

CASE STUDY

Delta Compass

Workforce development in Washington County, Mississippi

In 2022, Delta Compass provided individualized employment support to every person who walked through its doors. According to Hillary Boggs, Delta Compass Controller, “If you want work, you have someone to help facilitate the entire process.”

Delta Compass anchors a workforce collaborative that addresses current and future labor needs in Washington County, MS. The collaborative incorporates the Workforce Investment Network (WIN) and the community college system, featuring the Mississippi Delta Community College (MDCC) Capps Technology Center, to create and advance a workforce that is responsive to area sector demand, including healthcare, education, and manufacturing.

THE WIN CENTER is a one-stop resource combining education, human services, training and economic development. **Connecting employees with skills and employers with quality candidates**, the WIN Center is a vital connection point.

THE CAPPS TECHNOLOGY CENTER offers training ranging from PLC programming to Customer Service and Craft skills. The Capps Center provides **customized, quick turn-around training** that can result in nationally recognized certifications and other job readiness skills that area businesses require.

Rural Works

Rural Works is a national network of workforce development practitioners collectively pursuing local systems change and employer engagement strategies to equitably sustain and scale their impact within their respective communities. The common themes include building strong employer partnerships, finding best practices in workforce development and sharing them broadly, and tracking the overall impact of these programs on individuals and communities. The goal is to support each community served by the network to offer best practice-level workforce development programs at individual, community, and systems levels.

With funding from the Ascendum Education Group, Rural LISC backbones this network by providing technical assistance with regional and national subject matter experts, supplying data alignment strategies to demonstrate scale for rural economies, and compiling data to demonstrate to stakeholders the impact of their programming and resource development.

One of the original members of this network is Delta Compass, based in Greenville, Mississippi, and serving eleven counties across the Mississippi and Arkansas Delta. Their organization has partnered with Rural LISC on housing initiatives, safety & justice programs, and workforce development collaboratives.

RURAL LISC



Recent Results: Skilling up to meet local needs

Delta Compass’s workforce collaborative developed strategies for effective employer engagement by addressing **individual barriers to employment** and/or workforce training while keeping an eye on the **needs of local employers**. In this way, it optimized participants’ preparation and qualifications for the jobs that are available in the community.

For example, to meet growing healthcare and manufacturing opportunities, the Collaborative:

- Partnered with the Greenville Higher Education Center (GHEC) to develop workforce pathways in these areas with high school students
- Conducted workforce training in healthcare and manufacturing at MDCC’s Capps Center

Members of the Collaborative

- Washington County Economic Alliance
- Greater Greenville Housing and Revitalization Association, Inc.
- Regions Bank
- City of Greenville Police Dept.
- Expungement Program of Washington County
- South Delta Planning and Development District



EDUCATION PARTNERS

- Mississippi Delta Community College
- The Capps Center
- Greenville Higher Education Center

EMPLOYER PARTNERS

- NuFarm
- Delta Health System

2022 BY THE NUMBERS

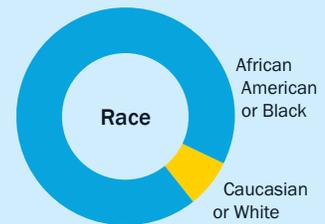
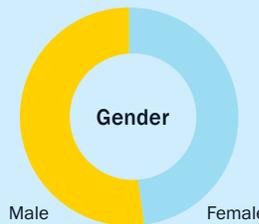
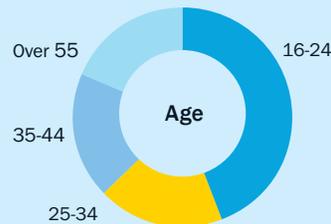
75 clients served

29 clients completed a training or certificate program

29 clients placed in a full-time job

10 employers engaged, in 6 industries

25 % of incoming clients received a social service benefit



Workforce services accessed 2022

- Employability training
- Maternity and childcare stipends
- Transportation stipends
- Housing, utility, food emergency assistance
- Tuition assistance
- Career pathway navigation
- Legal assistance
- Financial literacy

Expanding services

- Developing an **expungement clinic** to support justice-impacted people
- Providing more **financial literacy** opportunities
- Creating an **entrepreneurship training program** to encourage residents to follow their small business dreams.

Current challenges

- Rising class and certification costs
- Limited public transportation availability



A popular program provides a bus to the CAPPs campus, 20 minutes from downtown Greenville, but pick-up/drop-off times are limited, leading to missed rides and long wait times. Delta Compass is working to address obstacles like this.

“ We don’t have a lot of red tape. If you come sit in my office, I can get you into a class within a week. I don’t care where you are coming from or what has held you back before, I’m going to get you what you need.”

—Angelica Motton, Delta Compass