



Iowa Language Learners Job Training Program

ALPLA, Inc. – Iowa City

Award: \$5,085 Number of Participants Served: 15

ALPLA, Inc. will partner with Kirkwood Community College to develop an English curriculum to teach non-English speaking candidates in person, onsite. The program will create a safe work environment and increase the candidate pool to give ALPLA, Inc. a diverse population to promote from. The current plan is to host two cohorts.

Catalyst Project Management, Inc. – Iowa City and Grinnell

Award: \$42,960 Number of Participants Served: 40

Catalyst will create an onsite language learning, job skills education, hands-on training and apprentice program for employees operating under the common name of The Highlander Hotel in Iowa City and Hotel Grinnell in Grinnell. The program, in collaboration with Kirkwood Community College, will provide classroom instruction, job skills education, hands-on training and later apprenticeships for all skilled positions in the hotel business including front desk, bartending, reservations, restaurant operations, serving, concierge services and guest experience facilitation to the half of the total staff who are in unskilled and entry-level jobs. The goal is to create a worksite earn and learn, hotel-focused training program that can be replicated in both urban and rural areas. Employees will also utilize Rosetta Stone 30 minutes per day for 32 weeks.

Country Maid, Inc. – West Bend

Award: \$11,934 Number of Participants Served: 56

Country Maid will create a program to remove existing language barriers, provide a sense of belonging and community to all team members, and ensure safety and operational training is received and understood. Instruction will be provided through Babbel's app-based learning with some employees participating in Babbel's one-on-one or small group tutoring. TimeKettle will also be utilized as a translation device for on-the-job training and coaching. Country Maid will offer workplace language learning on a voluntary basis to both regular and seasonal (long-term temporary) employees.

Heritage Building Maintenance – Des Moines

Award: \$10,000 Number of Participants Served: 30

Heritage will be utilizing existing language opportunity programs within the community, partnering with DMACC, LISA and Iowa International Center while training and developing internal English Language Learning instructors. Once certified, the instructors will host language learning opportunity courses for employees onsite at beginner, intermediate, and advance levels. Individuals will be given access to virtual programs with which they can share with family members and continue the language learning outside of work.

Interstates – Sioux Center

Award: \$26,900 Number of Participants Served: 40

Expansion of existing Need2Say program already in use, teaching English as a second language. Funding will help cover the costs for existing students as they continue their learning as well as cover the costs for additional students to join in the upcoming year. The program also includes self-guided instruction with Red Angle for staff who want to learn Spanish as a second language.

Ironwood 53 Design and Build, LLC – Rock Valley

Award: \$5,091 Number of Participants Served: 25

Ironwood will be developing an onsite dual language immersion program after consulting with a local Spanish high school teacher to help provide integrated language learning for native speakers of another language and native speakers of English with the goal of first and second language proficiency and cross-cultural understanding.

Neumann Monson – Iowa City

Award: \$5,000 Number of Participants Served: 2

Neumann Monson will create a new program that will provide onsite dual language instruction for current employees. The instructor has an MA in Linguistics with TESOL focus. The program goal is to increase English language proficiencies that support improved communication with other staff and clients. The anticipate outcome of this program is to better retain candidates who do not speak English as their first language and remove barriers to their ongoing career advancement.

New Hope Village, Inc. - Carroll

Award: \$50,000 Number of Participants Served: 28

New Hope will contract with Workplace Languages whose instructors are ESL certified to create an onsite focused dual language acquisition project utilizing targeted job-specific words and phrases teaching techniques and job aides to attract non-English speakers to the workforce. The goal of the project is to increase the percentage of Latino and Hispanic employees at New Hope. Outcomes of the project include an increase in the percentage of workforce of Latino and Hispanic heritage, an increase acquisition of Spanish to English vocabulary for critical job-specific duties of non-English speakers, and an increase overall job retention and advancement of Latino and Hispanic heritage staff.

Shearer's Foods, Inc. - Burlington

Award: \$33,550 Number of Participants Served: 80

Shearer's Foods is developing short-term, onsite training in ESL for Adult Learners to provide English as a second language instruction for employees to address the communication barriers between English and non-English Speaking employees. Shearer's will be partnering with Southeastern Community College and its Center for Business to deliver ESL training. The goals of this training are to increase the production capacity, move entry level positions from packers to machine operators, decrease the communication barriers between supervisors and employees, and address the shift in hiring/recruiting in a tight labor market. Management will also participate in a Workplace Spanish course.

VGM Group Inc. - Waterloo

Award: \$163,500 Number of Participants Served: 144

VGM is developing an onsite internal language training program to address the growing issues with employees stemming from language barriers between employees and a lack of access to language training during the workday. The goal over the next two years is to develop a program to consistently educate cohorts of 12 employees at each main VGM location in six-month durations utilizing Rosetta Stone. The anticipated outcome of a language training program is that more VGM employees will have options for learning fluent English to grow in their careers as well as help VGM employees who lead non-English speaking employees by improving their ability to communicate with all employees under their supervision. Additionally, the retention, attendance, and morale of VGM employees in this program will be improved by their employer's investment in them, allowing them access to training that will not only increase their likelihood of promotion at VGM, but also help them interact more confidently in their community.

TOTALS:

Total Awards: \$354,020

Total Number of Projects: 10

Total Number of Participants Served: 460 (based on applicant estimates)