



Live Better U

Through Live Better U (LBU), Walmart and Sam's Club associates get access to education and training programs to help them excel in their jobs and create the career path they want. From foundational offerings like high school completion, to short-form programs including Business Analytics and Project Management, to college degrees, LBU meets associates wherever they are on their education journey. In partnership with Guild, LBU was designed to focus on completion rates rather than simply enrollment, and to remove the barriers that too often stop someone from getting a degree, specifically:

- **Cost:** Walmart pays 100% of tuition and books for field associates on their first day of working at Walmart and Sam's Club.
- **Navigation:** Associates receive support from an education coach on everything from selecting the right degree to academic and career coaching.
- **Relevance:** Degrees and certificates in high-demand job fields.

By the numbers.

- Since launch, **more than 89,000 associates have participated in the program and 15,000 associates have graduated.**
- As of Sept. 8, 2022, **LBU participants have saved an estimated \$333 million in college tuition costs.**
- There are **more than 60 programs**, including our most popular like bachelor's degrees in business, leadership, computer science, and cybersecurity, available through LBU.
- **LBU provides associates with ongoing access to academic programs from 15 of the nation's leading learning partners with proven track records of serving working adults**, including:

Bellevue University, EnGen, Johnson & Wales University, Louisiana State University, Morehouse College, North Carolina A&T State University, Pathstream, Penn Foster, Purdue University Global, Southern New Hampshire University, Spelman College, University of Arizona, University of Denver, University of Massachusetts Global, and Wilmington University.

- **In 2021, Walmart added three leading Historically Black Colleges and Universities (HBCUs)** - Morehouse College, North Carolina A&T State University and Spelman College - to the slate of academic partners.
- **Walmart has committed to invest \$1 billion in career-driven training and development by 2026.**

A path for everyone.

Live Better U is a key ingredient in Walmart's culture of opportunity and our broader workforce strategy. The program drives increased talent attraction to the business, creates upward mobility for associates, and scales our internal talent pipelines. The impact includes:

- **Retention:** According to a [September 2021 study](#), Walmart's hourly associates participating in LBU leave the company at a rate **4x lower** than non-participants.
- **Promotion:** The same study revealed that LBU participants are **twice as likely** to be promoted as non-participants. In fact, more than 5,300 participants have been promoted in 2022 and 100 have transitioned from front line to Home Office roles.