



2023 Iowa Health Careers 2.0 Awards

Bethany Manor, Inc – Story City

Award: \$237,385 Number of Apprentices Served: 30

The Registered Apprenticeship program at Bethany Life will provide opportunities for continued education in the healthcare field for new and existing employees. By partnering with local high schools, Bethany Life will recruit, train, and retain employees in the healthcare industry through this program with a focus on CNA certifications. The goal of this program is to develop vocational skills for individuals, while also filling open positions, to provide excellent care for the residents in the long-term care facility.

Broadlawns Medical Center – Des Moines

Award: \$2,361,534 Number of Apprentices Served: 220

The program at Broadlawns will allow an expansion of the current apprenticeship program in direct support and behavioral health occupations as well as expand the number served in the CNA program each year. The focus will be on recruitment and retention of individuals with high poverty/unemployment as well as local high schools and provide opportunities for continued mentoring and support over a multiyear period as the apprentices grow in their healthcare career.

Burgess Health Center – Onawa

Award: \$17,347 Number of Apprentices Served: 3

With an established partnership with local high schools, this program will allow the creation of a new registered apprenticeship program at Burgess Health Center that will focus on occupations in the nursing pathway. This program will allow rural youth apprentices interested in a career in healthcare to complete their studies while learning on the job skills. This direct exposure to a critical access hospital within their community will hopefully motivate additional interest and continue to expand this opportunity to additional rural districts.

Cass County Memorial Hospital – Atlantic

Award: \$849,240 Number of Apprentices Served: 70

Cass Health has developed strategic workforce planning initiatives, with a focus on registered apprenticeship within the nursing career pathways program to continue growing a talent pipeline that can support our growing needs. The program includes partnerships with local high schools, community colleges, post-secondary institutions, and other medical postgraduate programs and hiring apprentices to provide them with on-the-job training experience while achieving their educational goals.

Charter Senior Living Sioux City, LLC – Sioux City

Award: \$213,990 Number of Apprentices Served: 52

With a recruitment focus on veterans, women, older youth, and candidates from under-represented populations, our goal is to enroll 52 new apprentices into a healthcare career occupation. By launching the Registered Apprenticeship program, we will be able to provide education and training, gaining skills and competencies, while completing their education, as well as provide support in wages and supportive services. In an area that is growing more diverse, the apprenticeship earn while you learn model will allow our employees to gain skills, generate fewer healthcare errors and increase their own earning potential.

Grand View University – Des Moines

Award: \$3,000,000 Number of Apprentices Served: 300

Grand View University plans to create a new registered apprenticeship program serving 300 apprentices with a focus on behavioral health and direct support occupations. With a consortium of RTI providers, the goals are to address the needs of quality healthcare employees in rural areas covering 14 counties. Apprentices will leave the program with portable, industry-recognized credentials, state required licensure, and relevant experiences.

Greater Regional Medical Center – Creston

Award: \$258,815 Number of Apprentices Served: 10

With this project, Greater Regional will be partnering with our local high schools which consists of residents from mostly Union County, as well as partnering with the local community college in Creston. The focus of this new apprenticeship program will be emergency medical services and nursing to fulfill current healthcare opportunities and to appeal to students who are interested in a career in healthcare to pursue that career.

Hills and Dales Child Development Center – Dubuque

Award: \$82,530 Number of Apprentices Served: 25

Hills & Dales aims to create a new registered apprenticeship pathway for individuals (current employees in other roles, recent high school graduates, future potential employees, etc.) to receive the necessary credentials to become a Registered Behavior Technician. Through this project we anticipate growing our ABA Workforce by 25 apprentices, allowing for an increase in capacity to serve a greater number of clients and families in need. Additionally, the project will help generate new career pathways for those who do not currently have access or the ability to obtain this level of credential.

Iowa Valley Community College District – Marshalltown

Award: \$451,878 Number of Apprentices Served: 50

IVCCD, local healthcare organizations and area high schools are partnering to create an initiative to successfully recruit local talent in rural Iowa. This grow your own strategy creates local awareness that sustainable careers do exist in rural Iowa and that employers are willing to invest in participants through paid learning opportunities. This project targets high school students, non-traditional students and existing employees within healthcare organizations for paid opportunities to learn on-the-job while attaining credentials. This partnership establishes three apprenticeship opportunities for 50 apprentices advancing them along a healthcare career pathway toward a sustainable future.

Iowa Western Community College – Council Bluffs

Award: \$1,296,153 Number of Apprentices Served: 144

This project will create an apprenticeship program at IWCC that provides alternative pathways to healthcare education for high-demand fields in Southwest Iowa. Through a collaboration with local businesses, students will choose between three pathway options with the potential for additional credentialing, based on their chosen pathway. All program participants who complete their apprenticeship will have earned a minimum of one industry-recognized credential as well as opportunities to continue expand in their healthcare occupation goals.

Life Care Companies, LLC – Des Moines

Award: \$157,763 Number of Apprentices Served: 30

The goal of this program is to expand the current registered apprenticeship program to serve a growing need of health care professionals. By using combining, both classroom instruction along with on-the-job training and mentoring, we have been developing caregivers who are skilled in both general care of the elderly and infirm, but also developing specialists in memory care, palliative care, medication aides, gerontology, and future leaders in our communities.

North Scott Community School District – Eldridge

Award: \$132,658 Number of Apprentices Served: 20

This project will allow us to expand current CNA Apprenticeships, expand medical career offerings for those who wish to build upon CNA certification, and develop an EMR/EMT pathway that will meet student and community needs. This expansion will build on existing partnerships with Eastern Iowa Community College and local First Responders. This project will allow students to gain hands-on experience within each discipline area in ways that are normally not accessible for students at the high school level.

North Star Community Services, Inc – Waterloo

Award: \$102,870 Number of Apprentices Served: 9

With the growing demand for Direct Support Professionals to support citizens with disabilities, this project will lay a foundation for establishing a new registered apprenticeship program to begin to address the lack of professionals in this field. Partnering with the Waterloo Career Center, this project will allow apprentices to obtain competency-based training, earn credentials and begin a career path for long term sustainability within their community.

Pella Community School District – Pella

Award: \$124,461 Number of Apprentices Served: 15

This program provides a nontraditional pathway to work-based learning experiences, certificates, and credits toward postsecondary education by supporting underrepresented high school students and providing a low-cost pathway into the workforce. By expanding the current RA CNA program at the Pella Career Academy, more students will have the opportunity to apply their CNA skills throughout a rotation of medical roles leading to employment in a health occupation.

Ringgold County Hospital – Mt Ayr

Award: \$602,273 Number of Apprentices Served: 46

Located in Southern Iowa, Ringgold County Hospital is partnering with the two county schools, Mount Ayr Community School and Diagonal Schools to provide a new CNA registered apprenticeship program focused on providing instruction and training. With several open positions, this program will help serve a need by bringing experienced, local individuals into the workforce. This program will provide an alternate pathway for graduating students to complete education while earning on-the-job experience and addressing a critical workforce need in the area.

Sioux Valley Memorial Hospital Association dba Cherokee Regional Medical Center – Cherokee

Award: \$277,611 Number of Apprentices Served: 14

This Registered Apprenticeship project addresses the critical healthcare workforce shortage in rural Northwest Iowa by creating a pathway to EMT credentials and registered apprenticeships in the field. High School and adult students will receive EMT instruction, 1:1 mentoring, and on-the-job training through an earn and learn apprenticeship approach. Utilizing key local community partners, participant recruitment will prioritize underrepresented populations and provide wrap-around services to support their success. This program's alternative pathway to EMT stackable credentials and apprenticeship experience will

significantly impact our community and serve as a model for similar rural community partnerships throughout Iowa.

WesleyLife – Johnston

Award: \$416,325 Number of Apprentices Served: 80

Having a footprint in the Des Moines metro area, WesleyLife plans to expand the current offerings within the nursing and direct support professional's pathway. Goals of the program are to move incumbent workforce into apprenticeships that will move the employee beyond an entry-level position in healthcare. Funds from this award will provide additional opportunities for apprentices to advance their skillsets, certifications, and careers.

Western Home Services, Inc – Cedar Falls

Award: \$1,341,617 Number of Apprentices Served: 135

Western Home Services plans to create a new CNA and LPN registered apprenticeship program in partnership with local high schools and AxisU. The program will allow those completing a CNA certification to continue with their apprenticeship program and move into the LPN pathway while working with the senior living facilities.

Whiting Commercial Development Corporation – Whiting

Award: \$765,608 Number of Apprentices Served: 68

With a successful Registered Apprenticeship program already in place, Whiting Commercial Development Corporation plans to expand their program and develop additional nursing occupations to attract other individuals in the community that want to begin a career in healthcare. This program will focus on residents in Monona County with the goal to retain the local workforce with qualified mentors enabling apprentices to gain confidence in skills they learn while on the job.

William Penn University – Oskaloosa

Award: \$492,154 Number of Apprentices Served: 82

Keeping a focus on low to moderate income student populations, this program will allow William Penn University to expand the current nursing pathway program by offering additional occupations and serving over 80 additional students. By expanding enrollment in the healthcare industry, apprentices will be able to gain on-the-job experience from businesses located in seven different communities allowing apprentices to earn a well-rounded education and work experience.

Woodbine Community School District – Woodbine

Award: \$361,400 Number of Apprentices Served: 60

Serving students from five area school districts and the local community college, this program will provide students interested in the healthcare field an opportunity to expand their opportunities for employment. This program will expand the current registered apprenticeship program to include Direct Support Professionals as well as enable more apprentices to participate in the established CNA program.

TOTALS:

Total Awards: \$13,543,612

Total Number of Projects: 21

Total Number of Apprentices Served: 1,463*

**based on applicant estimates*