



2025 Iowa Healthcare Credentialing Grant Grant Summaries

Allen Memorial Hospital, Waterloo - \$250,000

Allen hospital currently faces a 13.9 percent vacancy rate for RNs with 93 current openings. To address this efficiently and effectively, Allen will implement UnityPoint Health's RN Career Pathways Program. This offers an 18-month, Associate of Science in Nursing Program. This earn-and-learn model will provide current employees 32 hours per pay period in their current role while being paid for 40 hours per pay period to complete their education and on-the-job training. Twelve employees will participate in this upskilling program.

Care Initiatives, West Des Moines - \$199,547

This program is a proactive solution to build a sustainable RN workforce from within, reducing reliance on external recruitment and strengthening long-term care and hospice services. The Earn-to-Learn RN Program directly addresses these workforce gaps by investing in internal CNAs and LPNs then providing a fully funded RN earn-and-learn education pathway while retaining valuable team members. This project aims to support 15 students in earning an Associate of Science in Nursing (ASN) degree through Purdue Global.

Cass County Memorial Hospital, Atlantic - \$250,000

Cass Health is expanding their successful career pathways program to include laboratory, radiology, surgical technicians, and others. The Iowa Healthcare Credentialing Grant will support this expansion, funding the development of a healthcare education center and extending apprenticeship opportunities beyond nursing, with financial support for instruction, tuition, and on-the-job (OTJ) training.

Cedar Falls Lutheran Home dba NewAldaya Lifescapes, Cedar Falls - \$167,894

Cedar Falls Lutheran Home will implement a structured earn-and-learn model that integrates classroom instruction, hands-on clinical training, and mentorship to upskill current employees into LPN, and RN roles. Training will be delivered through third-party educational providers, internal instructors, and structured mentorship programs. A total of 14 currently employed staff members at Cedar Falls Lutheran Home will be upskilled through this program, allowing them to transition into higher-level, credentialed healthcare roles.

Decatur County Hospital, Leon - \$250,000

Decatur County Hospital will utilize this program to build upon the success of the Healthcare Education for Rural Opportunities (HERO) program headquartered at Central Decatur Schools.

After students obtain a CNA certification in high school, Decatur County Hospital is committed to considering those students for the career pathways set forth in this initiative specifically LPN, RN and Radiology Technician. When a student has an option to work at a local health care facility while earning a higher level of education, Decatur County Hospital hopes to encourage them to remain in their local area to serve their community members upon receipt of those higher-level degrees.

Handicap Village dba One Vision, Clear Lake - \$250,000

The proposed program exists to address a critical need in the healthcare and disability support sectors: the enhancement of the skills of frontline workers, specifically direct support professionals. One Vision's proposed training program is designed to strengthen Iowa's direct support workforce by implementing a structured work-based learning model that blends classroom instruction, eLearning, mentorship, and on-the-job training. The project will serve an estimated 120 participants, including newly hired and current employees.

Iowa Physicians Clinic Medical Foundation dba UnityPoint Clinic, West Des Moines - \$250,000

Funding will expand a successful Career Pathways program to address a significant vacancy rate (12.9 percent) for CMAs at UnityPoint Clinic, which serve patients across the state at hundreds of locations. During the funding period, UnityPoint Clinic anticipates that at least 80 individuals complete one of three Pathways CMA program cohorts. Most participants will complete their education in 14 weeks as opposed to 24 months. Simultaneously, participants will complete 160 hours of hands-on training with a preceptor at a UnityPoint Clinic location to ensure consistency.

Mary Greeley Medical Center, Ames - \$250,000

Mary Greeley will implement a structured, earn-and-learn training program to address the critical shortage of nursing assistants in Central Iowa. This initiative provides a clear pathway for individuals to obtain Basic and Advanced Certified Nursing Assistant (CNA) credentials, enabling them to rapidly enter, upskill, and advance within the healthcare field. This earn-and-learn program will enroll 30 participants over the 18-month period of performance, targeting individuals seeking first-careers or career advancement.

MercyOne Des Moines Medical Center, Des Moines - \$246,791

MercyOne Des Moines will implement a structured career advancement pathway via an earn and learn LPN program for up to 16 participants. This program will not only address immediate staffing shortages, but it will also lay the foundation for future workforce development initiatives by serving as a model for sustainable nursing pipelines, with potential expansion into an LPN to RN earn and learn pathway. There are over 700 LPN job openings across the state and the MercyOne Clinics have 42 current openings.

Monroe County Hospital, Albia - \$69,410

To assist in addressing critical workforce shortages in rural Iowa, this project will upskill three individuals to work in Monroe County. Specifically, two individuals will train as Certified Medical

Assistants (CMAs) and one as a certified Pharmacy Technician (CPhT). The broader goal of this initiative is to establish a sustainable upskilling program that will continue to provide valuable career opportunities for Monroe County residents beyond the award term.

Sioux Valley Memorial Hospital Association, Cherokee - \$174,750

The goal of an expanded Registered Apprenticeship program is to develop additional pathways in existing RAs and new RAs for Laboratory Technicians, Diagnostic Medical Sonographers and Surgical Technicians for high school, college students, adult students and current employees of Cherokee Regional Medical Center interested in high demand priority healthcare occupations. The training, professional credentials, and on-the-job experience will meaningfully contribute to Iowa's healthcare workforce shortage. The project has been designed to support at least 16 apprentices, a significant contribution towards meeting the needs of our local healthcare worker shortage.

St. Luke's Hospital, Cedar Rapids - \$200,593

The grant will provide funding for the hospital's new Career Pathways Program to address the systemic shortage of qualified healthcare professionals in the Registered Nursing (RN) field. Currently, St. Luke's RN vacancy rate is 22.5 percent. A total of nine participants, in two cohorts will obtain their RN educations. The participants are provided with hands-on guidance to complete their education and keep their current compensation and benefits while completing coursework and on-the-job training.

Stewart Memorial Community Hospital, Lake City - \$131,055

The Fast Track Pathway to Healthcare Program is designed to urgently address Iowa's critical shortage of healthcare professionals by rapidly upskilling existing employees and accelerating program completion for essential positions. Stewart Memorial Community Hospital (SMCH) has found success in filling high-demand shortage professions with local students who complete their clinicals at SMCH. This experience, combined with existing partnerships with local schools, led to the creation of the Fast Track Pathway to Healthcare Program. SMCH, South Central Calhoun Community School (SCC), and area community colleges, have created a program of high-quality training and employment of local students in high-demand roles, allowing them to earn credits and wages while learning. This funding will extend the program into the high demand fields of nursing, radiology tech and medical laboratory tech.

Wesley Retirement Services, Inc., Johnston - \$249,960

Wesley Retirement Services Inc. will establish a Registered Nurse (RN) Apprenticeship Program that provides financial support for aspiring RNs while ensuring high-quality care in senior living. This program will address workforce shortages, improve retention, and enhance career mobility by offering structured, on-the-job training with financial assistance for education and wages. The initiative expands WesleyLife's existing CNA and LPN apprenticeship programs, creating a full career path for clinical team members across our 10 communities in both rural and metro locations.

Total Awards: 14

Total Amount Awarded: \$2,940,000

Number of Proposed Participants: 399