



# Workforce Initiatives

Building Partnerships for a Healthy Workforce

## Overview

Part of building a healthy workforce is partnering with national, state and local organizations to not only make jobs available to those who need them, but to create lifelong careers. We offer a variety of programs to promote successful employment transitions, career development and advancement. It's all part of our commitment to fulfill our purpose by helping to build a path to better health and personal fulfillment.

[Program details on the back ▶](#)



**Our programs include Apprenticeships, Clinical Experience, Community-based Assessments, Customized Training, Incumbent Worker, Internships, Customized Recruitment, Job Shadowing and On-the-Job Training. We partner with organizations to attract and retain diverse and talented employees.**

#### **U.S. Department of Labor Apprenticeship**

This apprenticeship provides a structured training program to maintain the high level of skill and competency needed in the pharmacy and retail management industries. The program includes classroom and online instruction, professional mentorship and on-the-job training over a two-year period. Those who complete the program receive nationally recognized, portable apprenticeship credential from the Department of Labor.

#### **Clinical Experience**

Clinical Experience is a training program that is part of a course of study of an educational institution and is taken in a private business setting. Clinical internships are offered to high schools, colleges, universities and any other educational institutions to help students learn the skills and competencies necessary to become successful practitioners in the fields of pharmacy and nursing. Students are taught academic and career pathway skills and the clinical experience is supervised and evaluated by a licensed pharmacist or nurse. Individuals who complete the program may receive credit from their academic institution.

#### **Community-based Work Assessments**

CBWAs provide Disability agency participants with an opportunity to explore their own skills and interests within the context of a real job setting in the community. They are to provide insight on a person's ability and interests, as well as when a participant has limited work experience or needs to find employment that is suitable to their current abilities.

#### **Customized Recruitment Events**

In collaboration with our agency partners and internal colleagues, Workforce Initiatives offers customized recruitment events to attract prequalified candidates for employment and internal candidates for promotional opportunities. We host and participate in ongoing external recruitment activities such as: college recruitment, career fairs, government sources (Workforce Investment Act (WIA)) and internal job fairs to reach people already employed by CVS Health. We are able to save thousands a year in recruitment costs.

#### **Customized Training Programs**

Customized Training Programs are designed to provide the potential candidate with pre-employment life skills training customized to

meet the workforce skill requirements and demand occupations at CVS Health. Upon completion of the customized training, the candidate will be evaluated and referred for placement based upon hiring needs.

#### **Faith-based Collaborative of Caring**

Together, we will fulfill our shared purpose by offering programs that care for the communities where we live, work and worship. We are changing lives by investing in the health and wellness of people in our communities and congregations. By maximizing every opportunity to build a healthy workforce, CVS Health seeks to grow employment opportunities while improving the well-being and health care outcomes of those most in need in our communities.

#### **Incumbent Worker Training**

Workforce Initiatives recognizes the role training and development play in improving an employee's ability to perform through learning. The program is designed to continually expand knowledge, skills and abilities to advance. These in-house training programs for our employees can range from a few weeks to more than a year in duration and cover a wide array of skills development areas.

#### **Internships**

Selected candidates undertake a structured career preparation program designed to help them master the basic tasks required to do a job well, learn and practice core competency levels, and gain valuable exposure to the workplace.

#### **Job Shadowing**

Elementary, middle and high school students are introduced to rewarding occupations within the pharmacy and health care industry, helping them make the connection between academics and career pathways.

#### **On-the-job Training**

At CVS Health, the right mix of role-specific training, coaching and on-the-job experiences is important to career success. On-the-job Training Programs offer a wide range of career paths, each with unique, hands-on training opportunities that enhance skills while being an integral part of the team. Our partnerships with workforce development agencies help us recruit ambitious individuals and improve the skill levels of our CVS Health colleagues.

**For more information, contact CVS Health  
Workforce Initiatives at (518) 383-4517.**

**[www.cvshealth.com](http://www.cvshealth.com)**

