

**Funded by the U.S. Department  
of Labor, Employment &  
Training Administration**



*The President's High Growth Job Training is a strategic effort to prepare workers to take advantage of new and increasing job opportunities in high growth, high demand, and economically vital industries and sectors of the American economy. The foundation of this initiative is partnerships that include the public workforce system, business and industry, education and training providers, and economic development.*

**CVS Project Partners**

**Wayne County Community College**

**ORC Macro**

**Michigan Works!**

**National Retail Federation Foundation**

**Goodwill Industries**

**Faith-Based & Community  
Organizations**

**Contact Information**

*Lena Barkley  
Project Director  
313-267-4070*

**CVS Regional Learning Center  
5901 Conner Road  
Detroit, MI 48213**

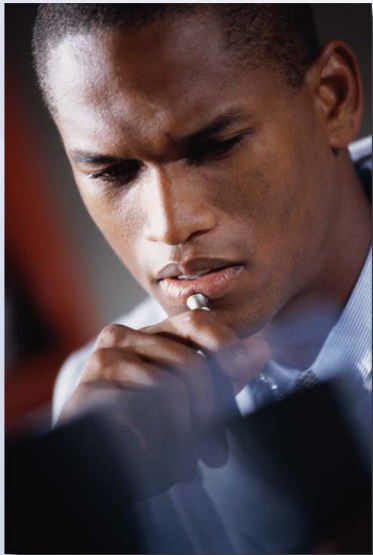
**CVS Apprenticeship  
& Incumbent Worker  
Initiative**



**CVS/pharmacy®**

## The Challenge

**G**iven the needs of an aging population and the greater use of medication, employment of pharmacy technicians is expected to grow faster than the average for all occupations through 2012. A similar demand is anticipated for pharmacists. The number of degrees granted in pharmacy is expected to be fewer than the number of job openings created by retiring pharmacists. Innovative training programs are needed to build and maintain a skilled workforce to meet employer demands.



## Our Workforce Solution

**T**he CVS Pharmacy's Apprenticeship and Incumbent Worker Initiative addresses the projected shortfall of Pharmacy Technicians and Pharmacists through a multi-pronged career path strategy:

**B**uild community interest in pharmaceutical jobs

**T**arget recruitment in high unemployment neighborhoods of Detroit

**P**rovide apprenticeships for pharmacy associate and technician occupations

**A**ssist incumbent workers with career barriers to become pharmacy technicians

**A**dvance workers through two- and four- year academic programs

**P**rovide technical assistance for replicating this model in four additional sites across the country

## Project Outcomes

**100** unemployed and underemployed individuals will be offered job readiness services

**90** individuals will participate in job shadowing, followed by training, apprenticeship credentialing, and mentoring.

**80** apprentices will advance to the pharmacy service associate level and then to the pharmacy technician level and 25 will eventually become lead technicians.

**130** incumbent pharmacy service associates will be able to enroll in ESL classes and customer service skill development to become pharmacy technicians.

**20** incumbent workers will be offered scholarships for two-year degrees in pre-pharmacy at Wayne County Community College and tuition reimbursement for pursuing four-year degrees.