



# Workforce Initiatives

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Professional Education**





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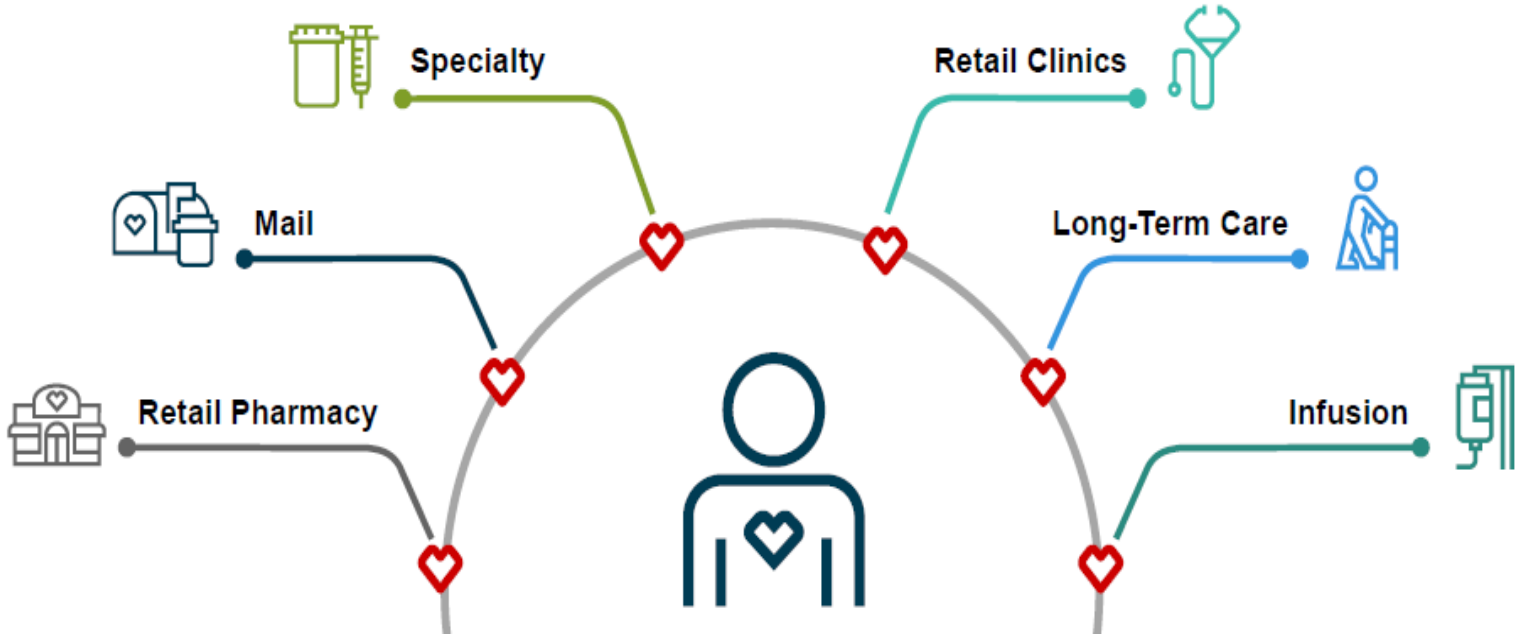
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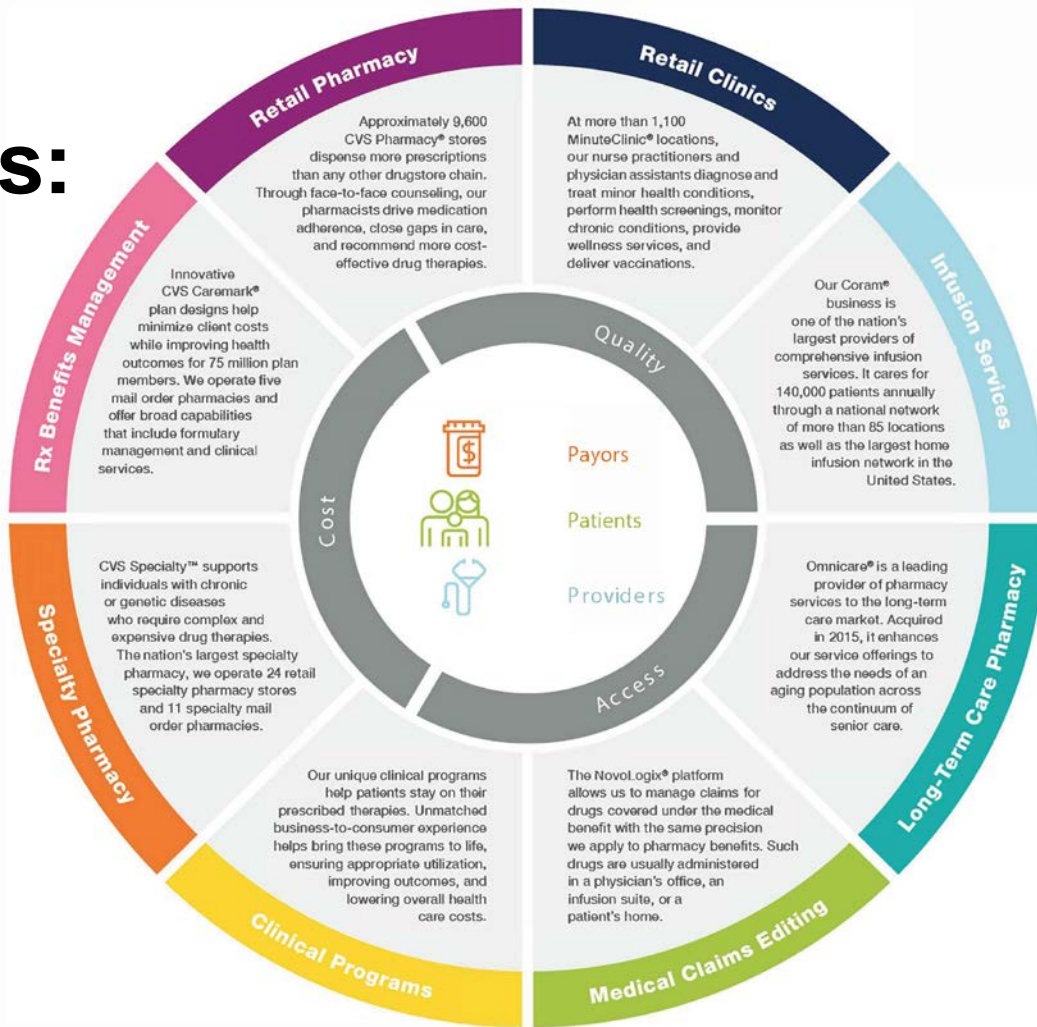
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# Our Business: National impact over 50 years



# Our Business: CVS Health Suite of Assets



# ■ The Problem:

## Change in Landscape

#1

Extended scope in roles for allied health professionals

#2

Low Unemployment

#3

Education and Training Programs NOT meeting the needs of business

#4

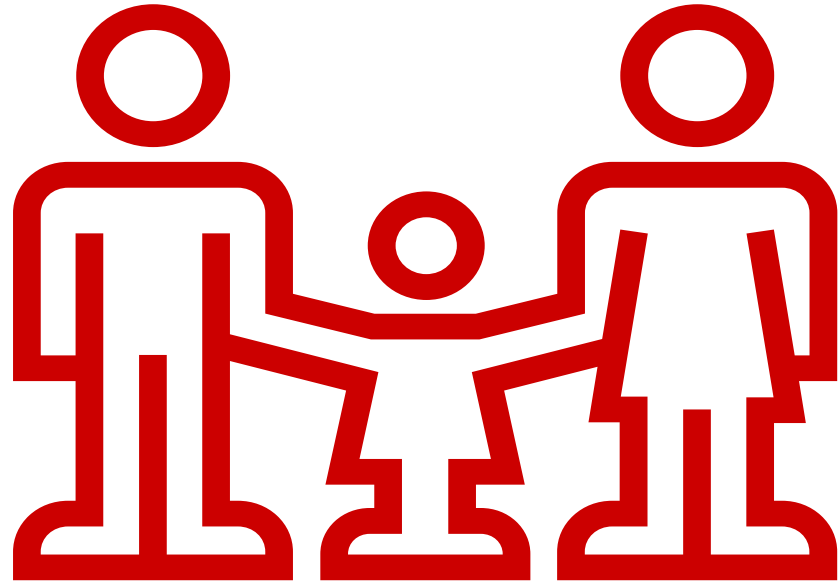
Need for increasingly Diverse Talent

# Aspirational goal: To live our purpose

We enable our purpose of **helping people on their path to better health** by building talent pipelines through the power of partnerships. In doing this we develop strong loyalty with our community partners, customers, clients, and patients.

As we attract new talent to CVSH we also help **break the cycle of poverty** for people who may otherwise continue down the road of dependency, which often spans generations.

We recognize each person's value and **help individuals unlock their full potential** through creative partnerships.





# Building pipelines through strategic partnerships

**By working with state/local agencies, department of Labor, workforce boards and community colleges, we are able to attract, and build a pipeline of qualified candidates based on our workforce needs. We have established more than 1200 partners nationwide to:**

- Utilize pre-employment and placement and post placement services to increase job retention.
- Access labor market trends and job matching services to increase our labor pool.
- Utilize job readiness, education and training programs to ensure the employer needs are understood and candidates are prepared to fill positions.
- Support education, curriculum development to match talent with current and future workforce skills requirements.
- Collaborate within Government led efforts at the state and local levels to establish hiring agreements and customized training opportunities.





# Building talent pipelines through workforce programs:

WI created an organizational structure that enables our workforce teams across the country to carry out workforce programs that build talent pipelines within the focus areas of: **Military Alliances, Mature Workers, Abilities In Abundance** and Youth programs. Our pipeline development programs include:

- Mock Store Training Programs
- Apprenticeship Programs
- Customized Trainings
- Externship and Internship Programs
- Incumbent Worker programs
- On-The- Job Training Programs
- Regional Learning Centers







# Enterprise Impact Initiatives:

**Supported and lead in the development and execution of the following enterprise programs:**

- **Apprenticeship Initiative, serves as national workforce development model**
- **Abilities In Abundance increases employment opportunities for persons with disabilities. Earned national recognition through NDEAM.**
- **Pathways to Health Care Careers partners with Pharmacist Teach and Be the First, to build awareness and increase program outcomes.**
- **Caregiver Collaborative of Caring supports customers, colleagues and communities to meet caregiver needs**
- **Externship program builds a talent pipeline to fill pharmacy positions**
- **Military alliances help attract, hire and transition military talent into successful career opportunities.**
- **Regional Learning Centers deliver on-boarding, and training for new hires. Establishing regional partnerships to support workforce needs.**
- **School Based Health Care delivers to improve academic and health care outcomes for our nations youth.**



# The Workforce Initiatives difference

**20k/yr**

Summer youth hired over  
the past 3 years

**20%**

Mature Workers (50+ years  
old) in our workforce

**35k+**

Associates trained for  
careers at Regional  
Learning Centers

**8000+**

Registered  
Apprenticeships

**1M+**

Youth exposed to Pathways  
to Pharmacy careers

**110k**

Transitioned from public  
assistance into careers  
with CVS Health



# Questions and answers



 **Thank You**

