

## **Walgreens Distribution Center Training Program Questions & Answers**

### ***What is the Walgreens Training Program?***

The Walgreens Training Program is pre-employment training for people with disabilities who will need additional social and/or work skills in order to be successful in a job at the new Walgreens Distribution Center. The training will be provided by an agency with many years of experience in working with people with disabilities. There will be two parts to the training: The first part of the training (called Phase 1) will include classroom training in such areas as social skills and safety rules, as well as the opportunity to practice on some of the machines that are found within the Walgreens Distribution Center. Those individuals who meet Walgreens' requirements for successful completion of Phase I will move on to the second part of the training (called Phase 2), where they will practice in one or more of the work areas within the Distribution Center.

### ***How long will the training take?***

The plan is to have the length of training individualized to meet the participants' needs. Each of the two parts of the training is designed to be completed within 45 days. However, some people will be able to finish the training in a shorter time. If you successfully complete Phase 1, there may also be a waiting period before you can start Phase 2.

### ***Will I be paid while I am in training?***

You will not be paid during the Phase 1 training. If you are accepted into Phase 2, you will be paid a training wage while you are participating in that part of the program.

### ***If I go through the training program, am I guaranteed a job at the Walgreens?***

No, it depends on how well you do in the training program. If you can meet Walgreens' production and quality standards, as well as demonstrate the work behaviors that are expected by the company (such as good attendance, punctuality, ability to work well with supervisors and co-workers, etc.), then your chances of being hired are excellent. However, if you are unable to meet any of these requirements, your chances of being hired will be reduced.

### ***Does Walgreens require all people with disabilities to go through the training program before they can be hired?***

No. Any person who applies through Walgreens' regular recruiting, whether or not they have a disability, will have 45 days to learn the job, bring their work speed up to production standards, learn all of the safety rules and make sure that their work behaviors meet company expectations. The training program has been set up for those people with disabilities who will need more time and assistance to meet these requirements. If you don't need this additional time or assistance, you can apply through Walgreens' regular recruiting.

### ***How do I apply for this training program?***

Since there is a fee for the training program, a state agency or school system will usually have to sponsor your program. You should contact one of the agencies or organizations that may sponsor the Walgreens Training Program, such as the Bureau of Rehabilitation Services (BRS), Department of Developmental Services (DDS), Department of Mental Health and Addiction Services (DMHAS) or the Bureau of Education and Services for the Blind (BESB), depending on your disability. In addition, some school systems may sponsor training program participants.

### ***How do I know whether the Walgreens Training Program right for me?***

First you need to decide whether warehouse work is the right type of job for you. Then, you need to determine whether you can meet the company's requirements within 45 days or whether you need additional time and training. You also may want to talk with other people who know you, such as counselors, teachers or family members, to help you decide if the Walgreens Training Program is right for you.