

# Walmart

Danielle Goonan

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# Walmart U.S. approach to accelerating upward mobility



# Mobility

## Creating paths for higher education

Walmart offers education benefits for college credit, GED, high school completion, language training and professional development

### Providing access to higher ed in partnership with Guild Education

- Associates are able to access affordable, high-quality education
- Available to all full-time and part-time Walmart U.S. and Sam's Club associates
- Walmart subsidizes the cost of higher education, beyond financial aid and an associate contribution equivalent to \$1 a day
- Associate's and bachelor's degrees in Business and Supply Chain Management
- The nonprofit schools were selected for their focus and strong outcomes on serving adult learners
- Associates can earn credit for their Walmart Academy training
- Over 3,000 students began classes this past fall across our three university partners



# Mobility

## Sparking a movement across retail



**\$100 million** to increase mobility of frontline retail workers

- Generating and sharing insights into retail as a sector of opportunity
- Building effective and innovative approaches to training and advancement
- Engaging employers and improving cross-sector collaboration

