

**DRAFT
AGENDA**

**Bay Consortium Workforce Development Board, Inc.
Youth Council
Monday, July 26, 2021
10:00 A.M.**

- I. Call to Order
- II. Roll Call
- III. Public Input
- IV. Approval of Meeting Minutes from the January 25, 2021 Meeting
- V. New Business
 - A. Quarterly Reports [WIOA Section 134, Section 503, Section 116; TEGL 11-19, TEGL 14-15, TEGL10-16, TEGL 19-16, TEGL03-17, TEGL 06-17; OMB No. 1205-1526, OMB No. 1205-0521, OMB No. 1205-0522; Public Law 103-62; 107 Stat. 285; Public Law 111-352; 124 Stat. 3866; 20 CFR parts 676, 677, and 678 and 34 CFR parts 361 and 463; Code of Virginia §2.2-2472.2 Virginia Board of Workforce Development Policy 404-01]
 - B. Elections
 - C. Council Membership
 - D. Youth Council Responsibilities [Board Manual]
 - E. Strategic Plan
- VI. Old Business
- VII. Other Topics for discussion
- VIII. Adjournment



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Bay Consortium Workforce Development Board, Inc.
Youth Council Meeting
Draft Minutes
Monday, January 25, 2021
10:00 a.m.

The Youth Council met Monday, January 25, 2021, via Zoom.

Call to Order: Marjorie Lampkin called the Youth Council Meeting to order at 10 a.m.

Roll Call: Present were Hutt Williams, Tina Taylor, and Lori Strumpf. Not present were Steve Smith, David Ferguson, and Roger Gross. In addition, present were Jackie Davis, Steven Golas, and Katlyn Moss, WDB Staff.

Approval of Minutes: A motion was made to approve the minutes from the October 26, 2020 meeting with corrections made, which was seconded and approved.

Public Input: There was no public input.

New Business: Steven Golas went over the quarterly reports. He noted that Rappahannock Community College had not enrolled any new clients on the Northern Neck or Middle Peninsula this quarter and their Skill Gains were very low. He noted that Rappahannock Community College would be hiring two Youth Specialist for the Northern Neck and Middle Peninsula. He noted that Eastern Shore Community College had no new enrollments as well. He stated that he had requested corrective action plans for all of the underperforming categories. Jackie Davis reviewed the Request for Proposals (RFPs) with members, discussing with members the decision of the proposers remaining anonymous.

- A motion was made, based on the highest average review score, to approve Proposer 3 as the Provider of Youth Services in the George Washington Sub-Area 16, which was seconded and approved with Lori Strumpf abstaining.
- A motion was made, based on the highest average review score, to approve Proposer 2 as the Provider of Youth Services in the Northern Neck Sub-Area 17, which was seconded and approved with Marjorie Lampkin and Hutt Williams abstaining.
- A motion was made, based on the highest average review score, to approve Proposer 2 as the Provider of Youth Services in the Middle Peninsula Sub-Area 18, which was seconded and approved with Marjorie Lampkin and Hutt Williams abstaining.
- A motion was made, based on the highest average review score, to approve Proposer 2 as the Provider of Youth Services in the Eastern Shore Sub-Area 22, which was seconded and approved with Tina Taylor abstaining.

Old Business: Jackie Davis discussed the new for new membership, specifically a new parent representative.

Other Topics: There were no other topics for discussion.

There being no further business, the meeting was adjourned at 10:30 a.m.

Respectfully submitted,

Katlyn Moss

SkillSource Group - WIOA Youth Program Sub-Area 16

	1st Quarter PY 20 7/1/20 - 9/30/20	2nd Quarter PY 20 10/1/20 - 12/31/20	3rd Quarter PY 20 1/1/21 - 3/31/21	4th Quarter PY 20 4/1/21 - 6/30/21									
Customer Summary Information													
Planned Number of Participants for PY	39	39	39	39									
Total Participants Served	22	25	32	35									
Percent of Planned	56%	64%	82%	90%									
New Clients Enrolled this Quarter	3	3	7	2									
WIOA Youth	22	25	32	35									
Follow Up Information													
Total Follow-Ups Required	29	22	24	23									
Total Follow-Ups Completed	29	22	24	23									
Total Follow-Up Not Completed	0	0	0	0									
Employment 2nd Quarter after Exit													
WIOA Youth - 77.3%	77.8%	66.7%	55.6%	85.7%									
	7 9	# employed # exited	2 3	# employed # exited									
			5 9	# employed # exited									
				6 7									
				# employed # exited									
Employment 4th Quarter after Exit													
WIOA Youth - 62.8%	-	88.9%	77.8%	100.0%									
	0 0	# employed # exited	8 9	# employed # exited									
			7 9	# employed # exited									
				3 3									
				# employed # exited									
Credential Attainment within Four Quarters after Exit													
WIOA Youth - 70%	-	100.0%	40.0%	50.0%									
	0 0	# credentialed # exited	4 4	# credentialed # exited									
			2 5	# credentialed # exited									
				1 2									
				# credentialed # exited									
Measurable Skills Gain													
WIOA Youth - 69.1%	19.0%	40.0%	56.3%	62.9%									
	4 21	# gained # exited	10 25	# gained # exited									
			18 32	# gained # exited									
				22 35									
				# gained # exited									
20% Work Experience Expenditure Requirement*													
37.87%	WIOA Youth	38.9%	\$ 8,835.75	Training Expenditures	41.6%	\$ 14,922.59	Training Expenditures	45.6%	\$ 24,002.24	Training Expenditures	37.9%	\$ 30,868.79	Training Expenditures
			\$ 22,689.87	Total Expenditures		\$ 35,877.22	Total Expenditures		\$ 52,603.66	Total Expenditures		\$ 81,517.70	Total Expenditures
Total Contract Expenditures*													
85.12%	WIOA Youth	23.7%	\$ 22,689.87	Expenditures	37.5%	\$ 35,877.22	Expenditures	54.9%	\$ 52,603.66	Expenditures	85.1%	\$ 81,517.70	Expenditures
			\$ 95,773.09	Total Contract		\$ 95,773.09	Total Contract		\$ 95,773.09	Total Contract		\$ 95,773.09	Total Contract

* Only calculated through May 2021

George Washington Planning District 16 Data

		4th Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		39
Total Participants Served		32
Percent of Planned		82%
Planning District 16 Total New Clients Enrolled this Quarter		1
	WIOA Youth	32
Spotsylvania County New Clients Enrolled this Quarter		1
	WIOA Youth	13
Stafford County New Clients Enrolled this Quarter		0
	WIOA Youth	9
Caroline County New Clients Enrolled this Quarter		0
	WIOA Youth	1
King George County New Clients Enrolled this Quarter		0
	WIOA Youth	3
City of Fredericksburg New Clients Enrolled this Quarter		0
	WIOA Youth	6

Rappahannock Community College - WIOA Youth Program Sub-Areas 17 & 18

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21					
Customer Summary Information													
Planned Number of Participants for PY		45		45		45		45					
Total Participants Served		34		34		35		41					
Percent of Planned		76%		76%		78%		91%					
New Clients Enrolled this Quarter		1		0		1		6					
WIOA Youth		34		34		35		41					
Follow Up Information													
Total Follow-Ups Required		8		8		30		27					
Total Follow-Ups Completed		8		8		30		27					
Total Follow-Up Not Completed		0		0		0		0					
Employment 2nd Quarter after Exit													
WIOA Youth - 77.3%	50.0%	1 2	# employed # exited	50.0%	1 2	# employed # exited	100.0%	4 4	# employed # exited	-	0 0	# employed # exited	
Employment 4th Quarter after Exit													
WIOA Youth - 62.8%	50.0%	1 2	# employed # exited	100.0%	2 2	# employed # exited	100.0%	2 2	# employed # exited	50.0%	1 2	# employed # exited	
Credential Attainment within Four Quarters after Exit													
WIOA Youth - 70%	-	0 0	# credentialed # exited	50.0%	1 2	# credentialed # exited	100.0%	2 2	# credentialed # exited	100.0%	2 2	# credentialed # exited	
Measurable Skills Gain													
WIOA Youth - 69.1%	5.9%	1 17	# gained # exited	5.9%	1 17	# gained # exited	41.2%	7 17	# gained # exited	38.1%	8 21	# gained # exited	
20% Work Experience Expenditure Requirement													
20.98%	WIOA Youth	20.9%	\$ 5,132.45	Training Expenditures	22.7%	\$ 8,973.00	Training Expenditures	20.5%	\$ 8,973.00	Training Expenditures	20.98%	\$ 15,657.73	Training Expenditures
			\$ 24,553.70	Total Expenditures		\$ 39,582.19	Total Expenditures		\$ 43,763.79	Total Expenditures		\$ 74,630.50	Total Expenditures
Total Contract Expenditures													
53.13%	WIOA Youth	16.9%	\$ 24,553.70	Expenditures	27.2%	\$ 39,582.19	Expenditures	31.0%	\$ 45,214.49	Expenditures	53.1%	\$ 77,417.93	Expenditures
			\$ 145,708.29	Total Contract		\$ 145,708.29	Total Contract		\$ 145,708.29	Total Contract		\$ 145,708.29	Total Contract

Northern Neck Planning District 17 Data

		4th Quarter PY 20
0		
Planned Number of Participants for PY		24
Total Participants Served		26
Percent of Planned		108%
Planning District 17 Total New Clients Enrolled this Quarter		4
	WIOA Youth	26
Lancaster County New Clients Enrolled this Quarter		1
	WIOA Youth	3
Northumberland County New Clients Enrolled this Quarter		1
	WIOA Youth	4
Richmond County New Clients Enrolled this Quarter		0
	WIOA Youth	9
Westmoreland County New Clients Enrolled this Quarter		2
	WIOA Youth	10

Middle Peninsula Planning District 18 Data

		4th Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		21
Total Participants Served		10
Percent of Planned		48%
Planning District 18 Total New Clients Enrolled this Quarter		2
	WIOA Youth	10
Essex County New Clients Enrolled this Quarter		0
	WIOA Youth	8
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Youth	0
King William County New Clients Enrolled this Quarter		2
	WIOA Youth	2
Mathews County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Youth	0

Eastern Shore Community College - WIOA Youth Program Sub-Area 22

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21						
Customer Summary Information														
Planned Number of Participants for PY		23		23		23		23						
Total Participants Served		9		11		11		12						
Percent of Planned		39%		48%		48%		52%						
New Clients Enrolled this Quarter		2		2		0		1						
WIOA Youth		9		11		11		12						
Follow Up Information														
Total Follow-Ups Required		27		14		13		9						
Total Follow-Ups Completed		27		14		13		9						
Total Follow-Up Not Completed		0		0		0		0						
Employment 2nd Quarter after Exit														
WIOA Youth - 77.3%		92.9%	13	# employed	75.0%	3	# employed	75.0%	3	# employed	83.3%	5	# employed	
			14	# exited		4	# exited		4	# exited		6	# exited	
Employment 4th Quarter after Exit														
WIOA Youth - 62.8%		25.0%	1	# employed	100.0%	1	# employed	100.0%	14	# employed	75.0%	3	# employed	
			4	# exited		1	# exited		14	# exited		4	# exited	
Credential Attainment within Four Quarters after Exit														
WIOA Youth - 70%		100.0%	1	# credentialed	100.0%	1	# credentialed	100.0%	3	# credentialed	75.0%	3	# credentialed	
			1	# exited		1	# exited		3	# exited		4	# exited	
Measurable Skills Gain														
WIOA Youth - 69.1%		0.0%	0	# gained	16.7%	1	# gained	54.5%	6	# gained	66.7%	8	# gained	
			6	# exited		6	# exited		11	# exited		12	# exited	
20% Work Experience Expenditure Requirement														
31.52%	WIOA Youth		38.7%	\$ 5,485.74	Training Expenditures	34.1%	\$ 9,248.31	Training Expenditures	32.1%	\$ 16,652.70	Training Expenditures	31.5%	\$ 24,361.43	Training Expenditures
				\$ 14,191.87	Total Expenditures		\$ 27,150.81	Total Expenditures		\$ 51,803.30	Total Expenditures		\$ 77,295.64	Total Expenditures
Total Contract Expenditure Requirement														
68.39%	WIOA Youth		12.7%	\$ 14,768.65	Expenditures	24.3%	\$ 28,247.45	Expenditures	45.9%	\$ 53,476.72	Expenditures	68.4%	\$ 79,602.69	Expenditures
				\$ 116,389.36	Total Contract		\$ 116,389.36	Total Contract		\$116,389.36	Total Contract		\$116,389.36	Total Contract

Eastern Shore Planning District 22 Data

		4th Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		23
Total Participants Served		12
Percent of Planned		52%
Planning District 22 Total New Clients Enrolled this Quarter		1
	WIOA Youth	12
Accomack County New Clients Enrolled this Quarter		1
	WIOA Youth	9
Northampton County New Clients Enrolled this Quarter		0
	WIOA Youth	3

4th Quarter PY 2020

	Negotiated		% of Negotiated	
Adult Measures	Level	Actual	Level	Status
Employment 2nd Quarter after Exit	82.6	92.3	112%	E
Employment 4th Quarter after Exit	85.0	85.1	100%	E
Median Earnings 2nd Quarter after Exit	\$6,000.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	74.0	76.1	103%	E
Measurable Skills Gain	70.2	60.1	86%	FTM
 Dislocated Workers Measures				
Employment 2nd Quarter after Exit	85.0	100.0	118%	E
Employment 4th Quarter after Exit	85.0	91.6	108%	E
Median Earnings 2nd Quarter after Exit	\$8,700.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	70.0	75.0	107%	E
Measurable Skills Gain	69.8	45.5	65%	FTM
 Youth Measures				
Employment 2nd Quarter after Exit	77.3	84.6	109%	E
Employment 4th Quarter after Exit	62.8	66.7	106%	E
Credential Attainment within 4 Quarters after Exit	70.0	75.0	107%	E
Measurable Skills Gain	69.1	55.9	81%	FTM

BCWDB Performance Measure Definitions

Section 116 of the Workforce Innovation and Opportunity Act (WIOA) specifies the core metrics that the Local Workforce Development Boards (LWDB) and the state will be measured against. The following Indicators of Performance are part of the performance accountability system under WIOA:

Employment 2nd Quarter after Exit

The percentage of program participants who are in unsubsidized employment during the 2nd quarter after exit from the program. **(Adult and Dislocated Workers)**
Participants in education, or training or employment in the 2nd quarter after exit. **(Youth)**

Employment 4th Quarter after Exit

The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program. **(Adult and Dislocated Workers)**
Participants in education, or training or employment in the 4th quarter after exit. **(Youth)**

Median Earnings 2nd Quarter after Exit

The median earnings of program participants who are in unsubsidized employment in the second quarter after exit from the program. **(Adult, Dislocated Workers,**

Credential Attainment within Four Quarters after Exit

The percentage of program participants who attain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during program participation or within 1 year after exit from the program. **(Adult, Dislocated Workers, Youth)**

Measurable Skills Gain

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward a credential or employment. **(Adult, Dislocated Worker, Youth)**

Rappahannock Goodwill Industries
Adult/Dislocated Worker Success Story – George Washington

When AA came to the WIOA program, she was working a food services job at a popular restaurant and wanted a certification that would start her on a career path. She expressed to the WIOA staff that she had always wanted to work in the medical field and possibly become a nurse. AA and the WIOA staff spoke about the local Labor Market Information for the various healthcare careers and came up with a game plan for her to start with her Certified Nursing Assistant and Certified Medication Aide training and stack both licenses in order to gain successful employment with a living wage.

AA began her journey amid the Covid-19 pandemic and WIOA staff was able to work with their training provider to help AA obtain her training virtually. She completed both trainings and spent a few in-person, Covid-19 safe days in clinicals to qualify to take her state licensing exams.

Unfortunately, the state exams were a little behind, but staff encouraged AA to persevere and maintain her knowledge by reviewing her training information and studying up until her exams. Staff also assisted AA with job search and resume assistance.

AA passed both of her exams and obtained her licensing and employment at an assisted living center with a good reputation for employee retention, growth, and personal development. She is currently working part-time at a higher pay rate than her previous restaurant position.

WIOA staff were able to also assist AA with scrubs and shoes for employment since she is starting out fresh in a new industry and continue to support her through her part-time position and to advocate for herself to obtain full-time hours.

AA is extremely motivated to continue her plans to pursue her goals of becoming a Nurse, and WIOA has given her a step up to her future.

Rappahannock Community College
Adult/Dislocated Worker Success Story - Northern Neck

In October 2020, S. came to RCC with interest in our CDL program. She had been laid off from her last job and shortly after COVID happened. In addition to that, she had received a DUI in 2016 and her license was suspended for a year. She decided she needed to make a change in her life and vowed to her family that she would succeed. And she did! She was enrolled in WIOA and in the CDL program. She completed her training and received her CDL license in February 2021. She has also planned to get her endorsements so that she will have more job exposure. In following up with her, she is driving for Western Express. Her mileage equates to \$23.00 an hour. S. has been a pleasure to work with, and I will continue to offer assistance.

Rappahannock Community College
Adult/Dislocated Worker Success Story – Middle Peninsula

RH came to our center seeking training for CDL licensure. He was 21 years old and supported by his grandmother with whom he lived. His work experience included being a camp counselor and his highest level of pay was \$8.50. RH was co-enrolled in the Power-Up program for career readiness and began training with CDS Tractor Trailer Training School in February 2021. He had difficulties passing his Learner's Permit but eventually attained it. He also needed to attend additional training, as he did not pass his first two attempts at licensure. RH persevered, overcame his obstacles, and eventually earned his CDL license in June 2021. He gained employment as a truck driver with an Asphalt company and is making

\$16.00 per hour. RH credits WIOA and his training for “changing my life.” He is excited that he will be getting a significant pay raise at completion of his on the job probationary/training period.

***Eastern Shore Community College
Adult/Dislocated Worker Success Stories – Eastern Shore***

Story #1

SS is an Adult who completed the CDL training. SS came into the program after not working for months. SS decided that it was time for a change and driving trucks was the career change that was needed. SS enrolled in the CDL program and was one of the best students in the class. SS passed all of his bookwork and did well in the over the road portion for class. SS took his CDL test and passed on the first attempt. SS is currently scheduled for a job interview for a local trucking company.

Story #2

BB is a DW who graduated with a Business Degree in Management after being previously laid off from a job. BB worked in another state while completing his business classes, and then relocated back to the state of Virginia when the temporary job ended. After graduating from Eastern Shore Community College, BB went a few months without finding employment. BB recently received a job offer for a company based in Delaware. BB currently works as a Lineman Technician, but continues to seek employment in business.

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

CC is a 23-year-old single mother. She was referred to The Bay Consortium Career Focus Initiative, operated by The SkillSource Group, Inc., by Mary's Shelter. Mary's Shelter is a place for single female parents or parents- to-be in the city of Fredericksburg and their children. CC had just given birth to her second child, who was 4 weeks old at the time of the referral. Her other child, a daughter, was in the custody of her first mother-in-law in another county in Virginia. CC was a high school graduate with a driver's license and a car, but had no employment and only SNAP benefits to help with some income.

With a newborn, she could not find work without childcare. She was also a past offender, with a misdemeanor of petty larceny. The baby's father, who recently became CC's husband, was in the Rappahannock Regional Jail for possession and distribution of drugs. CC's mother raised CC while addicted to heroin. Although both mother and daughter have a sporadic relationship, CC noted her mother is still suffering from many health issues, as well as off and on drug use.

It has been an uphill battle for CC, who is an extremely bright, outgoing, and beautiful young adult. CC chose to stay home with her son for his first 6 weeks. During this time, CC and her SkillSource Group case manager worked on her resume, career planning, possible training for a credential, and some necessary financial literacy. While Mary's Shelter provided the necessities for CC and her child, there was an immediate need for income, guidance, and overall support. CC attended a budget workshop, a 1st Car 1st Apartment Workshop facilitated by United Way and a Leadership Development Workshop facilitated by the SkillSource Group Project Director.

The shelter case manager and SkillSource case manager remained in touch due to so many issues being addressed at one time. The SkillSource case manager frequently visited CC and her new baby, and worked on getting ready to approach some goals once her son was older. Through research and

discussions, CC worked on daycare and decided she was interested in phlebotomy training. This is short term and provides the opportunity to earn a good wage. After a few weeks driving to Lorton, VA for classes, with the WIOA Youth Program paying for gas for the travel, CC's instructor expressed how impressed she was with her. She discussed the opportunity to add the Medical Assistant (MA) classes as well to give her yet more employment options and a higher income. CC completed the Phlebotomy certification and is getting ready to finish the Medical Assistant classes within the next 4 weeks.

In a short-term setback, CC was involved in a minor car accident (a fender bender) and needed more income than she was receiving to pay for auto costs. The SkillSource case manager identified a local landscaping job for CC and that employer was impressed with her work ability and attitude. CC has taken a short break from classes to work fulltime to be able to pay for the accident costs with the approval of the training provider. CC has begun to search and apply for employment that will provide stable hours, will utilize her training and education, and where she will be able to have her son on a regular schedule at daycare. She has recently hired a lawyer to file to get partial custody of her daughter in Luray, VA.

The Bay Consortium WIOA Youth Program has been a lifeline to CC and many more young adults like her, providing guidance, support, resources where needed and encouragement.

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

His cousin, who is a participant in the WIOA Youth program, referred JT enrolled to the WIOA. JT was co-enrolled in the Power-Up program for career readiness training. JT came to RCC with an interest in computer technology, with a particular interest in building computers and fixing hardware technical issues. He said in a conversation with one of his Career Coaches during the Dress for Success workshop, “I have been building my own computer at home in spare my time.” JT came to RCC as a graduate of Northumberland High School and at first he was a bit shy, but his time with program helped him to learn how to market his skills and himself, which allowed him to earn an internship/work experience working with Rob Mink, owner of Northern Neck Computer Consultants LLC, in Kilmarnock, VA. Mr. Mink reports that “things are going well! JT has so far been a very competent and professional intern.” JT is a humble and well-spoken young man and we look forward to hearing many more great things from him in the future as his skills continue to grow.

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

Several months ago, JL was living in the woods with some other teenagers. Thanks to the kindness of a local woman, he now has a place to sleep at night. In addition to homelessness, JL had many barriers including a previous court involvement. His probation officer referred him to the WIOA Youth program. JL is enrolling in Adult Education classes to earn his GED. He is currently enrolled in his first welding class and is doing extremely well. He is motivated and even talked to a friend about the benefits of WIOA programming. JL brought that young man to his first appointment and they have plans to complete occupational training and education together. JL loves to help others and shared that without this opportunity, he would feel lost. due to traumatic circumstances JL dropped out his senior year, but he is now looking forward to a bright, successful future.

Eastern Shore Community College
Youth Success Stories – Eastern Shore

Story #1

LL graduated from Arcadia High school with much success. She was able to have a shortened school day because she had met her graduation requirements. LL worked at Hardee's for a couple of years, but recently transitioned to work at royal Farms where she received a pay increase to \$13.00 an hour. LL has applied and has been accepted into Eastern Shore Community College's Early Childhood Associates Degree program which she will begin this fall.

Story #2

MM is an OSY who has completed the CNA program. MM enrolled in the program looking get a promotion in the next level of her nursing career. MM enrolled in her CNA program and completed all the necessary requirements to take her state board exam. MM mad good grades in her training and had the best bedside skills in labs. MM is currently working at a nursing home and after passing state boards, will work as a CNA. MM plans to enroll in the LPN program with hopes of one day becoming an RN, which is her future career plans.