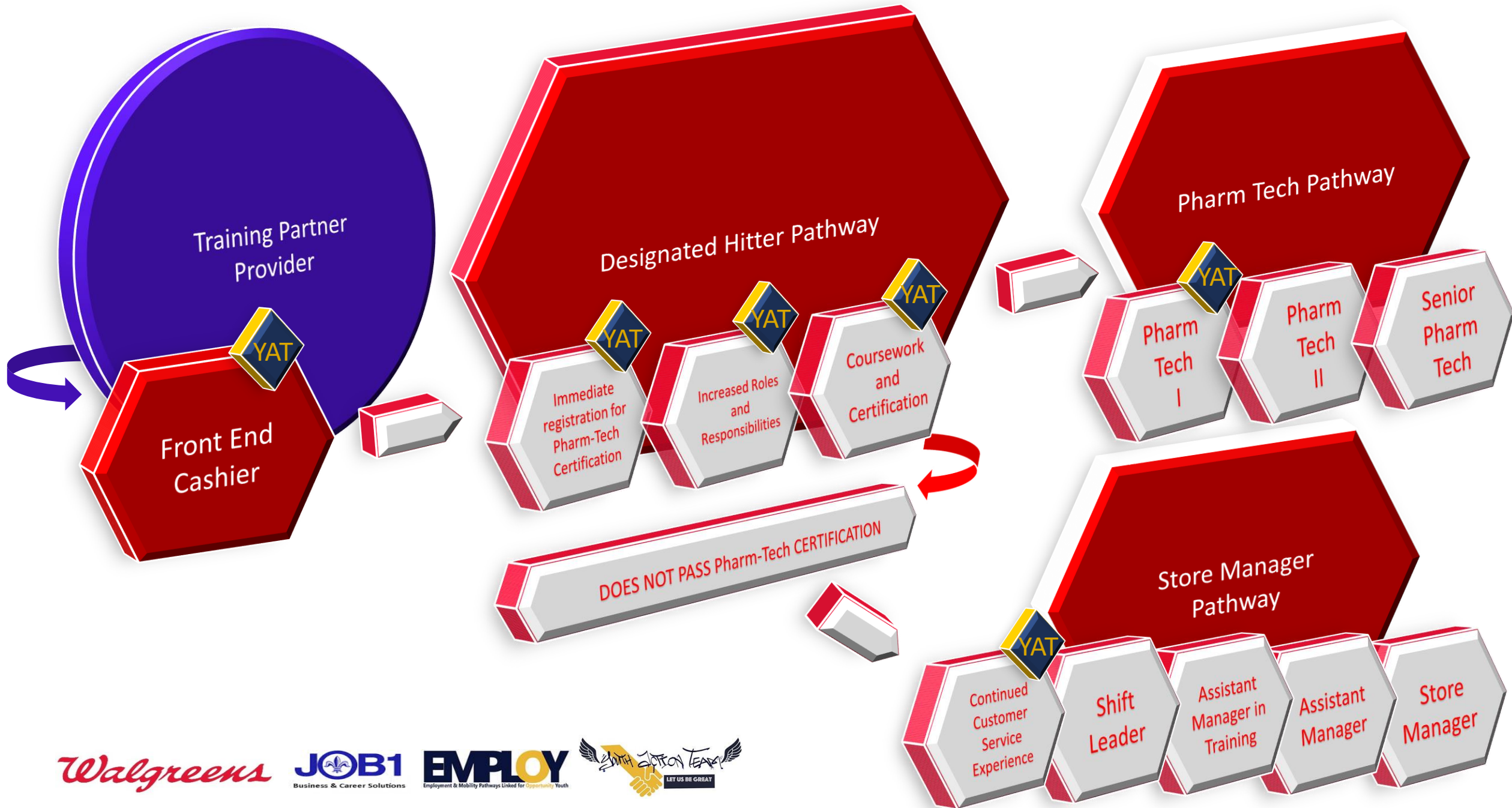


*Walgreens*

**Pharmacy Technician  
Career Pathway**





Training Partner  
Provider/Facilitator



EMPLOY partners with several Career Readiness and Work Experience Training Programs. EMPLOY is aligning with one of its Training Provider Partners, JOB1 Business and Career Solutions to identify, pre-screen, and interview potential candidates for participation in this model.



The candidate will have completed a vigorous career readiness program including soft skills training, resume writing training, needs assessments including a counseling session screening for mental health challenges. JOB1 also provides resources to employment barriers such as transportation assistance, alignment with child-care services, and wrap-around case management services.



Upon completion of the JOB1 Career Readiness and Training Program, the candidate will again be vetted for participation in the Career Path Model. JOB1 will administer a math screening and conduct an empowerment session informing of the employer's cultural environment and employee expectations, also for vetting purposes. EMPLOY will coordinate with Walgreens to hold employment interview opportunities.

[Unpaid Training – 3-4 Weeks]

# Youth Action Team



The Youth Action Team is a youth led initiative whose mission is to advocate for and engage disconnected youth who have skills that often go unrecognized and unsupported.

The EMPLOY Youth Action Team serves as the New Orleans CAT team of Opportunity Youth United (OYU). OYU is a movement of young leaders who represent the real lives behind the numbers of opportunity youth in the United States: they have emerged from experiences not defeated, but empowered—empowered to drive their own lives and futures, and to reach back and strengthen their communities for their peers, families, and future generations.

The Youth Action Team will serve as mentors to the pathway model participants. The YAT Mentors will hold multiple mentoring sessions interacting with the program participant providing peer counseling and support, and identifying potential barriers to successful completion of the pathway model.



# Front End Cashier = 3 Months



This being the first opportunity for employment and the most important of the positions in the pathway model, the employee will staff the Front End Cashier position for 3 months/90 days as an introduction to the culture and brand expectations of Walgreens while also developing customer service skills and experiences.

This introductory period also functions as an additional vetting opportunity for further consideration of employee participation in the pathway model.

[\$9.50/hr. – 3 months/90 days]



YAT – 3 Months, Minimum of 2 mentoring Sessions, 1 hour minimum per session.



YAT – Youth Action Team Mentor will submit written documentation of the mentoring session for review by the YAT Director and Manager of Employer Partnerships





# Designated Hitter Pathway = 6-9 Months

## • Designated Hitter Pathway

The 1<sup>st</sup> Transition Point in the pathway model follows the organic approach to building and acquiring skills, accumulating store operations knowledge and customer service experience.

The Designated Hitter position is accompanied by an increase in employee responsibilities. The employee will work in the capacity of front-end cashier, pharmacy cashier, stock associate and fill other necessary roles as needed while attending prep courses and training for Pharmacy Technician certification.

There will be 3 mandatory evaluations/check-ins during the 6 month timeframe conducted by EMPLOY and Walgreens Leadership.

[\$10.50/hr. – Minimum 6 months : Maximum 18 months/600 hrs.]

6 Months of Mentorship will be provided by designated members of The Youth Action Team.

Immediate  
registration for  
Pharm-Tech  
Certification

YAT

Increased Roles  
and  
Responsibilities

YAT

Coursework  
and  
Certification

YAT



## *Designated Hitter Pathway*

- After receiving authorization to begin the Designated Hitter pathway due to above average employee performance and customer service, this 1<sup>st</sup> Transition Point in the Pathway Model will require the employee to immediately apply for Pharmacy Tech Registration.
- Applicants may not perform technician functions or earn any hours until a registration has been issued. Pharmacy technician candidate registrations expire 18 months after the date of issue and they are not renewable



# *Pharmacy Technician Pathway = 12 Months Minimum*



The 2<sup>nd</sup> Transition Point in the pathway model sees the employee embarking on a career as a Pharmacy Technician. After obtaining Pharmacy Tech certification, the employee will be transitioned to the Pharmacy Tech position.

The Pharm-Tech will continue to display excellent customer service skills and above average work performance.

YAT – Minimum 2 Mentoring Sessions, 1 hour minimum mentoring session to be completed within first 90 days







# *Pharmacy Technician Pathway: Pharm-Tech I*



[\$14.50/hr. – Minimum 12 months]

YAT – Minimum 2 Mentoring Sessions, 1 hour minimum mentoring session to be completed within first 90 days.



YAT – Youth Action Team Mentor will submit written documentation of the mentoring session for review by the YAT Director and Manager of Employer Partnerships.



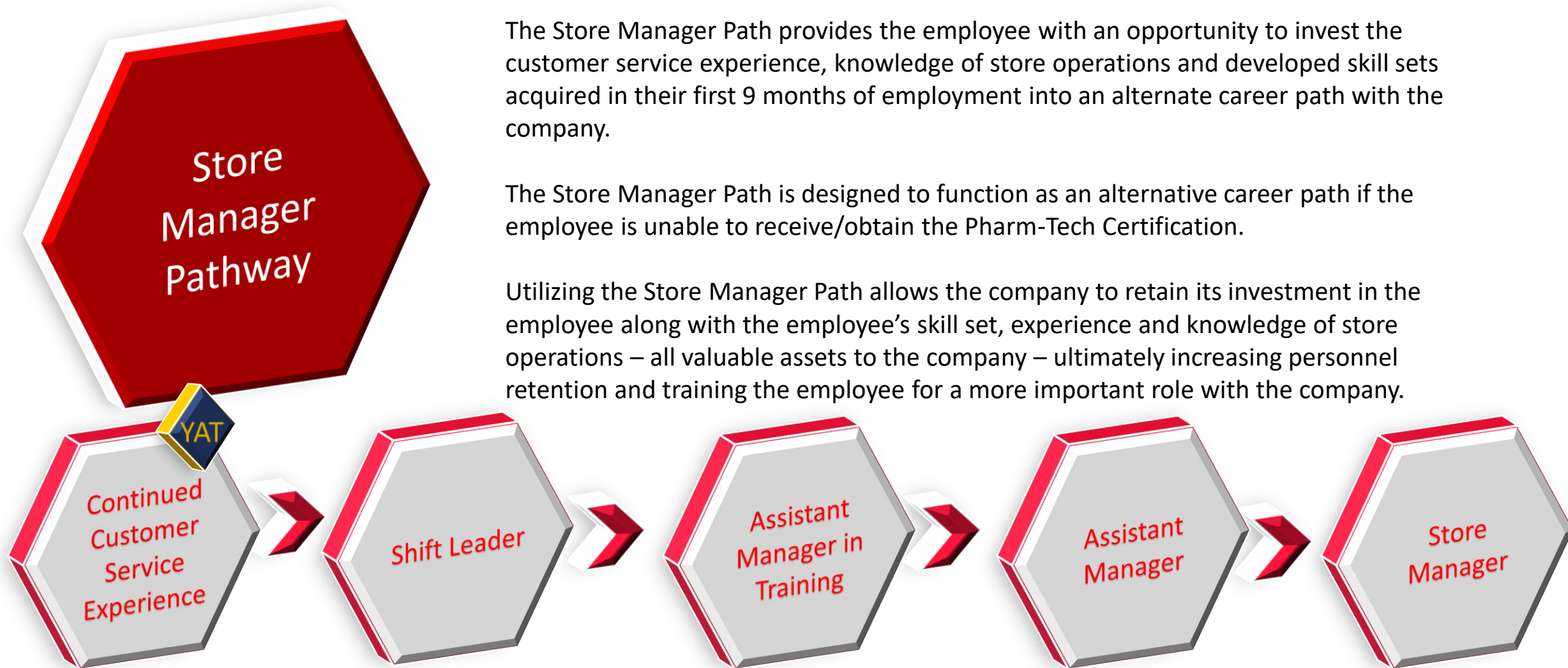


# Store Manager Pathway

The Store Manager Path provides the employee with an opportunity to invest the customer service experience, knowledge of store operations and developed skill sets acquired in their first 9 months of employment into an alternate career path with the company.

The Store Manager Path is designed to function as an alternative career path if the employee is unable to receive/obtain the Pharm-Tech Certification.

Utilizing the Store Manager Path allows the company to retain its investment in the employee along with the employee's skill set, experience and knowledge of store operations – all valuable assets to the company – ultimately increasing personnel retention and training the employee for a more important role with the company.





# *Store Manager Pathway: Continued Customer Service Experience = 6 – 9 Months*



This is the 2<sup>nd</sup> Transition Point in the Model and is a critical point for the employee as the company has trained the employee for a role that the employee will not be assuming; however, taking advantage of the opportunity to utilize the acquired skill set of the employee.

The Employee's decision to transition to a new career path is incentivized by a pay increase.

This 2<sup>nd</sup> Transition Point allows the employee an opportunity to continue to acquire knowledge of store operations and valuable customer service experience in preparation for leadership roles with the company.

[\$12.00/hr. – Minimum 6 to 9 months]



YAT – Minimum of 1 mentoring session per month, 1 hour minimum per mentoring session.



YAT – Youth Action Team Mentor will submit written documentation of the mentoring session for review by the YAT Director and Manager of Employer Partnerships.



# *Store Manager Pathway: Shift Leader = 9 Months Minimum*



This is the 3<sup>rd</sup> Transition Point in the Model and is the first opportunity for the employee in a leadership role.

The company is now preparing the employee and their 15-18 months of store knowledge and experience to be utilized in increased roles and capacities.

# *Store Manager Pathway: Assistant Manager In Training = 6 Months Minimum*



This is the 4<sup>th</sup> Transition Point in the Model where the employee begins training specifically to assume the role and responsibilities of the Store manager position.





# *Store Manager Pathway: Assistant Manager = 9 Months Minimum*



This is the 5<sup>th</sup> Transition Point in the Model and one critical to the employee's completion of the career path model.

The employee is required to obtain Pharm-Tech Certification in order to meet the qualifications necessary to be a Store Manager.

The Assistant Manager must become Pharm-Tech Certified before transitioning to Store Manager Role.



# *Store Manager Pathway: Store Manager*



This is the final Transition Point in the Model providing the employee with substantial career experience in leadership and economic security.