



CAREER PATHWAYS



Career Pathways Program FAQs

1. What is the Career Pathways Program?

Goodwill of Colorado values our employees and strives to provide further education, training, and opportunities where applicable. Career Pathways is an upskilling/reskilling opportunity to learn additional skills so employees will be better equipped to not only perform their Goodwill jobs, but to move up the Goodwill Career Pathway providing better financial self-sufficiency.

2. What courses are available?

Career Pathways include:

- Caregiver – skills necessary to become a direct care provider, a residential services provider, or a personal care provider. It is the first step to becoming a CNA.
- E-Commerce and Warehouse Operations – skills needed to thrive in warehouse or e-commerce career along with an Association for Supply Chain Management Foundation RISEUP Warehouse, Inventory and Logistics Certification and 21st Century leadership skills
- Retail Operations – skills needed to advance into retail leadership roles along with a National Retail Federation (NRF) Foundation RISEUP Business of Retail Certification and 21st Century leadership skills
- Transportation – skills needed to obtain a Smith's System Driver certification and/or continue to pursue a Commercial Driver's License (CDL)

Additional Services:

- High School Diploma
- English as Second Language
- Information Technology
- BankWork\$

3. How do I apply?

Step 1 – Attend an Information Session to learn more

Step 2 – Attend the information session that outlines the specifics of the individual certification that you are wanting.

Step 3 – Discuss applying with your direct supervisor or manager

Step 4 – Complete the Application and Referral process and depending on the Career Pathway the individual is applying for, there may be online or in-person assessments at the Orientation Day



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4. How long will it take?

The length of the training depends on the Career Pathway selected by the individual. Career Pathways range from 3 days to 5 weeks.

5. Will I get paid for the time I spend in the classroom?

Yes, Goodwill of Colorado will pay for time spent in training at the employee's hourly rate of regular pay. Studying/preparation done on your own time will not be reimbursed.

6. What other services are available?

All employees of Goodwill of Colorado have access to our Goodwill Paths to Success Resource Navigators who are available to provide information or guidance around programs and resources that can help with the stresses of daily life. See the [Employee Links page](#) of our Goodwill of Colorado homepage for more information.

All individuals in Career Pathways will be assigned a Case Manager to support their success with the program.

In addition, individuals in Career Pathways will be given access to the new 9Health365. This service helps employees understand basic health information needed to make appropriate health decisions through telehealth services, preventative health education, health fairs and online screenings.

7. What are the requirements for participating?

Applicants must have worked at Goodwill of Colorado for a minimum of 90 days, be in good standing (not currently under any disciplinary action) and have demonstrated satisfactory attendance.

Enrollment in this program may require a drug test and/or background check depending on the Career Pathway selected.

A signed referral form from your immediate supervisor or manager.

8. What if I must miss a class?

Full participation in all classes is required. Individuals must be committed to completing all applicable assignments, classes, lectures, and trips during the program or loss of credit or inability to graduate will result. Any accommodations made will be at the sole discretion of the Career Pathways Instructor and individuals will be required to complete all make-up assignments on their own time and not during regular class time.



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9. What if I change my mind about participating?

If accepted into the Career Pathways program, applicants will have a 30-day trial basis, during which the employee may elect to exit the program with no adverse impact on their employment or future application for reenrollment.

10. What if I need help completing my assignments?

There are various methods to impart training depending on the Career Pathway selected by the individual. Instructors are available to help complete online learning assignments and work alongside our employees during in person learning sessions and webinar-based learning sessions. Goodwill of Colorado is invested in the success of our employees in this program and will provide assistance whenever needed.