



# **Develop With Dierbergs**

**Recruit. Train. Retain.**

## Phase One

- Learning Management System Expansion
- Intranet Expansion
- Content Creation/Curation Position
- Pins for Wins
- Special Needs Employees
- Added Employee Benefits
- College Relations
- Career Coach Position

0-1 years \$0 - \$400k

## Phase Two

- Gamification of Stores
- Mentor/Gamification Position
- Employee Retreat
- Oaks and Acorns/Networking Groups
- Certifications

1-2 years \$400k - \$700k

## Phase Three

- Dierbergs Scholars
- GED
- Standardized Test Prep

2-3 years \$700k - \$1m

Good

Better

Best



# Phase One

Good

Better

Best

## My Dierbergs Intranet



My Dierbergs

My Information

**Upcoming Events:**  
GED Prep Class: February 15<sup>th</sup>  
ACT/SAT Info Session: February 25<sup>th</sup>  
Employee Retreat: April 7<sup>th</sup>  
Hiring Event: May 22<sup>nd</sup>

My Dierbergs

 Dierberg Connect

 Shift Information

 Let's Grow!

 DailyPay

 Innovation Station

 GrowU

**Newsletter:**  
Check out what's been going on at Dierbergs!!!

In the month of December, 4 individuals completed their bachelor's degree. Dierbergs would like to be the first to say we are proud of them and congratulations. If you would like to learn more about the GrowU opportunities and if you qualify...



**New Competition: Innovative Product Design/Display**

Dierberg's is looking for new product designs and displays for the BIG GAME!!! If you or a group of your coworkers have a new idea, talk to your department manager today and submit your idea into the innovation station!



## Content Creation/Curation Position

- **Create & curate content** for new training modules in Let's Grow LMS
- Focus of content creation to building **hard & soft skills**, every employee level & specialization
- Assign appropriate training to **every employee**, with a focus on **upskilling & development**
- Consult IT department in intranet + LMS expansion for **optimal feature utilization**
- If necessary, recommend switching to new LMS to **support suggested features**
- Platform for **accessing applications to certifications** + certification access
- **H5P gamified + interactive** content creation

Tillamook Cheese Stocking: Video

1 / 3

How to stock Tillamook Cheese

Tillamook Cheese Stocking: Article

2 / 3

Stocking Tillamook Cheese: A Guide for Grocery Store Associates

Tillamook Cheese is a popular brand of cheese that has been enjoyed by customers for many years. As a grocery store associate, it is important to know how to properly stock Tillamook Cheese in order to ensure that it is presented in the best possible way to shoppers. In this article, we will cover some important considerations when stocking Tillamook Cheese.

1. Display the Label: The Tillamook Cheese label is recognizable and eye-catching, and it is important to ensure that the label is prominently displayed when stocking the cheese. When customers see the Tillamook label, it can help catch their attention and encourage them to make a purchase.
2. Find the Right Section: Depending on the layout of your store, Tillamook Cheese may be located in the dairy section or in the specialty cheese section. Regardless of where it is located, it is important to ensure that Tillamook Cheese is always kept in the same section to make it easy for customers to find.
3. Follow the FIFO Rule: FIFO stands for "first in, first out," and it is a method of organizing products in which the oldest products are used or sold first. When stocking Tillamook Cheese, this can help ensure that customers are always purchasing the freshest cheese possible.
4. Keep It Neat: When stocking Tillamook Cheese, it is important to keep the display neat and organized. Make sure that the cheese is stacked evenly and that there is enough space between the different varieties of cheese. This can help make the display more appealing to customers and can make it easier for them to find the cheese they are looking for.
5. Be Mindful of Temperature: Cheese is a perishable product, and it is important to be sure that the temperature of the cheese case is appropriate for the type of cheese in the refrigerator for too long when stocking it.

In summary, stocking Tillamook Cheese requires careful attention to detail and organizing the cheese is properly displayed, kept at the right temperature, and presented in a way that is easy for customers to find.

The freshest Tillamook Cheese should always be placed at the front of the display.

☐ True ☐ False

☒ Check

The freshest Tillamook Cheese should always be placed at the front of the display.

☐ True ☐ False



Blackboard



# Phase One

Good

Better

Best



## New Employee Benefits:

7 Shifts (flexible pay and work locations)

Dailypay (flexible pay)

Paid Volunteer Days



My Dierbergs

My Information

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My Dierbergs



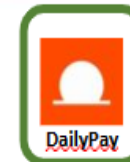
Dierberg Conner



Shift Information



Let's Grow!



DailyPay



Innovation Station



GrowU

## Newsletter:

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## New Competition: Innovative Product Design/Display

Dierberg's is looking for new product designs and displays for the BIG GAME!!! If you or a group of your coworkers have a new idea, talk to your department manager today and submit your idea into the innovation station!



Refer to Appendix 2

# Phase One

Good

Better

Best

## Pins for Wins

- **Pins** to acknowledge and celebrate the many different & unique **Wins!**
- Acknowledge & promote Dierberg's people's achievement
- Incentivize cross training, create buzz around new programs



**GOUDA CERTIFIED**



**CLEANEST STORE**



**ONE YEAR AT DIERBERGS**



**EXCELLENT CUSTOMER SERVICE**





# Phase One

Good

Better

Best

## Employee Pool

- College and High School individuals
  - Expand college recruiting efforts to the 11 traditional Universities in St. Louis
- Specials Needs Individuals Recruitment
  - Special needs individuals have a retention rate of 85% after 1 Year

## Career Coach Professional

- Facilitate relationships with multiple colleges both in St. Louis and online
- Assist employees in navigating certifications and finding colleges
- Aid accepted scholarship employees in the college application process
- Produce events that instill professional skills in our employees, tie into LMS professional development training
- Provide resume/cover letter workshops for employees

## Traditional colleges and universities

- Fontbonne University
- Harris-Stowe State University
- Lindenwood University
- Maryville University
- McKendree University
- Missouri Baptist University
- Principia College
- Saint Louis University
- Southern Illinois University Edwardsville
- University of Missouri–St. Louis
- Washington University in St. Louis
- Webster University



# Phase Two

Good

Better

Best

## Gamification: Cleanliness & Innovation Awards

### Store Cleanliness

#### Monthly: Cleanest Store (in pod)

- \$40 award per janitor (est. 8 janitors/store)

#### Quarterly: Cleanest Store (in pod)

- Send (est.) 8 janitors + up to 58 associates to baseball game (est. \$15/ticket)  
(\*\* total 58 associates selected from cleanest depts. that quarter)

(\*\* cleanest store decided by Board: (Oaks & Acorns Employee, Store Manager's Input, Corporate Employee(s))

### 5 Pods

- (Four Pods with 5 stores, One Pod with 6 stores)

(\*Equitable distribution of stores in pods based on past performance)

### Innovation Station

#### Monthly: Innovator Rewards

- \$80 winner, \$40 runner-up (\*1 person/each award, each store)

#### Quarterly: Most Innovative Department

- Send up to 24 employees to baseball game each quarter

(\*encourage innovation in front-line employees)

\*submit ideas to Innovation Station, chosen by Board: Store manager(s), Oaks & Acorns Employee, Corporate Employee(s)



The screenshot shows the 'My Dierbergs' website. At the top, there are logos for Dierberg Connect, Shift Information, Let's Grow!, DailyPay, Innovation Station, and GrowU. Below these, there are sections for 'Upcoming Events' (GED Prep Class, ACT/SAT Info Session, Employee Retreat, Hiring Event) and a 'Newsletter' section with a 'Check out what's been going on at Dierbergs!!!' headline. At the bottom, there is a 'New Competition: Innovative Product Design/Display' section with a description of the contest and a photo of a product display.



# Phase Two

Good

Better

Best

## Oaks & Acorns Mentorship Program:

- Program that pairs newer employees with older/more experienced employees
- Oaks, and Acorns, will develop together, coaching both up and down the tree

## Oaks & Acorns/Gamification Position

- Coordinate mentor and mentee matching
- Facilitate professional networks within Dierbergs Connect
- Oversee gamification of stores, scoring



**My Dierbergs**

**My Information**

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## Employee Retreat:

- Retreat for 150 high achieving employees to HQ
- Networking opportunities with companywide individuals
- Leadership Training & Team Building activities





# Phase Two



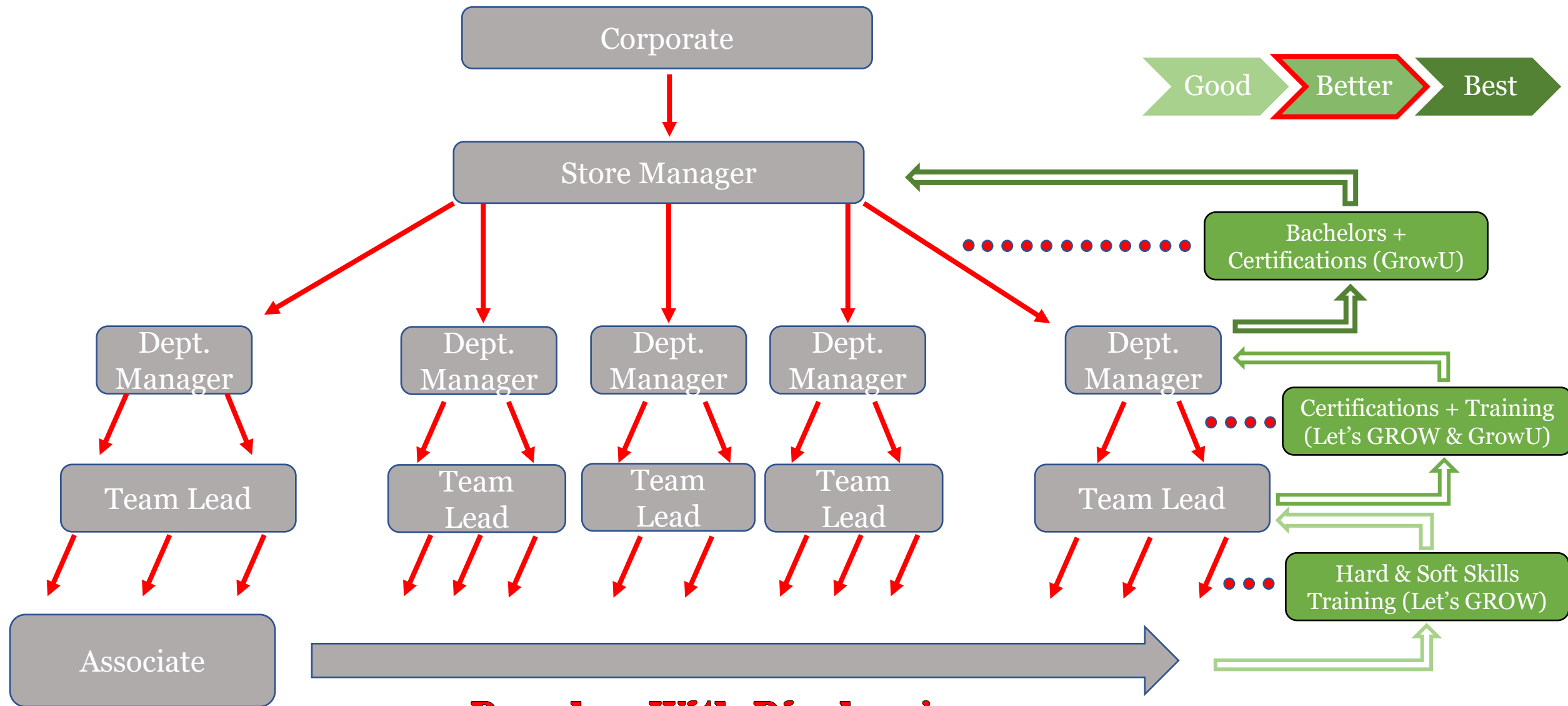
## Certifications for Professional Development:

Suggested Offerings:	Cost	People	Provider
Strategic Leadersip and management specialization: University of Illinois	\$ -	-	<a href="https://www.coursera.org/specializations/strategic-leadership">https://www.coursera.org/specializations/strategic-leadership</a>
Supply Chain Logistics: Rutgers University	\$ -	-	<a href="https://www.coursera.org/learn/supply-chain-logistics">https://www.coursera.org/learn/supply-chain-logistics</a>
Project Management Specialization: Univeristy of Colorado	\$ -	-	<a href="https://www.coursera.org/specializations/meem-project-management">https://www.coursera.org/specializations/meem-project-management</a>
Operations Analytics: Wharton	\$ -	-	<a href="https://www.coursera.org/learn/wharton-operations-analytics">https://www.coursera.org/learn/wharton-operations-analytics</a>
Analysis of Business Systems: University of Minnesota	\$ -	-	<a href="https://www.coursera.org/learn/analysis-for-business-systems">https://www.coursera.org/learn/analysis-for-business-systems</a>
Human Resource Management: University of Minnesota	\$ -	-	<a href="https://www.coursera.org/specializations/human-resource-management?">https://www.coursera.org/specializations/human-resource-management?</a>
Management in Human Capital: Wharton	\$ -	-	<a href="https://www.coursera.org/learn/wharton-managing-human-capital-retail">https://www.coursera.org/learn/wharton-managing-human-capital-retail</a>
Negotiate and Resolve Conflict: Macquire University	\$ -	-	<a href="https://www.coursera.org/learn/negotiation-skills-conflict">https://www.coursera.org/learn/negotiation-skills-conflict</a>
People and Soft Skills: IBM	\$ -	-	<a href="https://www.coursera.org/specializations/people-and-soft-skills-for-professional-success">https://www.coursera.org/specializations/people-and-soft-skills-for-professional-success</a>
Project Mangement Basics: PMI	\$ 10,400.00	26	<a href="https://www.pmi.org/shop/us/p/elearning/project-management-basics—an-official-pmi-online-course/16125">https://www.pmi.org/shop/us/p/elearning/project-management-basics—an-official-pmi-online-course/16125</a>
Facilities Management: BOMI	\$ 7,704.00	7	<a href="https://www.bomi.org/Students/Educational-Offerings/Designations-and-Certificates/Certificate-">https://www.bomi.org/Students/Educational-Offerings/Designations-and-Certificates/Certificate-</a>
Certificate of Ethical Leadership: NASBA	\$ 1,300.00	26	<a href="https://learning.thecpt.org/collections/ethical-leadership-certification-program">https://learning.thecpt.org/collections/ethical-leadership-certification-program</a>
Retail Management Certificate: NGAF	\$ 10,400.00	26	<a href="https://www.udemy.com/course/retail-management-program-from-retail-expert/?src=sac&amp;kw=retail+management+cer">https://www.udemy.com/course/retail-management-program-from-retail-expert/?src=sac&amp;kw=retail+management+cer</a>
<b>Total Cost:</b>	<b>\$ 29,804.00</b>		

**We Develop You, Certifications take you  
to that next level**

Refer to Appendix 7





## Develop With Dierbergs

“When you join, they lay it out very clearly in terms of what your career could look like, and what your progression could look like,” he said. “They put a lot of focus into training and development, and they support you through the whole process.” Via Super Market News



# Phase Three

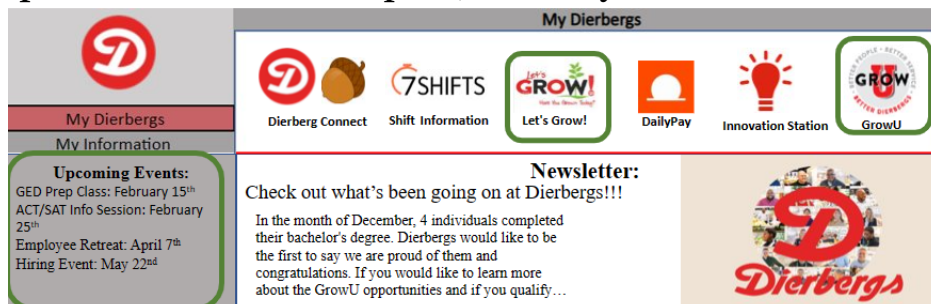
Good

Better

Best

## Let's Grow

- SAT / ACT test prep courses
  - Employees apply through Let's Grow portal
  - Up to 100 students accepted for each program, annually
- GED Program
  - Employees apply through Let's Grow portal
  - Up to 100 students accepted, annually



### Let's Grow:

- Certifications
- ACT/SAT Prep
- GED
- Hard + soft skills training (LMS)



- Bachelors degree



## GrowU

- Dierbergs Scholars Program
    - Submit application through GrowU portal
    - 7 applicants accepted annually, up to 28 total students in program at one time – preference given to dept. managers
    - Bachelor's degree paid for by \$10,000 annual scholarship over 4 years
    - Dierbergs Scholars must continue to work 18 hours/week
  - Dierbergs Scholars: Scholarship Apportionment
    - 50% of scholarship paid up-front (\$5k/year)
    - 50% paid retroactively
      - After fulfilling 2-year continued work obligation with Dierbergs, other 50% paid out, based on academic performance
- Full 2<sup>nd</sup> 50%: 3.5+ GPA (total 100% bachelors paid)  
35%: 3.0+ GPA (total 85% bachelors paid)  
20% 2.0+ GPA (total 70% bachelors paid)

# Questions?



## Develop with Dierbergs

	Good	Better	Best
<b>1. What can the grocery retail industry do, as a whole, to improve the connection points with employees of all ages and reduce turnover rates?</b>	Paid Volunteer Days	Oaks and Acorns	Dierberg Scholars
	Special Needs Hires	Corporate Reatreat	
	Intranet Expansion		
<b>2. How can individual grocers position themselves as a top potential employer for younger generations seeking fulfillment beyond financial in their career?</b>	Career Coach Access	Mentor/Gamification	SAT/ACT Prep
	Training on Hard & Soft-Skills	Certifications	GED
<b>3. How should independent grocers restructure their team to support employees needs during the hiring and training process?</b>	Standardized Online Onboarding	Mentor Matcher	-
	Career Coach Professional		
<b>4. What are unique offerings independent grocers can offer both full-time and part-time employees that will encourage retention?</b>	7 Shift	Janitorial Rewards	Dierberg Scholars
	Dailypay	Innovation Rewards	SAT/ACT Prep
	Pins for Wins		GED



# Appendix



# Appendix 1

- Intranet expansion: 7shifts, DailyPay, Oaks + Acorns/networking groups
- LMS: H5P addresses possible alternative LMS's that could support model, if current LMS not supported

- Through H5P.com, H5P content may be embedded in any platform that supports embedded content (iframes). H5P.com also provides integrations for LMSs like Canvas, Brightspace, Blackboard, Moodle and other systems that support the LTI standard. In addition H5P has plugins for WordPress, Moodle, Drupal and several other publishing systems.
- H5P SaaS (Paid H5P service) is supported for any LMS that supports LTI integration, like Canvas, Brightspace, Blackboard and Moodle and many others.

H5P Interactive & Gamified Training Tool:		
Intranet Expansion		\$2,160
Learning Management System Expansion		\$11,000
Content Creation/Curation for Training Position:		
Salary	\$50,000	
Benefits	\$25,000	
		\$75,000

## Try our price calculator below

### Number of authors

How many users will create content?

☒ Drill down reports (optional) [Read about this feature](#)

For how many learners would you like to get reports?

Monthly billing

**180** USD/mo

2160 USD/year

Authors ..... 5  
Learners ..... 4000  
Transfer ..... 950 GB/mo  
Storage ..... 95 GB

## H5P Integrations



Blackboard



# Appendix 2

“Partnering with America’s best-in-class employers including Sprinkles, Captain D’s and Boston Market, DailyPay helps you to **increase employee engagement, doubles the number of applications for open positions and reduces turnover up to 73%**, making it a win-win for employers and employees”

“You can transfer up to **100%** of your Pay Balance that you see in the DailyPay app. You can transfer up to **five times each day or up to \$1000 a day.**”

“Employees will make transfers as needed through the app, and **DailyPay will be reimbursed on each scheduled payday** for any employees transfers during that pay cycle. “

“With DailyPay, there is **no change to your company's payroll process, and that includes tax withholdings. DailyPay funds all advances** and, therefore, there is **no change to when your company runs and funds payroll** or the related tax withholding filing.”

“**You need a bank account, prepaid debit card or payroll card** so that DailyPay knows where to send your earned pay. Daily Pay's software requires you to have direct deposit for your paychecks.”

60%

of employees would take a job if they had more flexibility to select pay frequency, same-day pay, or early access to pay—all benefits of on-demand pay.<sup>4</sup>



of employees live paycheck to paycheck, including 40% who earn less than \$100K<sup>1</sup>



of employees experienced financial stress during the pandemic<sup>2</sup>



of American workers have medical debt — and over half have defaulted on it<sup>3</sup>



FEWER REPLACEMENT HIRES

346

EMPLOYER COST SAVINGS

\$449,800

Powered by **daily pay**.

Disclaimer: Calculations based on assumptions and annualized averages

We've helped  
30,000 restaurants  
save an average of

3,000

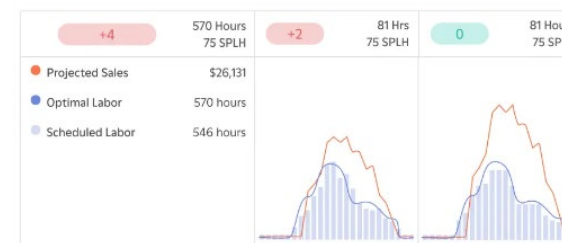
Dollars in reduced labor costs

450

minutes updating schedules

13

% in staff turnover



**Make (more) profitable decisions**

The insights you need to make the best team and operating decisions every day. Hit your labor targets with schedule enforcement, optimal labor tracking, and real-time reporting.

**Improve operating efficiency**

Get your operations in order and cut down on easy-to-avoid mistakes. Proactively manage compliance, run payroll with ease, and track tasks with digital checklists.

**Get their time back**

Spend more time creating great guest experiences. Easier scheduling, centralized communication, and automated tip calculations at your fingertips.

**Improve team retention**

The tools you need to help build strong teams. Keep a pulse on team engagement, sentiment, and satisfaction to reduce turnover by up to 13%.

Flexible Shifts (7 Shifts)		
Cost per location per month	\$135	
Cost per month	\$3,510	
Cost per year	\$42,120	
		\$42,120

Paid Volunteer Day:		
Average Employee Pay per day	\$143	
Cost for 200 employees	\$28,656	
Costs for 3 days per year	\$85,968	
	Pre tax value	\$85,968

DailyPay insists on independent and impartial assessments as a means to prove our security credentials. DailyPay has earned the following certifications:



PCI DSS Level 1



SOC 2 Type 2



ISO 27001

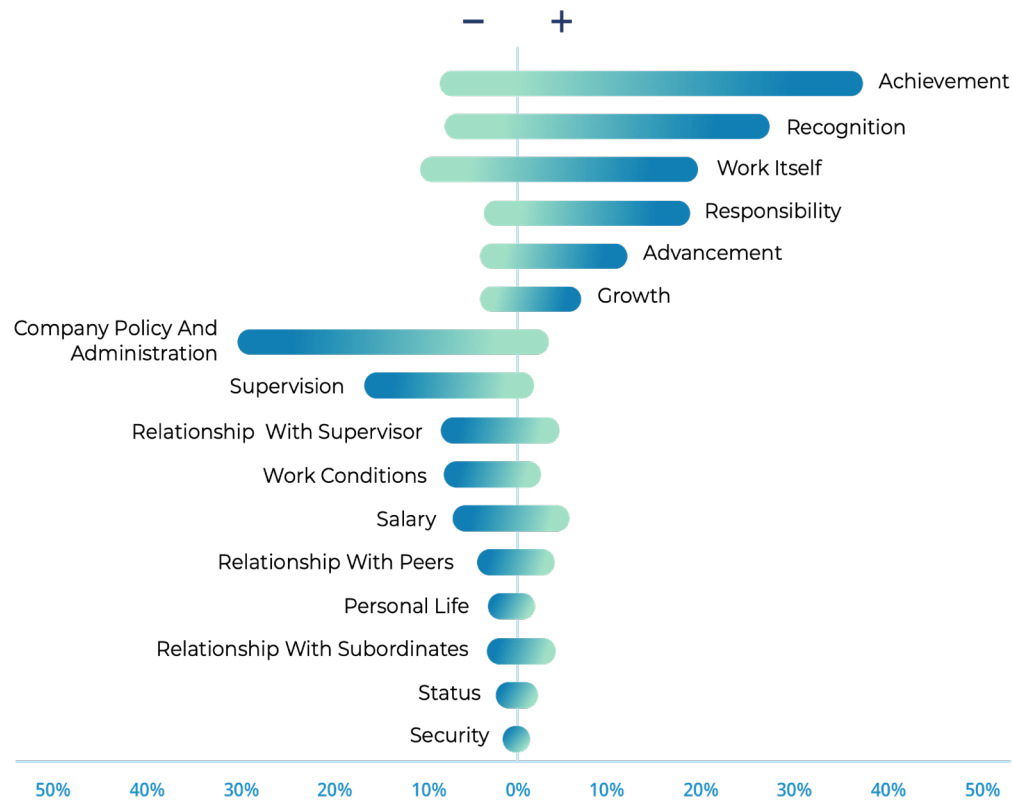


ANAB Accredited



# Appendix 3

## Herzberg's Motivational Theory



Description	SubCost (\$)	Total Cost (\$)
Pins (Pins for Wins)		
Cost per pin	\$1.15	
Number of Pins per year	16,000	
		\$18,360



# Appendix 4

- ▶ A 2003 study by Rutgers University found that people with physical and mental disabilities continue to be vastly underrepresented in the U.S. workplace. One-third of the employers surveyed said that persons with disabilities cannot effectively perform the required job tasks. The second most common reason given for not hiring persons with disabilities was the fear of costly special facilities. (Dixon, Kruse, Van Horn, 2003)
- ▶ The Job Accommodation Network (JAN) of the U.S. Department of Labor's Office of Disability Employment states that the employers in the 2010 study reported that a high percentage (56%) of accommodations cost absolutely nothing to make, while the rest typically cost only \$600. (JAN)
- ▶ Companies report that employees with disabilities have better retention rates, reducing the high cost of turnover, says a 2002 U.S. study. Other American surveys reveal that after one year of employment, the retention rate of persons with disabilities is 85 per cent. (Unger, 2002)

Research conducted earlier this year by Lotis Blue for the National Retail Federation found that the number-one reason that retail employees quit their jobs is that they disliked their manager. Other popular reasons included a lack of education benefits and career development, and challenges finding childcare.

“Things are extremely fluid, and people have a lot of options, he added. “We are seeing a lot of either high school student or retirees at store level, and we’re not seeing the same number of college students or part-time adults that we have over the years.”

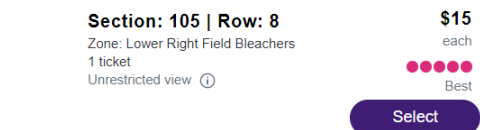


# Appendix 5

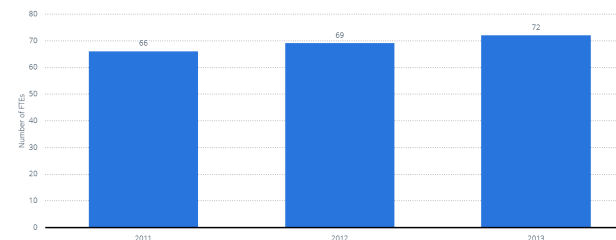
- “Great Place To Work analyzed 1.7 million employee survey responses gathered between 2018 and 2020 across small, mid-sized and large companies...Compared to those who do not consistently feel recognized at work, people who do feel recognized at work are: **2.6x more likely to think that promotions are fair, 2.2x more likely to say innovative thinking is embraced, 2.0x more likely to say people here are willing to go above and beyond.**”
- “O.C. Tanner studied employee engagement and how managers can tailor their workplaces to promote it...An employee survey included the question, “**What is the most important thing that your manager or company currently does that would cause you to produce great work?**” ”
- “TalentLMS’s 2019 Gamification at Work survey :
  - Employees say gamification makes them feel **more productive (89%) and happier (88%)** at work.
  - **61%** of the respondents **receive training with gamification.**
  - **83% of those who receive gamified training feel motivated**, while **61%** of those who receive **non-gamified training feel bored and unproductive (Yikes!).** “
- **H5P – Interactive Content/Gamification**
  - Integrates into Canvas, Blackboard, Brightspace, Sakai,
  - Open edx, and others



Store Cleanliness
<b>Janitorial Staff Reward</b>
<b>\$40,000 / 5 pods = \$8000/pod</b>
<b>(1st) \$4000 (for monthly reward), (2nd) \$4000 (for quarterly reward)</b>
<b>(1st) \$4000 / 12 months = \$333.33 (for individual rewards, /pod /month</b>
<b>\$333.33 / est. 8 janitors = \$41.67 award (for each janitor at cleanest pod that month)</b>
<b>(2nd) \$4000</b>
<b>\$4000 / 4 quarters = \$1000/quarter</b>
<b>\$1000 / \$15 (est. baseball ticket price) = 66 tickets</b>
<b>Each quarter, cleanest store in pod sends 8 janitors (whole staff) plus 58 employees (selected from cleanest dept.) to baseball game</b>



Average per store number of full-time equivalent employees (FTE) of supermarkets in the United States from 2011 to 2013  
Average per store number of FTEs of U.S. supermarkets 2011-2013

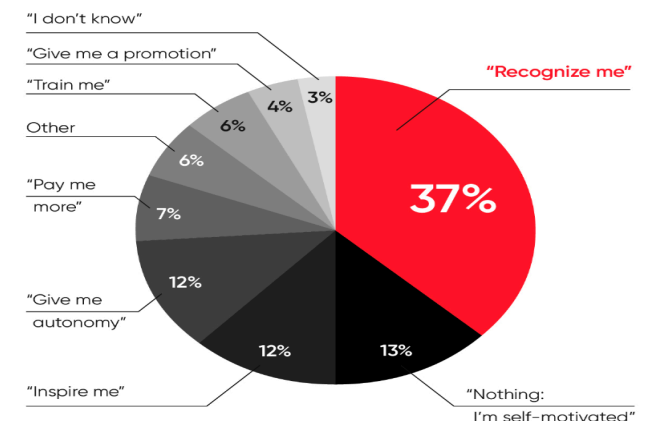


Statista | United States, 2011 to 2013  
Further information regarding this statistic can be found on page 8.  
Source: Progressive Grocer; Nielsen; IQVIA

statista

Innovation Station
<b>Innovation Reward annual budget: \$74,880</b>
<b>\$74,880 / 26 (stores) = \$2,880 (annually, per store)</b>
<b>\$2,880 / 2 = \$1,440</b>
<b>Quarterly Reward (\$1,440) + Monthly Award (\$1,440)</b>
<b>Quarterly Reward \$1,440 (per store, annually)</b>
<b>\$1,440 / 4 = \$360 (quarter)</b>
<b>\$360 / \$15 (est. ticket price) = 24 tickets per quarter</b>
<b>Monthly Award (\$1,440)</b>
<b>\$1,440 / 12 (months) = \$120 monthly award budget</b>
<b>Monthly Award Winner: \$80</b>
<b>Monthly Award Runner-Up: \$40</b>

## Most important drivers of great work



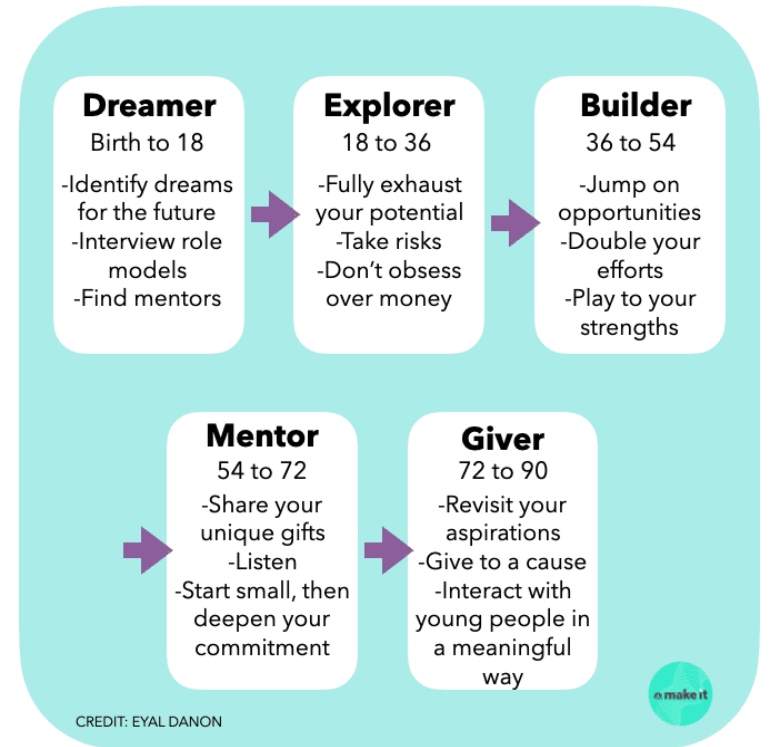
Source: O.C. Tanner



# Appendix 6

“A mentorship relationship falls short if progress isn’t tangibly measured in different stages,” Robertson says. “If progress isn’t where it needs to be, discuss new ways to achieve goals. Both the mentor and the mentee can determine where the gaps are and how to close them.”

## The 5 Stages of Life



# Appendix 7

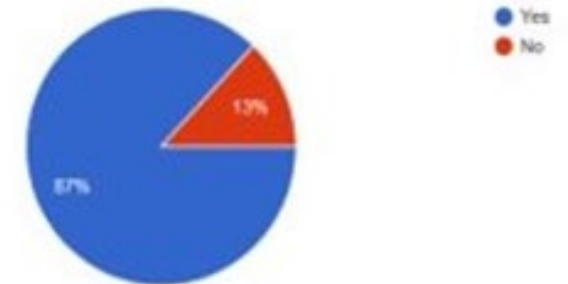


## Certifications for Professional Development:

Suggested Offerings:	Cost	People	Provider
Strategic Leadersip and management specialization: University of Illinois	\$ -	-	<a href="https://www.coursera.org/specializations/strategic-leadership">https://www.coursera.org/specializations/strategic-leadership</a>
Supply Chain Logistics: Rutgers University	\$ -	-	<a href="https://www.coursera.org/learn/supply-chain-logistics">https://www.coursera.org/learn/supply-chain-logistics</a>
Project Management Specialization: Univeristy of Colorado	\$ -	-	<a href="https://www.coursera.org/specializations/meem-project-management">https://www.coursera.org/specializations/meem-project-management</a>
Operations Analytics: Wharton	\$ -	-	<a href="https://www.coursera.org/learn/wharton-operations-analytics">https://www.coursera.org/learn/wharton-operations-analytics</a>
Analysis of Business Systems: University of Minnesota	\$ -	-	<a href="https://www.coursera.org/learn/analysis-for-business-systems">https://www.coursera.org/learn/analysis-for-business-systems</a>
Human Resource Management: University of Minnesota	\$ -	-	<a href="https://www.coursera.org/specializations/human-resource-management?">https://www.coursera.org/specializations/human-resource-management?</a>
Management in Human Capital: Wharton	\$ -	-	<a href="https://www.coursera.org/learn/wharton-managing-human-capital-retail">https://www.coursera.org/learn/wharton-managing-human-capital-retail</a>
Negotiate and Resolve Conflict: Macquire University	\$ -	-	<a href="https://www.coursera.org/learn/negotiation-skills-conflict">https://www.coursera.org/learn/negotiation-skills-conflict</a>
People and Soft Skills: IBM	\$ -	-	<a href="https://www.coursera.org/specializations/people-and-soft-skills-for-professional-success">https://www.coursera.org/specializations/people-and-soft-skills-for-professional-success</a>
Project Mangement Basics: PMI	\$ 10,400.00	26	<a href="https://www.pmi.org/shop/us/p/elearning/project-management-basics—an-official-pmi-online-course/16125">https://www.pmi.org/shop/us/p/elearning/project-management-basics—an-official-pmi-online-course/16125</a>
Facilities Management: BOMI	\$ 7,704.00	7	<a href="https://www.bomi.org/Students/Educational-Offerings/Designations-and-Certificates/Certificate-">https://www.bomi.org/Students/Educational-Offerings/Designations-and-Certificates/Certificate-</a>
Certificate of Ethical Leadership: NASBA	\$ 1,300.00	26	<a href="https://learning.thecpt.org/collections/ethical-leadership-certification-program">https://learning.thecpt.org/collections/ethical-leadership-certification-program</a>
Retail Management Certificate: NGAF	\$ 10,400.00	26	<a href="https://www.udemy.com/course/retail-management-program-from-retail-expert/?src=sac&amp;kw=retail+management+cer">https://www.udemy.com/course/retail-management-program-from-retail-expert/?src=sac&amp;kw=retail+management+cer</a>
Total Cost:	\$ 29,804.00		

If you worked at a grocery store and the store provided clear insight into potential career advancements within your chosen area of study, would you consider working there full-time?

177 responses



\*\* Data sourced from our survey of 177 students aged 16-23



# Appendix 8



*“I started as a teenager in the bagger position. I was over the moon to have my first job, and Dierbergs blew away any expectations I had and replaced them with the best a job could offer. Within two years, I was offered many opportunities to grow and start on the intern track. It has been incredibly rewarding and so full of encouragement from others.”*

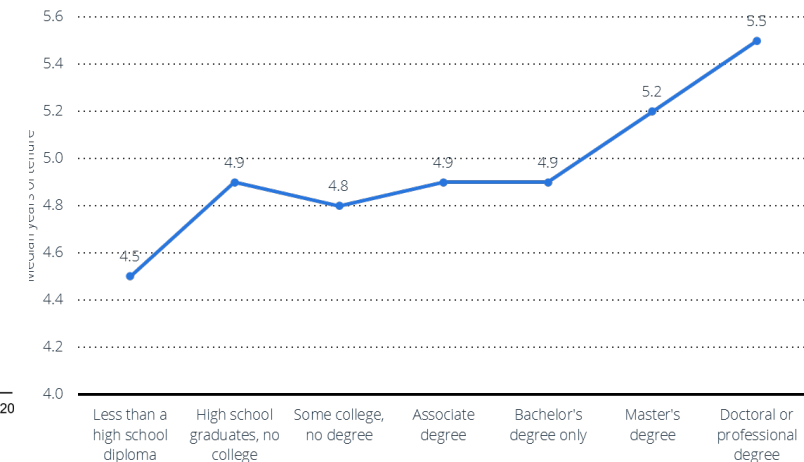
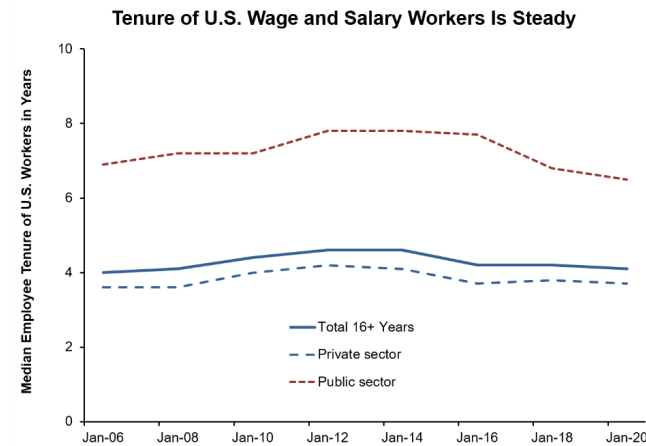
**Katherine, Management Intern, Warson Woods**

## KATHERINE'S CAREER PATH



# Appendix 9

- “The study targeted people working at least 30 hours/week and between 18 and 74 years of age.”
- “To learn more about the current industry sentiment, Amazon commissioned research firm Workplace Intelligence to conduct a blind survey of 3,000 U.S. employees from a variety of industries and companies. The study revealed that most employees are concerned they **lack the skills (78%)** and **education (71%) required to advance their career**, and the pandemic is at least partly to blame.”
- “And yet, a recent survey conducted by Amazon and Workplace Intelligence found that **74% of Gen Z-ers and Millennials** are **contemplating a career change** in the next 12 months due to a **lack of career mobility and skills development options**.”
- “In addition to higher pay (cited by 59% of employees), people hope that **advancing their career** will lead to **better work-life balance (48%)** and **a sense of purpose (41%)**.”
- “And while **78% of employees** say that their company’s **learning & development programs** have “significantly” or “somewhat” benefited them over the past 2 years, many people don’t have access to the programs they want the most. For example, just over half of employees say their employer offers **free or partially covered college tuition (51%)**, **training programs in other areas of the business (55%)**, and **networking opportunities (55%)**. However, more than 8 out of 10 employees say it’s important for their employer to offer these benefits.”



Median years of tenure with current employer for employed wage and salary workers in the United States in January 2022, by education  
U.S. median years of tenure with current employer for workers 2022, by education

<b>Let's Grow:</b>		
<b>SAT Prep Course (100 students)</b>	\$5,000	
<b>ACT Prep Course (100 students)</b>	\$1,500	
<b>GED (100 students)</b>	\$9,875	
		\$16,375
<b>GrowU:</b>		
<b>Bachelors scholarship (annual)</b>	\$10,000	
<b>28 people in program, (annual)</b>		\$280,000



# Appendix 10



## Good Plan Financials:

Description	SubCost (\$)	Total Cost (\$)
<b>Pins (Pins for Wins)</b>		
Cost per pin	\$1.15	
Number of Pins per year	16,000	
		\$18,360
<b>Special Needs Accommodations:</b>	\$600	
		\$15,600
<b>Learning Management System Expansion</b>		\$50,000
<b>H5P Interactive &amp; Gamified Training Tool</b>		\$2,160
<b>Content Creation/Curation for Training Position:</b>		
Salary	\$50,000	
Benefits	\$25,000	
		\$75,000
<b>Flexible Shifts (7 Shifts)</b>		
Cost per location per month	\$135	
Cost per month	\$3,510	
Cost per year	\$42,120	
		\$42,120
<b>College relations:</b>		
Per college	\$1,000	
Number of colleges	\$11	
		\$11,000
<b>Career Coach Professional:</b>		
Salary	\$50,000	
Benefits	\$25,000	
		\$75,000
<b>Paid Volunteer Day:</b>		
Average Employee Pay per day	\$143	
Cost for 200 employees	\$28,656	
Costs for 3 days per year	\$85,968	
Pre tax value		\$85,968
<b>H5P Interactive &amp; Gamified Training Tool:</b>		\$2,160
<b>Intranet Expansion</b>		\$11,000
<b>Totals</b>		<b>\$388,368</b>



## Better Plan Financials:

Description	SubCost (\$)	Total Cost (\$)
<b>Mentor Matcher/ Gamification Position:</b>		
Salary	\$50,000	
Benefits	\$25,000	
		\$75,000
<b>Gamification of Stores:</b>		
Janitorial Staff Reward	\$40,000	
Innovation Reward per Store	\$2,880	
Total Innovation Reward	\$74,880	
		\$114,880
<b>Employee Retreat</b>		
Catering	\$25,000	
Gifts	\$15,000	
Giveaways/Prizes	\$10,000	
		\$50,000
<b>Oaks and Acorns Cost + Networking groups</b>		\$30,000
<b>Certifications:</b>		\$29,804
<b>Totals</b>		<b>\$299,684</b>



## Best Plan Financials:

Description	SubCost (\$)	Total Cost (\$)
<b>Let's Grow:</b>		
SAT Prep Course (100 students)	\$5,000	
ACT Prep Course (100 students)	\$1,500	
GED (100 students)	\$9,875	
		\$16,375
<b>GrowU:</b>		
Bachelors scholarship (annual)	\$10,000	
28 people in program, (annual)		\$280,000
<b>Totals</b>		<b>\$296,375</b>





# Appendix 11

[Cost of SAT Prep - Education Expenses - CostHelper](#)

[How Long Should You Stay In a Job: Appropriate Job Tenure \(betterup.com\)](#)

[GED in Missouri - Requirements, Classes, and Test Centers \(bestgedclasses.org\)](#)

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[How retailers are using automation platforms to solve labor retention \(supermarketnews.com\)](#)

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<https://www.qualityinfo.org/-/employee-tenure-averages-four-years>

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