

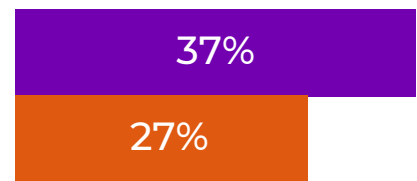


EXAMINING RETAIL AND RETAIL-ADJACENT EMPLOYEES

These findings are derived from the Bridging The Talent Gap(BTTG) Employee Survey database of more than 5,700 employees including nearly 1,000 retail and retail-adjacent employees the majority of whom are BIPOC (41% Black/African American, 14% Latinx/Hispanic, 6% Asian or other race that is not white). Data collected from 2018-2022 provides insight into the pandemic’s impact on this population’s education goals. To explore more, please visit the [BTTG Employee Survey dashboard](#).

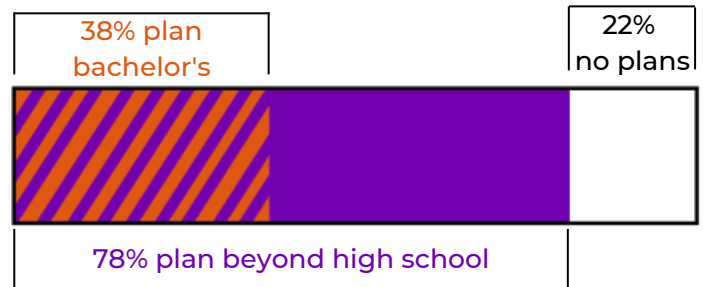
Since the Pandemic, Employee Demand for Education on the Rise in Retail Sector

37% of retail and retail adjacent workers said they are more likely to pursue their education plans than before the pandemic, compared to **27% of non-retail workers**.

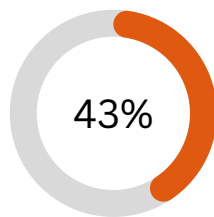
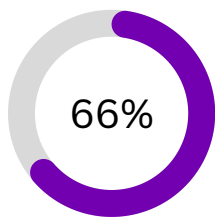


Front Line Workers Express High Intent To Pursue Education and Many Aspire to a Bachelor’s Degree

A recent study of employees in non-clinical healthcare roles (e.g. environmental services and food service staff) found that **78% planned to continue their education beyond high school** with **38% aspiring to a bachelor’s degree**.



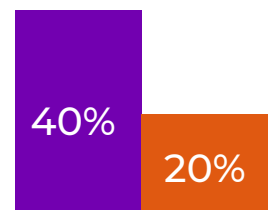
Black Employees More Likely to Have Changed Their View on Education Plans Since the Pandemic



66% of Black employees changed their view on pursuing future education versus **43% for non-Black Employees**.

Demand for Support from an Education Navigator Strongest for Black Employees

Black retail ecosystem employees were significantly more likely to seek support from education professionals than non-Black employees. **40% of Black employees** were interested in advice on education goals compared to **20% of non-Black employees**.



The Graduate! Network would like to thank [Walmart.org](#) for their support.