



## Episode 4:

### Growing Your Pay and Career: Opportunities to Upskill and Advance

Emily:

Hi everyone. I know we've been talking a lot about financial literacy lately and the importance of always learning. There are so many great resources out there for our associates, and today I am beyond excited to highlight another element of financial wellbeing. Your career, part of your total rewards includes compensation, and when you grow your pay, you have more opportunities when it comes to managing your money. I'm Emily and I'm joined by Matt supporting People Communications. We are here to talk about the learning and growth opportunities available to you. Matt, thanks for being here today. In your own words, what does grow mean at Walmart?

Matt:

Hey, thanks Emily. I really appreciate the question. I think at Walmart, let's grow really means that we believe in you and your potential. We are the nation's largest private employer and we're all about creating opportunities. That's from day one. That's whether you want to move up. Maybe you want to learn new skills, maybe you want to take your career in a completely different direction. Regardless of which of those things it is, we are here to support your journey.

Emily:

I love hearing about different associate journeys and how they got their start here. And you've been with the company for eight years now, right? I bet you've learned quite a few lessons along the way. So speaking of learning and growing, where might someone start if they want to grow their career?

Matt:

Yeah, eight years. A lot of lessons, and that's a great question. I think one of the best places to start is with Walmart Academy. That's what we consider our launchpad for success. We've got more than 200 training centers nationwide, and they're your first stop after being promoted. You can also jump into quick, helpful trainings on either Me@, which is what we call at first Sam's or my Walmart, which is what we would call it for Walmart, and these trainings touch things like the 10 foot Rule or how to better serve customers.

Emily:

I had no idea we had more than 200 training centers. I think it really speaks to the company's commitment to investing in growth opportunities for associates as they look to level up their career. So tell me, what if I want to go back to school or get a degree?

**Matt:**

Oh yeah, you absolutely can live better. You or LBU is designed for just that. Whether you want to finish your high school diploma, maybe learn a new language, earn a certificate, or even pursue a degree, LBU gives you access to programs that fit your life and Walmart covers that cost. At this point, associates have already saved over \$730 million in tuition and books. Just visit [live better you.com](https://livebetteryou.com) to get started. That's the word. Live the word better, and then the letter you.com.

**Emily:**

So going to throw you a curve ball here, but let's say I'm interested in a completely different career path. What are my options?

**Matt:**

Yeah, that's where our pipeline programs come in. These are designed to help you move into high demand roles with more responsibility and higher pay. Here's a quick overview of your options. First, there's associate driver. You can become a Walmart truck driver and earn up to \$110,000 in your first year. You'll complete a paid 12 week CDL training program as part of this. There's also associate to technician. This allows you to move into facility maintenance, refrigeration, HVAC reliability or automation, and earn up to \$45 per hour. Then there's pharmacy technician certification. Now Walmart covers all training costs, so you can earn up to \$3 more per hour as a certified tech versus an uncertified tech. And then finally, there's our optician development program. This is 100% paid training to become a nationally certified optician. Opening doors in our vision centers.

**Emily:**

Sounds like there are a lot of different paths to grow your career with the company. That's always been one of the coolest things that I've seen since coming to Walmart. There's so many opportunities to learn new skills and take your career to the next level. This all sounds great. So, how do I get started?

**Matt:**

Yeah, that part's easy. All you have to do is talk to your manager. They can help guide you to the right resources, the right trainings, the right programs based on your specific interests.

**Emily:**

Love that. Taking mental notes as we speak. But I do have one more question before we wrap. Why does Walmart invest so much in associate development?

**Matt:**

I think that that's a pretty simple answer, and it's because you matter ultimately when you grow. Walmart grows and we do believe in building careers, not just jobs. And we're here to help you write your next chapter.

**Emily:**

**Couldn't have said it better myself. Matt, thank you so much for taking the time to highlight how associates can grow their careers with us. And for those listening, be sure to check out [one.walmart.com/career](https://one.walmart.com/career) navigation to explore in-demand roles, learning pathways and resources to prepare for your next step.**

**Matt:**

**Thanks, Emily.**