



GREATER PHOENIX CHAMBER

FOUNDATION

Phillip Huhta

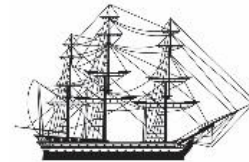
Managing Director | Client Service & Support

charles
SCHWAB

Financial Services
Workforce Collaborative

Why?

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



Vanguard®



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



Greater Phoenix Chamber Foundation
Workforce Summit – Redefining Training Models
Wednesday, March 13, 2019

We **save** people money
so they can **live better.**



1962

First Walmart opens
in Rogers, AR

1970

Walmart
goes public on
NYSE

1983

First Sam's Club opens in Midwest
City, OK

1988

First Supercenter opens in
Washington, MO

1991

First International store opens in
Mexico City

1996

Walmart and Sam's Club
launch online stores

1998

First Neighborhood
Market opens in
Bentonville, AR

2005

Walmart announces
sustainability goals

2016

Walmart
Launches
Academies

2016

Walmart
acquires
Jet.com

2018

Company surpasses
\$500 billion
in annual sales

2018

Flipkart joins Walmart
family

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**



Walmart 

Improving experiences in-store & online

 Pickup
Starts here


Check in.



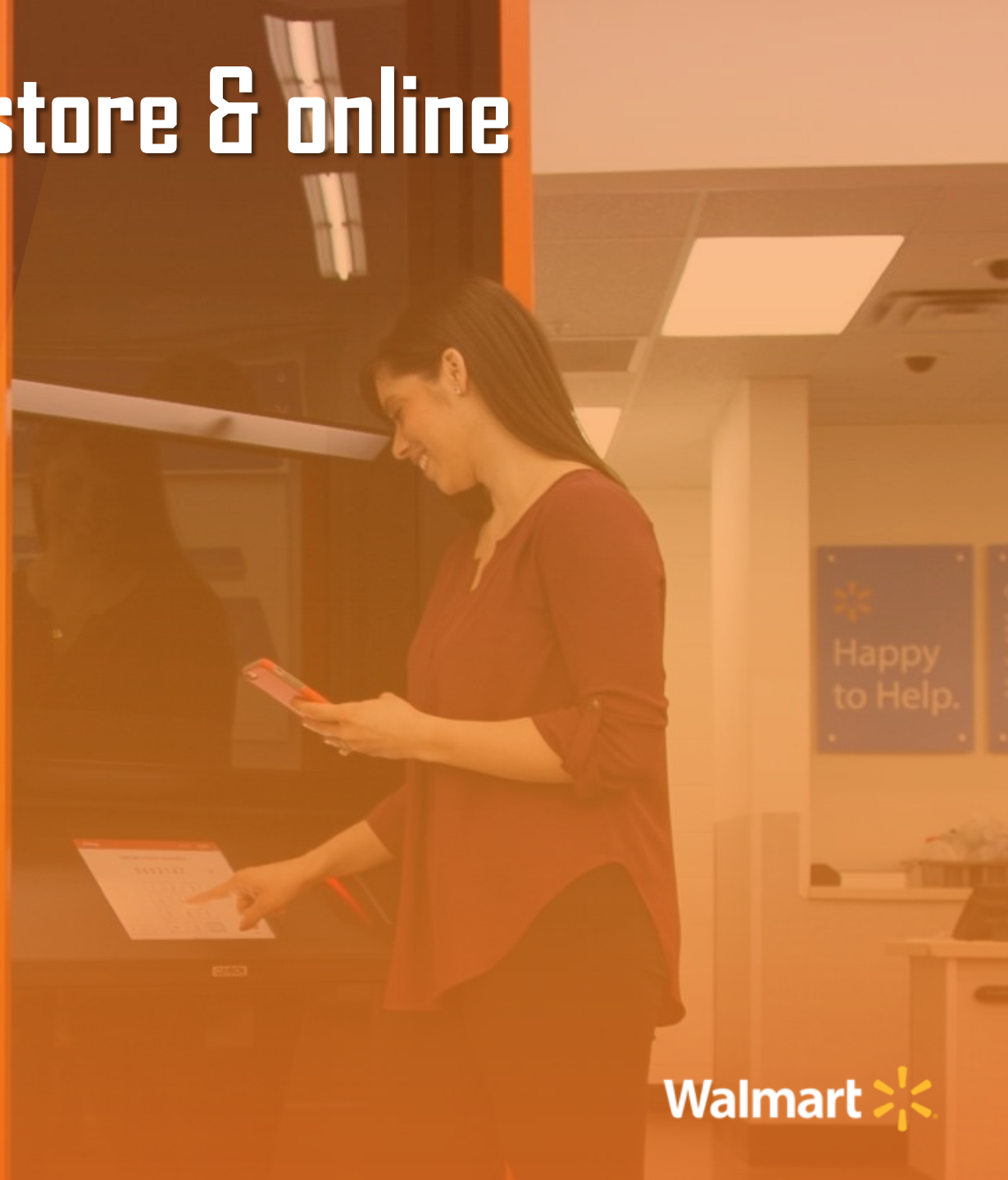
Grab your order

Sam's Club Scan & Go

Walmart Pay

Pickup Towers

Grocery Pickup & Delivery



Walmart 

Growing our eCommerce family

jet

hayneedle



BONOBOS

Moosejaw

SHOES.COM

MODCLOTH

Walmart 

Equipping our
associates for the
workforce of
the future

The future of work: jobs are changing



Swim App
pstream
ommunicat



Creating opportunity
for our associates

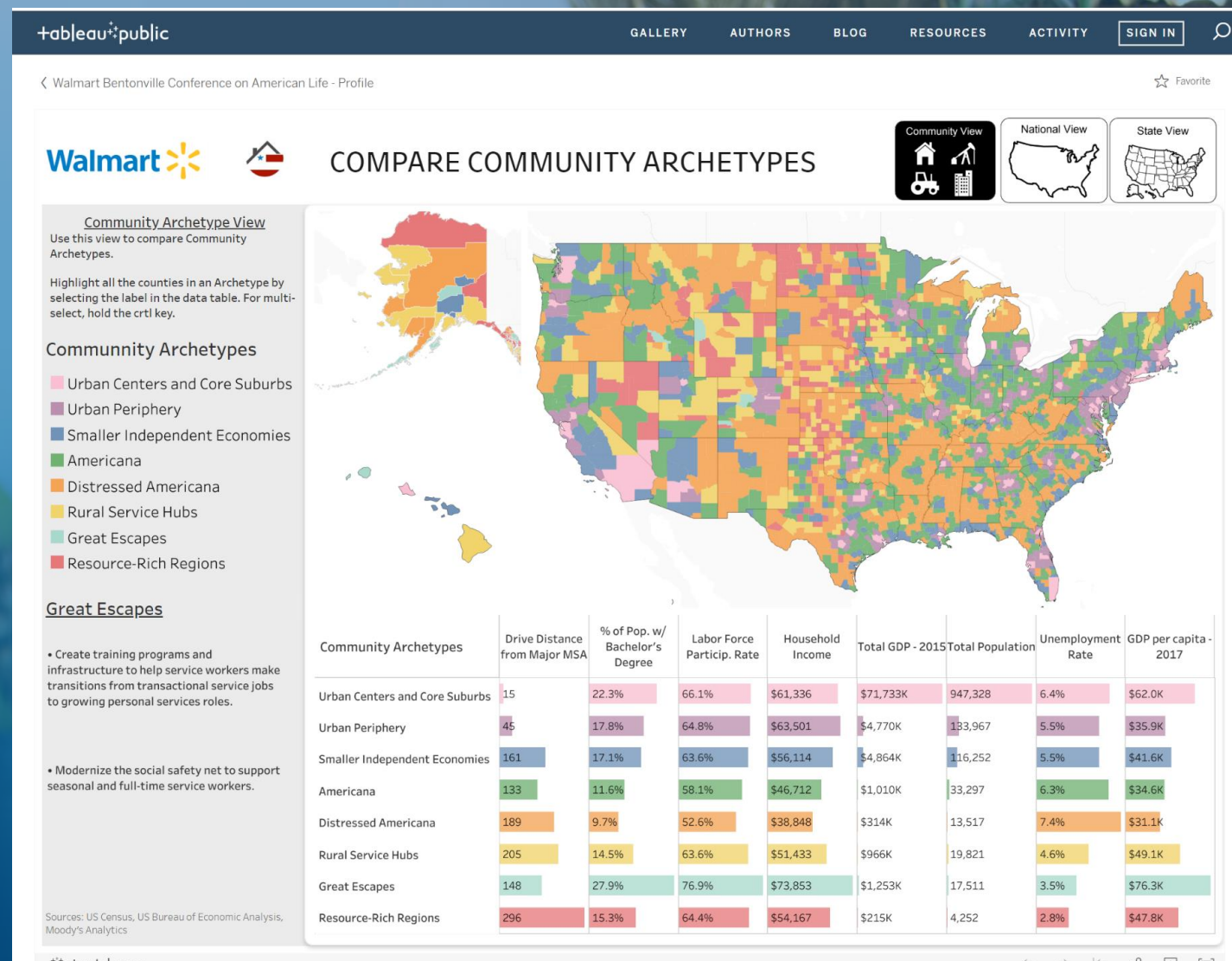
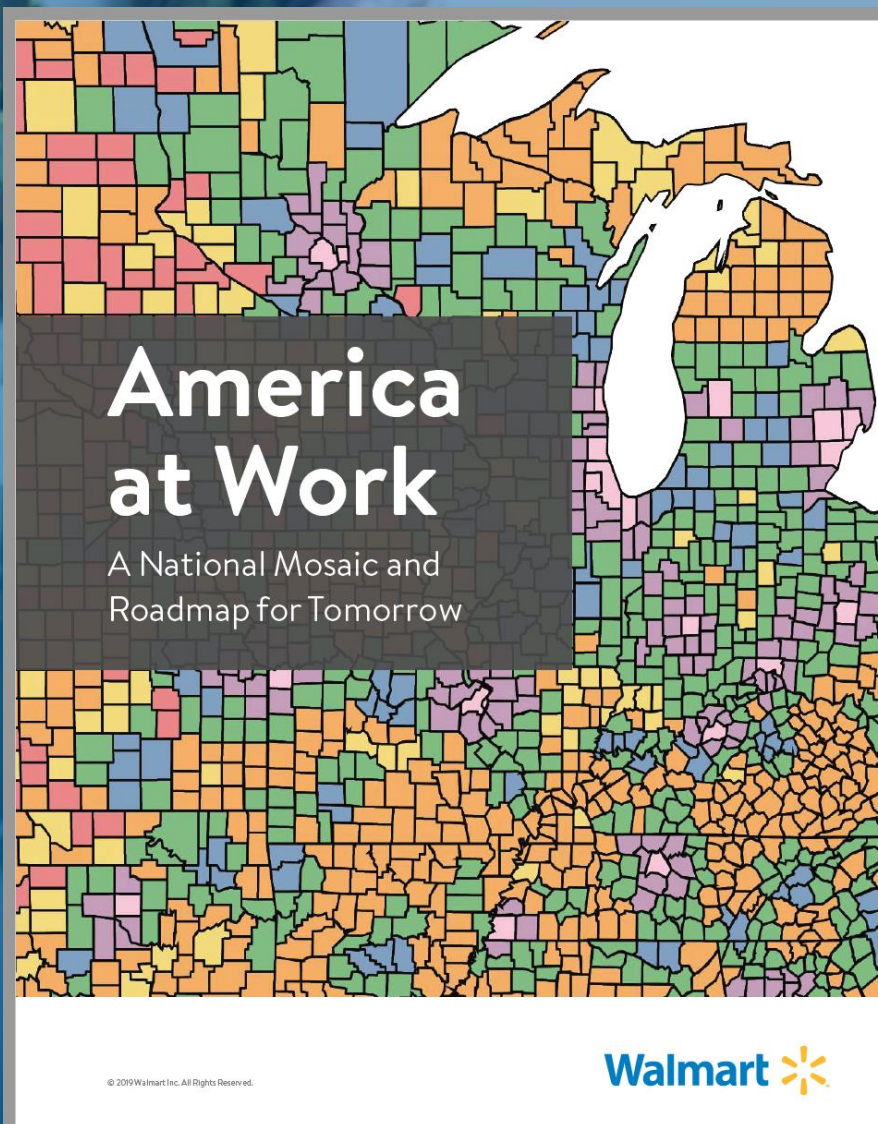


Walmart 



Strengthening the broader workforce





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

BREWER COMPANIES

REDEFINING TRAINING MODELS

GREATER PHOENIX CHAMBER FOUNDATION

WORKFORCE SUMMIT

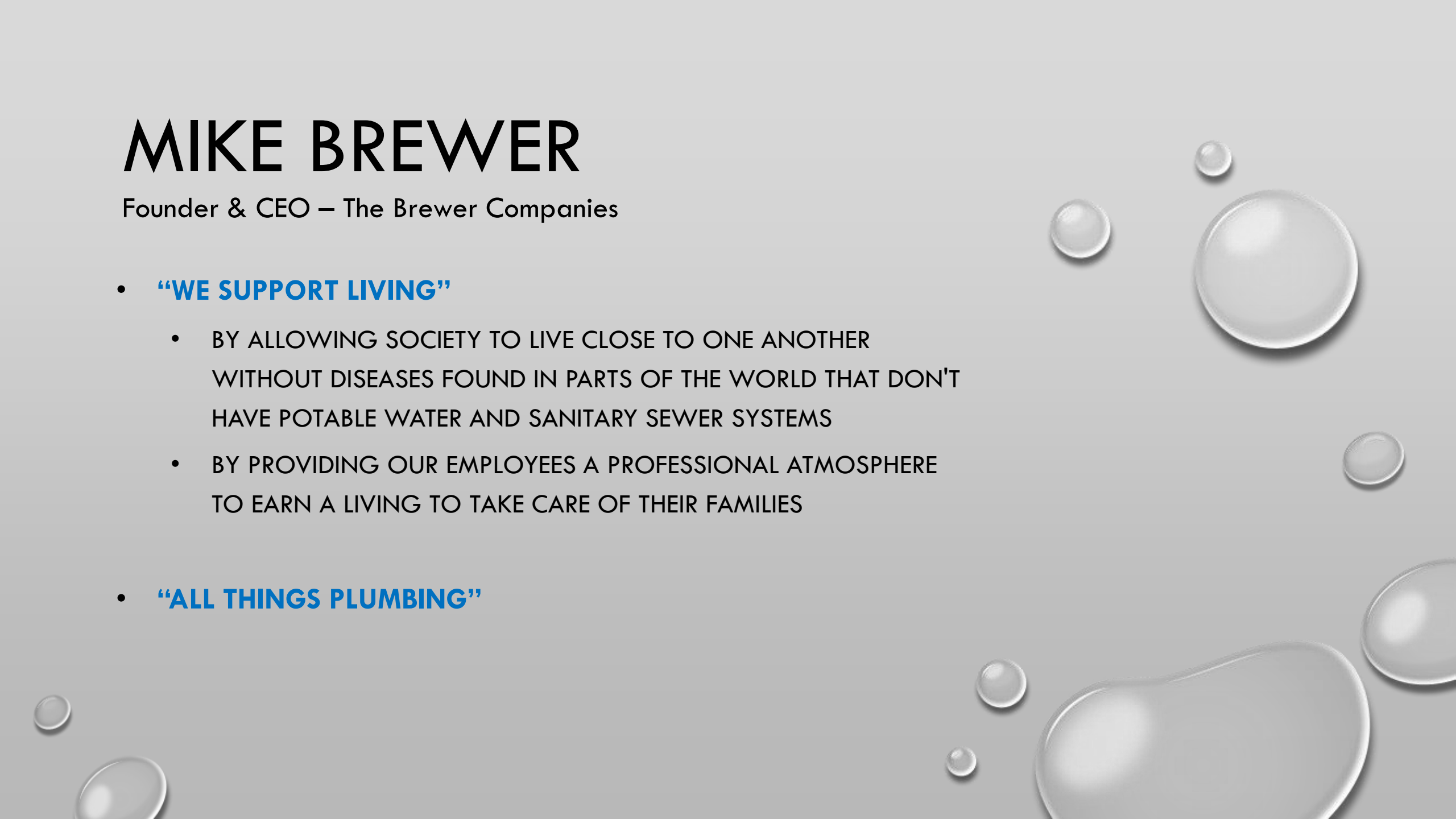
MARCH 13, 2019



MIKE BREWER

Founder & CEO – The Brewer Companies

- **“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”**



THE BREWER COMPANIES

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 her 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

REQUEST MORE INFORMATION

First Name (required)

Last Name (required)

Phone (required)

Email (required)

Zip Code

SUBMIT

CANT WAIT TO TALK TO US?

CALL (623) 455-6503

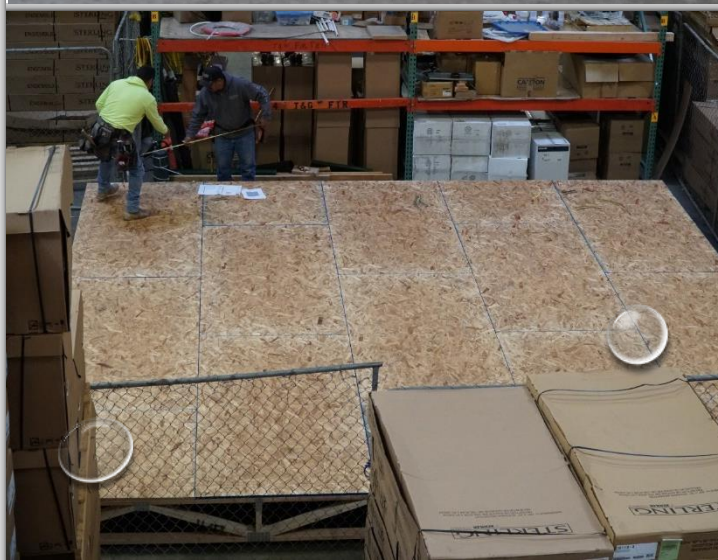
WHAT'S UNIQUE?

- 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](https://www.instagram.com/BrewerCraftsmanAcademy)



Brewer Craftsman Academy

Sponsored • 

Brewer Craftsman Academy building
Arizona's future!

#buildingarizonasfuture

#brewercraftsmanacademy



Brewer Craftsman Academy

Trade School

Sign Up



Brewer Craftsman Academy



6 hrs · 🌐

#Worldplumbingday #bluecollarcareers
#brewercraftsmanacademy



Today is World Plumbers Day!

We are building new plumbers for Arizona's future



**SOCIAL
ATTRACTION**

FACEBOOK

[@BrewerCraftsmanAcademy](https://www.facebook.com/BrewerCraftsmanAcademy)



Next
Courses
start
in
October



FUTURE OPPORTUNITIES

- ADDITIONAL CLASSES
THROUGHOUT THE YEAR
- AIM TO HAVE STATE
RECOGNIZED
APPRENTICESHIP
CERTIFICATION - 2019
- LEADERSHIP
OPPORTUNITIES



UNIVERSITY

Next
Courses
start
in
October

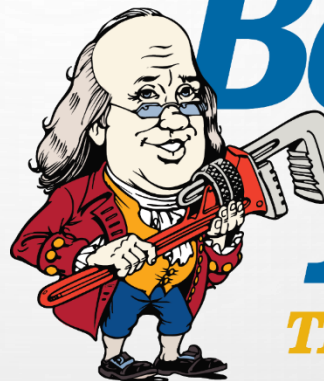


FUTURE OPPORTUNITIES

- FUND CTE PROGRAMS
BACK INTO OUR HIGH
SCHOOLS
- CREATE PROGRAMS
WITHIN THE COMMUNITY
COLLEGE SYSTEM THAT
SUPPORT THE TRADES



BrewerTM
Enterprises Inc.



**Benjamin
Franklin**

THE PUNCTUAL PLUMBER®

If there's any delay, it's you we pay!®

a **Brewer**
Company

BrewerTM
Commercial Services