

# Walmart | Upskilling

## 2019 Request for Proposals

Please make sure your phone is on mute unless you have a question to reduce background noise.



## AGENDA:

- **Introduction**
- **Walmart Giving Overview**
- **Overview of the 2019 RFP Focus Area**
  - Upskilling of frontline service sector incumbent workers
- **Funding Exclusions**
- **Evaluation Criteria**
- **Review Key Dates/Timeline**
- **How to Submit an LOI/Application**
- **Q&A**
- **Conclusion**



## Introductions – Retail Opportunity Team



Josh Frazier-Sparks,  
Senior Manager,  
Opportunity



Maria Zazycki,  
Senior Manager,  
Opportunity



Danielle Goonan,  
Senior Manager,  
Opportunity

# Walmart's shared value priorities aim to accelerate progress on the social and environmental issues that matter most to customers and other stakeholders

## Opportunity

### Creating economic opportunity

- Economic mobility
- Local, diverse and small businesses

## Sustainability

### Enhancing the sustainability of operations and product supply chains

#### Sustainable operations

- Emissions reduction
- Waste
- Water and land stewardship

#### Sustainable value chains

- Measurement and Transparency
- Environment
- Affordable, safer, healthier products
- Worker dignity

## Community

### Strengthening local communities

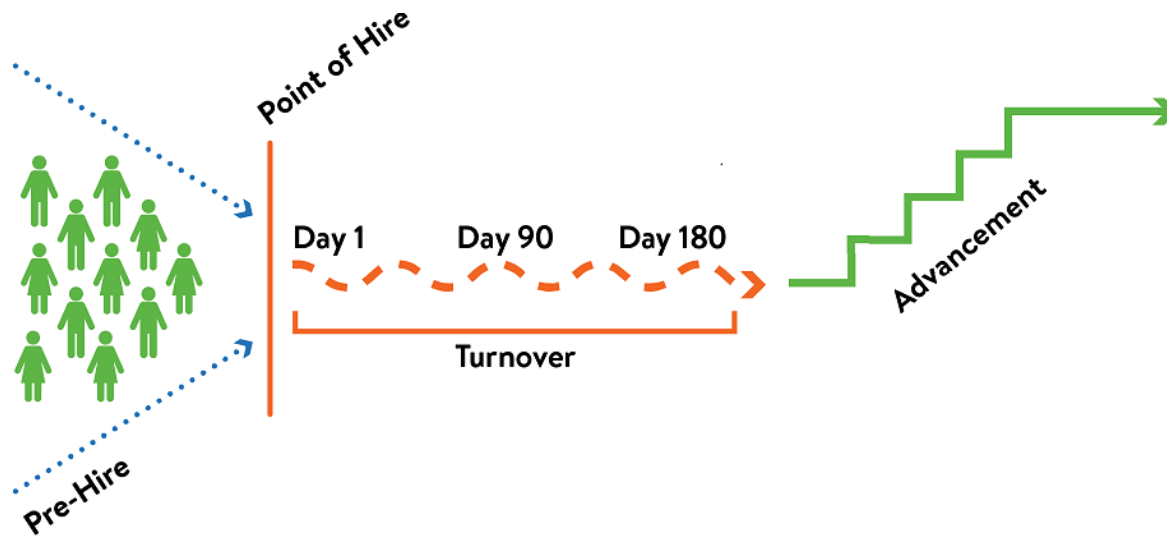
- Hunger relief
- Disaster resilience
- Inclusive communities
- Veterans and military families

## Transparency

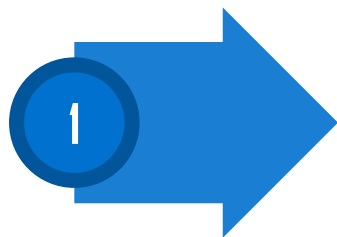
Transparency about products, people and practices

## Retail Opportunity Scope of Work

**Mission:** To create economic mobility for incumbent frontline retail workers through skills acquisition

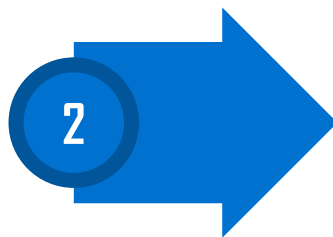


## 3 Big Bets for Philanthropic Investment



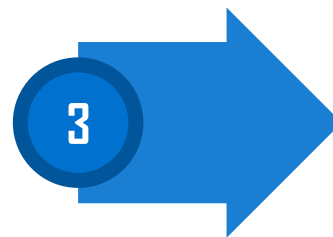
### Proven Ways of Learning

Employees and employers have access to proven scalable models of learning that work for their needs (products are relevant, timely and cost-effective; content is relevant and takes into consideration the skills they will need in the future)



### Proven Ways of Signaling

There is an effective and recognized system of assessments and credentials/signals that are competency-based, unbiased and portable.



### Proven Ways of Employer Partnering

Employers invest in skills acquisition for the advancement of their frontline and leaders from many sectors in a community collaborate to help drive mobility of frontline workers.

## Overview of 2019 Upskilling RFP

**Programs that build on or accelerate cross-sector, upskilling efforts for incumbent workers within a specific community or region that can lead to professional advancement or promotion.**

Proposals should focus on:

- Innovative ideas to plan and execute incumbent service-sector employee upskilling through cross-sector collaboration and/or
- Programs that are ready to be scaled to meet the needs of incumbent service-sector workers specifically focusing on upskilling and program access
- Programs should span up to 18 months and not exceed \$500,000. Applicants that can show blended or braided funding from other sources will receive preference.

While not an exhaustive list, examples of proposals that will be considered include the following:

- Collaborative community development of career/training pathways to mid- high- skilled jobs for incumbent service-sector workers.
- A training program providing incumbent workers education that meets their needs based on a job opportunity landscape review
- Creation of employer advisory councils that will promote and execute incumbent service-sector upskilling
- Engagement by the public sector including local and state government and workforce boards to promote and execute incumbent-worker upskilling
- Career and Technical Education (CTE) or adult-education programs that focus on upskilling workers in pre-existing programs.

## Funding Exclusions

- **Funding Exclusions (excerpt):**
  - Organizations that deny service, membership or other involvement on the basis of race, religion, color, sex, sexual orientation, gender identity, age, national origin, ancestry, citizenship, veteran, disability status, or other legally protected class.
  - Organizations that have already received a National Giving grant, but have not completed an impact report, may not apply or receive a new grant.
  - Association/chamber memberships
  - Athletic sponsorships (teams/events)
  - Faith-based organizations when the proposed grant will only benefit the organization or its members
  - General operating expenses
  - Research projects
  - Scholarships (tuition, room and board or any other expense related to college, university, or vocational school attendance)
  - Sponsorship of fundraising events (galas, walks, races, tournaments, etc.)
  - Travel or lodging expenses for groups or individuals, where travel is the primary reason and/or majority cost for the proposal





## Evaluation Criteria

- Impact
- Community Engagement, Collaboration, and Partnership
- Leadership and Equity
- Financials and Sustainability



## Key Dates/Timeline

Date	Activity
September 28, 2018	System opens to accept LOIs
October 4, 2018	Q&A Webinar on RFP
October 22, 2018	Submit LOIs Deadline
November 5, 2018	Semi-finalists selected
November 26, 2018	Semi-finalists Proposals Deadline
Mid December 2018	Selection of finalist organizations
Late January 2019	Notification of Awards
Late January or February 2019	Disbursement of Awards

***The Walmart Foundation and Walmart reserves the right to modify this RFP and the National Giving Program's guidelines, submission deadlines and notification dates without prior notice.***

Q&A:

# Questions?

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