

What Is a Career Path? A career path is a series of jobs (requiring different skills, knowledge and abilities) that lead you closer to your career goals and vision for life.

Types of Career Paths: 1) Linear path: Advancing in one field with more responsibilities and higher salaries. 2) Multi-directional path: Shifting companies, industries, or roles frequently.



How to Create Your Own Career Path – [Connect with a Goodwill Career Coach](#) and let them know you work at Goodwill Columbus.

1. Think about your vision for your life and career

Impact on the world	Legacy for future generations	Projects and accomplishments	Life Improvements
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2. Identify Areas of Untapped Potential

Interests and passion	Sectors or social issues of interest	Personal attributes to develop	Careers to explore
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3. Identify Valuable Aspects of Your Prior Experience

Transferrable skills	Career direction	Unique perspectives	Login to Dayforce for Jobs at Goodwill
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4. Envision Possible Career Futures

Learning and growing in a career field	Taking on more responsibility	Entering a new, growing field	Explore a lot of options
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5. Explore Different Career Paths

Research career fields and	Earnings potential	Job outlook & Industry trends	Required Skills
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6. Identify next steps

Talk with your supervisor about your interest to grow	Enroll in additional training or education	Look for ways to build skills at work	Look for ways to get involved in related organizations
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Goodwill has many unique training opportunities available to our employees. Login to Dayforce Learning to check them out.

Did you know? Goodwill Columbus has seven unique pathways in Retail, ADS, WFD, WCS, Residential, Custodial and Security. We have over 150 different jobs across 12 pay grades. We are also committed that one out of every three promotions be filled by someone who is already on our team. This means that there are lots of opportunities for advancement.

Pay Grades

	1	2	3	4	5	6	7	8	9
Retail	Donation Attendant Retail Associate	E-Commerce Associate I, II Warehouse Associate Supervisor, Retail	Lead E-Commerce Associate I, II, III E-Commerce Associate III Assistant Manager	Donor Relations, Coordinator Supervisor, Dock/Warehouse	Coord, Purchased Goods Manager Trainee Donor Coordination Supervisor	Manager, Donation Centers Store Lead CDL I Truck Driver Box Truck Driver	CDL II Truck Driver Manager, E-Commerce	District Manager Multi-Unit Manager Manager, Logistics	Director, ReUse
Business Services (Custodial/Security)	Custodian I Custodian II	Custodian III Supervisor Janitorial II Security Officer	Surface Specialist Supervisor Assistant Area Manager Supervisor, Lieutenant Corporal Ld Officer	Support Supervisor Cover Sergeant Supervisor, Staff Sergeant	Site Commander	Area Manager	Area Manager III General Manager	General Manager	Director, Business Services

Res. Services	Direct Care Spec, SL OSOC		Direct Support Professional I	Direct Support Professional II	Site Coordinator Direct Support Professional, (III, Floater, Lead) Scheduler	Manager Office Coordinator	Social Worker Manager, Operations Sr. Manager, Supported Living		Director, Residential Services
	ADS	Records Technician	Departmental Secretary	Personal Care Specialist Activity Specialist	Community Integration Specialist (CIS) I Coordinator Office	CIS II Shift Supervisor Services Coordinator Manager (Community Integration I, Quality Improvement) Quality Control & Billing Specialist	Manager, (ADS Program, H&W Nurse Case Manager, Nursing Services) Area Manager		Director, Adult Day Service

WCS			Work Services Assistant	Training Spec Department Secretary Supervisor, Dock/Warehouse	Career Consultant Coordinator Office	Services Coordinator Program Manager Quality Control & Billing Specialist	H&W Nurse Case Manager Ld Prog Manager		Director, WCS
WFD					Career Consultant Career Consultant - Non-Driver Career Facilitator	Coordinator Business Services Liaison Case Manager	Coordinator Grant Development Program Manager		Director, WFD

Shared Services				Specialist (Accounting, Payroll)	Coordinator, Human Resources	Coordinator, Family Strengthening	Manager: IT, Corporate Engagement)	Sr. Financial Analyst	Director:
				Maintenance Technician	Information Technology Specialist	Administrator (Compliance, Grant, HR Benefits)	Exec. Admin.	Manager: Accounting	Finance
				Receptionist	Intern	Manager, Development Operations	Financial Analyst	Benefits & Leave Admin	Accounting
						Recruiter	HR Business Partner	Communicat ions	Compliance
						Specialist (Senior Accounting, Digital Marketing & Media)	Staff Accountant	HR Business Partnerships	Develop- ment /Major Gifts
							Specialist: (Benefits, Senior Payroll, Bus. Systems Solutions, Learning & Development , Control & Billing)	Talent Acquisition	Facilities & Real Estate
									Human Resources
									IT
									Marketing
									Risk Manage- ment