



2022 Employer Innovation Fund Awards

Aspire Home Childcare Network – Dubuque

Award: \$5,800; number served: 6

This project creates an innovative pathway for low-income parents to obtain required training necessary to become a licensed child development home provider, mentoring and a stipend to begin an in-home child care business. Aspire will provide the home facility with all equipment and supplies needed for in home care. They will recruit and train individuals while providing them a stipend to assist with living expenses while the program gets up and running. This unique program addresses the critical need for child care professionals and provides opportunities for individuals who want to do this work and do not have a home where they can provide childcare at this time.

Associated Computer Systems LLC – Des Moines

Award: \$20,000; number served: 12

Associated Computer Systems (ACS) will hire interns from local high schools and community college technology programs providing real-world experience in the IT field. The interns will work side by side with ACS employees as they provide help desk, cyber security, and IT engineering services. The goal is to expose and encourage talented students to IT careers.

B & D Services, Inc. – Independence

Award: \$49,050; number served: 85

B & D Services, Inc. will increase its skilled workforce of Direct Support Professionals in the field of health and human services. B & D will expand their Building Bridges Training Program which provides stackable certifications for new employees as well as upskilling existing employees. The program offers training and certifications through multiple training providers, including Direct Support Professional (DSP) levels I, II, III and Medication Management.

Broadlawns Medical Center – Des Moines

Award: \$50,000; number served: 40

BMC will provide stipends to participants in the BMC CNA Registered Apprenticeship program, also known as the TEACH and TECH Internship. The funding provides stipends to help ensure program completion. The goal is to provide the underrepresented population in the community with a Basic and Advanced CNA education and employment opportunities.

Central College – Pella

Award: \$40,000; number served: 49

Central College in partnership with Pella Regional Health Center and Wesley Life will create a program for high school students to participate in virtual reality training that leads to CNA certification. Additional training will prepare students for entrance into six different medical careers, all of which were identified as high demand by local employers.

Comfortec, Heating, Cooling & Plumbing, Inc. – Estherville

Award: \$2,417; number served: 1

Comfortec will send an employee with no previous post-secondary education to upskill in a high demand and hard to fill position within the company. The accelerated training will cover refrigeration, air conditioning, heat pump, electrical for HVAC, and heating technology preparatory education, which will equip the participants to work in the field and be eligible to enter a Registered Apprenticeship program.

Crystal Group, Inc. – Hiawatha

Award: \$36,000; number served: 23

Crystal Group will support tuition for upskilling workers as well as provide customized training including the development of an in-house soldering lab. The competency based customized technical training provided by the company includes computer hardware and software training, soldering of motherboards, and other topics not available through area colleges. Tuition also supports participants obtaining engineering and tech degrees.

Des Moines Area Community College – Ankeny

Award: \$49,890; number served: 80

In Central Iowa, there is a significant need for certified CNAs in all areas of healthcare, and especially within Immediate Care and Skilled Nursing Facilities such as Care Initiatives. Des Moines Area Community College (DMACC) will partner with Care Initiatives to provide Basic and Advanced Certified Nursing Assistant (CNA) training to both existing Care Initiatives employees in need of upskilling and new participants who are interested in entering the healthcare field.

Fields of Fun Child Care – Cedar Rapids

Award: \$50,000; number served: 80

Fields of Fun Child Care will establish a training and continuing education program to be available to new and current employees in child care. The initial training provided includes the required child care trainings and certificates to fill center positions. The program will provide training up to an associate degree.

Forest Ave Outreach dba Good Vibes Movement – Des Moines

Award: \$23,825; number served: 20

This project will provide at-risk teens career exploration, encouraging them to graduate high school, while building positive relationships that prepare them for success in the workforce. The program includes paid internships in construction, business/retail, and intro to internet marketing which are transferrable to many high demand jobs.

Four Mounds Foundation – Dubuque

Award: \$50,000; number served: 25

Four Mounds Foundation's Build Dubuque hands-on, project-based, and paid training programming is an innovative approach to working with non-traditional learners and adults with barriers to employment. The program builds confidence, responsibility, transferable job skills, and promotes civic engagement for youth and adults at risk while meeting workforce development needs in Dubuque. Credential pathways available through the program include construction and cabinetry.

Four Oaks Family and Children's Services – Cedar Rapids

Award: \$50,000; number served: 175

The goal of Four Oaks Total Child Workforce is to support participants in post-secondary education goals and prepare them for a meaningful career that align with local workforce needs. At the same time, the program helps employers gain access to a larger pipeline of motivated talent and develop qualified prospective employees for high demand positions. Credit and non-credit training for participants includes a 6-week workforce readiness program and up to 2 and 4-year degrees in high demand occupations.

Friends of St. Mary's – Dubuque

Award: \$50,000; number served: 54

Steeple Square, in partnership with Northeast Iowa Community College, will offer rotating certificate programs in culinary services, child care and customer service/hospitality using an earn and learn model. Participants will be paid a stipend and provided wrap around support during training to ensure participants success.

Genesis Youth Foundation – Des Moines

Award: \$50,000; number served: 250

The Ubuntu Leadership Academy was created in 2019 to engage and expose African immigrant and refugee youth to leadership and civic engagement. The key program goal is to cultivate leaders by exposing these students to educational opportunities and providing the necessary tools to succeed in life using soccer and the arts as a draw. Funding to Genesis Youth Foundation will fund a work-based learning program that results in Google Career Certificates in IT support, data analytics, project management and user experience design.

Goodwill Industries of the Heartland – Iowa City

Award: \$49,800; number served: 60

The 2022 Certified for Success project will provide 60 skilled, work ready job training, certifications, job placement services and wrap around supports at no cost to unemployed, underemployed, or under-skilled individuals residing in one of the 16 Iowa Counties we serve. Goodwill will provide several IT training and short term credentials that offer the skills necessary to gain good employment.

Hills and Dales Child Development Center – Dubuque

Award: \$16,165; number served: 20

This project will upskill 20 current Direct Support Professionals employed by Hills & Dales as Certified Medication Aides (CMA). Many of the employees have not had opportunities to obtain post-secondary education and the CMA program will provide a first step to further degrees and certificates within the healthcare industry in high demand occupations.

HNI Corporation – Muscatine

Award: \$50,000; number served: 150

This program will expand promotion opportunities into higher skilled jobs for ESL employees as well as those who have difficulty completing the pre-employment process. To eliminate this barrier, HNI will provide translation services for applicants and current employees and translate documents and communication tools. It will also launch development of emerging leaders by increasing their qualifications and eligibility for promotional job opportunities. The English Language Learning training results in certifications in a number of professional development micro-credentials. The ultimate goal being improved English communication skills leading participants to skills advancement into manufacturing, CNC, and welding.

Homes of Oakridge Human Services – Des Moines

Award: \$33,120; number served: 30

Oakridge's Family and Workforce Program provides a novel pathway to employment for refugees and immigrants, minority, and underrepresented communities. In conjunction with Des Moines Area Community College, Unity Point Health, Tri-City Electric, DeeZee Manufacturing, Broadlawns Hospital and Edencrest Retirement Community, the program will provide job skills in high demand occupations, such as CNA, nursing, education, advanced manufacturing and engineering, and advanced manufacturing production, installation, and maintenance.

Involta, LLC – Cedar Rapids

Award: \$6,050; number served: 2

Involta will partner with DeltaV Code School, a program run by the New Bohemian Innovation Collaborative (NewBoCo), to provide funding for tuition and supplies to train Iowans with no previous IT experience to become Help Desk Administrators employed by Involta.

Iowa Central Community College – Fort Dodge

Award: \$50,000; number served: 50

Within its existing Transportation Technology Center, Iowa Central Community College offers a variety of CDL courses that prepares students for the concepts of operating a semi-tractor and trailer. The barrier they face in providing this much needed training is the extreme lack of automatic transmission trucks. The project will increase the number of automatic transmissions available for training.

Iowa Chronic Care Consortium – West Des Moines

Award: \$19,250; number served: 20

This project would provide scholarships to prepare for healthcare occupations. Successful participants enrolling in a virtual, online CHW Professional Skills Training program offered by the Iowa Chronic Care Consortium, will receive a non-credit postsecondary CHW Professional Skills Training certificate from Des Moines Area Community College or any Iowa community college of their choice.

Iowa JAG Inc. – Des Moines

Award: \$50,000; number served: 100

This project provides additional resources to support iJAG participants in career exploration (work-based learning and job shadowing) and earning OSHA-10 certifications and credentials that align with high-demand career pathways of advanced manufacturing, engineering, and healthcare certifications by providing mentoring, academic tutoring, job training, and placement for underserved youth.

Iowa Lakes Community College – Estherville

Award: \$46,160; number served: 20

Iowa Lakes Community College will provide registration and testing fees who are unable to pay for these expenses, to complete the internationally recognized Global Wind Industry Basic Safety Training certification for Wind Technicians.

Iowa Restaurant Association Education Foundation – West Des Moines

Award: \$42,000; number served: 1,500

The Iowa Restaurant Association Education Foundation will support a high school CTE program (ProStart) which provides an industry recognized National ProStart Certificate to students, moving them immediately into higher paying jobs, as well as securing up to a semester of college credit. The funds will also provide additional support to high school ProStart Educators through improved professional development workshops, but will ultimately help the industry most, by creating a ready pool of highly qualified hospitality professionals.

Marion Economic Development Corporation - Marion

Award: \$10,600 number served: 12

Marion Economic Development and Marion Community Promise will partner with Mercy Medical Center, Marion Independent School District, and Kirkwood Community College to offer a CNA certification program for high school students. Students will join the Patient Care Academy at Kirkwood Community College during the third quarter for the training. The expected outcome is for students to obtain the CNA certificate and transition directly into working at Mercy Medical Center.

Mercy Health Services-Iowa, Corp. – Dubuque

Award: \$44,760; number served: 8

MercyOne plans to create an accelerated, on-site surgical tech academy to provide effective and efficient on the job training. MercyOne will recruit individuals who currently do not have post-secondary education while filling high demand positions. The program will significantly shorten the length of time it takes to complete traditional training (18 months to 6 month).

Midwest Partnership Economic Development – Stuart

Award: \$24,135; number served: 21

Companies and local organizations located around Greenfield Iowa have identified a need for drivers with CDL certifications and will create a cohort of trainees from each employer. The local school district is also a partner and will assist students interested in obtaining CDL training and connecting them to opportunities with local employers.

The New Bohemian Innovation Collaborative (NewBOCO) – Cedar Rapids

Award: \$43,800; number served: 8

NewBOCO funding from the Employer Innovation Fund will provide students with tuition assistance and wraparound support to attend DeltaV's new 10-week Cybersecurity program. This program prepares students to be immediately employable as Information Security Analysts. The scholarship program aids Iowans with financial need from underrepresented backgrounds in technology, such as women, veterans, low-income households, people with disabilities and ethnic and racial minorities.

Northwest Iowa Community College – Sheldon

Award: \$50,000; number served: 12

NCC will create an industry recognized non-credit certificate program in industrial maintenance. The project will recruit unemployed or underemployed and fill openings of positions that are vital to the success of local area business partners. The grant will support the purchase of needed equipment for the program.

Ottumwa Community Schools – Ottumwa

Award: \$46,000; number served: 20

The project will begin pre-apprentice programs for Ottumwa Schools in the following five areas: computer technician, cybersecurity, journeyman, culinary and CAAD. The greatest need is equipment, curriculum, transportation, tools and uniforms. The goal is to eliminate barriers for student participation and provide opportunity for students to obtain hands on training that will help prepare them for Registered Apprenticeships opportunities in high demand careers.

Pursuit of Innovation 515 – Des Moines

Award: \$50,000; number served: 40

Pi515 is a pre-apprenticeship program that trains high school students in tech skills and connects them with companies across the state of Iowa in need of employees with tech skills. This program will equip participants with the best available tech training and help them develop their skills through work-based learning with industry professionals. Each participant can engage through professional projects with entities across the state.

Southeast Constructors Inc – Des Moines

Award: \$50,000; number served: 300

The Iowa School of Construction program provides entry level skills training, with an initial focus on basic construction site competencies that will increase skilled workers for locally identified high demand jobs in the industry. Participants will earn a certificate of completion at the end of three months.

St. Anthony Regional Hospital – Carroll

Award: \$19,500; number served: 9

This project support credential attainment, training, and education in healthcare careers in the Carroll area and among St. Anthony staff. The project will sponsor both a community-based scholarship program for individuals entering nursing fields, as well as a St. Anthony educational assistance program to support employees advancing in their practice.

State Center Police Department – State Center

Award: \$31,500; number served: 30

State Center Police Department will provide initial training and a preliminary certification as a Reserve Peace Officer through the Iowa Law Enforcement Academy. Previously, some officers took up to 18 months to complete this training but this program offers certification in approximately 4 months and is instructed by experienced instructors in each of the curriculum categories. In addition, the State Center Police Department is working with the West Marshall Schools to develop and explorer program, where students interested in law enforcement would meet with police officers over the course of a semester.

Stonehill Franciscan Services – Dubuque

Award: \$46,000; number served: 50

Stonehill will support staff in obtaining further education and training while meeting the high demand for healthcare workers in long-term care communities. Stonehill will collaborate with community partners including the Veteran’s Freedom Center and Opening Doors Women’s Shelter to share education and career opportunities for their respective participants. The program will have the opportunity to be employed while earning CNA certification.

Test Kitchen Education Foundation – Fort Madison

Award: \$30,000; number served: 125

The goal of the Test Kitchen Education Foundation is to initiate a program in collaboration with area businesses to provide training to high school students and adult learners. This program would include, but is not limited to, certification preparation, and possible certifications, such as ServSave and the IBEW Test Preparation.

The Well Resource Center – Fairfield

Award: \$50,000; number served: 5

The Well Works program is expanding to Fairfield. Key business partners include Dexter and Airgas. The project opens opportunities for the unemployed with multiple barriers to overcoming those barriers and become independent by learning job skills in high demand occupations such as advanced manufacturing. Participants attain formal credits, credentials in manufacturing, or other skills needed to achieve gainful employment. Funding will help get the Fairfield facility ready to go.

William Penn University – Oskaloosa

Award: \$23,060; number served: 50

William Penn University is creating a non-degree Nursing Assistant Certificate program in high-demand jobs in healthcare. The grant program will be used to support candidates in obtaining books, scrubs and support for taking the state CNA test. William Penn is working with area healthcare facilities for job placement upon completion of the program.

TOTALS:

Total Awards: \$1,408,882

Private Investment: \$1,408,882

Total Number of Projects: 38

Total Number of People Served: 3,542 (based on applicant estimates)