



Company Overview

Compass Workforce Solutions, LLC (CWS) is an award-winning certified Women's Business Enterprise human resources consulting firm dedicated to providing HR expertise to businesses and organizations to reduce exposure and increase profitability. We connect HR practices to your company's strategic plan to drive growth and build long-term value. Our work is focused on key areas of HR that make a difference in business profitability and business valuation. We provide solutions to address employer requirements and obligations at Federal, State and Municipal levels. While we serve clients that are headquartered in the tri-state area, our work is national in scope as we handle HR needs wherever our clients have operations. **What sets Compass Workforce Solutions apart from the competition?** Our expert staff of credentialed HR professionals bring diverse backgrounds and experiences to solve and address client HR needs. HR services and programs are delivered by dedicated employees on service delivery teams providing continuous coverage and scalability for time sensitive projects as well as the collective HR expertise and wisdom of the entire firm.

Core Capabilities + Consulting Services + Expertise

Predictive Index®

Predictive Index Behavioral Assessment™ is scientifically validated for all phases of the employment life cycle, based on a free-choice, stimulus response assessment that objectifies a person's workplace behaviors and thereby revealing drives, needs and motivators. The assessment is built to the standards of the American Psychological Association (APA), Society for Industrial and Organizational Psychologists (SIOP), and the International Test Commission (ITC). Assessment services include consulting and expertise in how to leverage PI® within human resource practices to support recruitment, retention, building high performing teams, employee engagement, career pathing, coaching, manager development, conflict resolution and increasing the effectiveness of communications between individuals and teams.

Sexual Harassment Prevention Training

Live Instructor-led training in person or via video conference tailored to state and municipal requirements.

Employee Relations

Identifying and mitigating personnel issues, developing personnel policy and policy reviews, job review/analysis, promotion process, and conducting exit interviews.

Employee Engagement

Designing and conducting employee engagement surveys and proposing and implementing strategies and models to improve team effectiveness and employee experience. This may also include designing and conducting stay and exit interviews.

Talent Acquisition

Strategic recruitment support, job descriptions, candidate selection assessments, interview guides, interview training, employee onboarding, orientation programs, strategic planning, and succession planning.

Employment Compliance

HR audits, policies and procedures, employment complaint investigations, Fair Labor Standards Act (FLSA) audits, I-9 audits, employee record audits, and payroll audits.

Talent Management

Job analysis & job descriptions, internal job evaluation, external market pricing, performance management, training design, development, delivery and evaluation, compensation analysis and design, coaching, and organizational and employee surveys.

HR Functional Assessment

HR function design, role design, organizational structure, leveraging technology, automation, best practices and developing a strategic function that supports business objectives.

Company Information & Codes

Registered Company Name:

Compass Workforce Solutions, LLC
150 Motor Parkway Suite 205B
Hauppauge, NY 11788

Year Incorporated: 2009

State of Incorporation: New York
Corporation Type: Limited Liability Corporation (LLC)

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NAICS Codes:

561312 - Executive Search Services

541612 - Human Resource Consulting Services

624310 - Job Training, Vocational Rehabilitation or Habilitation

611430 - Professional Management Development Training

PSC Codes:

80101511 - Human Resource Consulting Service

Certifications:

State: New York State

Local Government: NYC SBS

Non-Government: WBENC

Predictive Index Behavioral Assessment™ (in partnership with PI Midlantic)

Since 1955, the Predictive Index® (PI®) has been helping companies worldwide develop their people and strengthen their organizations. Based on proven behavioral science techniques, the PI® objectively identifies workplace-related strengths and provides a clear picture of people at work. Available in more than 70 languages, the Predictive Index® is used by both large and small organizations across all industries. The PI® is a simple adjective checklist. It is untimed but typically takes no more than 10-15 minutes to complete. There is no “right” or “wrong” PI®. The information obtained from the PI® can be applied to improve many areas of a business, including:



- Teamwork
- Productivity
- Job Satisfaction
- Recruitment/Selection
- Coaching and Mentoring
- Conflict Resolution
- Leadership
- On-boarding
- Management
- Strategic Planning
- Succession Planning
- Employee Engagement

Consulting

Compass Workforce Solutions fills a gap in the current marketplace by customizing HR programs and services rather than forcing you into “big box” options; we are able to tailor established best practices to your company culture and strategic goals.

Working with Compass is simple and straightforward. We follow a disciplined three-step process:

- All solutions include an initial consultation with the business leader(s) to determine where there may be gaps in compliance and/or best practices to gain an understanding of the business’ concerns and goals.
- After the consultation, a recommendation is developed and conducted by Compass. The recommendation results are shared in a confidential manner with the business leaders.
- From the results, a plan is created in partnership with the business to address the needs and gaps that have been identified.

This consultative approach ensures our best practice solutions are tailored to our clients work environment, culture, and strategic objectives and not only fit in theory, but in practice.

Major Clients



Strategic Alliances

