
President's High Growth Job Training Initiative

CVS Apprenticeship and Incumbent Worker Initiative



Grant Amount: \$1,757,981

Grantee: CVS Regional Learning Center

Key Partners: ORC Macro; Goodwill Industries of Detroit; Wayne County Community College District; and the One-Stop Career Center of the Detroit Workforce Development Department

Leveraged Amount: \$890,084 in cash

Location of Grant Activities: Detroit, Michigan

Challenge: Employment of pharmacy technicians is expected to grow faster than the average for all occupations through 2012 because of the pharmaceutical needs of a larger and older population, and because of the greater use of medication. A similar growth rate and demand is anticipated for pharmacists because 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.

Addressing the Challenge: The CVS Pharmacy's Apprenticeship and Incumbent Worker Advancement Initiative seeks to address the projected shortfall of Pharmacy Technicians and Pharmacists through a multi-pronged strategy that promotes and develops the pharmacy career path. Through this grant, CVS/pharmacy Detroit Learning Center will: 1) build community interest in pharmaceutical jobs; 2) target recruitment in high unemployment neighborhoods of Detroit; 3) provide apprenticeships for pharmacy service associate and pharmacy technician occupations; 4) assist incumbent workers with advancement barriers to become pharmacy technicians; 5) advance both apprentices and incumbent workers through two- and four- year academic programs; and 6) provide technical assistance for replicating this model to four additional sites across the country.

Projected Outcomes:

- 100 unemployed and underemployed individuals from the Detroit inner city will be offered pre-employment services; 90 individuals will embark on a four-week pharmacy internship and stipend, followed by training, including apprenticeship certification and mentoring.
- 80 apprentices will advance to the pharmacy service associate level and then to the pharmacy technician level. Twenty-five will eventually become lead technicians.
- ESL and customer skill development instruction will allow 130 incumbent pharmacy service associates to become pharmacy technicians, with additional tutoring hours to prepare them for the national pharmacy technician exam.
- Scholarships for two-year degrees in pre-pharmacy will be offered to 20 incumbent workers through the Wayne County Community College District, which has also committed to tuition reimbursement for those pursuing four-year degrees.

