



## About Walmart Academy

We are committed to growing and upskilling our Walmart associates at all levels of the organization around the world. Walmart associates want to do their best, feel confident in their job, and know there is an opportunity to grow their career. They want more than just training – they want to see a clear path to advancement. This is where Walmart Academy comes in.

### History of Walmart Academy

In 2016, the concept of the Walmart Academy was created. At that time, a Walmart Academy was a dedicated physical location in the U.S., in or near a Walmart Supercenter, where our front-line hourly supervisors, department managers, and assistant managers received two to six weeks of training. Each Academy facility served about 26 store locations and their associates. The classes, which included 15 to 30 associates, focused on retail skills to operate great stores and serve our customers with excellence. Sample classes included inventory management, auto care center modules, supply chain pallet stacking and unloading, and total store operations.

In 2019, the Walmart Academy app was launched for Walmart U.S. associates to complement the in-person training options in the physical locations. This allowed associates to train and learn on the sales floor to hone their on-the-job retail skills further. The app included more than 700 learning modules that could be accessed on an associate's mobile device. In addition to classroom training and the app, we created virtual classes that enable associates to attend from their store. This ensures every associate has access to the training they need, even if they don't attend an Academy classroom, and cuts down on travel and time away from their job. Every store also has virtual reality headsets that put associates in immersive, real-life scenarios they will encounter in a retail environment.

At the end of 2021, we had more than 200 Walmart Academy locations and offered training through a combination of in-person and mobile app experiences. More than 411,000 U.S. associates have been trained through a Walmart Academy since its inception. Many of our associates have completed multiple training courses, as 2.4 million training sessions have been completed over the last five years.

### The Future of Walmart Academy

This year, we are launching the global Walmart Academy to help 2.3 million associates build and grow their careers. We're bringing together all in-house training programs to form one global Walmart Academy, creating one of the largest learning ecosystems in the world. The global Walmart Academy will continue offering training for on-the-job retail skills and broaden its offerings to include new leadership courses and well-being training.

The global Walmart Academy will serve every associate through a combination of digital and in-person offerings. This global focus builds on the \$1 billion investment announced last year to provide U.S. associates with career-driven training and development over the next five years.



Going forward, the Walmart Academy will focus on three areas:

- **Developing on-the-job skills:** This includes on-the-job training to ensure associates can continue to grow and be successful in the job they're in today.
- **Growing future skills for associates:** We're preparing associates for new roles in retail that didn't exist just a few years ago, such as InHome Delivery Specialists.
- **Building leadership skills for managers:** We want to build great leaders across the organization. This year, for example, we will have more than 1,200 new store, club and supply chain managers in the U.S. participate in an in-person, immersive leadership experience.

The Walmart Academy will now encompass all training for Walmart associates around the world. This includes other in-house programs such as [College2Career](#) and our 100% Walmart-paid college tuition and books programs through Live Better U.

No matter the degree associates want to obtain or skill they want to learn, we are committed to giving associates the right offerings to turn great jobs into great careers.