

Rebecca Dill:

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Speaker 2:

Every day, Certified Nursing Assistants show up with heart, strength, and a commitment to care that quietly transforms lives. In this episode of Pathways, we step into their world through their stories, their challenges, and the passion that led them to this essential path.

Emily Tadlock:

Welcome back to Pathways, part of our Healthy, Happy, and Wise podcast series. Today we are sitting down and talking with Certified Nursing Assistants, or CNAs, about what they do. Flora who is with us works at Northern Light Eastern Maine Medical Center. Rebecca works for Northern Light Home Care and Hospice. Thanks for being on with me, ladies.

Rebecca Dill:

Thank you for having me.

Flora Mutimukeye:

Thank you for having me, too.

Emily Tadlock:

Of course. Flora, why don't we start with you? Tell me a little bit about your journey to becoming a CNA.

Flora Mutimukeye:

All right. Thank you so much. I moved to Maine in 2023. I was living in Atlanta for one year, and then got friends who came out, just told me, "Why don't you come in Maine? They offer much more opportunity for newcomers." I said, "Let me go and try." When I first came into Maine, I worked as a direct support professional for three month.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Then I met some people the Cultural Center, I don't know-

Emily Tadlock:

The Cultural Center, Maine Cultural Center.

Flora Mutimukeye:

Yes.

Emily Tadlock:

Yes.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Yeah. First I told them I was interested to get into a nursing school. They told, "What if you start by becoming a CNA? It will be easier getting into nursing," they say. Yeah, I can try that. They contact the Bangor CareerCenter.

Emily Tadlock:

Okay, yes.

Flora Mutimukeye:

Yeah, with Alison.

Emily Tadlock:

Alison, yeah.

Flora Mutimukeye:

She's the one who helped me out. We went to CareerCenter. They helped me to contact the EMMC.

Emily Tadlock:

EMMC, yeah.

Flora Mutimukeye:

I think we came in here when there was, what do you call it?

Emily Tadlock:

A job fair?

Flora Mutimukeye:

A job fair.

Emily Tadlock:

Okay, yeah.

Flora Mutimukeye:

Yeah, we came in here and I applied. When I applied, they told me there wasn't a CNA opportunities, but they told me there is opportunity to apply for a PA position. Then after a few month, you can apply for the CNA program.

Emily Tadlock:

Okay.

Flora Mutimukeye:

That's what I did.

Emily Tadlock:

You were working here as a patient experience aide?

Flora Mutimukeye:

Yes. Yeah.

Emily Tadlock:

Before you became a CNA?

Flora Mutimukeye:

Yeah, I got hired as a PA, patient aide.

Emily Tadlock:

Okay.

Flora Mutimukeye:

I worked six month.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Yeah. Then I applied for the CNA program.

Emily Tadlock:

It's the Earn While You Learn Program, correct?

Flora Mutimukeye:

Yes.

Emily Tadlock:

Okay. You were able to continue your work as a patient aide through the program?

Flora Mutimukeye:

Sure, yeah. Yeah, I did.

Emily Tadlock:

First off, I love our Earn While You Learn Programs. They are really neat opportunities for folks who, like you, wanted to get into healthcare, but weren't exactly sure what route to take.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Or if you will, this is called Pathways, what path to take. It gives people an opportunity to learn a little bit about what hospital life is like as a patient aide.

Flora Mutimukeye:

Exactly.

Emily Tadlock:

I'm sure you were able to speak with other CNA professionals and learn a little bit about the job before you actually jumped in and started doing it.

Flora Mutimukeye:

Actually, yes.

Emily Tadlock:

Okay.

Flora Mutimukeye:

As someone who, well, coming from a different culture, different system, different language.

Emily Tadlock:

Right.

Flora Mutimukeye:

I did really enjoy it and learn a lot.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Which prepared me to get into my CNA. It was much easier for me to jump into CNA program. Yeah.

Emily Tadlock:

Awesome.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Well, we're glad to have you.

Flora Mutimukeye:

Thank you so much.

Emily Tadlock:

Rebecca, you took a little bit of a different route and you became a CNA in high school.

Rebecca Dill:

I did. I went to UTC, it's a year-long course that we took and we did our clinicals at the Maine Vets Home. I got my CNA license in June, and then I became a CNA and I worked for longterm care, nursing homes for 11 years. Then I came to the hospital. Now I'm with Northern Lights, where I've been now for five years for hospice.

Emily Tadlock:

Okay. You've been a CNA for how long?

Rebecca Dill:

21 years.

Emily Tadlock:

Wow! 21 years, that's a long time to stick with a career. What is it that you love about it so much?

Rebecca Dill:

I love being able to have one-on-one time with my patients and getting to know them, and their families, and being supportive to the families, and being able to do respite care.

Emily Tadlock:

We have you who works for Home Care and Hospice with Northern Light. We have Flora who works in the hospital at Northern Light Eastern Maine Medical Center. There's obviously going to be differences in the work that you do as CNAs, but there's similarities as well. Your training at UTC or with our Earn While You Learn Program can prepare you for all of that.

Maybe let's start and talk about first what it's like to be a CNA in the home with Home Care and Hospice. What is it like? You've worked in both, so you can tell me a little bit about what the differences are between working in home care and working at a hospital facility.

Rebecca Dill:

Work in a home, I have my families that also are very supportive in helping me with patient care. But also, if I need to, I can also call on my nurses or my other colleagues to say, "Hey, I think I need a two assist," and they can come in and help.

Emily Tadlock:

It's really personal.

Rebecca Dill:

It is very personal. You're in their home. It's definitely a lot different than working in a facility. Working in a facility, I would have 16 patients some nights. I had to make sure I could get them all in bed and that

was hard, knowing that it was me and 16 patients. Maybe I might have somebody else to help me. But working in the homes is so much more personal. You really get to know those families and what they've done in their life, and be a part of their journey.

Emily Tadlock:

I was very fortunate just recently, literally a couple of weeks ago, I was able to go in and visit you on one of your calls with a lovely patient named Kim. We'll have some photos of you guys that we'll share. Wonderful story. But to just get to see the care and the personal care that you provide to your patients in the home, it's inspiring.

I remember you walking through the door and being like, "Hi, it's me!" They're all like, "Oh, Rebecca, come in." They know who you are, they expect you to be there. Kim was non-verbal, but she very much, her face, you could tell-

Rebecca Dill:

Yes.

Emily Tadlock:

She knew who you were. She had little tells, little grunts and things, but you knew exactly what she was saying.

Rebecca Dill:

Yes.

Emily Tadlock:

I think that's incredible for a healthcare professional to be able to do that and to look after someone, especially someone in hospice care even. It's a tough job.

Rebecca Dill:

It is. it can be emotional, but it's very rewarding to be a part of it.

Emily Tadlock:

We were talking a little bit about what it's like to be in the home. What is your schedule like for that?

Rebecca Dill:

My schedule, it's very flexible. Say I have a doctor's appointment first thing in the morning, I can go do my doctor's appointment and work around my schedule, and still meet all of my patients' needs. Or say, I had one in the middle of the day, I could break that up. I really enjoy that I can still actually go and see my kids enjoy their sports and everything, whereas I wasn't able to do that in prior jobs that I was in.

Emily Tadlock:

Okay. A flexible work schedule as a CNA, but you work Monday through Friday?

Rebecca Dill:

Monday through Friday. I do 36 hours a week.

Emily Tadlock:

Okay.

Rebecca Dill:

Four days is seven-hour days, and one day is an eight-hour day. Or say, one day I work four hours, but I can back load it and make another day nine hours if I need to, to make sure my hours. As long as we're communicating with our manager and meeting our patients' needs, normally everything is pretty flexible.

Emily Tadlock:

Okay.

Rebecca Dill:

They're very supportive.

Emily Tadlock:

Great. Flexible hours with Home Care and Hospice. Then, Flora, tell me a little bit about what it's like to be a CNA at a hospital?

Flora Mutimukeye:

It's very both hard and I can say rewarding personally, being able to help out. Providing that kind of care to those patients who are not able to take care of themselves.

Emily Tadlock:

Right.

Flora Mutimukeye:

It's really rewarding. Sometimes, you can see in their face how they're really grateful.

Emily Tadlock:

I'm sure.

Flora Mutimukeye:

Yeah, you feel at least I'm contributing. I'm doing something that can make change on someone.

Emily Tadlock:

Yeah.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

When someone's in a hospital, it can be scary.

Flora Mutimukeye:

Yes.

Emily Tadlock:

Especially if it's a first time or a second. It doesn't matter how many times you've been, a hospital can be a very scary situation.

Flora Mutimukeye:

Yeah, it is.

Emily Tadlock:

Having a friendly face, someone who's there to help look after you, I'm sure is very helpful and calming even.

Flora Mutimukeye:

Yeah. Actually, I try my best when I with to make the most soft. I like doing a lot of joke.

Emily Tadlock:

Oh, joking, yeah? Making people laugh and smile, yeah.

Flora Mutimukeye:

Making people laugh, smile. Laughing about my English.

Emily Tadlock:

I'm sure that gets a lot of people in Maine wondering, I'm sure you get a lot of questions.

Flora Mutimukeye:

Oh, yeah. "Where are you from?"

Emily Tadlock:

I love it.

Flora Mutimukeye:

Yeah. It's really nice. Sometimes it can be overwhelming, when you have those patients who are really very needy. I feel like I can't really provide care to them as I would like to, as I would love to. There is a group of people you have to be there-

Emily Tadlock:

Constantly for all of them.

Flora Mutimukeye:

... constantly. There is another group of people, you're not able to help them out because you have those too who are really, really, really needing your help.

Emily Tadlock:

Right.

Flora Mutimukeye:

Those time, you feel like ... I wouldn't say that it's frustrating, but it's really you feel that there is something-

Emily Tadlock:

Something more you could do.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

But it's difficult.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Time management, I'm sure is super important with what you do. I'd say it's fast-paced?

Flora Mutimukeye:

Sure.

Emily Tadlock:

Yeah.

Flora Mutimukeye:

It is.

Emily Tadlock:

Okay, so fast-paced. How many patients do you think you have on a typical basis?

Flora Mutimukeye:

Our hospital here, we do have 10 patients by CNA.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

I didn't ask you before. Obviously, you work at the hospital, but is there a particular floor you work on?

Flora Mutimukeye:

Yes.

Emily Tadlock:

Okay, what floor do you work on?

Flora Mutimukeye:

I do work on the Grand Five, med surgery.

Emily Tadlock:

Medical surgery.

Flora Mutimukeye:

Medical surgery, yeah.

Emily Tadlock:

Okay, interesting. Nice! Okay. What is your schedule like on a typical basis? We asked Rebecca.

Flora Mutimukeye:

Okay. I work 12-hour shifts and three times.

Emily Tadlock:

Three days a week?

Flora Mutimukeye:

Yeah, three days a week, which make it 36 hours.

Emily Tadlock:

Okay. You have longer shifts than Rebecca does, but it's only three days a week, so you have the rest of your work to do with how you please. Okay.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

That's interesting, the differences in the types of schedules that you ladies work.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

You're both still CNAs.

Flora Mutimukeye:

Yes.

Emily Tadlock:

There's so much room for choosing what best fits and your lifestyle, and your familial situation. I think that's kind of neat. I don't know many jobs that would actually offer all of that in one type of career. That's good to know.

We talked a little bit about the feeling behind what Rebecca does. Flora, what made you want to continue working as a CNA?

Flora Mutimukeye:

I think I like it.

Emily Tadlock:

You think you like it, okay.

Flora Mutimukeye:

I'm sure I like it. I am that kind of person who likes helping people. Back in my country, I have been a social worker.

Emily Tadlock:

Oh, okay.

Flora Mutimukeye:

It's not similar, but I did work-

Emily Tadlock:

Helping people though is in your nature.

Flora Mutimukeye:

Yeah, I do.

Emily Tadlock:

Yeah. Okay, interesting. That is really cool to know.

Flora Mutimukeye:

I like also interacting with people, whether they need me or not. I do like that.

Emily Tadlock:

Yeah.

Flora Mutimukeye:

I don't know what it would be like if I was sitting in an office doing document.

Emily Tadlock:

In an office? Yeah.

Flora Mutimukeye:

No. That's not me.

Emily Tadlock:

That's not for you.

Flora Mutimukeye:

That's not for me. Interacting people, helping out them.

Emily Tadlock:

Okay.

Flora Mutimukeye:

That's what I like, that's my nature.

Emily Tadlock:

I was going to say, you both seem like people persons.

Rebecca Dill:

Yes.

Emily Tadlock:

People persons. I think that's possibly a job requirement as a CNA.

Flora Mutimukeye:

Yeah.

Rebecca Dill:

I always say if you're here for the pay, being a CNA is not for you. It's about compassion and being kind, and having the heart to be with the patients and understanding what they're going through.

Emily Tadlock:

I love that. Tell me, what is it like on a day-to-day basis? What types of things ... Flora, we'll start with you. What types of things do you do typically as a CNA to help your patients?

Flora Mutimukeye:

Oh, okay. First thing is clinically, taking the vitals, vital signs. Then helping them the activity of their living.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Yeah. Helping them bathing, showering, cleaning them out, feeding them. Providing them snacks. Ambulating them. Yeah, those.

Emily Tadlock:

Things that they would typically do if they were healthy for themselves, but they can't.

Flora Mutimukeye:

They can't.

Emily Tadlock:

Wow, how frustrating that must be for them.

Flora Mutimukeye:

Exactly. Sometimes they ...

Emily Tadlock:

Yeah, I'm sure it must be hard. Trusting the person who's there to help you do those thing that are typically pretty personal and that you would hope that you could do for yourself, trusting someone else to take that on for you must be hard.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Is that a big part of things, getting people to trust you and to let you in?

Flora Mutimukeye:

Sometimes it's hard. You will have that patient, he will say, "Oh, yes, you can see them." For example, you can offer, "Can I help you getting into shower?" He would say, the patient would say yes, and you keep prompting. You see that they don't really-

Emily Tadlock:

That hesitation, right.

Flora Mutimukeye:

There's so much hesitation, they keep pushing, pushing. By the end of the day, nothing happened.

Emily Tadlock:

Right.

Flora Mutimukeye:

It's just a matter of keep trying, talking.

Emily Tadlock:

Trying to make them comfortable, yeah.

Flora Mutimukeye:

Yeah, different approach. Yeah. Trying to make them comfortable. Telling them it's safe. Telling them that you're just trying to help them feel better even though their health condition is not the best, those kind of things. But at the end of the day, you can't force anyone to do. It's just going as easy and let it flow.

Emily Tadlock:

Right.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

As much as your job is you learn clinical skills, to be able to take vital signs, and to be able to communicate with your nurses who you're working with with these patients. It's also about interpersonal skills.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Problem solving. Those are skills that I think a lot of people have. If they're worried about gaining clinical experience, I think that's the least of their worries when it comes to being a CNA, yeah? Rebecca, would you agree with that?

Rebecca Dill:

I agree.

Emily Tadlock:

Tell me what a typical day looks like with Home Care and Hospice.

Rebecca Dill:

A lot like Flora, I do a lot of personal care, like showering. I do bed baths, shampoos, and things like that. But also, in-home, say a family member needs to go grocery shopping, I can sit one-to-one respite care with that patient and be there with them. Or say, they don't want anything that day and it's just a companionship visit. I say just a companionship visit, it's not really just. It's very important and it's very personable. Sometimes you sit and talk, and talk about their life and what they've been through. Sometimes you might get them to want to paint their nails. You cut their hair, and say they haven't had a haircut in forever, or shave their face. Sometimes that can be very personable as just a companionship visit, or sitting with them and doing a respite visit. Also, along with doing personal care and things like that, or helping them do light housekeeping, or meal prepping, or things like that.

Emily Tadlock:

Really, a well-rounded caretaker in a way?

Rebecca Dill:

Yes.

Emily Tadlock:

You're not just there to take their temperature or to take their blood pressure.

Rebecca Dill:

Correct.

Emily Tadlock:

You're there to help them with any need that they might have, even if it's just mental.

Rebecca Dill:

Yes.

Emily Tadlock:

Or of the heart, really.

Rebecca Dill:

Yes.

Emily Tadlock:

Just someone who needs ...

Rebecca Dill:

Somebody to sit there and hold their hand sometimes.

Emily Tadlock:

Yeah.

Rebecca Dill:

Yeah.

Emily Tadlock:

I love that. If you could be doing anything else, what do you think you would be?

Rebecca Dill:

A CNA. I've done it for 21 years.

Emily Tadlock:

I love that.

Rebecca Dill:

I can't see myself ... Honestly, I think about going back to nursing school all the time and then I say no. I enjoy what I do. I love doing the personal care and being there for the families. The nurses can do that too, but it's in a much different way.

Emily Tadlock:

Right.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Right, right. Flora?

Flora Mutimukeye:

CNA.

Emily Tadlock:

I love that.

Flora Mutimukeye:

Yeah, really. I was going to say if I wouldn't be, for any reason, be able to be a CNA, maybe I will go back to do the DSP, the direct support professional. It's similar, but there we don't do the vitals.

Emily Tadlock:

Just personal support, yeah.

Flora Mutimukeye:

Personal, direct support.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Yeah.

Rebecca Dill:

Kind of like a PSS worker, also.

Flora Mutimukeye:

Yes.

Emily Tadlock:

Okay. Very similar line of work, but CNA is where it's at.

Flora Mutimukeye:

CNA, yeah. It is.

Emily Tadlock:

I love that.

Flora Mutimukeye:

I like the plus of clinical aspect.

Emily Tadlock:

Yeah.

Flora Mutimukeye:

Yeah, checking vitals. Yeah, those things.

Emily Tadlock:

I love that. You both took different pathways to get here.

Flora Mutimukeye:

Yes.

Emily Tadlock:

What would you say to encourage others to look at CNA as a career? Because while you did it right out of high school, Flora, you didn't. You did it a little bit later in life. What would you say to encourage others to look at CNA as a career path for them?

Rebecca Dill:

For me, I always knew in my heart that I wanted to be a caregiver or assisting caregivers. If you have the opportunity and the resources, always look into that and follow your heart. Always go after the opportunity that you have at hand.

Emily Tadlock:

I like that. Flora?

Flora Mutimukeye:

I don't know. It's a rewarding career that is very satisfying. You get to know people, you get to know how to take care of them. I don't know, being a CNA, I don't know how to describe it. I would encourage them to take that path because it's, at the end of the day, it is rewarding. It is, how can I say it?

Emily Tadlock:

Special?

Flora Mutimukeye:

It's special, yeah. I like the idea of helping people, really. Yeah. There is a lot of people who do need-

Emily Tadlock:

Who need help.

Flora Mutimukeye:

... that kind of support. Yeah.

Emily Tadlock:

I agree.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

We are in desperate need of CNAs.

Rebecca Dill:

Whether we're in a home or at a hospital.

Flora Mutimukeye:

Yeah, at a hospital. Yeah, sure.

Emily Tadlock:

Especially in the state of Maine.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

I love that you're both so encouraging to this career. Real quick, I'm going to go back because I realized there were a couple of things that I wanted to talk about that I didn't necessarily touch on. One of them is CNAs, we are in dire need of CNAs everywhere. What is it about Northern Light Health that makes you want to work here, if you could work anywhere?

Rebecca Dill:

I have a very flexible schedule. My manager is always very supportive. I have an amazing supportive team that I work with. I couldn't picture going and working anywhere else. I've been in the Northern Light system for 10 years. I really like it.

Emily Tadlock:

Flora?

Flora Mutimukeye:

All right. I think I chose here because it's a big institution. You can gain a lot of experience because of the different categories of people that come in here. It's a big community, so when there's a big community, there is a lot to learn. That's what motivated me to come in here. Yeah. And also, there is also the career advancements.

Emily Tadlock:

Right, yeah.

Flora Mutimukeye:

Yeah. This is another thing. That's why I chose to come to Northern Light.

Emily Tadlock:

Yeah, you're talking about advancing from CNA1 to 2 to 3.

Flora Mutimukeye:

2, or maybe to nursing.

Emily Tadlock:

Oh, possibly even to nursing. Right. I think we touched on it a little bit before with our Earn While You Learn, but there are so many possibilities to move up in your career if you want to.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Not only staying a CNA1, 2, or 3, which is a whole career path in itself.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

But then, moving up and becoming a nurse.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Northern Light Health supports all of that.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

With different Earn While You Learn Programs, which is really cool. Flora, do you think you might look at?

Flora Mutimukeye:

Yeah, I'm thinking of that.

Emily Tadlock:

Okay.

Flora Mutimukeye:

I am actually trying to get into a nursing school at EMCC.

Emily Tadlock:

Okay.

Flora Mutimukeye:

If they accepted me, maybe next year. I don't know.

Emily Tadlock:

Yeah.

Flora Mutimukeye:

I'm still trying.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

I love that. Then the other thing that we didn't touch on that I wanted to was the Earn While You Learn Program. Can you, Flora, explain to me a little bit about the Earn While You Learn Program that you went through, what it was like? It wasn't super long. It was six or seven weeks?

Flora Mutimukeye:

I think it was five weeks.

Emily Tadlock:

Five weeks. Okay, it was five weeks. Okay.

Flora Mutimukeye:

Yeah.

Emily Tadlock:

Can you tell me what you did and how you went through the program?

Flora Mutimukeye:

All right, first of all, we did have an amazing instructor. Yeah.

Emily Tadlock:

I love that.

Flora Mutimukeye:

Joan, I think she actually retired.

Emily Tadlock:

Okay.

Flora Mutimukeye:

She was amazing. We went through, it was three weeks of class.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Then two weeks of clinical.

Emily Tadlock:

Okay.

Flora Mutimukeye:

Yeah. We would go on the floor and trying to do hands-on-

Emily Tadlock:

Hands-on learning.

Flora Mutimukeye:

Hands-on learning.

Emily Tadlock:

Okay.

Flora Mutimukeye:

It was amazing. Then we graduated. We took the state exam.

Emily Tadlock:

Okay.

Flora Mutimukeye:

And then that was it. It's short.

Emily Tadlock:

Compact.

Flora Mutimukeye:

Compact. But for someone who want to learn, who willing to learn, it was-

Emily Tadlock:
Very manageable?

Flora Mutimukeye:
Yeah, it was very manageable.

Emily Tadlock:
I like that.

Flora Mutimukeye:
There was a lot, a lot, very a lot. Really, it was also flexible because I told you I was a PA.

Emily Tadlock:
Right, you were working.

Flora Mutimukeye:
Yeah, 16 hours of class, and then 24 hours on the floor.

Emily Tadlock:
Okay.

Flora Mutimukeye:
Working as PA, which is really benefit.

Emily Tadlock:
It is. Because we were talking a little bit before, but it's hard to go back to school right now. The way the economy is, it makes it difficult.

Flora Mutimukeye:
Yeah.

Emily Tadlock:
Having a place where you can work part-time but be paid full-time and maintain benefits while you're learning to enter a new career, and then have a guaranteed job when you're done.

Flora Mutimukeye:
Exactly.

Emily Tadlock:
That's important for people right now.

Flora Mutimukeye:
Sure it is.

Emily Tadlock:

And to be able to come out with a whole new career at the end of it all is, I think, pretty special.

Flora Mutimukeye:

It is.

Emily Tadlock:

I love that you went through that program and I love that you're here with us now. It's fantastic to have you as part of the Northern Light Health team, both of you.

Flora Mutimukeye:

Thank you.

Rebecca Dill:

Thank you.

Flora Mutimukeye:

We love it.

Emily Tadlock:

I thank you both so much for everything that you do as CNAs and taking care of our patients and our community in the ways that you do. We're lucky to have you as part of our team. Thanks so much for talking to me a little bit today about what you do.

Flora Mutimukeye:

You're welcome. Thank you, too.

Rebecca Dill:

Thank you.

Speaker 2:

Thank you for listening to this episode of Pathways. Please join us next time for a new episode. There are several ways you can tune in. On our website at northernlighthealth.org/healthyhappywise. We are also on Apple, YouTube, and Spotify, which makes it easy for you to listen on the go on your favorite app.