



WORKFORCE INITIATIVES

WORKABILITY
BUILDING PATHWAYS TO
SUCCESSFUL PARTNERSHIPS

WORKFORCE INITIATIVES

- **Our Purpose:**
 - We help people on their path to better health by cultivating innovative partnerships and programs that attract and equip diverse talent for dynamic & rewarding careers with CVS Caremark.
 - In our communities we help to **break the cycle of poverty** and dependence through our support of education, training, healthy living and career opportunities.
 - As a Pharmacy Innovation Company we explore new and creative ways to deliver on our purpose. We operate as a cutting edge workforce development and community healthcare leader as we build “***Partnerships for a Healthy Workforce.***”

SUCCESSFUL PARTNERSHIPS

- Partnerships that has open communication
- Have strong diverse workforce
- Achieves goals
- Builds strong community roots





FULLY COMMITTED TO MEETING THE BUSINESS NEEDS OF OUR PARTNERS

- Business Involvement
- On-The-Job Training Programs
- Work Experience Programs - Workability
- Develop Customized Training Programs

OPPORTUNITIES FOR PARTNERSHIPS

High Schools – Support the academic work and life skills required to pursue flexible career paths and lifelong learning

- Workability program
- Pathways programs

Colleges and Universities – To coordinate post secondary studies with a career in a CVS related field



WORK EXPERIENCE – WORKABILITY CONNECTION

Students working at CVS Caremark have the opportunity to practice numerous skill sets

- Teamwork – Social skills – Decision Making and Leadership Opportunities- Employment readiness skills
- Life Long Learning - Self Confidence – Self Esteem and Self Worth

CVS AND WORKABILITY PARTNERSHIP RESULTS

- Year to Date -150 WORKABILITY Students have gained work experience skills at CVS stores
- Year to Date –Over six thousand hours have been logged by Workability students in Northern CA.

WORKABILITY PROCESS

- Step One If you would like to place a Workability student at a particular CVS location please contact: Kathy Burris Workforce Initiative Manager for Northern CA. WAI Regions 2, 3, 4
- Kathy will contact Store Manager at the desired location
- Determine if the Store Manager would like to participate in the program
- Review program highlights
- Review Training Guidelines

WORKABILITY PROCESS

Step Two

- Workability Program Coordinator will set up a meeting with Store Manager
- Review program highlights
- Work with the Store Manager on matching a Workability student

Step Three

- As part of the Workability program packet Coordinator will include the two required CVS documents in packet – Exhibit A – Loss Prevention form
- Coordinator will retain original documents with students packet/file. This helps with consistency and any risk of liability.

WORKABILITY PROCESS

- Step Four Final Step
- Site Coordinator completes all sections of the Workability Tracking Sheet
- Workability Site Coordinator will scan Workability Tracking Sheet to Kathleen.Burris@CVScaremark.com on reporting cycles
- January – February – March – March Due 29th
- April- May- June – Due June 29th
- July-August September Due – September 29th
- October – November – December Due December 29th

QUESTIONS /COMMENTS

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