

Information for team members



PATHWAYS

Investing in your path to success!

Pathways is a program that is designed to support you in achieving your professional development and personal goals. You will have the opportunity to work with a career navigator to assess your current needs and skills, explore options (both large and small) for educational and career advancement, and work on an action plan to reach your goals.

Who should enroll?

Full and part-time retail team members who:

- Want to advance in their professional and personal lives
- Will hold themselves accountable for their personal growth
- Are committed to partnering with a career navigator during paid time to:
 - establish personal and professional goals
 - plan action steps toward their goals
- Spend unpaid time on "homework"

Pathways benefits include access to:

- A career navigator
- Skills assessment online tool
- Career exploration and skill matching
- Action planning and regular follow ups
- Referrals to support services

Why work with a career navigator?

A coaching conversation can transform the way someone looks at life. With the support of a career navigator, Pathways participants will develop the confidence and skills to pursue the next steps to achieve their personal and professional goals.

Examples include:

- Educational goals
- Career advancement goals
- Financial stability goals

Your conversations with your career navigator are confidential** and focused on personal and professional advancement.

Contact with your career navigator can be a mix of in-person, phone, and virtual communication.

What is the time commitment?

Over a 6-month period, and depending upon what you need, we anticipate a minimum of 8 hours one-to-one paid time with the career navigator, plus unpaid time for "homework".

What is homework?

- Completing online skills assessments
- Using career exploration tools
- Researching opportunities for educational, career and personal advancement.

What are the steps to enroll?

- 1 Visit www.goodwillsp.org/pathways or email pathways@goodwillsp.org.
- 2 Complete, sign and submit the Pathways Opt-In Agreement.
- 3 A career navigator will contact you to set up a meeting to discuss your goals.
- 4 You will receive access to skills assessment and career mapping online tools.
- 5 Your career navigator will set up a meeting schedule for action planning follow up.

** Confidential unless related to GISP policies.