

Walgreens Initiative



Transforming Disability
Into Ability

Walgreens



- Founded in 1901
- Coastline in Antarctica named after Walgreens in 1933
- Invented the malted milkshake in 1922
- Ronald Reagan was caddy for Walgreen Sr. in the late 30's & early 40's
- Lucille Ball was once a waitress at one of our soda fountains
- Dave Thomas once worked at one of our soda fountains
- Amelia Earhart was once the co-pilot for our company plane

Walgreens



- Filled 529 million prescriptions
- Serve 4.7 million customers daily
- Hire someone every 6 minutes
- Open a new store every 17 hours
- 32 consecutive years of increased sales
- Operate 5600 store in U.S. & Puerto Rico, 7000 by 2010

In the Beginning...

How Did Walgreens Come Up
With This Idea Anyway?



Walgreens Outreach Initiative

- Introducing Randy Lewis (Senior Vice President of Supply Chain) and his son Austin.
- Home of the infamous “Radio”
- Entire building accessible
- Decision to invite community partners in the fold to assist with training
- Work stations specifically designed for those with Cognitive Disabilities
- Goal to have at least 30% of the distribution center’s team members to have some type of disability
- Plan to hire 1000 people company-wide with a disability by the end of 2010.
- Store Initiative

Desire to Create an Inclusive Work Environment

- At our Distribution Centers people with and without a disability work side by side for the same wages and benefits
- Outreach Team on staff to assist in ensuring team member success
- Management staff have attended T.E.A.C.H.H. training at the University of North Carolina-Chapel Hill to work with individuals with Autism

Our Distribution Center Does Not Look Like Your Everyday DC


- At our distribution center, we have something referred to as Iconology. This makes navigating around the DC easier for everyone, including those with a disability.

Here is an example



**Dolphin
Station #1**

Disabilities Seen At Our Distribution Centers

- Autism and Asperger's Syndrome
 - Mental Retardation
 - Learning Disability
 - Cerebral Palsy
 - Psychiatric Disorders
 - Visual and Auditory Impairment
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PARTNERSHIP

LEADS TO

SUCCESS



Keys To Successful Partnership

- Open to working together
- Learning about each other's mission
 - Walgreens must take care of customers
 - Agency partner must serve clients and assist in finding suitable employment.
- Assessing KSA's needed for job and then matching qualified candidates for appropriate referral.
- Training candidate
- Educating candidate's caregiver
- Ensuring employment supports are available
- Supporting client during Transitional Work phase.
- Assisting with accommodation assessment and implementation.
- Communicating regarding progress
- Follow-up after placement to ensure good fit
- Continuing to work as a team to evaluate progress

Quality Vs. Quantity

- At Walgreens the goal of both the company and our agency partners is to work together to produce a QUALITY placement over a certain QUANTITY
- We want qualified individuals with disabilities to not only obtain a job, but retain their job--meeting expectations as any team member

Benefits of Partnership

- Walgreens gets a dependable, hardworking employee
- The employee has an opportunity offered to them that once was not available
- The Walgreens workers with disabilities hiring program is unprecedented
- Commitment by Walgreens to hire 200 plus workers with disabilities
- Pay scale for workers with disabilities is the same as typically-abled workers

Benefits of Partnership (Continued)

- Workers are eligible for benefits such as health and dental insurance, profit sharing and other benefits that are 35% in addition to wages
- Reduction of the unemployment rate of workers with disabilities and persons with cognitive disorders
- Opportunity to have individuals from the disability community become productive taxpaying citizens
- Self-Sufficiency emerging in those employed
- Those once on Social Security Disability Insurance coming off through Ticket to Work

Questions?

