



Iowa Workforce  
Development

# 2025 Healthcare Credentialing Grant

January 2025

# Housekeeping



Iowa Workforce  
Development

[WORKFORCE.IOWA.GOV](http://WORKFORCE.IOWA.GOV)

# Agenda

- Award and Funding Overview
- Support and IWD Contacts
- Eligibility to Apply
- How the grant will work
- How to apply
- What can be reimbursed
- Questions

# IWD Support Team

Kathy Leggett  
Business Engagement Liaison  
Iowa Workforce Development  
Kathy.leggett@iwd.iowa.gov

Patrick Rice  
Grant Administrator  
Bureau Chief - IWD  
Patrick.rice@iwd.iowa.gov

Kolby Knupp  
IOA Program Manager  
Iowa Workforce Development  
Kolby.knupp@iwd.iowa.gov

# Grant Overview



Iowa Workforce  
Development

[WORKFORCE.IOWA.GOV](https://www.workforce.iowa.gov)

# Award and Funding

- The purpose of the 2025 Iowa Healthcare Credentialing Grant is to support **healthcare employers** to lead rapid entry training and education projects to equip **new and/or upskill current healthcare employees** to meet **high-demand healthcare needs**
- Eligible employers can use this opportunity to **expand existing models** or **implement new** registered apprenticeship programs or innovative employer designed earn and learn programs in high demand occupations
- There is a total of \$3,000,000 in **State and Local Fiscal Recovery Funds** (SLFRF) to be exhausted by September 30, 2026
- Applicants can request up to \$250,000 per grantee. All awardees will be considered subrecipients. **This is a reimbursement grant.**

# “Earn and Learn” Models

- ❑ Creating or expanding **Registered Apprenticeship** programs in healthcare occupations in approved health related fields, as identified in the “Eligible High-Demand Priority Occupations” list below, for the **purpose of creating a workforce pipeline by upskilling current employees and providing a structured education and training option for new hires.**

OR

- ❑ Creating or expanding internal, **employer-designed rapid entry earn and learn** training programs for new and current employees in approved health related fields, as identified in the “Eligible High-Demand Priority Occupations” list below, for the purpose of creating a workforce pipeline by upskilling current employees and providing a structured education and training option for new hires.

**To request technical assistance** on RA programs or Earn and Learn Programs for this grant opportunity – email [Kathy.leggett@iwd.iowa.gov](mailto:Kathy.leggett@iwd.iowa.gov) with a request for TA.



# Eligibility



Iowa Workforce  
Development

[WORKFORCE.IOWA.GOV](https://workforce.iowa.gov)



# Eligibility to Apply

- ❑ Healthcare organization must have a physical location, a substantial Iowa presence and be doing business in Iowa.
  - Healthcare businesses employing 20 or more full-time employees and having three (3) or more years of operations at the location listed in the application, within the state of Iowa.
  
- ❑ Must currently be providing healthcare services to residents through one of the following settings or physical locations: hospital, long-term care facility, assisted living care, **ambulatory care**, home health or dental practice/office.
  - Ambulatory care or outpatient care is **medical care provided on an outpatient basis**, including diagnosis, observation, consultation, treatment, intervention, and rehabilitation services.

# Eligibility to Apply

- ❑ Must be in good standing with the State of Iowa.
  - For purposes of this NOFO, an applicant is in good standing with the State of Iowa if it maintains the proper license(s) required by the State of Iowa to operate and if it is current with its unemployment contribution obligations and has no debts owed to the State of Iowa.
  
- ❑ Must be registered with and establish a Unique Entity Identifier (UEI) through SAM.gov prior to submission of an application.
  - Applicants will be required to provide the unique entity identifier (UEI) with the application submission.
  - Subrecipients will be required to maintain an active registration in SAM.gov through December 31, 2029, or for three (3) years after the end of the close out period for this award.

# Eligible Occupations

- Dental Assistant or Hygienist
- Diagnostic Medical Sonographers
- Direct Support Professional
- Emergency Medical Technician (EMT)
- Health Technologist & Technicians
- Laboratory Assistant or Technician
- Licensed Practical Nurse
- Medical Assistant
- Medical Secretary
- Nursing Assistant
- Paramedic
- Pharmacy Technicians
- Phlebotomist
- Physical Therapy Assistants and/or Technicians
- Radiology Technician
- Respiratory Technician
- Registered Nurse
- Surgical Assistant and/or Technician

# Overlap with other IWD/IOA Grants

- Recipients of other IWD grants (including Iowa Healthcare Careers (IHC) 1.0 and 2.0) are eligible to apply and utilize these funds as a separate funding stream for new or additional “earn and learn” models.
- However, funds from the Healthcare Credentialing grant may not support IHC-specific initiatives and goals and can only support new or additional healthcare occupation pipelines within your organization.
- Each applicant may only submit one (1) application for consideration and will only be eligible for up to one (1) award under this funding opportunity.

# Eligible Expense Categories



Iowa Workforce  
Development

[WORKFORCE.IOWA.GOV](https://workforce.iowa.gov)

# Eligible Expense Categories

- Third-party Tuition and Fee Expenses for coursework specific to the healthcare training program for program participants.
- Third-party Credentialing, Licensing, and/or Exam Expenses (excludes graduation or ceremonial expenses).
- Apprentice or Earn and Learn Participant Wages for eligible times throughout the program.
- Internal Instructor Wages (Instructor must be an employee of the applicant agency).
- Mentor and Preceptor Wages for direct contact time with participants related to identified program activities. Estimated hours and amounts will be identified in application budget narrative.
- Administrative Expenses – maximum of 5% of grant award for each submission (not eligible as match expenses).

# Required Match



Iowa Workforce  
Development

[WORKFORCE.IOWA.GOV](http://WORKFORCE.IOWA.GOV)

# Matching Funds

- Projects will require a 25% private match of total program cost (grant award + match)
  - If your total program costs are \$312,500, 25% of this amount is \$62,500
  - Your organization would need to provide \$62,500 in costs toward this project and you can request the maximum amount of \$250,000 for the project
  - $\$62,500 (25\%) + \$250,000 (75\%) = \$312,500 (100\%)$
- Validated documentation of private **match expenses must be expended and validated by IWD prior to grant funds becoming available.**
- Grant funds are administered as **reimbursement only** and no advance payments will be provided.
- Indirect, In-kind and volunteer expenses are not eligible for the match requirement or reimbursement under this award.



# Application & Review



Iowa Workforce  
Development

[WORKFORCE.IOWA.GOV](https://www.workforce.iowa.gov)

# What is required in the application?

## 2025 Healthcare Credentialing Grant Overview and Project Plan:

1. Applicant Information
2. Program Overview
3. Program Description and Need
4. Program Goals
5. Program Training Plan and Timeline
6. Organizational Capability

## Healthcare Credentialing Grant Budget

1. Description of proposed costs and an overview of how budgeted expenses are calculated.
2. Ensure totals reconcile with the amounts included on the 2025 Iowa Healthcare Credentialing Grant Budget Form
3. Outline of anticipated reimbursed expenses, per budget category
4. Include information on this document for the private match amount

# Documents Needed for Application

## **Attachments to be Uploaded:**

- Completed Organization W-9
- 2025 Healthcare Credentialing Grant Program Plan (use of provided template required-Appendix C)
- 2025 Healthcare Credentialing Grant Budget (use of provided template required – Appendix D)
- Other Attachments such as a Procurement Policy may be requested

# Healthcare Credentialing Grant Overview and Project Plan – Appendix C

## 2025 Iowa Healthcare Credentialing Grant Timeline

Organization:		Occupation:		Location/City:
	Key Tasks to Complete the Project	Timeline by Quarter	Key Performance Measures	Goals for Each Performance Measure
Example	Recruitment of internal participants to upskill to CMA positions	Qtr. 1	Number of recruited participants who apply for the program	10 applicant; 5 accepted
Task #1				
Task #2				
Task #3				
Task #4				
Task #5				



# Healthcare Credentialing Grant Budget – Appendix D

4. BUDGET PROPOSAL					
(A)	(B)	(C)	(D)	(E)	
<i>COST CATEGORY</i>	<i>DESCRIPTION</i>	<i>MATCH FUNDED</i>	<i>GRANT FUNDS REQUESTED</i>	<i>FUNDS APPROVED (for internal use only)</i>	<i>Notes</i>
<b>TOTALS:</b>		\$ -	\$ -	\$ -	



# Scoring of Application

## Scoring Criteria

Program Description and Need	20 points
Program Goals	10 points
Training Plan and Timeline (Appendix C)	40 points
Organizational Capability	10 points
Budget Narrative and Form	20 points
<b>TOTAL</b>	<b>100 points</b>

All documents for the grant application must use applicable template and be submitted through [IowaGrants.gov](http://IowaGrants.gov) to be considered!

# How can my organization apply?

- Applicants must submit applications electronically via **IowaGrants.gov**.
- IWD recommends that applicants create an account and begin the application in advance of the deadline.
  - For registration guidance, refer to “IowaGrants.gov New User Registration Instructions” (see Appendix A of the Notice of Funding Opportunity, NOFO).
- The applicant’s authorized representative must be the person who submits the application.
- The authorized representative must be using his or her own IowaGrants.gov account to sign and submit the application.
- Official email communication from IWD regarding this application will be issued from the Kathy Leggett (IWD).
- Applicants are required to assure these communications are received and responded to accordingly.

# IowaGrants.gov



IOWA GRANTS

Welcome to  
IowaGrants.gov

## Login

 IowaGrants Users Click Here To Login

[Click Here to Access Single Sign On Tool](#)

 Interested in the current posted Opportunities?

[View Current Funding Opportunities](#)

## Announcements

### NEW LOGIN PROCESS

All IowaGrants users must login using the Single Sign On Tool via the blue button titled '[Click here to Access Single Sign on Tool](#)'. Do not use the gray 'Disabled' section to login.

#### Login & Registration Instructions

If you are registering for the first time, please follow the instructions below:

**Text:** <https://dom.iowa.gov/media/149/download?inline>

**Video:** <https://youtu.be/OHE2ijDwQ2c>



Iowa Workforce  
Development

WORKFORCE.IOWA.GOV



# Next Steps and Timeline

# Next Steps/Timeline

Dates	Actions
Wednesday, February 5 @ 11:30AM	Healthcare Pre-Application Webinar #2
Wednesday, February 19 @ 2PM	Grant Application closes
February 2025	Grant Scoring and Review
March 2025	<ul style="list-style-type: none"><li>• Anticipated Grant Award Announcement from IWD</li><li>• Post-Award TA Support Session #1</li></ul>
April 2025	<ul style="list-style-type: none"><li>• Contracts Signed and Returned to IWD</li><li>• Post-Award TA Support Session #2</li></ul>
May 2025	<ul style="list-style-type: none"><li>• Post-Award TA Support Session #3</li></ul>
July 2025	Quarterly Report Due

# Questions?



Iowa Workforce  
Development

[WORKFORCE.IOWA.GOV](http://WORKFORCE.IOWA.GOV)

# Contact

Kathy Leggett

**Business Engagement Liaison**

Iowa Workforce Development

[Kathy.leggett@iwd.iowa.gov](mailto:Kathy.leggett@iwd.iowa.gov)

515-204-1378



Iowa Workforce  
Development

WORKFORCE.IOWA.GOV