

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

SS immigrated to the United States over twenty years ago to provide a better life for his children. He worked in the hustle and bustle of New York City as a cab driver for many years, before moving his family south to Virginia so his children could further their educational goals and aspirations in the Virginia school and university systems.

SS worked for several years in odd jobs—including Lyft and Uber. Before finding the WIOA program, he had been unemployed for a period and found himself disheartened by his employment prospects. He attended a WIOA orientation at the recommendation of a friend and was found eligible for WIOA services as a low-income adult.

SS wanted to take his driving experience and become a CDL Class A driver because he knew it would afford him the opportunities and help him reach his life goals. He shared with the WIOA team that all he wanted to do was help his kids reach their goals and make them as proud as they were making him with their achievements.

Concerned about the assessment portion of WIOA eligibility, SS worked hard—with the help of his son—to study and brush up on his math and reading skills before taking the Test of Adult Basic Education (TABE). Once he had taken his assessment and the WIOA staff determined his priority of service and ability to benefit from the program, SS sat down with the WIOA Career Services Specialist to create smart and attainable goals for his Individual Employment Plan (IEP).

SS chose CDS Tractor Trailer Training as his provider and started his course at the beginning of June 2019. He had completed his training and received his certificate of completion and license by mid-August 2019. The Career Services Specialist sat down with SS and reviewed some job listing and revised his resume to fit with the jobs he was interested in and his new skills.

He got a job immediately with a company but found it wasn't a good fit due to the amount of time he was away from home and his responsibilities there. SS then found another job right way with a local grocery store chain that allowed him to be home each evening while maintaining the great pay he had with the previous position.

SS's persistence, positive attitude, collaborative spirit, and drive throughout the WIOA process and his training program are what allowed him to be completely successful in his endeavors. He expressed repeatedly to the WIOA team he was immensely happy with his new driving position and with the WIOA process overall.

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

In April, 2019, B. was determined eligible for adult services and met the priority of service guidelines. He was enrolled in GMAW welding training because of being a Carry-On Trailer employee. He earned his welding credential, and his wages increased from \$12 hour to \$18 hour. In October, B. enrolled in SMAW and earned that credential. He is enrolled in FCAW, which begins 1/6/20. He now produces 7 trailers a day and earns \$22 hour. His next goal is to make 8 trailers a day, which will earn him \$25 hour. He is always so appreciative for what WIOA and RCC have helped him accomplish.

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

LC became a WIOA participant in February on 2019 enrolling in the Workforce Welding program. LC was unemployed and the father of four, ages 4-10 yrs. LC attended welding classes at the Westmoreland Workforce Training Center. LC has successfully completed certifications in Shielded Metal Arc Welding, Gas Metal Arc Welding, and Flex Cored Arc Welding. Early in his training, LC expressed an interest in working for Carry On-Trailers as a welder. LC was patient and diligent in waiting for position openings as he continued to increase his resume with welding credentials. LC was hired in November 2019 as a welder with Carry On-Trailers. Though LC continues to have some barriers such as transportation, he is planning on completing two more welding classes to further his qualifications as a welder. LC continues to express gratitude to the Workforce department and WIOA funding through each interaction with his case manager and instructors.

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

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

KK was an unemployed person with no work experience when she applied for WIOA funding for training. KK had already done some research on the medical assisting program and after meeting with the advisor for the training made the decision to enroll for training. After meeting WIOA eligibility requirements KK applied for and was granted admission at Eastern Shore Community College and passed the required placement testing. KK has since successfully completed the Medical Assistant training and went on to pass the medical assistant national certification examination through the National Center for Competency Testing. What is amazing is KK did not actively seek employment there, but was called personally by her internship supervisor and urged to apply. Her internship supervisor was so impressed with KK's work ethic and skill level during her internship she knew she wanted to make her a permanent part of the staff. KK is now working full-time as a medical assistant on her first job ever and she loves it! KK is an exemplary example of how the WIOA program was designed to work.

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

TK, a dislocated worker laid off from Bayshore Concrete needed to find employment quickly to continue to support his family. TK was aware that there he did not have any skills for the jobs that were being advertised locally and understood that he would need to make a decision because his unemployment and finally run out along with his savings which were quickly being depleted. TK was referred to WIOA by a staff member at the local Virginia Employment Commission for a skills upgrade and training. Tom met with WIOA staff and decided that CDL training was the best option to meet the needs of his family. The problem was there were no CDL classes available at Eastern Shore Community College for several months. TK did not have several months to wait so he so he decided to go to CDS to take the CDL training. TK successfully completed the training is employed full-time at a local poultry plant as a live-haul driver with a dedicated route, is earning a good salary, and is able to return home each night to be with his family.

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

JJ was nearly 21 when he came to the SkillSource Young Adult Program in November 2018. He came after a friend mentioned he was enrolled in a training program through WIOA. JJ's Case Manager (CM) found him to be very likeable, persistent, and very goal-oriented for his future. He enrolled in the WIOA Youth program and was determined to complete a CDL (Commercial Driving License) certification. Upon enrollment, he was residing with his girlfriend and her father, with no immediate family support regarding his financial or educational goals. He was working at a family restaurant, to help out financially with rent, monthly bills, and a baby on the way.

JJ has only completed 10<sup>th</sup> grade. He asked if the WIOA Youth program could help with completing his GED, stating he wanted to have more opportunities for jobs. The CM enrolled him in classes with Adult Basic Education. JJ passed his first GED subject test easily early on, with 3 more to go. Concurrently enrolled in the CDL program, he was going to class every day while studying nightly for his next GED subject test. He had previously been in trouble with the law and was an offender; the CM discovered this after JJ was enrolled. He had a court date on June 5, 2019. After many conversations with his lawyer, the CM found out that a condition of JJ's community probation was that he obtain his GED. Since he had not yet completed, the Judge needed information that JJ was in the process of obtaining his GED. With the support of his CM, Project Director and JJ's attorney, along with letters from Adult Ed, SkillSource and his CDL training provider showing ambition and performance, the Judge provided JJ an additional 2 months to obtain his GED certificate.

JJ worked a part-time night shift at a distribution center to help provide for his new baby girl, born in April, and to pay attorney's fees. Passing the other GED tests continued to be a challenge. Math was the hardest of the obstacles; *"a lot harder than backing up a monster truck"*, as JJ stated. After 2 fails and with 2 days to go on the test deadline, JJ stayed up all night studying practice questions, passed, and received his GED Certificate on 9/11/19.

Attendance at court on 9/18/19 resulted in all previous charges dropped. He was in his last stretch. The next few months did not go smoothly, with various setbacks and delays, and many communications between JJ and his CM. He attended Financial Literacy workshops at the Virginia Career Works Fredericksburg Center on both budget and credit, showing he had an interest in continuing to better himself personally and professionally.

Given his schedule of working overnight and day classes, he took a bit longer to grasp technical maneuvers required to pass his CDL test. On 11/8/19 he passed the test and drove directly to the DMV. He brought the license directly to his Case Manager and the CM immediately texted the Project Director, who both shared their elation for JJ and the WIOA Youth Program!

While working with his CM and other resources along the way, JJ has secured a full-time position with Merchants Grocery in Culpeper, VA. He drives regionally so he can be home on the weekends. He enjoys a nearly \$20/hour wage (approximately \$41,600 annually), and has moved to a new home, providing a good foundation for his family. JJ recently told his CM that although very difficult at times, looking back, it was all worth it. Happy New Year JJ!

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

FR dropped out of high school as she felt that “the school was disinterested in giving her the assistance that she needed to get her education.” She took classes online through a high school program for one month. She then enrolled in the RCC Adult Education Program. It was at that point that the WIOA Case Manager began working with her. She obtained her GED within a few months of beginning the Adult Education Program. She had a strong desire to make a better future for herself and her daughter. She enrolled in the Pre-Nursing Program at RCC. While completing that program, she became pregnant with her second child. She experienced a lot of sickness during her pregnancy and her doctor worked closely with her but was unsuccessful in helping with her all-day “morning” sickness. Despite the challenge, she completed the program. She also attained her Certified Nursing Assistant state license. She currently is working 50-60 hours per week to support her two children. She is saving money in the hopes that she can cut back her hours and return to pursue her LPN.

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

DL is a 19-year-old young man who desires a skill that can allow him to become self-sufficient. He showed a strong interest in welding. A welding instructor and the case manager gave him a tour of the welding facility and he knew that it was the career field for him. The case manager reviewed the soft skills necessary to be successful and found that DL possessed many of them. DL enrolled in SMAW and successfully completed the course. He is scheduled to test tomorrow but his instructor has confidence in his ability to pass. He is excited about moving forward to the next welding class. His long-term goal is to work for the Newport News Shipyard.

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

#### **Story #1**

B & T are twins attached at the hip. Where you see one you generally see the other. In past years, they both have struggles academically and with regular school attendance. This year, as seniors in high school, they have made the positive turn towards self-awareness and are excited about the next step in their lives. Both students have maintained really good grades this year and they are attending school regularly. If they miss school, they have self-advocated for their missing assignments, which in the past was too much out of their comfort zone. The twins are extremely shy and most times will not speak up when they need to ask for help or have a question. The light turned on, and they want to achieve their goal to graduate. By taking baby steps-little by little, they are making progress as indicated by their grades and SOL pass rates. In addition, they passed the Wise Financial CTE test, which is not an easy test to pass. T had to retake the class, but in doing so, she was better prepared to pass the test. T also has passed the WorkKeys for Business Writing. All in all, they are very close to achieving their goal of graduating on time and attending ESCC to pursue degrees in Early Childhood Education.

#### **Story #2**

Sis, the single parent of a very busy toddler recently completed the Long-Term Care Assistant (C.N.A.) training. Sis excelled in her training program both in the classroom setting and in the clinical setting. At the C.N.A. graduation ceremony Sis was awarded the best bedside manner honor which was voted on by the patients themselves. Although Sis has applied to complete the state board examination, she has not been awarded a test date. Sis has applied for several jobs as

a C.N.A. One job that Sis had not considered until graduation night was as a C.N.A. in a group home for individuals with developmental disabilities. When the owner shared her brochure, Sis was immediately interested. The future is looking very bright for Sis!