



**EMPLOYER INNOVATION FUND
AWARD LIST**

**ROUND 1 – Announced August 27, 2019
Round 1 Awards -- \$387,425**

Ruan/Des Moines Area Community College – Des Moines: The grant will provide support for 3 students, who are currently employees of Ruan, to participate in DMACC's Employer Sponsored Technology Pathway program that will include two parts of the Code DSM training. The match is being paid by Ruan Transportation Management Systems. DMACC will make an effort to recruit underrepresented groups to participate in the program and to qualify the student must be a high school graduate with no post-secondary credential. **Awarded \$10,500.**

Four Oaks Family and Children's Services – Cedar Rapids: Four Oaks' Total Child Workforce (TCW), will, in an effort to reach underserved youth who are not currently being reached by traditional education to employment programs, enroll 30 youth in Linn County in a program that will provide soft skill training, mentoring, and 4-week internships. Each participant will receive a weekly stipend to cover child care, transportation and food security and will learn about financial responsibilities promoting family stability during the program. Internships will take place at local employers Van Meter Inc. (electrical distribution industry), Mercy Medical Center (health care), Toyota Financial Services (customer service in financial industry). Each participant will include a success coach to help them find and keep jobs in high-demand industries and/or training and education programs. **Awarded \$40,000**

Kirkwood Community Colleges and Iowa City-Cedar Rapids (ICRIowa) – Cedar Rapids: The Expanding Credentials through Pathways program will target 60 high school students with 25% representing marginalized and diverse populations. Participants will complete a post-secondary CTE credential, earn high school credit, and participate in WBL that will lead to the pursuit of training in high demand occupations by working with local employers including TSF Structures, Inc., Unity Point Health, Oak Street Manufacturers, BM&F Inc., and Cummins Manufacturing. **Awarded \$25,500**

New Bohemian Innovation Collaborative – Cedar Rapids: A 501(c)(3) organization that wants to award 10 scholarships to students for their Delta V coding program as part of their Diversity Tuition Award Program. Scholarships would cover tuition, a laptop and textbooks. The program is 20 weeks long and 95% of past graduates have secured employment in the IT industry within

180 days of course completion, with an average starting salary of \$70,000. The scholarships will be targeted at low income and other underrepresented groups in the IT industries. **Awarded \$50,000**

Central College-Pella Talent Pipeline Apprenticeship School - Provides core curriculum for high-demand occupations with a primary focus of providing wrap around services for individuals seeking apprenticeship opportunities after high school. The integrated system will provide professional mentorship as well as opportunities for participants to earn high demand stackable credentials and associates degrees in addition to completing apprenticeships. The programs will guide students in a purposeful way from high school to adulthood and meaningful employment. The leading cohort for this project represent Pella Corporation, Vermeer, Precision Inc., Pella Community Schools, DMACC, Central College and the PACE Alliance. **Awarded \$50,000**

Community Foundation of Greater Dubuque – Dubuque: Enhance Opportunity Dubuque program. This program will increase the skilled workforce through child care support for students while they obtain training at Northeast Iowa Community College in high-demand certificate programs in construction, health care, manufacturing and more. Eligible students include low-skilled, under and unemployed individuals. The program will fund licensed child care for students while they are enrolled in training and for up to 12 months after obtaining eligible, full-time employment as the payer of last as the parent achieves self-sufficiency to afford ongoing costs of child care. Project outcomes, 50 parents will enroll and utilize the child care support to complete training and 40 graduates will move into full-time employment with child care support for 12 months. **Awarded \$50,000**

Oskaloosa School District – Oskaloosa: Partnering with Musco, Clow, Oskaloosa Engineering & Manufacturing, Interpower, Mahaska Health Partnership, Cunningham, Oskaloosa Chamber, Oskaloosa Education Foundation, Mahaska Recreation Foundation and Mahaska Economic Development. This project will increase the number of students gaining post-secondary education in the form of certificates and employment in high demand fields by providing transportation for students to attend Career Academies at Indian Hills Community College. Currently students must transport themselves to take advantage of these programs which is a financial barrier to over 50% of the area population. This project will include the communities of Oskaloosa, Eddyville/Blakesburg and North Mahaska. **Awarded \$24,180**

Franklin County Development Association - Hampton: The Association is partnering with Buresh Buildings, La Luz Hispana, a Latino outreach center, and North Iowa Area Community College. This program seeks to increase awareness and understanding of high demand jobs in the area by addressing misconceptions and to provide funding support to address barriers such as books, childcare, fees, tools and transportation. Transportation for individuals from the most densely populated area of the county, Hampton, requires a 30 or 45-minute drive to access training and the cost of this transportation as well as the child care required can make attending cost prohibitive. The program will support 2-4 students enrolled in programs that lead to employment in high demand fields. **Awarded \$7,500**

McNeilus Companies – Riceville: McNeilus, an Oshkosh Corporation is a leading manufacturer of refuse collection vehicles, concrete mixers and batch plants in North America. Iowa Contract Fabricators Inc. has been acquired by McNeilus Truck and Manufacturing. This location is in Riceville, Iowa and will be drawing employees from Northern and Central Iowa including Mason City and Charles City. The company will partner with Riverland Community College to offer best in class welding training to individuals who have no welding skills. This model has proved successful in other locations. The Riceville location is short 20 welding positions and this program will bring the weld training on-site via the Riverland weld training trailer. Three classes of 8 people per class will be held, with a goal of 20% diverse or underrepresented individuals who face barriers to employment. During the training students receive 95% of the base rate of full welders pay. Weld trainees then receive on the job training to meet key metrics and be promoted to welder. Individuals who need more on-the-job training to be successful are supported through that process. **Awarded \$50,000**

Mahaska Health Partnership – Mahaska: Lead by Mahaska Health in Oskaloosa this program will be addressing a critical shortage of medical laboratory assistants by identifying current high school seniors who have appropriate academic achievement and a socio-economic or financial need. The goal is to remove financial barriers for students with a desire to attend the training program and have a guaranteed position after completion. Capacity is to identify and support 3 students. This program also includes a laboratory internship and students are assigned a mentor from the Mahaska Health Laboratory. While high school students are a target population, community members can also participate. **Awarded \$15,000**

The Well – Pella: The Well is a non-profit organization based in Pella and Knoxville. Key partners include: LDJ and Vermeer who provide manufacturing contracts to The Well that enable relevant training for Well employees. Well Works is a program that employs and supports people who have previously struggled maintaining a job which happens for many different reasons. Through an 18-month process of employment and education individuals who face significant barriers to successful employment are supported to success defined as graduating from the program, moving to stable employment and financial independence off of taxpayer funded programs. Well Works expands opportunities for their employees to finish education they never finished, and receive certifications and program support for areas where they have struggled to include finances, substance abuse and education. Well Works specifically supports obtaining work in high-demand fields that include advanced manufacturing production, installation, maintenance and carpentry. This program would provide opportunity for 20 individuals. **Awarded \$50,000**

TMC Transportation – Des Moines: In partnership with Youth Shelter and Services (YSS) this program will create and implement a TMC Transportation and Logistics Training program which will address regional employment needs and provide paid training and employment for underrepresented and low-income individuals living in Story County. The program includes 6 CDL training program positions, 2 paid internships for Story County high school students and 2 paid logistics internships for Story County high school students. TMC will collaborate with YSS to recruit and support program participants. **Awarded \$50,000**

Community Foundation of Greater Muscatine – Muscatine: Fueling the Future pilot project. Partnering with Trinity Muscatine Public Health, Muscatine Community College, City of Muscatine, Muscatine Center for Social Action, Aligned Impact Muscatine, and a collective of Muscatine employers. This program will provide an intensive 6 week upskilling in the high-demand fields of welding and certified nursing assistants (CNAs) and participants will receive welding or CNA certificates. The project will target adults in low-income families of elementary-aged children receiving weekend “backpack” food subsidies in Muscatine. Innovative wrap-around services will be provided to families participating. The six-week certificate programs being offered through Muscatine Community College will be geared toward adult learners with a focused, intentional accelerated curriculum to reduce the potential life barriers that can get in the way of student completion. Area hiring employers will participate in paid part-time internships during the six-week sessions with commitments to hire qualified individuals upon completion. Six months of follow up is also part of the program to help ensure long-term success. Twelve individuals will participate in the initial pilot. **Awarded \$15,880**

ROUND 2 – Announced December 3, 2019
Round 2 Awards -- \$568,475

Geater Machining & Manufacturing - Independence: Funding will support the purchase of a 3D printing package for Jesup Community School District; provide additional training and certification for 2 teachers and 3D printing certifications from MakerBot for 30 high school students. **Awarded \$2,702**

Iowa Chronic Care Consortium (ICCC) – Des Moines: ICCC will provide scholarships and training materials for 7 students to participate in the first-in-Iowa Community Health Worker Professional Skills Training Program. **Awarded \$8,575**

Interstates Construction Services, Incorporated –Sioux Center: Interstates will convert existing electrical apprenticeship training materials to Spanish as well as offer “English as a Second Language” classes. Currently, the apprenticeship program and journeyman’s electrical license exam are available only in English. This will provide a pathway to Interstates Registered Apprenticeship program for employees for whom English is not their first language. **Awarded \$32,500**

Society of Saint Vincent de Paul/Bridges of Iowa – Des Moines: Funding will support the creation and implementation of a 4-step curriculum that will prepare and align under-leveraged, talented work candidates with support services, skill development and internships with multiple employers working in the trades. The goal is to create a career pathway that will lead to successful participation in Pre-Apprenticeship and Registered Apprenticeship programs. **Awarded \$15,000**

Carl A. Nelson & Company, Brockway Mechanical & Roofing Co, Burlington Community School District and Southeastern Community College – West Burlington: This partnership will create a construction Quality Pre-Apprenticeship program for high school students. Students will earn college credit, a Building Construction Certificate and an OSHA 10 General Construction credential. **Awarded \$18,250**

Redstone Content Solutions LLC – Davenport: Funding will support opportunities for 2 interns to work in software development resulting in valuable IT experience and Java certification. **Awarded \$21,000**

Family Resources – Davenport: Family Resources will implement a Family Resources Behavior Disorder Counselor Internship program for 18 interns over 2 years to obtain experience and education needed in the difficult to recruit field of human services. College credit will be earned by participants. **Awarded \$20,681**

United Way of Muscatine – Muscatine: This program is a partnership of numerous local employers, educators, and community organizations. The ultimate goal is to reduce barriers faced by low-income families and enable parents to achieve non-credit postsecondary credentials in high-demand occupations. The curriculum is geared specifically for adult learners and is an accelerated track to reduce the potential life barriers that can get in the way of completion. The training is available for welding, CNC, and CAN credentials. **Awarded \$26,715**

Mahaska County Hospital/Mahaska Health Partnership – Oskaloosa: This programming creates internships in high-demand areas of the hospital and supports tuition assistance to employees to obtain much-needed credentials in sonography, respiratory therapy, and paramedic training. **Awarded \$35,000**

Clarke County Hospital – This funding will double the amount of money the hospital has to invest in education and certification of current employees who can fill high demand positions. **Awarded \$25,000**

JB Holland Construction, Inc. – Decorah: Funds will support the purchase of a simulator, which provides training for beginner, intermediate, and advanced heavy equipment operators. The training will lead to non-credit certifications that can also transfer to a credit program should employees chose to pursue that path. JB Holland will train new employees with this model and upskill current employees in an accelerated manner. **Awarded \$50,000**

Boone Community School District – Boone: With support from Musco Lighting, the District will expand their existing EDGE career prep program into the aviation field. This project will allow 5 students to explore a variety of aviation careers while preparing them for taking the certification test for a private pilot license. This model combines distance learning with on-site learning with the potential to scale if successful. **Awarded \$2,500**

Heartland AEA – Johnston: In partnership with the Iowa Hospital Association, Iowa Society of CPAs, Iowa Communication Alliance, Wolfe Eye Clinic and Master Builders of Iowa, Heartland AEA will develop an industry sponsored career investigative learning module for each of these high-demand occupations. These modules connect students directly to industries they are interested in as well as provide access to mentors in the industry. **Awarded \$12,500**

Associated Computer Systems LLC (ACS) – Des Moines: ACS will hire interns for 2-month time frames, recruiting from Des Moines area high schools and community colleges. Interns will gain experience in the high-demand IT fields of help desk, cybersecurity and data security. **Awarded \$20,160**

Vera French – Davenport: Funding will help lower the financial barriers working adults face in pursuing education in the community mental health field. This funding will support current employees at Vera French Community Mental Health Center as they upskill and pursue careers in this high-demand area. **Awarded \$20,000**

Iowa Restaurant Association – West Des Moines: This funding will expand opportunities for Iowa students to obtain ProStart certification. This is a nationally recognized certificate and first step into the many professional opportunities in the hospitality industry. This funding will remove barriers such as the cost of the exam and tracking of on-the-job training required for certification. **Awarded \$50,000**

Broadlawns Medical Center – Des Moines: Funding will provide stipends to 40 participants and help them complete their training to earn a Certified Nursing Assistant (CNA) certification, a high-demand career field. **Awarded \$50,000**

Central College – Pella: Central College will create and implement programming that supports traditional students seeking alternative career pathways to high-demand jobs. This program is designed to support the challenges young Iowans face transitioning into full-time employment and offers additional credit earning opportunities at the same time. **Awarded \$27,500**

Indian Hills Community College – Centerville: This project will become the Rathbun Area Industrial Maintenance Project. The partnership of Appanoose, Davis, Monroe and Wayne counties with numerous area employers will upskill current employees and provide a path for juniors and seniors in high school to earn an Industrial Maintenance Diploma. This provides much needed training closer to the employers to accelerate upskilling opportunities. **Awarded \$50,000**

Midwest Diesel Tech Academy/Peterbilt of Sioux City – Sioux City: Funding will support the development of a new training academy to meet the demands of Iowa's transportation industry. The demand for diesel mechanics has been steadily increasing over the last 10 years. This is a 9-month training program that incorporates on-the-job training through internships. **Awarded \$50,000**

Gregory Design & Manufacturing – Fort Madison: In partnership with the Burlington Regional Correctional Facility, Gregory Design & Manufacturing will implement a 5-month welding training program tailored to provide specific support and education to address the many challenges faced by this population as they transition out of corrections. **Awarded \$13,724**

Scott County Family YMCA/John Deere Foundation – Davenport: The program provides at-risk teens and young adults with critical services that help address the multiple barriers they face getting on a sustainable path of education and employment. The program provides mentoring, job training, and resume building coaching among other employability skills. The program serves the homeless, teenage parents, juveniles with a criminal record and others facing multiple barriers. **Awarded \$16,667**

ROUND 3 – Announced TBD 2020
Round 3 Awards -- \$244,100

Hope Haven Area Development Center – Burlington: In partnership with the West Burlington School District, students from the Corner Academy will gain employment experience at Hope Haven, a nonprofit that provides vocational, residential, community employment and living services for the disabled. Students will be trained as job coaches with the opportunity for future employment after high school graduation. The funding will support training and equipment for the three students. **Awarded \$2,360**

Optimae LifeServices Inc. – Cedar Rapids: Optimae’s Front Line Supervisor project will offer training for supervisors to become certified through the National Association of Direct Care Support Professionals. The program will train and certify 50 employees currently in supervisory positions. This certificate is nationally recognized and will assist Optimae supervisors in recruiting, training and retaining individuals in direct care occupations, as well as provide improved client services for the individuals with disabilities Optimae serves. **Awarded \$40,000**

Good Neighbor Society – Manchester: Funding will support course the costs of training and certification for 9 employees from Delaware and surrounding counties to earn their CNA. It will also be used to purchase a new training manikin for continued employee skill development. **Awarded \$10,000**

Sukup Manufacturing Co. – Sheffield: The funds will help implement a Quality Pre-Apprenticeship Program between Sukup and West Fork Community School District. It will support the skilled labor academy that provides opportunities for students to attend the welding program at North Iowa Area Community College and earn a nationally recognized credential. The project will purchase welder set up kits, new textbooks and provide 5 sets of the required tools students in the program. **Awarded \$5,250**

Goodwill of the Heartland – Iowa City: This project will provide occupational skills training and certification for 25 individuals with significant barriers to employment. The project will serve individuals from Burlington, Mount Pleasant, Muscatine, Iowa City, Cedar Rapids, Clinton and Davenport. Nationally recognized certifications such as the Custodial Technician Certification and multiple national credentials through the National Restaurant Association and the National Retail Federation will be earned. Paid work experience and employment opportunities are also part of the project. **Awarded \$23,549**

Goodwill of Central Iowa – Johnston: This award will support the Creating Excellence in Re Entry (CEiR) program. This collaborative partnership provides a holistic set of support services as well as occupational skills training in high-demand fields of food services and warehouse/packaging/logistics for returning citizens in community-based corrections. Opportunities to earn industry-recognized credentials in these high-demand field is an essential part of the program. The program will serve 48 participants. **Awarded \$45,000**

Mid-Iowa Council, Boy Scouts of America – Des Moines: This funding will support the creation and implementation of the Scouts ITech Exploring Pathways Program focused solely on advanced manufacturing. The ITech Exploring pathway program will be available to youth ages 12 through 20 and will be the first of its kind in the nation. The program will create interest and build skills through gamification of STEM skills by creating connections to local employers and work opportunities. The goal will be to enroll 200 Iowa teens into the advanced manufacturing ITech Exploring program. **Awarded \$25,000**

Mount Pleasant Area Chamber Alliance – Mount Pleasant: To meet identified employer needs in the area, this project will fund the purchase a Computer Numerical Control (CNC) machine to be placed in the Mt. Pleasant High School as well as cover the cost of training instructors. The school district and the local business community have partnered together to teach students and parents about the advanced technology involved in manufacturing jobs within their community. Twelve local manufacturers will serve as project advisors and teach 176 students how to use the CNC machine in the first semester. **Awarded \$10,000**

One City United – Waterloo: One City United will undertake a Momentum pilot project in Waterloo. This program is a neighborhood-based program connecting unemployed and underemployed individuals with training, coaching and networking in construction. Eligible participants will earn construction credentials. The project is developed for 14 at-risk youth, ages 18-24. The grant will be used for participant support costs such as transportation, child care and emergency funds. **Awarded \$1,500**

Iowa iJAG Inc. - Des Moines: This funding will support the efforts of Iowa Jobs for America's Graduates (iJAG) to increase the number of employers trained in the successful iJAG employer engagement model of work-based learning experiences for iJAG students. iJAG will engage with new employer partners across Iowa to provide training and guidance in work-based learning through internships, pre-apprenticeships, certifications and paid on-the-job training. **Awarded \$10,863**

Iowa Specialty Hospital – Clarion: This project will encourage nurses to continue their skills and credential development. The fund will cover cost of class, books and certification testing in order to remove barriers for participants. The next step will be providing employee scholarships for individuals to obtain the next level of training, LPN, RN and/or specialized certifications. The program goals are to support 10 employees in obtaining CNA certification, 10 employees in obtaining LPN, RN or DNP degrees and 20 employees to earn specialty certificates. **Awarded \$10,000**

Willis Dady Emergency Shelter – Cedar Rapids: This project will provide support services to 6 individuals who are experiencing homelessness or near homelessness in order for them to obtain CNA certification and stable employment. The grant will provide wrap-around services designed to address the numerous barriers and challenges faced by individuals in this situation while providing them with a way to develop a sustainable career pathway. **Awarded \$10,643**

Matthew 25 – Cedar Rapids: Fifteen high school age youth will participate in a program that focuses on teaching the critical skills of communication, teamwork, and problem solving while having a paying job that will teach small business management and customer service skills. **Awarded \$9,935**

Iowa Skilled Trades – Johnston: To address critical shortages in the skilled trades, this project will build two new labs at Central Campus in Des Moines as part of a much larger project. The funding for this request will purchase equipment needed for a new HVAC lab. This project will provide opportunities for an additional 100 students to enter the trades program at the school. **Awarded \$40,000**

ROUND	AWARD AMOUNT
Round 1	\$387,425
Round 2	\$568,475
Round 3	\$244,100
TOTAL EIF AWARDS	\$1,200,000

Partners Involved: 56

Participating Employers (training programs, internships & work based learning): 59

Non-Profit Awardees: 17

Educational Institutions: 9

Estimated Iowans to be served: 1,985