

Walmart to Support Its Employees’ College Education

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Category : Education/Family

Unlocking Word Meanings

Read the following words/expressions found in today’s article.

- 1. **miscellaneous** / **ˌmɪs-əˈleɪ-ni-əs** / (adj) – made of different kinds
Example: Our school's **miscellaneous** fees include lab equipment and workshops.
- 2. **subsidize** / **ˈsʌbsɪ daɪz** / (v) – to help someone by paying part of the cost of something
Example: My father's company **subsidizes** his health insurance.
- 3. **simultaneously** / **ˌsaɪ-məlˈteɪ-ni-əs-li, ˌsɪm-əl-** / (adv) – in a way that is happening at the same time
Example: I am thankful for our company’s flexible schedule because it allows me to work and study **simultaneously**.
- 4. **crucial** / **ˈkrʊʃəl** / (adj) – very important
Example: Learning about finance is **crucial** in becoming a good businessman.
- 5. **advancement** / **ədˈvæns.mənt** / (n) – the act of making progress
Example: I am very happy that you finally achieved **advancement** in your career.

Article

Read the text below.

Walmart is set to offer a program that gives around 1.4 million employees an opportunity to attend college.

In May, the major US retailer announced this new program, which lets its employees pay only one dollar every day for university fees. The rest of the expenses such as tuition, books, and **miscellaneous** fees will be **subsidized** by Walmart.

This program is open to salaried employees and those who work full-time or part-time as long as they have stayed in Walmart for at least 90 days. They can avail themselves of this benefit for five years.

Three universities are part of Walmart’s education program. These are the University of Florida, Brandman University, and Bellevue University. Because these schools offer evening and weekend classes, Walmart employees can work and study **simultaneously**. The three universities also have a successful history of helping working adults graduate.

While the employees can pursue only an associate’s or bachelor’s degree in business or supply chain management, the company hopes to add more degree options in the future.

The initiative is a collaboration with Guild Education, an organization that helps working adults earn a college degree. With Guild’s support, Walmart employees will be able to consult with a coach who can guide them for the duration of their studies. The coaching system will also help the employees achieve a work-school balance.

According to Walmart CEO Greg Foran, the company is dedicated to the professional and personal growth of its employees. He shared that Walmart understands how training and learning play a **crucial** role in improving customer service and facilitating employees’ career **advancement**.

Viewpoint Discussion

Enjoy a discussion with your tutor.

Discussion A

- In what ways do you think Walmart’s new program can help in its employees’ career advancement? Explain.

- Aside from expanding its degree options, how else can Walmart improve the education program?

Discussion B

- Do you think more companies should subsidize their employees’ education? Why or why not?

- Why is it important for companies to be dedicated to their employees’ professional and personal growth?