Phillip Huhta
Managing Director | Client Service & Support

Financial Services
Workforce Collaborative
Why?

- Struggling to fill financial services positions
- Seeking more diversity
- Chamber perspective: Economic growth potential
COLLABORATION

- Through collaboration, we developed a training program to prepare individuals for roles in the financial services sector.
TIMELINE

- January 2018 - Series 7 Pilot
- October 2018 - SIE introduced by FINRA
- November 2018 - “Financial Industry Training”
- April 2019 – Launch with Maricopa Corporate College
OUTCOMES AND NEXT STEPS

- Series 7 Pilot
  - 25 participants, 13 passed the Series 7

- Outcomes for Financial Industry Training
  - 27 enrolled in FIT Program for SIE (8 joined on 3/11/19)
  - 7 have passed the SIE
  - 2 have been hired so far

- Scale with education partners and marketing
We save people money so they can live better.
Our Global Footprint
Our business

Walmart U.S.
1.5 Million U.S. Associates
4,700+ Stores
$318.5 Billion in FY2018 Sales

Sam’s Club
100,000 U.S. Associates
590+ Locations
$59.2 Billion in FY2018 Sales

Walmart International
800,000 Associates
6,370+ Retail Units
$118.1 Billion in FY2018 Sales
We’re making every day easier for busy families
Improving experiences in-store & online

Sam’s Club Scan & Go
Walmart Pay
Pickup Towers
Grocery Pickup & Delivery
Growing our eCommerce family

jet  
BONOBOS  
SHOES.COM  
hayneedle  
Moosejaw  
MODCLOTH  
Walmart
Equipping our associates for the workforce of the future.
The future of work: jobs are changing
Creating opportunity for our associates
Strengthening the broader workforce
America at Work
A National Mosaic and Roadmap for Tomorrow

Walmart
COMPARE COMMUNITY ARCHETYPES

Community Archetypes
- Urban Centers and Core Suburbs
- Urban Periphery
- Smaller Independent Economies
- Americana
- Distressed Americana
- Rural Service Hubs
- Great Escapes
- Resource-Rich Regions

Great Escapes
- Create training programs and infrastructure to help service workers make transitions from transactional service jobs to growing personal services roles.
- Modernize the social safety net to support seasonal and full-time service workers.

Community Archetypes

<table>
<thead>
<tr>
<th>Community Archetypes</th>
<th>Urban Centers and Core Suburbs</th>
<th>Urban Periphery</th>
<th>Smaller Independent Economies</th>
<th>Americana</th>
<th>Distressed Americana</th>
<th>Rural Service Hubs</th>
<th>Great Escapes</th>
<th>Resource-Rich Regions</th>
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<tbody>
<tr>
<td>Distance from Major MSA</td>
<td>0.4</td>
<td>0.6</td>
<td>0.7</td>
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<td>0.6</td>
<td>0.7</td>
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<tr>
<td>% Unemployed</td>
<td>5.1</td>
<td>5.1</td>
<td>5.2</td>
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<tr>
<td>% of Pop. w/ Bachelor's Degree</td>
<td>54.3</td>
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<tr>
<td>Labor Force Participation Rate</td>
<td>86.1</td>
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<tr>
<td>Household Income</td>
<td>$61,305</td>
<td>$60,365</td>
<td>$60,365</td>
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<tr>
<td>Total GDP - 2015/Total Population</td>
<td>28.1%</td>
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<tr>
<td>Unemployment Rate</td>
<td>4.4</td>
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</table>

Source: US Census, Wolters Economic Analysis, Javvy's Analytics
We are a growth company.
“As the world becomes more digital, and technology continues to change our lives, it will be our associates – our people, the humanity of Walmart that makes us special.”

Doug McMillon, President & CEO
Javier C. Angulo
Senior Director, Community Relations
javier.angulo@walmart.com

JCAinLA

Javier Angulo, Walmart
“WE SUPPORT LIVING”

- By allowing society to live close to one another without diseases found in parts of the world that don't have potable water and sanitary sewer systems
- By providing our employees a professional atmosphere to earn a living to take care of their families

“ALL THINGS PLUMBING”
### Brewer Enterprises Inc.
- Largest residential plumbing contractor in Arizona
- Work in both Phoenix and Tucson markets
- Started 5,763 homes in 2018, budgeted 6,000 in 2019
- Employ 311 currently

### Benjamin Franklin Plumbing
- Residential service and repair company
- Service the entire Phoenix marketplace
- 15 service vans
- Employ 22 service techs and office staff

### Brewer Commercial Services
- Commercial service company specializing in:
  - Drain work – hydro jetting
  - General service and repair
  - Tenant improvement
- 19 service vehicles
- Employ 26 field techs

Current combined employee count of 359
THE PROBLEM

- SHORTAGE OF SKILLED LABOR
- AGING WORKFORCE – AVERAGE AGE OF A FIELD TECHNICIAN 56
- NARRATIVE THAT “EVERYONE NEEDS A COLLEGE EDUCATION” – PARENTS BUYING INTO THAT AND BELieving COLLEGE IS THE ONLY WAY TO A SUCCESSFUL CAREER
- FEW TRAINING FACILITIES IN OUR PRIMARY OR SECONDARY SCHOOL SYSTEM – CTE PROGRAMS DEFUNDed AND NEARLY NON-EXISTENT
- LOWER PROFITABILITY FOR HOME BUILDERS AND CONTRACTORS AS BUILD CYCLES ARE STRETCHED – CASH FLOWS DISRUPTED
THE CHALLENGE

• OVERCOMING THE BELIEF THAT TRADES ARE A DEAD-END CAREER
• “MARKETING” TO THE MILLENNIALS AND GEN Z’S – ATTRACTING THEM TO THE TRADES
• GETTING THEIR PARENTS “ONBOARD”
• THE COST TO OPEN AND OPERATE A TRAINING FACILITY
• DIVERGENT TRAINING OR NOT TRAINED IN A SHARED SYSTEM OR PROCESS – ALL OPERATING WITH DIFFERENT TRAINING BY INDIVIDUALS IN THE FIELD
• TAKES PLUMBERS OFF-LINE WHILE TRAINING – ALREADY A SHORTAGE OF LABOR, THIS ADDS TO IT
HISTORICAL MODEL

- Hire individuals that show an interest in coming into the trades
- Pair them with tradesmen in the field on an individual basis
- Pay them minimum wage while they learn
- Typically learn from the individual they are paired with, and their bad habits or ethic around quality, safety and personal responsibility – may not be in alignment
- Not a training process “followed by all” – depending on the skill set of the training crew, it determines their outcomes
- No formal OSHA/safety training – not formal – tailgate training at best
OUR SOLUTION

- BREWER UNIVERSITY
- BREWER CRAFTSMAN ACADEMY

www.BrewerUniversity.com
Phoenix, Arizona

Brewer University and the Brewer Craftsman Academy

This intensive hands-on training is unique compared to traditional college programs and their related career paths. Brewer University is selecting individuals who are being considered for a limited opportunity to become a cadet within the Craftsman Academy, with the goal to train you for a career as an Underground or Topout Specialist Installing Water Distribution Systems and Drain Waste & Ventilation (DWV) Installations. Upon successful completion of the course, Cadets will be given the opportunity to accept a fulltime career here with Brewer.

Eligibility Requirements

* High school diploma or equivalent
* Passion for learning and dedication to attend

Expected Outcomes

* Read Plumbing Blueprints and schematics
* Understand and working knowledge of plumbing code requirements
* Cut and solder copper pipe
* Cut and assemble ABS pipe to form a waste and vent system
* Set all types of shower and tub combinations and enclosures
WHAT'S UNIQUE?

• SHORT, TARGETED LEARNING WITH FIELD CERTIFIED DESIGNATION 12-16 WEEKS
• CLASSROOM STYLE TRAINING
• PAID A HIGH TRAINING WAGE
• CREATE CAMARADERIE WHILE LEARNING TOGETHER
• SOCIAL INTERACTION WITH LIKE MINDED GENERATION
• TAUGHT CORE VALUES
  • KNOW IT...
  • LIVE IT...
  • LOVE IT...
• OSHA TRAINING IN CONTROLLED ENVIRONMENT
• TESTING ALONG THE WAY – MUST PASS IN ORDER TO GET CERTIFICATION
• MULTIPLE CLASSES DURING THE YEAR
OUR STRUCTURE

• PROGRAM MANAGER – HOLDS AN MBA IN EDUCATION – REPORTS DIRECT TO PRESIDENT

• PRIMARY INSTRUCTOR – OVER 45 YEARS PLUMBING EXPERIENCE IN THE FIELD

• SECONDARY INSTRUCTOR – 10 YEARS IN UNDERGROUND PHASE IN THE FIELD

• MENTOR COACHES #1 – LONG TIME BREWER FIELD PLUMBER/SUPERINTENDENT

• MENTOR COACH #2 – YOUNG MAN WITH 5 YEARS EXPERIENCE WITH BREWER

• MENTOR COACH #3 – LONG TIME BREWER FIELD PLUMBER
“MOCK HOUSE”

BUILT FOR ON-SITE TRAINING
SOCIAL ATTRACTION

@BrewerCraftsmanAcademy
SOCIAL ATTRACTION

FACEBOOK

@BrewerCraftsmanAcademy
FUTURE OPPORTUNITIES

• ADDITIONAL CLASSES THROUGHOUT THE YEAR

• AIM TO HAVE STATE RECOGNIZED APPRENTICESHIP CERTIFICATION - 2019

• LEADERSHIP OPPORTUNITIES
FUTURE OPPORTUNITIES

• FUND CTE PROGRAMS BACK INTO OUR HIGH SCHOOLS

• CREATE PROGRAMS WITHIN THE COMMUNITY COLLEGE SYSTEM THAT SUPPORT THE TRADES