

### ***Rappahannock Goodwill Industries Success Story – George Washington***

LL came to WIOA for CDL-Class A training. He was unemployed and working as a stay-at-home dad. He was found eligible as an adult and met with the WIOA team to develop his Individual Employment plan. LL wished to work as a CDL- Class A driver because his grandfather was a driver. LL shared that he had fond memories of riding with his grandfather in his truck and traveling throughout the state.

LL was highly motivated and realistic about his goals. He and the WIOA team discussed, at length, the difference between going over the road and getting the experience most companies want and only expected the driving local. LL stated he was willing to go over the road to gain the experience he needed.

LL chose CDS Tractor Trailer Training for his training and began his course in early November. LL persevered through his training, despite the cold temperatures of the season. LL stayed in touch with his Career Services Specialist and kept them updated with his progress.

LL completed his training and surprised his Career Services Specialist in late January in the office by bringing his certificates and license by. He also let the Career Services Specialist know he had a job interview lined up.

LL was hired by a company immediately in a full-time position. He was going through his training period and driving with a mentor. At last contact, LL was three days away from getting the keys to his own company rig!

### ***Rappahannock Community College Success Story - Northern Neck***

M. applied for services after being terminated unexpectedly from a job where she was employed for 11 years. She met priority of service due to being basic skills deficient. She decided she would like to enroll in CDL training. Because she was the only woman in the class, she was super determined to earn her license just like the men.

Classes started, and M. hung right in there with her classmates. In mid-December, she took her test and was disappointed that she was the only one that did not pass. She forgot to turn the ignition. She continued her training in Woodford and really struggled for a while. By January 24th, M. stopped by to say that she still needed parallel and would re-test the next week. As usual, all of Warsaw Workforce encouraged her, and she again left with determination and a big smile. Finally, on Monday, January 28th, M. passed her test. Congratulations! She accepted an over-the-road job and left 5 days later. She did not stay with that company for long, saying that the company did not deliver what the recruiters had promised. She returned to Virginia and was immediately hired by another company as a driver. She is loving her job and always expresses her thanks for all that we have done for her.

### ***Rappahannock Community College Success Story – Middle Peninsula***

LP is a single mother of two daughters. Initially entering the WIOA program, she was seeking credentials in the medical profession. She was a Personal Care Aide at Bon Secours Hospital and was asked to obtain her CNA credentials to keep her employment. She decided to obtain her

CNA certification so she could maintain her employment. She was dismissed from her job as she was unable to get her certification in the time requested by her employer. She was not deterred from following her goal and dream to be a nurse. She completed CNA training through WIOA and obtained licensure. She has resumed studies in LPN at ECPI and is in the Bridge Program for RN and will be pinned an LPN on May 20, 2019. LP is well on her way to becoming a registered nurse that began with her CNA credential through the Adult and Dislocated Worker WIOA program. She remains active in the WIOA program, as she may need assistance with examination costs.

### ***Eastern Shore Community College Success Stories – Eastern Shore***

#### ***Story #1***

CC is an Adult who has just passed the Phlebotomy training and is about to start the internship on April 20th. CC worked very hard to achieve the milestone of passing the Phlebotomy national exam. CC always kept in contact with Case Manager about her drive and need to pass the exam. CC didn't pass the first exam and missed it by 3 points but Clemson was determined that it wasn't going to stop her. CC studied and when CC took it the second-time she passed it. CC currently does work in the medical field.

#### ***Story #2***

CK, a dislocated worker who worked as an electrical technician came to WIOA for funding for a Career Studies Certificate (CSC) in electricity. Although CK was working as an electrical technician he was doing so without any formal training and understood that in order for him to have a career in that field he would need formal training and certifications along with his acquired skills and work experience. The case manager agreed and helped CK lay out his plan of action. Since then CK has completed the electricity CSC and obtained a handyman license and works on home improvement projects. In addition to that CK is looking ahead to enrolling in a new FastForward Trade Electrician training beginning July 2019.

### ***SkillSource Group Youth Success Story – George Washington\****

Matthew, a 24-year-old young adult from Nebraska, moved to Fredericksburg in August 2018. He moved to the area with a colleague who was opening a roofing business. The business did not come to fruition. Matthew was living with a girlfriend temporarily, which also dissolved almost as quickly as it started. He began to research career and employment help, as he is very resourceful, having been disconnected from his parents at a young age. He found the Virginia Career Works Center, Fredericksburg and began to dig deeper. He visited the center in late November 2018, and there the success story begins.

Matthew and his WIOA Youth Case Manager discussed his situation. He had a little experience with driving tow trucks and was interested in obtaining his Commercial Driving License. There were a few obstacles. Matthew was living in his car he borrowed from a friend he had met when he arrived. He had no Virginia Driver license, no birth certificate, was an offender (where he was in the wrong place at the wrong time with the wrong people), and no support to remedy any of these barriers.

Matthew enrolled in the WIOA Young Adult program December 5, 2018. He and his case manager immediately began to research the CDL school and enrolled him to start early January. The WIOA Youth Program paid to transfer his license to Virginia and for the DMV to receive proof of his birth in Nebraska. His background was reviewed, and there were no court dates or fines at present, but he and his case manager knew it may be an obstacle when seeking employment.

In the interim, Matthew was hired by Jay's Restaurant part-time and he gained a little income for food and an occasional stay at a hotel for comfort and showering. He also visited the Micah House for homeless, where he could shower during the day, and they also provided a mailbox for him to receive his mail. Matthew was very persistent about his willingness to do whatever it took to receive his CDL, pay off his bank fines, and begin making a good income. The WIOA Youth Program funded his drug screen, physical, and enrolled him in the CDL class. The training school would provide housing for him during school for a reduced rate, which the WIOA Youth Program also funded. His case manager worked with him on soft skills, created a resume, had him attend leadership training and retaining a job workshop. Matthew and his case manager conducted job search together, and they formed a great relationship, as well as with the employees in the Virginia Career Works Fredericksburg Center.

There were some hitches, such as the school does not get the reduced rate on weekends, holidays, or snow closures. Matthew was using his small amount of pay he now made only on weekends for food, and he offered to take his hotel roommate to the bus station every Friday to go home. Moving forward, Matthew completed his CDL, and because he was very persistent and proactive, he landed a position with Simbeck Trucking Co, Winchester, VA. They believe in helping young adults and are a company who will hire offenders on a case by case basis. He was one of the best trainees they have had, per the CDS training instructor, and ready to go "on the road".

Matthew drove to Winchester, VA where he began his full-time position on February 12, 2019, the day after passing the CDL test and going directly to the DMV to obtain his commercial license. He still contacts his case manager consistently, to let her know he is doing well, and where he has been on the road, including Ohio, PA, NH, MD, WV, NY, TN, all in a few short weeks. His pay is 25% of each load, moving various things for various organizations for Simbeck. He was given his own truck almost immediately, and has his own "home" as well, in the truck, where he can sleep, eat or simply rest and enjoy.

He has paid off his bank dues, given his friend back the car he borrowed, eats hot meals daily, and is thinking about looking for an apartment for his free days, but not in any hurry. He is simply glad to have stable income and a future full of opportunity. Although he has been disconnected from his family and had numerous "bad luck" stories surrounding the situation in Nebraska, he has purchased a plane ticket, and will attend his younger brother's high school graduation in May, and visit with his parents for the first time in years.

Matthew's success story reflects highly on his initiative and persistence, the supports provided through the Virginia Career Works Fredericksburg Center and the critical importance of the WIOA Youth Program and the positive impact it has on many young lives.

*\*Signed permission was obtained from Matthew Glover to utilize his name and photograph in outreach materials.*

### ***Rappahannock Community College Youth Success Story – Northern Neck***

JB enrolled in Youth WIOA as a 19-year-old seeking career guidance, support and training assistance. He had multiple challenges including Autism Spectrum Disorder, Bipolar Disorder with psychotic features and chronic health issues. He also had many strengths. He achieved a perfect English score and near-perfect math score on his GAIN assessment and a Gold CRC. He had good manners and a strong work ethic. His family was also very committed to his success. JB participated in the Summer Skills Program created by his case manager. The four-week program consisted of training in Financial Literacy, National Retail Federation (NRF) Customer Service and Sales, time and self-management skills, interpersonal communication skills, and career exploration. Through the program, he received his NRF credential. His case manager worked with DARS to facilitate Mechanical Technician training at Woodrow Wilson Rehabilitation Center. Upon successful completion, he obtained his OSHA 10 certificate, forklift certificate, and Manufacturing Skills Institute (MSI) credential. JB obtained employment at a logistics company in the Shenandoah Valley earning \$14 per hour with benefits. He shares an apartment with a co-worker and has become self-sufficient. JB loves his job and being able to live independently.

### ***Rappahannock Community College Youth Success Story – Middle Peninsula***

DW was a senior at Middlesex High when he was referred to the WIOA program. He wanted to go into the nursing program at RCC. After graduation from high school he enrolled in our WIOA youth services program. He was also co-enrolled in RCC's POWER-UP program. The POWER-UP program is a fifteen-week cohort based education and employment program. He completed 7-weeks of job readiness and an 8-week CNA course. In keeping with his goal to further his education, he enrolled in a Medication Aide course. He has completed that also. He has offers for employment and he is very grateful for the help he has received.

### ***Eastern Shore Community College Youth Success Stories – Eastern Shore***

#### **Story #1**

SS is a senior in high school who was struggling to pass the English 11 writing SOL required for graduation. Although Sal was receiving tutoring and additional writing support from staff he continued to score poorly on the writing SOL. His high school Career Coach spoke to the guidance counselor and asked that he be allowed to complete the WorkKeys assessment in lieu of the English 11 SOL. The request went before the high school administration committee and was approved. SS completed the WorkKeys assessment this quarter and passed and has now satisfied the graduation requirement for English 11. SS is ecstatic and so are his foster parents!

## **Story #2**

MM is an OSY who is now certified in Phlebotomy. MM was dedicated in passing the Phlebotomy course as she attended every class. Maroon passed the Phlebotomy course with one of the highest grades in the class. MM consistently let Case Manager know of any issues that she encountered but that was her way of showing that MM wanted to succeed. MM passed the Phlebotomy national exam on the first try with one of the top scores in the class. MM is currently in the process of beginning her internship at a local medical facility.