



# 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: Walmart store managers, who earned average total compensation of approximately \$230,000 in 2022, are not required to have a college degree.
- **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.

## Wellbeing: 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. Our average U.S. hourly associate makes more than \$18 an hour, and we will continue to invest in higher pay.
- **Majority FT:** Approximately 68% 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 paid time-off starting on day one to all FT and PT associates. Our PTO policy combines paid sick leave, personal time and holiday time into one bucket to give associates flexibility. We also offer maternity, paternity and parental leave.
- **Medical Coverage:** FT and eligible PT associates have access to medical coverage starting at \$34.50/pay period – about 1/3 less than the average premium at other national companies.
- **Emotional Wellbeing:** Walmart provides associates and their family members resources like 20 no-cost counseling sessions, workplace mental health training and proactive outreach.



## 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 jobs that are in-demand today and in the future.

- **Training:** Starting day one, associates work on a team where they are cross-trained in a variety of skills, which helps the average entry-level associate earn a promotion in just seven months.
- **Walmart Academies:** Our comprehensive training program pays associates to learn the on-the-job skills they need to succeed in their current role, the in-demand skills that prepare them for their next step and the leadership skills required to lead at a Fortune 1 company.
- **Live Better U:** Walmart pays for 100% of associates' tuition and books for college degrees, short-form certificates and other education – all connecting to in-demand roles in our company.

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 training and recognizing skills.
- **Future of work:** Technology is helping our associates by evolving physically demanding, repetitive jobs into more fulfilling, higher skilled jobs. Over time, we believe we'll have about the same or more associates in the company, performing a different combination of roles, and a larger business overall.
- **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 shifting to a skills-based approach by offering more short-form certificates, rewriting job descriptions and simplifying paths to college degrees.
- **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.