

Rappahannock Goodwill Industries Success Story – George Washington

FF came to the WIOA program after he was honorably discharged from the military and relocated back to his home state of Virginia with his young, growing family. He was a Transitioning Service Member looking for employment in the IT field. FF was unemployed but had a bachelor's degree in Cyber Security, and experience in the military that would help him in his desired occupation. However, FF found that employers were looking for individuals with credentials to go along with their experience and education. He came to the WIOA program with the very reasonable goal of obtaining his Security+ credential in order to obtain employment in the IT field. Due to his veteran status, FF hit the top tier of the priority of service and was found eligible as an Adult. FF met with the Case Manager to develop his Individual Employment Plan (IEP) and lay out his roadmap to employment. He explored training providers before choosing MDTech Solutions, LLC. for their Security+ course. He started training the beginning of December 2019 and completed his Security+ course by the beginning of January 2020. He took and passed his exam and earned his credential.

FF was transitioning to the Air Force Reserves and relocating out of state. The Case Manager and he met to search for jobs in the area he would be moving to. They targeted a handful of companies—both government and private sector—who were looking for veterans with IT credentials, training, and experience. They also tweaked his resume to fit with the jobs he was looking for. FF traveled back and forth between states for a few weeks looking at housing options and job openings with various companies. FF shared with the Case Manager that he had applied and interviewed with many companies and received multiple offers.

FF leveraged his military experience, education, and Security+ certification to obtain a position with a multi-billion-dollar global IT company. FF was diligent and cooperative during his training and was willing to go the extra mile to reach his goals and get his training and credential. With his military background, education, and the credential received through WIOA funding, FF is well on his way to the career that he has worked so hard for.

Rappahannock Community College Success Story - Northern Neck

In Fall 2019, D. came into RCC, completed the common intake form and met the priority of service guidelines for WIOA. He had earned his A & S degree from Rappahannock Community College but wanted to enroll in CDL training. As a child, D. had cerebral palsy and was left with a slight limp. I suggested he get his DOT physical to be sure there were no issues, which he did. He passed! He was enrolled in WIOA and began training in January 2020. CDS, the training provider, voiced concerns about his ability to complete the training. I had no hesitation about his ability to pass but wondered if employers would consider him a high liability risk. D. completed his training, received his CDL license in February and began applying for jobs. In March, D. started a new job as a CDL driver. Congratulations! D. has been a pleasure to work with and always expresses his appreciation for our help.

Rappahannock Community College Success Story – Middle Peninsula

JC came to the Workforce office seeking training to obtain his CDL license. He was funded through WIOA. He was a single father of one son and unemployed. JC sought resources as well to assist with homelessness. He met many barriers to successful completion of his initial training including transportation and housing. HE had to miss days of training to work when he didn't have money to take care of himself or his son. Although, he did not miss enough days that would have failed him from the training. The training provider agreed to continue working with him at their facility in Woodford to try and get his completion and credentials. He had scheduling conflicts and continued to face transportation barriers to successfully complete the additional training. The original OST provider dismissed JC from their program due to non-compliance of training requirements. The workforce team understood JC's hardships and barriers and continued to seek ways to assist him in his goals in obtaining CDL licensure. Several months of working with JC and keeping him engaged led to JC finding another provider that would provide him a refresher course and test him. WIOA provided JC with additional training and supportive services funding, as he was in a better place to continue and complete training. He spent four days in a refresher course and passed his CDL test obtaining his license. Below is a transcribed excerpt from a recently received letter from Joseph.

Letter from Participant to Rappahannock Community College Career Services Specialist

Dear Mr. Schneider,

I want to thank all of you that stuck with me and helped me through to get my CDL license. Thank you, Mr. Perry, Mrs. Lampkin, and the whole workforce team that believed in me. Because of all of you, I now have a successful career that is great for me and my son. This is such a great place from where I was before. I thank you all for helping me with my finances and everything. I hope this program can get even bigger so other people like me can make a difference in the community. Thank all of you so much and God bless all of you.

Sincerely, JC

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

PP is an Adult who started training at ESCC last spring and enrolled in the Early Childhood Education Career Studies Certificate program. PP did well both semesters in her training as she received A's and B's and made the Dean's list. PP is currently working on the 2nd part of her training having enrolled in the Early Childhood Education Associate Degree. PP said that she has plans to work in the local public-school system, preferably elementary School. PP has completed 15 credits of her degree training.

Story #2

MM is a DW enrolled in the Business Management Associate Degree training and has an anticipated graduation date of spring 2020. MM has endured a lot but has come through and managed to succeed. MM was laid off from his job in 2017 after a permanent closure of the company he worked for. MM enrolled in training after the layoff. While enrolled in classes, MM re located to Alabama for a job that allowed him to gain some work experience. MM continued

taking online classes at ESCC and eventually moved back to the Eastern Shore after his temporary job ended. We are excited for the anticipated graduation of MM and the career that MM will have.

SkillSource Group Youth Success Story – George Washington

AN is a 20-year-old male who enrolled in the Bay Consortium WIOA Youth Program just after graduating from Caroline County High School in May 2019. He was raised in rural Caroline County, an only child, was diagnosed with learning difficulty at a young age, coupled with social anxiety and depression. Beginning with our initial phone call, it was obvious that his mother, Mrs. Nelson, wanted to shelter AN from anything that would cause him to be uncomfortable and/or anything less than a success. After discussing different aspects of the program during approximately 7 conversations and by sending her links with program information, AN's mom made an appointment and brought him into the Fredericksburg Workforce Center.

At that point, AN began to speak for himself. He discussed his inability to speak in front of groups, his upbringing in a rural residence, and how he had only worked 2 jobs which were given to him by family on their farms nearby. He had never had an interview, never talked much to strangers, or was inclined to support himself. He did now. He talked in the enrollment interview with more positivity than what his mother had portrayed.

AN immediately talked about commercial driving school, forklift driving, and heavy equipment operations. He wanted formal training in one of these paths and to begin a career for himself to gain self-sufficiency. He was very open to the idea of coming to a Leadership Workshop. He attended our Leadership Seminar on 9/7/2019. During the seminar, he engaged and spoke up several times, showing new self-confidence.

AN began Commercial Driving School, and immediately was taken aback by the book learning. Within the first week he called his case manager to talk about available tutoring to help him with comprehension. Our Adult Basic Education partner provided a tutor up to 5 hours per week, helping AN through the first 3 weeks of the school. The next several weeks were learning to drive, maneuvers, and testing all parts of the truck. AN did exceedingly well with this part and was very proud.

While going through this class, both inside and outside the classroom AN also attended two Financial Literacy workshops, one on Budgeting and one on Savings. He worked in the center Resource Room several times during and after the CDL license was granted on January 6, 2020 to search for an entry level job. Due to his young age, AN was turned down many times for job interviews. However, AN, having come quite a long way with his confidence and support, told his Case Manager, "I don't want to go back and work on my neighbors farm, or have my dad call my Uncle to do some landscaping Christine – I want a full time job making good money because I have a trade and I am a good, dedicated worker!"

AN definitely was a success already, with working many hours on his resume to make sure it was accurate and attending job fairs. He also would stop trucks in the parking lot to ask them if they were hiring. Employees in the center often stopped and asked, "how is that big ole sweet young

guy doing – he is so dedicated to looking for a job. All he talks about is getting some experience and someone giving him a chance”. An employer, Old Dominion Fence, Inc., has given him a chance and hired AN for truck driving while training to be a forklift operator as well, transporting to Northern VA, DC, and the surrounding counties.

Rappahannock Community College Youth Success Story – Northern Neck

Many of our participants have a bumpy road when trying to improve their lives. A few of them have huge boulders in their way. This was the case for C. She was a referral from the public-school system as both she and her husband had dropped out of school when she had her son. Her husband and mother-in-law were present at every appointment. Case manager’s experience as a former DSS Family Services Supervisor assisted in the quick realization that this was a domestic violence situation. The stated time for taking assessments was extended and case manager spent the additional hour alone with C. creating a safety plan for her and providing resource information. C’s attendance at court-ordered GED and parenting classes was sporadic, only as her husband allowed. The case manager worked with the GED program, which allowed leniency given her situation. Case manager met alone with C. after each GED class to encourage her, teach her about the dynamics of abuse and continue providing resources. Additionally, case manager utilized information provided by client to safely support her in a court hearing by meeting alone with the lawyers to change the outcome. After a recent escalation in violence, her husband was arrested and is serving jail time. C. has now safely relocated out of the area, has gained unsubsidized employment and is enrolling in GED classes online in her new locality. Case manager has encouraged her to get counseling and to continue to develop her support system. She and her son are now both safe and look forward to the future.

Rappahannock Community College Youth Success Story – Middle Peninsula

TB knew that he wanted to be a tradesman as he enjoyed working with his hands. After high school graduation, he began working for an HVAC company as a helper but quickly realized that it was not the career pathway for him. He became interested in welding. He completed his stick welding (SMAW) course with great remarks from his instructor. He passed his SMAW credential and enrolled in gas metal welding. In the midst of that course, the college switched to online training only due to the Coronavirus pandemic. His case manager and welding instructor still communicate with him regularly to keep him engaged. However, TB is making the most of this time and found another job. Starting next week, he will be working for a propane company assembling, disassembling, and repairing gas tanks. He will receive training on the job and when that is complete, he will get his own company truck. The company has already agreed to ensure that TB is able to make it to all of his night welding classes once they resume. He is excited that he will be able to use his welding skills at work and plans to take all welding courses that RCC offers.

Eastern Shore Community College Youth Success Stories – Eastern Shore

Story #1

B & T are twins who are inseparable. It is very difficult to tell them apart. Where there is one, there is the other. They are identical. When I met both of them last year, their attendance was

poor and their grades were Okay. They both needed classes and especially SOL's in order to graduate this year. They started their senior year as term graduates, meaning they still had verified credits to earn. In addition, a beloved aunt and a cousin passed away. This could have been an obstacle in the past. However, this year, they soldiered on, each earning WISE Financial Literacy certificates and passed WorkKeys assessments. The twins passed all of their class tests and maintained GREAT grades. They are ready to graduate and move on to the next stage in young adulthood. They hope to take classes at ESCC next fall in the Early Childhood program.

Story #2

BB is an OSY who completed the C.N.A. training recently. BB was employed at place where she did not want to work and decided she needed a change. BB came to ESCC to take a nursing training to begin her career. BB succeeded in the C.N.A training as she received A's and B's in her classes and has graduated from the C.N.A training. BB is currently employed at a Nursing Home as a C.N.A. BB has hopes of returning to school at ESCC to enroll in the LPN.