

FULL LIST OF EMPLOYER ANNOUNCEMENTS

New Announcements on Expanding Apprenticeship Today

- **CVS** is committing to double its pharmacy technician apprenticeship program to reach a goal of 3,000 apprentices, helping prepare the workforce it needs for its stores and pharmacies and an expansion of its MinuteClinics across the country.
- **Campbell's Soup and Pepperidge Farm** are launching a new apprenticeship program for production technicians across all corporate food manufacturing facilities in the United States with a goal of scaling to more than 4,000 apprentices in place within three years.
- **Dartmouth-Hitchcock Health Systems**, the largest hospital and healthcare employer in New Hampshire, is doubling its pilot apprenticeship program for healthcare workers this year, in partnership with Vermont HITEC, and setting a goal to train 500 apprentices over the next five years.
- **Hilton** and **AlliedBarton Security** are starting new apprenticeship programs in hotel management and security. Together, they are committing to train more than 200 apprentices by the end of the year and with a goal of serving up to 1200 apprentices over the next five years.
- **Midwest Underground Technologies and American Tower**, as part of a coalition of more than 15 cable companies, are coming together to launch a new apprenticeship program, the Telecommunications Industry Registered Apprenticeship (TIRAP). Coalition employers have committed to hiring 3,500 tower erector apprentices over five years to improve industry safety.
- **Nestle** is committing to launching new apprenticeship programs at its locations in the United States, building on the company's extensive experience with apprenticeship programs in Switzerland.
- **Time Warner Cable** is expanding its new apprenticeship program for Broadband Technicians, starting in the state of Texas, and is committed to expanding its pilot program to thousands of apprentices in its markets across the country.
- **Zurich Re** is partnering with other Chicago-area insurance leaders and local community colleges to launch a new apprenticeship program that will train workers in underwriting and insurance within five years.

New Announcements on Expanding Access to Job-Advancement Training

- **Anthem, Grifols, McDonald's, Partners HealthCare, and University of Pennsylvania Health System** are working with College for America at Southern New Hampshire University to give tens of thousands of employees nationwide the opportunity to earn an associate or bachelor's degree, in most cases 100% reimbursed by their employer. College for

America helps employers access a high-quality, online college degree program designed to build promotable skills. Most graduates of College for America have received a promotion or new responsibilities at work, stayed with their employer, and expect to take on zero debt to complete their degree. These large employers broadly opening enrollment will dramatically expand the more than 70 existing partnerships College for America has with employers like Goodwill, Cumberland Gulf, and Life is Good.

- In 2015, **CN Hotels** is establishing a new English and Spanish language training program with initial pilot programs taking place at the Comfort Inn Wendover. This is building on the feedback received by staff to better enhance and empower staff in the areas of team unity. This furthers building and job progression in a company featuring over 20 hotels and over 200 associates.
- **CVS Health** is committing to expand access to job-advancement training for their employees by launching two new regional learning centers that will serve an estimated five to ten thousand additional employees in the next two years. This commitment builds on the six existing regional learning centers CVS Health currently operates in partnership with community colleges and other community service organizations, to help support thousands of workers as they build customer service and healthcare related job skills for career progression. Today, all CVS Health colleagues have access to development resources that allow them to manage their career goals, and the company also offers Emerging Leader programs to help promote leadership and management skills for strong performing, high-potential employees who seek to advance in their career.
- **Gap, Inc.** is launching a new year-long management training program for high-potential sales associates to develop the skills necessary for success as a store manager while they are still earning a paycheck. This new initiative will integrate and ramp up the company's existing career advancement and management programs, creating opportunities for hundreds of emerging leaders this year, and thousands in the years ahead. These efforts complement Gap, Inc.'s continued commitment to supporting the development of job and life skills for thousands of students of diverse backgrounds to get hired and succeed in the job market, through programs such as This Way Ahead and Gap Inc. for Community Colleges.
- In 2015, **Goodwill** is continuing to pursue initiatives to make postsecondary learning and credentials available to nontraditional learners, including unemployed and front-line entry level workers throughout the United States. Building upon a four-year initiative supported by Lumina Foundation which established 141 Goodwill-community college partnerships, Goodwill is aiming to prepare individuals for middle-skilled careers in multiple industries, including hospitality, retail, manufacturing, technology and health care. Through the GoodProspects® for Credentials to Careers initiative, participating Goodwill agencies across the country will connect more than 15,000 people with postsecondary credentials and help place 12,000 of those individuals in middle-skilled jobs. In 2015, 10 Goodwills will join this initiative, connecting nearly 4,000 people with postsecondary credentials and helping place nearly 3,000 in middle-skilled jobs. Credentials to Careers is supported by Accenture as part of its Skills to Succeed initiative, which is equipping more than 700,000 people worldwide with the skills to get a job or build a business.

- **Pacific Gas & Electric** is setting a new ambitious goal of filling 75 percent of management vacancies from within PG&E by 2019, providing opportunities for upward mobility and growth for all team members. By launching Leading Forward, which will be rolled out over the next two years, PG&E's paving the way in leadership development by leveraging the success of previously executed Supervisor and Manager Leadership Programs. These programs are targeted to individuals considering supervision, crew leaders, newly hired or promoted leaders, supervisors, and others, up to PG&E's officer level.
- In 2015, **Mercy Hospital** is expanding access to high-quality basic skills and leadership training including through an expanded School at Work program that helps individuals increase math and reading skills, Visions program that provides tuition upfront for entry level workers in lower-wage positions, and a Grow a Nurse program that has helped employees advance from roles in nutrition services, to nursing assistants and finally to LPM or RNs. These program will help thousands of front-line employees across the country advance in their careers.
- **UPS Package Car Driver Training** – UPS Integrad® is an award winning training program developed to train new drivers based on business requisites and the generational needs of new employees. They plan to launch two new UPS Integrad training centers this year, one in the San Francisco bay area and another near Dallas. This adds to the existing sites in Landover, MD, Franklin Park, IL, Phoenix, AZ and Portland, OR. In addition, this February, UPS plans to launch an approved driver apprentice program in collaboration with the Department of Labor and the Veterans Administration. UPS is a company that understands that investing a substantial amount in training and people results in successful employees. Each UPS Integrad location represents an average of \$1.4 million dollars of investment for the company and together, will support the learning and advancement of over 2,700 new UPS drivers annually. The four existing training centers have proven their value in training thousands of front-line employees for better-paying jobs as drivers and supervisors, while increasing their productivity and retention.

Efforts Underway to Expand Apprenticeship Unveiled Last Year

- The **President's Advanced Manufacturing Partnership (AMP)** is piloting scalable apprenticeship models in high need advanced manufacturing. Spearheaded by AMP members **Dow, Alcoa, and Siemens**, a coalition of employers is partnering with community colleges in Northern California and in Southern Texas on apprenticeships in advanced manufacturing occupations. Led by **South Central College** in southern Minnesota, a coalition of 24 community colleges and employers is pioneering a statewide apprenticeship model in mechatronics. And **Harper College**, in suburban Chicago, is establishing an apprenticeship program linked to college credit for veterans in advanced manufacturing specialties, including logistics and supply chain management.
- The **United Auto Workers**, in partnership with employers such as **Ford, General Motors, Chrysler, John Deere** and many others, is adding nearly 2,000 apprentices, the largest expansion in the apprenticeship program in more than a decade.

- **UPS** is adding 2,000 new apprentices, including drivers and apprentices in new programs like IT and operations by 2018, building on UPS' longstanding commitment to apprenticeships and its historic partnership with the Teamsters.
- The **SEIU Healthcare Northwest Training Partnership** (Training Partnership), in partnership with its employers **ResCare, Addus, Chesterfield, the State of Washington,** and others, is expanding its novel apprenticeship program for home care aides to train 3,000 apprentices a year. The Training Partnership is announcing that it and its employer and labor partners are expanding its online pre-apprenticeship and apprenticeship program for home care aides nationwide with a goal of reaching 3,000 apprentices a year within five years.