

## **Challenges and Lessons Learned: Delta College**

It is becoming increasingly difficult to recruit participants for the program as the unemployment rate goes down. In addition, participants may need basic skills or WorkKeys remediation prior to participating in a training program. We have learned to provide additional lead time to recruit and prepare participants for a training program. This gets complicated when hiring needs for our partners change suddenly when they win new business and contracts and need workers quickly.

Many of our participants experience difficult economic circumstances. Some candidates have turned down training to take a job (not necessarily the job they want) to pay bills vs. facing eviction. Fortunately, most participants qualify for unemployment while in training which helps them make ends meet. The other challenge our participants face is their hire date sometimes occurs weeks after the training has ended. Many participants find any kind of job until they are able to obtain employment in their program field.

We have found that some of our students require repeated encouragement to stay on track to complete the program. Some participants encounter all kinds of barriers, any one which could prevent them from successful completion. We need to understand this will be the case with participants and plan to support them in every way we can.