an experienced and highly educated staff.

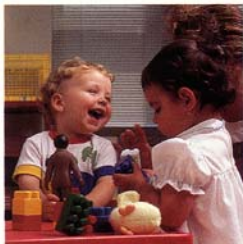
By upholding high standards of excellence, we've been able to maintain low caregiver to child ratios, small group sizes - with certified teachers in each room - and a low turnover rate which all translate into a very stable environment for the children.

Music is Fun!





Carefully Planned Program



We've designed a program with the idea of satisfying the important needs of each child. We recognize children as individuals and attempt to instill in each child a feeling of trust and self-esteem. We also encourage initiative and try to develop each child's full creative potential. More important, our program allows each child to have a relaxed and happy day.

The program guides children through creative activities and developmentally appropriate experiences. Language development is emphasized and independence is encouraged in a relaxed and pleasant atmosphere. The goal is to instill in each child a strong sense of identity, capability and resourcefulness, self-confidence and curiosity, and develop strong learning and problem-solving skills.

In developing the program we considered each age level's capability to learn certain skills. Beginning with infants, who explore their senses through touching and feeling, the growth and learning pattern expands with each phase of development through the use of integrated learning activities





Enriching Experience

It's important for children to spend the day in an environment rich in all sorts of learning experiences - both in their home bases and out. That's because a variety of settings and learning opportunities expands the child's world. So we bring the world in and take the child out.

The Center offers a wonderful array of rooms which provide fun, amusement, and powerful creative stimulation. There's a music room where children explore the basics of rhythm and music appreciation. A computer room, complete with childrens' keyboards and software, where rudimentary computer skills are introduced. There's even a discovery lab, also known as the "messy room" where children experiment and play with "fun stuff" like paint or mud.

Fine arts are introduced to the children through our Music Enrichment and Dance Enrichment programs. The Center is visited frequently by invited guests such as doctors, firemen, policemen, and local drama groups who help children experience the world beyond the Center.



Our special program extends outside the boundaries of the Center. Field trips are scheduled periodically for the older children. Trips to farms, museums, and local points of interest help to explain the world around them. The trips are carefully planned and supervised and transportation is provided via the Center's bus.

For younger children, "field trips" are created in and around the Center so they too may experience exciting and educational adventures.





A Feeling Of Warmth



The Johnson & Johnson Child Development Center makes its home within the corporate environment, at World Headquarters. While a child care center may seem out of place in the corporate world, it's proven to be an enriching addition to our campus.

Imagine the joy of the child who gets to have lunch or a brief visit with mom or dad. Consider the parents' pleasure as they enjoy walks around the corporate campus with their child during a break. While the parent works, the caregivers offer a helping hand, an encouraging word, or even a backrub at naptime.

The warmth generated in and around the Center is felt by the entire corporation. On special holidays, parades of costumed gremlins journey across the campus to show off their finery or serenade employees with sweet voices singing carols in the corporate lobby.





Concerned Attitude

It's not always easy entrusting your child's care to another. The Child Development Center makes that decision easier for Johnson & Johnson employees by offering an atmosphere which provides the love and safety a concerned parent demands.

Safety is extremely important, so the Center is designed as part of the corporate campus and is protected by its security and emergency systems. We even designed outside play areas so they're hidden from public view.

Parents want to be sure their concerns are heard and acted upon. For this reason we developed the Parent-Rep System, in which questions are directed to a parent representative who ensures prompt attention at monthly parent-rep meetings. Parents are encouraged to express their feelings so we can make any possible improvements.

For growing children, we provide two meals and a healthy snack each day. In addition to formula and baby food, diapers are supplied for the small children. Parents know that their child will always be clean and well fed at the Center.



And since every parent knows that coughs and sniffles abound with children, the Center has a separately ventilated "Get Well" room, where a full-time registered nurse cares for mildly ill children. This means that parents can work assured that their child is in good hands.



Johnson & Johnson Cares About Childcare



Johnson & Johnson is proud to provide its employees with the best possible child care, so parents can go to work knowing their children are in a protected and nurturing environment. We feel, as part of our credo, that it is our duty to help our employees better balance their responsibilities of work and family. This is why Johnson & Johnson subsidizes a percentage of the total cost of the Center.

The Johnson & Johnson Child Development Center not only enhances the present, it ensures the future.

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The Windows of the *Johnson & Johnson* Child Development Center

