



# Walmart's Approach To Associate Opportunity

As the nation's largest private employer, Walmart is the best place to grow, advance and build a career from the ground up. We believe no other company can match the combination of our scale, our best-in-class approach to training, development and education, and our culture of promoting from within, from entry-level roles all the way to C-suite executives. There's a path of opportunity for everyone, no matter where you start or what you aspire to.

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## Access

Walmart provides Americans with access to good, entry-level jobs with pathways to grow skills and build careers.

- **Valuing skills:** Walmart and the Walmart Foundation are creating a world that looks at all the skills people possess, not just college degrees. In addition to formal education, we value work, volunteerism, military service, individual interests and aptitude. All forms of learning count at Walmart, and we're creating systems to ensure no learning is wasted.
- **Countering degree inflation:** There are many roles in the U.S., especially in the service sector, where a college degree should not be required. Ex: We've never required degrees for store, club and supply chain jobs and we're now removing degree requirements from most of our campus jobs.
- **Formerly incarcerated applicants:** Walmart is committed to fair-chance employment efforts that support the hiring and advancement of formerly incarcerated individuals. Ex: We were among the first retailers to "ban the box" asking about criminal history on initial applications.

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## Well-being: Pay, Benefits & Scheduling

Walmart provides competitive pay and comprehensive benefits, including health coverage, a 401(k) plan, and paid time off, to part- and full-time associates, many of which start on the first day of employment.

- **Pay:** Walmart offers competitive wages by role and market. U.S. hourly associates make close to \$18 an hour on average, and we will continue to invest in higher pay.
- **Majority FT:** Approximately 69% of our U.S. hourly associates are full-time. FT jobs can lead to greater take-home pay and help gain the knowledge and experience needed for advancement.
- **Predictable scheduling:** We provide work-life balance by offering flexible and consistent scheduling options that give associates control over when they work and visibility 2+ weeks out.
- **Paid Leave:** Walmart offers associates access to paid time off, including paid sick leave, as well as up to 16 weeks of paid maternity and six weeks of parental leave.
- **Medical Coverage:** FT and eligible PT associates have access to medical coverage starting at \$34.50/biweekly pay period – about 1/3 less than the average premium at other national companies.
- **Emotional Well-being:** Starting on day one, Walmart provides associates and their household family members with 20 confidential, no-cost counseling sessions with a licensed therapist per person, per year.



## Growth: Training & Education

Walmart associates have unparalleled pathways to gain the experience, skills and knowledge they need to move up to roles with greater responsibility and higher pay. We've created one of the largest private employer training programs in the U.S., we're the leader in building education programs for adult working learners with our Live Better U benefit, and we continue to invest in new education options that align with Walmart jobs that are in-demand today and in the future.

- **On-the-Job Training:** Starting day one, associates work on a team where they are cross-trained in a variety of skills, which helps associates move from hourly to salaried roles in less than 5 years on average.
- **Walmart Academy:** Our comprehensive training program pays associates to learn the skills they need to succeed in their current role, including leadership and culture, business transformation, and associate well-being.
- **Live Better U:** Walmart pays for associates' tuition and books for skills certificates and college degrees that connect to approximately 100,000 in-demand jobs we plan to fill over the next three years.

Learn more  
about working  
at Walmart



Walmart has committed to invest \$1 billion in career-driven training and development by 2026.

## Pathways For All U.S. Workers

While some employers are grappling with the future of work, Walmart is creating a path for everyone to build careers with the opportunity to grow and belong, while the Walmart Foundation is driving change beyond our company to create more hiring and advancement opportunities for all.

- **Issues of our time:** Employers and workers are faced with the rise of GenAI and automation. Traditional training pathways are not meeting the scale of demand. Employers must play a bigger role in workforce development and recognizing skills.
- **Future of work:** Technology is helping our associates by evolving manual, repetitive jobs into more fulfilling, higher-skilled roles. As our roles and responsibilities continue to evolve alongside customer needs, we will also continue to prepare associates to fill in-demand roles.
- **Counting all skills:** The U.S. needs a system that recognizes people with skills and experience outside college. The Foundation is creating that ecosystem broadly while Walmart is focused on skills-based hiring, removing college degree requirements, and using training and education to connect associates to key roles with speed.
- **Humanity is our differentiator:** We are a people-led, tech-powered omnichannel retailer dedicated to helping people save money so they can live better. We give back, move forward and build a better future for associates, customers and the communities we serve.