

FedEx Employment Pathways

Employment Pathways is the FedEx commitment to creating pathways to meaningful employment and economic opportunity for underserved populations.

At FedEx, we believe the diverse backgrounds and experiences of our team members is what makes us successful. It is also why we are passionate about helping people acquire skills and education that allow them to access opportunity.

One-third of the U.S. unemployment rate is due to the gap between skills and open jobs. We want to help more people learn the skills they need to succeed in the workplace, and as an employer, are always working to develop top talent in our communities.

There is not a single pathway to success. We are excited to invest in helping underserved youth and their families navigate the college application process; closing the skills gap by training people for in-demand jobs, especially jobs in tech and logistics; and helping individuals access employment through credential programs.

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Source: President Obama's Council on Jobs and Competitiveness.

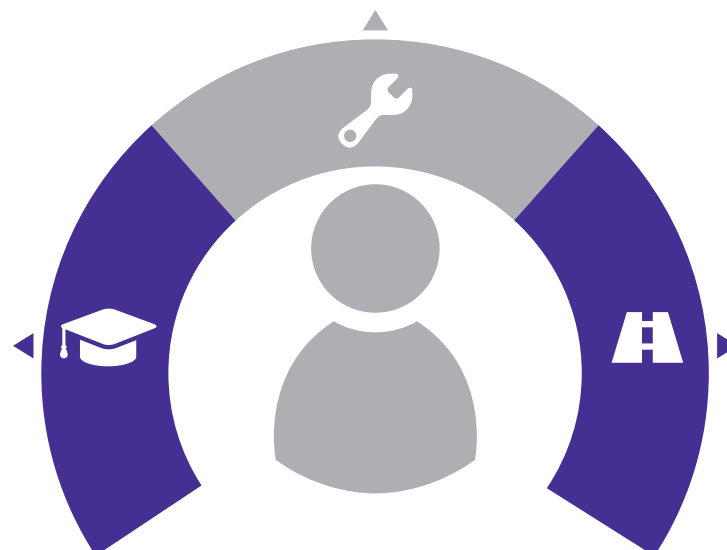
A Continuum of Support

Job Training

We are helping to **close the skills gap** by training **unemployed individuals** with unique barriers to employment for **in-demand and open jobs**. We have a particular interest in helping individuals access jobs in **tech and logistics**.

Education

We help underserved young people and their families **navigate the college application process** and provide **scholarships** for students whose financial constraints are a barrier to attending college.



Access to Employment

We are helping to **place individuals with unique barriers** to employment in jobs by collaborating with and **convening employers** in need of talent.

Our Programs

Education

Studies have shown that individuals with college degrees have median incomes that are more than double those without degrees. However, approximately one-third of opportunity youth, defined as young people 16–24 who are not employed or in school, report that nobody showed them how to apply for college or helped them figure out how to pay for it. FedEx wants to do both. We connect high school students who dream of going to college but lack the resources or knowledge to successfully complete the process to college prep programs and scholarships to make their dreams a reality.

Navigating the college application process

UNCF Education Programs: FedEx helps high school students in cities across the U.S. to gain the knowledge, skills and motivation they need to pursue higher education.

Hispanic Scholarship Fund 101 Sessions: Hispanic Scholarship Fund College 101 Workshops help Latino students and their parents learn about college preparation, financial aid and scholarship opportunities. Materials are provided in English and Spanish and FedEx volunteers help facilitate the multi-media sessions in local communities each year.

Memphis Challenge Career Catalyst Initiative: The FedEx Corporate Communications department works with Memphis Challenge to prepare promising students of color to be future Memphis leaders. We host college essay workshops, resume writing and mock interviews, helping fuel the future growth and success of our headquarters community.

National Black MBA Association: FedEx proudly supports the NBMBA Leaders of Tomorrow program, in which qualified mentors coach students in college preparation, academic success, leadership, networking and goal setting to foster college enrollment and long-term success.



Members of the FedEx Corporate Communications team pose with Memphis Challenge students at a college entrance essay workshop.

Scholarships

Hispanic Scholarship Fund

FedEx is helping the Hispanic Scholarship Fund (HSF) realize its vision that every Latino household in the U.S. will have at least one college graduate. Our support provides HSF scholars with four-year partial scholarships. Schools attended by FedEx scholars include Stanford, University of California, Berkeley, Notre Dame, Texas A&M, University of Pennsylvania and Harvard.

UNCF

FedEx supports four-year scholarships to African American students attending Historically Black Colleges and Universities across the U.S. Our support is helping UNCF and its member institutions recruit and retain bright and gifted students who will have access to the tools they'll need to successfully join the workforce.

Asian Pacific Islander American Scholarship Fund

FedEx helped the APIASF establish its first-ever four-year scholarship to help address the challenge of a high college drop-out rate amongst Asian American and Pacific Islander students. We have supported scholarships to help ensure students have the financial resources to continue their education and obtain a degree.



APIASF scholars

American Indian College Fund

FedEx supports scholarships to Native freshman students attending tribal college. The AICF is dedicated to "Educating the Mind and Spirit" and is the nation's largest provider of scholarships for American Indian students, providing an average of 6,000 scholarships annually.



AICF scholars

INROADS

FedEx is proud to have a strong history with INROADS, an internship program dedicated to increasing diversity in the workforce by providing career opportunities and scholarships for outstanding ethnically diverse young people.



INROADS scholar

Job Skills and Pathways to Employment

The U.S. unemployment rate is approximately 5.8% and over 15% for people aged 16–24. Yet employers increasingly report difficulty filling middle skill jobs. Many individuals struggle to gain the skills and career connections to access available jobs and get on a pathway to economic mobility. The right job can mean the chance to save for a home, or send children to college. FedEx is working to close the skills gap by connecting individuals who face complex barriers to employment to training and placement programs designed for in-demand jobs in growing industries. We have a special interest in pathways to jobs in the logistics and IT industries.

Dress For Success

FedEx is making job skills training more accessible for women through online tools and a mobile job skills app. The tools and app will help women more successfully navigate the job application process and give them useful tools to stay employed over the long term.



Dress for Success



Joi Gordon, Dress for Success CEO, empowers women to thrive in work and in life.

Leaders Up

FedEx is supporting LeadersUp to help bridge the skills gap for 21st century skills and develop a sustainable talent pipeline for our communities and our business. We are helping young adults neither in school or work to connect to job training, experience and career pathways to support economic mobility.

National Urban League

FedEx is supporting the National Urban League to support workforce development programs that provide job readiness training, wrap around services and connections to employers for diverse individuals with complex barriers to employment; education and youth development program that empower young people to access educational opportunities; and recruitment initiatives including career and job fairs tailored to candidates from entry level to executive.



Shannon Brown, SVP/Chief HR and Diversity Officer, FedEx Express, with a student at the National Urban League's Project Ready College Fair.

Existing Relationships

FedEx relationships help create pathways to meaningful employment.



MY BROTHER'S KEEPER
ALLIANCE



HIRING OUR HEROES



DRESS FOR SUCCESS®
Going Places. Going Strong.



opportunity
@work

100K Opportunities Initiative

FedEx is a proud member of 100,000 Opportunities, a coalition of leading U.S.-based companies committed to training and hiring 100,000 Americans between the ages of 16–24 who are out of school and not working by 2018. By connecting young people directly to employers seeking talent, the initiative gives opportunity youth the chance to build skills, gain credentials and employment and ultimately access economic mobility.



100K Opportunity Job Fair and Forum

Tech Hire

FedEx is investing in Opportunity@Work and the White House TechHire initiative to create a national database for tech training that connects job seekers and tech employers while increasing the consistency and effectiveness of training programs across the U.S.

Hiring Our Heroes

FedEx recognizes that our nation's veterans and returning service members face many of the same challenges and barriers to employment as opportunity youth. To help our veterans and their spouses get on a path to meaningful employment, FedEx supports Hiring Our Heroes Hiring Fairs across the country. These events convene top local employers, facilitate networking, and offer town-hall style panel discussions and employment workshops uniquely tailored to veterans and transitioning service members.



FedEx operating companies (FedEx Office, FedEx Express, FedEx Ground, FedEx Services, FedEx Freight) actively participate in the 100K Initiative Job Fairs and Forums.

