**America’s Promise Individual Career Plan (ICP)**

**Participant Name**: Margaret Blaine **Date**: May 30, 2019

**Education/Training/Professional Development**

Post-Secondary Education/Training: BS Information Systems Management, AAS Health Information Management

Professional Certifications/Licenses Earned: Maryland Licensed Pharmacy Technician

**Current/Most Recent Employment**

Employer: Weis Markets Position: Pharmacy Technician

Wage/Salary: $12.75/hr ☐ Full-time ☐ Part-time ☐ Temporary

Industry: Retail Pharmacy Reason for Leaving: N/A

Other experience in IT industry: From 1998 to 2016: 1 year software testing, 2 years database design, development, administration, 15 years software engineering, then retired. Prior to that, worked in the Civil Engineering field and retired from it in 1998.

If you have been unemployed longer than six months, what do you think is preventingyou from gaining employment? I’ve been in school. Just graduated in May from MC with AAS degree.  
  
Transportation ☐ Public ☐ Private Driver’s License ☐Yes ☐No

**Job/Career Seeker Resources**  
Please check all resources below that you’re using to learn about résumé/LinkedIn profile development, interview preparation, networking, researching job openings, continuing professional development, etc.

☐ Local American Job Center - WorkSource Montgomery, Frederick County Workforce Services, PG County American Job Center, Washington DC American Job Center

☐ Montgomery, Frederick or Prince George’s Community College Employment Services

☐ Professional Outplacement Assistance Center (POAC)

☐ Local Industry Networking Groups

☐ Professional Associations/Local Chapters

☐ Maryland Workforce Exchange - mwejobs.gov  
☐ LinkedIn – however, I have not updated my profile since I retired from software engineering

☐ Training cohort Resource List provided by America’s Promise Staff

**Your Career Goals**

What is your long-term career goal? Data Analysis in Healthcare to combine my previous work experience in database management and software engineering with healthcare data.

What is the title of a position you are applying for or will apply for when you complete this training to start/continue on the path to your long-term career goal? Data Analyst

What specific skills and experience do you already have for this position? Software engineering and database management experience, degree in Information Systems Management, and degree in Health Information Management which included learning about data analysis and using Excel for presenting results of analyses. I have also spent the last 2 years volunteering at MedStar Montgomery hospital. The last 2 semesters of my AAS degree I was in intern at MedStar Montgomery hospital in the Health Information Management (HIM) department. I learned a lot about electronic health records (EHR) and it gave me a lot of hands-on experience. I graduated with GPA = 3.6.  
  
What other strengths/aptitudes do you have for work in this field of IT, e.g. verbal and written communication, willingness to learn, learning aptitude, teamwork, problem solving, etc.? I have been in professional jobs for many years and have all the usual skills they require, including: excellent verbal and written communication skills, great willingness to learn, good learning aptitude and problem solving skills, easily work in a team environment or as an individual.  
  
What training and additional skills do you need to better prepare/gain qualifications for this position? Since I want to be a Data Analyst but have never actually worked as one, any education or training that directly pertains to data analysis, including using the current tools, would be helpful.  
  
What are two areas for personal/professional growth you need to focus on to become employable and be able to retain employment in this field?

1. More education/training/practice with data analysis and the current tools/languages used in this field.

2. Since I am most interested in data analysis as its used in healthcare, I need more education related to these specific uses.  
  
How do you see yourself growing in your career over the next 2-3 years? What positions might you advance into? For the first few years I expect to remain doing work related to data analysis; probably using/learning different tools, working with different datasets. I prefer to become very good at one position before moving up the ladder to the next position. I have already been both a manager and a team lead while working in Civil Engineering so I can see myself ultimately moving into a team lead position. However, I am not anxious to get there.

**Your Employment Preferences in Seeking and Maintaining Employment**

☐Health Insurance ☐Dental Insurance ☐Vision Insurance ☐Vacation/Sick leave ☐Retirement Plan

☐Full-Time Employment ☐Part-Time Employment ☐Contractor

☐Self-Employment

☐Weekdays Only  
☐Daytime Hours Only ☐Flexible Schedule ☐Other: Flexible but Regular Hours

**Preferred Geographical area:** Montgomery County, MD  
 **Desired Wage:** Flexible

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| **GRANT-FUNDED ACTIVITIES & SERVICES NEEDED TO ACHIEVE EMPLOYMENT GOAL** | | | | |
| **Activity or Service** | **Activity/Service Provider** | **Justification for Activity or Service** | **Attainment Date(s)** | **√** |
|  | AP at \_\_\_\_\_\_ | Enhance skills/marketability |  |  |
| Professional Development Support | AP Career Navigator, Job Development Specialist | Enhance employability opportunities | ongoing |  |
| Professional Certifications |  | Industry Standard Certifications to enhance marketability for employment |  |  |