Walmart U.S. approach to accelerating upward mobility

Access
- Remove barriers to entry
- Inclusive hiring
- Job supply

Stability
- Fair working conditions
- Job design
- Wages and Benefits
- Worker Voice

Mobility
- Training and upskilling
- Creating paths to higher education
- Sparking a movement across retail

Inclusive Economic Prosperity
- 800K+ graduated from U.S. Walmart Academies
- 215K+ U.S. associates promoted

Diversity & Inclusion
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

Walmart

Walmart Foundation

$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

*as of 2/18