



## WA State Refugee Advisory Council Public Forum

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Operations



# Package Handler Value Proposition

- Competitive Wages
- Discounts
- Health Benefits
- Education for Life
- Scheduling Flexibility
- Development – Purple Pathways



# Competitive Wages

- Entry level PH wages pay up to \$22.50/hr\*
- Administrative, Maintenance, and Management positions available @ [careers.fedex.com](https://careers.fedex.com)

\*Wages vary by Location; Location specific information will be shared upon request\*

# Discounts

Variety of discounts available to all FedEx employees starting day 1 of employment. Ex. Cell Phone, Grocery coupons, and much more.







## Health Benefits

- Available to all FT employees on their first day of employment
- Available after 90 days of employment for all PT Package handlers



# Education For Life

- All employees are eligible for \$5250 annually in tuition assistance benefits.
- GED Programs, Truck driving or Trade Schools and ESL/FSL courses are covered under the benefit
- Partnered with more than 150 schools that offer tuition discounts with debt free solutions

# Flexible Schedules

My Schedule allows employees to view their schedule from their phone. They can also:

- Request PTO
- Swap Shifts
- Pickup available shifts for more hours
- Be notified of any changes to their schedule



An aerial photograph of a complex highway interchange. The roads are marked with purple and blue lines, creating a visually striking pattern. The interchange features multiple levels of overpasses and ramps, with some sections curving in circular patterns. In the background, there are some buildings and a green field. A semi-transparent purple and orange banner is overlaid across the center of the image, containing the text "FedEx Ground Purple Pathways".

# FedEx Ground Purple Pathways





**Changing the future at FedEx Ground, starts right here with our team members. People who have a vision, great ideas and are ready to take the next step in their careers**

Purple Pathways is a career development program designed to help our team members:

- Identify a career path
- Develop skills and gain experience
- Take the next step in their careers



# Resources to help choose a path!



Not sure what path is the right fit? O\*Net will help identify strengths and interests.

O\*NET interest Profiler is sponsored by the U.S. Department of Education



Career Coaches through external relationships like Education for Life can help answer some of the tough questions.

Current relationship with Robert Morris University



## Career Paths Available

- Operations
- Safety
- Maintenance
- Linehaul
- Customer Pickup Coordination
- Human Resources







## Purple Pathways Toolkits and Resources

### Career path info

View the education, experience, skills and requirements needed for the position.

- What's missing? Identify what is needed to take the next step

### Gain skills

Suggested resources such as:

- Career coaches
- Wrap around services
- Online skills training
- Tuition reimbursement and more

### Connect with the right people

Find out who to talk to about:

- Job shadowing
- Mentorships
- Connecting with subject matter experts
- Employee Networks

### Get ready for the job

- Build your network
- View interview tips
- Participate in mock interviews



When participants are applying for future positions, they should add PP2022 in the skills or history section of the application so that we can identify them as a Purple Pathways Participant





An aerial, black and white photograph of a city skyline, likely Chicago, featuring numerous skyscrapers and dense urban development. The sky is overcast with soft clouds. The FedEx Ground logo is superimposed on the upper right portion of the image. The word 'FedEx' is in a large, bold font, with 'Fed' in purple and 'Ex' in orange. A registered trademark symbol (®) is to the right of 'Ex'. Below 'FedEx', the word 'Ground' is written in a smaller, purple, sans-serif font.

# FedEx®

## Ground



# Commonly Asked Questions

Q: What documentation do I need to provide?

A: Any original unexpired List A Document or 1 List B and List C Document

Q: Do I need SSN Number?

A: Yes, it is needed to complete the required Background Check Process



# Commonly Asked Questions

Q: Can I visit a FedEx Location?

A: Yes, the FedEx HR Team is available to host dock tours.

Q: Do you have hiring documentation that you can share?

A: Yes, We also have documents that have been translated into Pashto and Dari that can be shared



# Commonly Asked Questions

Q: Who Can I contact with Additional Questions?

A: Our FedEx HR Team

- Rashelle Lee HRBP – [rashelle.lee@fedex.com](mailto:rashelle.lee@fedex.com)
- Caroline Ingersoll HRBP – [caroline.ingersoll@fedex.com](mailto:caroline.ingersoll@fedex.com)
- Mary Ellen Davis TAC – [mary.davis@fedex.com](mailto:mary.davis@fedex.com)
- Mary Williams TAC – [marywilliams@fedex.com](mailto:marywilliams@fedex.com)