

Rappahannock Goodwill Industries Success Story – George Washington

LL came to the WIOA program in pursuit of his CDL to better his employment options and pay. LL had been working during the pandemic delivering packages, but his pay was no longer covering the needs for his large family. He also did not receive health and/or fringe benefits.

LL's spouse was incredibly supportive of his pursuits and attended his eligibility meeting to make sure she knew what his responsibilities were so that she could support him throughout to meet his needs and to help him meet the programs needs as his job was extremely demanding at times.

LL qualified for WIOA services as an Adult and started his part-time CDL course mid-December 2021. He chose a part-time course so he could continue working during training. At the time, his employer was supportive of his training efforts and even stated there were possible benefits and promotions within the company if he obtained his CDL.

The training provider was extremely flexible with LL's schedule and was able to fit him in on his days off and on the weekends to give him the best chance at successfully completing his course. LL was extremely dedicated to balancing both his work and training.

Halfway through his training, LL's employer became unwilling to allow him to have the weekends off, citing it was causing staffing shortages. The employer told LL his options were to go part-time so that they could hire another part-time person to cover or work his required full-time shifts. LL was upset that he was going to have to stop his training to meet his employer's needs and, more importantly, the needs of his family.

WIOA staff requested to speak with LL's employer if LL was comfortable with them doing so. He was, and staff spoke to his direct supervisor to advocate for LL's training. The employer told staff they would have to think about it, but they ultimately were not supportive.

LL initially stated he was going to have to drop out, but his spouse and he spoke about him going part-time at work. LL knew their current financial hardships would only increase if he did so. WIOA staff then requested a virtual meeting with LL and his spouse to discuss the situation. WIOA staff prepared a packet of community resources and information on how to apply for various social programs to assist with mortgage, food, and items for their children. After WIOA staff explained each service and resource to LL and this spouse, they went through each item and weighed their options.

LL and this spouse chose for LL to work part-time at his current job so he could complete training. They also applied for assistance to make up for the reduction in pay using the resources the WIOA staff had provided.

LL completed his training at the end of February 2022 and received his CDL-Class A license. By the end of March 2022, LL was offered a position at a local waste management company paying over three times what his annual income was at his previous position with excellent health benefits for the entire family and fringe benefits included.

While LL's WIOA journey had a few unexpected twists, the WIOA program provided the needed supports and the opportunity for LL to pursue training and a career path that has benefited his entire family.

Rappahannock Community College Success Story - Northern Neck

C. came to RCC inquire about clinical medical assistant training. She held a CNA license but was interested in stackable credentials which would enhance her skills and enable her to earn more income. She applied to WIOA and met the priority of service guidelines. She was enrolled in 3 training programs over a period of time: clinical medical assistant, phlebotomy, and EKG technician. She was highly successful in 2 of the 3 programs. She had difficulty with the EKG training and earned an “unsuccessful” grade in that. This, however, has not prevented her from growing and setting new goals for herself. She now works as a permanent substitute teacher and substitute school nurse. After much encouragement from the school where she works, she has decided to get her bachelor’s in teaching. She is always pleasant to work with and always expresses appreciation for what we have done for her.

Rappahannock Community College Success Story – Middle Peninsula

VL is a single mother of two children. She came to us seeking to better her career prospects and stated the highest salary she ever made was \$12.50 an hour. VL was not employed when she sought WIOA services and training. Her past occupations included cashier, nail technician, and nursing assistant. VL’s last job paid \$8.50 an hour. After completing initial testing and career exploration and reviewing local labor market information, VL chose the CDL training program at RCC for training. VL was a joy to work with and always showed appreciation and gratitude for the opportunity to receive training through WIOA. Although VL did not pass her Learner’s Permit exam initially, she remained persistent and worked with her case manager for advice and assistance in achieving her goals. VL passed her learner’s permit exam on the second attempt and attended CDL training faithfully. She completed and passed the CDL class and obtained her CDL permit. VL now works as a transportation and truck driver making \$23 per hour. She recently called the Career Works office thanking everyone involved in her success.

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

TT is an Adult who is now a certified EMT. TT came to program after being in the military for a few months and received a medical discharge and decided to change was needed. TT was enrolled in the EMT training from October to March. TT passed the EMT training at the training site and went on to complete the EMT national certification exam. TT contacted CM to let him know that she passed the national EMT certification. TT is now applying for positions as an EMT and hopes to find employment locally.

Story #2

SS is a DW who was laid off from employer after a layoff in the department SS worked in. SS decided to enroll in a program at Tidewater Community College. SS enrolled in the Geographical Information Systems Certificate program that lasted 3 Semesters. SS finished the program with over a 3.2 GPA and received the GIS certificate. SS now is working for Social Security Administration.

Rappahannock Goodwill Industries Youth Success Story – George Washington

PP entered the WIOA Youth program, during the start of the Covid-19 pandemic, to better his employability and skills. He initially wished to pursue training in IT but later changed to wanting to pursue work in HR or in an office setting.

He and the WIOA staff researched labor market information for various positions as well as set up some goals for him to reach to be prepared for the workforce. During the pandemic, he was able to work remotely for the Department of Labor part-time as a tele-worker for their call lines.

During this time, he and staff also worked on his resume, and he attended as many workshops and virtual trainings as possible to build a better skillset. PP was diligent in attending his leadership and financial literacy workshops, even when they needed to be done virtually due to the pandemic. He also explored possible community college courses with WIOA staff and applied for several grants and financial aid. When the Virginia Career Works Fredericksburg Center reopened, PP took advantage of the resource room to assist him with further job search and resume assistance.

PP obtained employment at a local correctional facility, full-time with benefits and has been employed there for nearly a year.

Rappahannock Community College Youth Success Story – Northern Neck

K came to the WIOA program as a recent high school graduate with an unclear path for the future. She had a 504 plan and struggled with some aspects of school. During her initial intake period she explored several options for training and decided that her true interest was in health care. She enrolled in the WIOA youth program and with the help of her case manager K enrolled in the LPN program at RCC. K was doing well with her classes but was struggling with the rigorous schedule and fast-paced learning. After much discussion and reflection, K decided to step back and enroll in the CNA program which would give her the opportunity to slow the pace but still continue in the health care career pathway. K completed the CNA program with no issues and found a job working as a CNA making \$25 an hour. While K has not given up on the possibility of returning to the LPN program at some point, she is happy in her current job as a CNA.

Rappahannock Community College Youth Success Story – Middle Peninsula

LM graduated from High School, but he felt lost and unsure about next steps for his future. He had experienced quite a bit of bullying, his confidence was very low, and his home life was chaotic. The WIOA Youth Case Manager connected with him via his previous high school counselor and after working with him to assess his strengths and interests, he enrolled in his first welding class. He successfully completed, but then injured his hand at work and had to have surgery. He wasn't sure he would be able to weld after that, but he fully recovered and has returned full-force to earn another credential. He is currently enrolled and will earn his 3rd credential at the end of April.

Eastern Shore Community College Youth Success Stories – Eastern Shore

LL is an OSY who enrolled in the Cosmetology program. LL liked working with hair ever since high school and even did Cosmetology in high school but didn't finish due to the pandemic. LL enrolled in the local Cosmetology school. LL has passed the Cosmetology training and is now awaiting to take state boards. LL has aspirations to work in a salon and one day, own a hair salon.