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## Live Better U Skilled Trades Certificates

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In June 2020, Walmart announced an expansion of its Live Better U education benefit program to include six skilled trades options. This infographic describes how the program is intended to work to bring an associate from hire to working in their trade of choice.



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**From day one**, new, part- and full-time Walmart and Sam's Club employees are informed about Live Better U and are eligible to enroll.

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Shortly after starting, employees are reminded of Walmart's Live Better U program and encouraged to **enroll for \$1 a day**, in one of 30+ of certificate and 40+ of degree programs offered through Live Better U.



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Employees can go online to the **Live Better U portal** and explore the program options available to them as a Walmart employee, including the six skilled trades programs offered through Penn Foster, career discovery guides, success guidelines and program outlines including the learning objectives for each program.

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Employees who are interested in any of the skilled trades programs can download a **career guide** which includes a career overview that explains what the occupation does and the process for completing the program including the foundational knowledge and skills to be acquired as well as the roles and career trajectory for the those who become certified or licensed as defined by their state (certification and licensure requirements vary by state).



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Employees **complete an application** for the program of their choice.

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After the application is completed a Guild success coach may follow up with a **phone call** to learn more about the applicant, their goals, life commitments, and other factors that will help Guild and Penn Foster better support the employee on their learning journey.



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Employees begin their education in one of the six skilled trades programs learning the **foundational knowledge** needed to begin a career path in the trades and gain entry level employment either internally at Walmart or externally, through Walmart's contractor network

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Enrolled employees **begin the course** and move through at their own pace. Courses include all of the course requirements to meet that particular career's education requirements. Courses are open enrollment with monthly starts. Each program includes a recommended pace for completing the program in 6-12 months based on a typical 10 hours per week pace.



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Employees complete the accompanying animations and courseware that include **videos** and opportunities to reinforce a skill which helps support a wide range of learning styles.

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Employees who complete their coursework in occupations with no additional work requirement for certification/licensing **can be qualified** for entry level jobs in their new profession for Walmart, Sam's Club, a member of the Walmart supplier network or another employer of their community.



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As the program matures, Walmart will **support associates** in occupations requiring hours of work in addition to classroom knowledge for certification or licensing to find work with trained, experienced professionals in their chosen trade at Walmart, Sam's Club, a member of the Walmart supplier network to gain additional hands-on experience and knowledge that will prepare them to meet their state's occupational requirements.

12



Learners **complete the program** understanding the technical knowledge and academic competencies required for success on the job. Graduates can use their education to find a job in the trades, eventually pursuing advanced licensure after gaining years of experience and taking license exams.



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Employees who pass their certification/licensure exams continue their career as **fully credentialed professionals** in their new trade as employees of Walmart, Sam's Club, a member of the Walmart supplier network, or with the employer of their choosing.

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This infographic was designed by UpSkill America, an initiative of the Aspen Institute Economic Opportunities Program, in collaboration with Walmart, Guild Education, and Penn Foster.

Join the upskilling movement at [upskillamerica.org](https://upskillamerica.org).

Learn more about Live Better U at [LiveBetterU.com](https://LiveBetterU.com).