



Workforce Development Resource Matrix

Financial incentives and resources available to members in Iowa

Workforce Development Training Programs & Resources in Iowa

The print industry is facing an unprecedented shortage in skilled labor. This fact has a significant impact on our member's bottom line. The good news is, there are numerous resources, financial incentives, programs and experts available to assist in preparing tomorrow's print industry workforce.

Here are those resources available to our members in Iowa.

Internship/Youth Programs

Internships are a way for students to gain exposure and experience in an industry by working within an organization. Interns are either paid or unpaid, depending on the organization and the educational value obtained. Internships for college students are often mandatory as part of their curriculum. Internships of this nature are credit bearing, require validation of specific learning goals, and are required to graduate.

Iowa Programs for Internships

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| Iowa Internship Program | Program provides grants to small and medium-sized companies in targeted industries to support internship programs with a goal of transitioning interns to full-time employment in Iowa upon graduation. The goal is to retain educated workers in Iowa. For every two dollars of wages earned by the student, one dollar paid by the employer is matched by one dollar. | Begin by considering where an intern could be of value in your company. Next, contact program staff and completing the application. Applications open July 1, 2018. | Contact: Jennifer Meier 515.348.6199 internships@iowaeda.com |
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Registered Apprenticeship

Registered apprenticeship is a structured and formalized technical instruction coupled with on-the-job training program within an organization or for an industry consortium. Apprenticeships include a written contract between the apprentice and the sponsor. Registered apprentices require a written contract with employees/ trainees that designates learning objectives, training and work schedules, starting pay and periodic pay increases. This formal instruction is approved by and registered with the State's Department of Labor and trainees are certified by the State's Department of Labor or the United States Department of Labor.

Iowa Programs for Registered Apprenticeships

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| Iowa Apprenticeship Program (15B) | Provides funding for more than 1,000 occupations eligible for apprenticeship training grants, from accounting specialists to nurses. The program is administered by the Iowa Economic Development Authority (IEDA) in coordination with the United States Department of Labor (DOL), Office of Apprenticeship (OA). | Must begin with having an approved apprenticeship. Contact US DOL, Iowa Office. Grant application is online, due by February 1 of each year. https://www.iowa.gov/15b/ | Contact: US Department of Labor, Iowa Office Contact - Greer Sisson, 515.284.4690 Jill Lippincott 515.348.6159, https://www.earnandlearniowa.gov/ |
| Iowa Apprenticeship Program for Small and Midsize Businesses | Provides funding for development costs related to new apprentice within small and mid-sized companies. Designed for companies with fewer than 10 apprentices. This is a new program with additional information available soon. Iowa state legislature has committed \$1,000,000.00 to this program. | Must begin with having an approved apprenticeship. Contact US DOL, Iowa Office. | Contact: US Department of Labor, Iowa Office Contact - Greer Sisson, 515.284.4690 Jill Lippincott 515.348.6159, https://www.earnandlearniowa.gov/ |

Adult Education

Adult education programs are provided to students who are typically older than 16 and not enrolled in a high school. These programs help students work towards securing a high school credential, learning English, improving basic skills such as literacy and math, and/or preparing for post-secondary education or employment. Funding sources come from both federal and state funds, and the program is either free or provided at a low cost to students. The education is provided at a local community college or community-based organization.

These programs are managed by local school districts. For more information contact your local school district or state Department of Education.

Workforce/Economic Development

The predominant understanding of workforce development refers to the education and training of individuals with community sustainability and economic security in mind. Workforce development is an education model that accounts for the knowledge and skills of work, often considering local industry and business needs, and prepare individuals for a broad or specific career pathway. Traditionally, workforce development was seen as separate and distinct from economic development strategies, but as workforce has become an increasing concern for employers, public policies and programs are beginning to use workforce development and economic development interchangeably. In many cases, tax credits or grants are available for growing a business and/or industry which needs trained employees and WIOA (Workforce Investment Opportunity Act) dollars are available to prepare hidden talent pools for employment.

Iowa Programs for Workforce and Economic Development

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| Iowa Industrial New Jobs Training (260E) | The program provides businesses expanding Iowa's workforce with new employee training. 260E is designed to increase worker productivity and company profitability. Administered by Iowa's community colleges and financed through bonds sold by the colleges. Depending on wages paid, the business then diverts 1.5% or 3% of the Iowa state withholding taxes generated by the new positions to the community college to retire the bonds. Bonds are retired with dollars that otherwise would have been paid to the state as withholding taxes. | Begin by contacting program staff or your local community college. | Contact: Kevin Eppens 515.348.6158 workforce@iowaeda.com |
| Iowa High Quality Jobs Program | The High Quality Jobs (HQJ) program provides qualifying businesses assistance to offset some of the costs incurred to locate, expand or modernize an Iowa facility. This flexible program includes loans, forgivable loans, tax credits, exemptions and/or refunds. | Begin with Pre Application Questionnaire available on website (2 pages). Request assistance from program contacts. | Contact: Alaina Santizo, 515.348.6162, Maicie Pohlman, 515.348.6161, businessfinance@iowaeda.com |

Customized Training & Community College Partnership

Community colleges and various other training providers will work directly with an individual employer, or consortium of employers, to develop a customized training program to meet the organizations' talent development needs. Often, the delivery of the training is designed for incumbent workers and can be delivered at the training provider, onsite, and/or online. Customized training may also be designed to prepare a future workforce. Often such a program is in collaboration with community-based organizations providing recruitment and basic skill development.

Iowa Programs to Build College Partnerships

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| Iowa Jobs Training Program (260F) | The program provides job training services to current employees of eligible businesses. Helps companies train current employees with new skills. Eligible businesses work with the local community college, which will assess training needs, determine funds available and provide training. | Contact the community college in your district. Application is through the community college. | Contact: Christine Cavil 515.348.6157 business@iowaeda.com |
| Iowa Community College Consortium (260F) | Program provides funding assistance for community college-sponsored training projects in which two or more businesses participate. Iowa's colleges work with eligible businesses to assess training needs, determine funds needed and provide training. Provides valuable employee training at little to no cost | Contact the community college in your district. Application is through the community college. | Contact: Christine Cavil 515.348.6157 business@iowaeda.com |
| Iowa Accelerated Career Education (ACE 260-G) | The ACE program is designed to provide businesses with an enhanced, skilled workforce by creating incentives for business engagement with education. ACE assists Iowa's community colleges to either establish or expand programs that train individuals in the occupations most needed by Iowa businesses. Businesses enter an agreement to provide 20% match for academic costs. Tax credits of up to five years are provided to offset costs. | Begin by contacting the program staff or local community college. | Contact: Kevin Eppens 515.348.6158 workforce@iowaeda.com |

Federal Tax Program

The tax credits are available to employers to reduce their federal tax liability by up to \$9,600 per new hire. For-profit businesses of any size qualify. 501(c) non-profits qualify for the veteran target groups only, and the tax credit applies to temporary, seasonal, part-time and full-time workers.

Iowa - Federal Tax Program

Iowa New
Jobs
Training
Program
(260E)

This one-time, corporate income tax credit is available to participants in the New Jobs Training (260E) Program. Iowa offers this credit as an incentive for businesses that provide additional training to employees and expand their workforce.

Tax credit may be claimed on Form IA 133 found on the Iowa Department of Revenue Website

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