



Investing in Iowa's Workforce: Iowa Jobs Training Program (260F)

Every year, Des Moines Area Community College (DMACC) administers over \$500,000 in state funds, available through the Iowa Economic Development Authority (IEDA), to support training for existing employees at Iowa companies.

By utilizing the 260F program, companies can provide their employees with valuable training that will help them grow in their positions while helping the company grow its bottom line.

"DMACC's 260F program enabled MBS to access the high-quality training we absolutely needed at a price we could easily afford."

- Scott Saienga, Production Manager, MBS Genetics, LLC

How Does the 260F Program Work?

Experienced DMACC Business Resource (DBR) consultants work closely with Iowa companies to assess training needs and complete the 260F application. Funding decisions are ultimately made by the IEDA.

Companies have two years to use their 260F funds. Funds may be used for a variety of training expenses including technical training, management and leadership training, training materials and resources, and much more. Funds can be used for training programs provided by DMACC or other entities.

DMACC manages the training funds on behalf of the participating companies and assists with the reporting requirements. The typical project award is between \$10,000 - \$25,000 and requires a 25-30% cash match from the participating company.

Training Solutions for Every Need

DBR consultants help participating companies identify effective training opportunities for current employees. From welding to workplacelean® programs, computer training to customer service, English as Second Language to Mandarin Chinese, DMACC has the resources to fulfill a wide variety of training requirements.

Employees can attend training at one of DMACC's campuses or DMACC can provide on-site training at the company's facility. DMACC's comprehensive training courses are often customized to meet the company's unique needs.

From manufacturing and assembling, to financial services and informational technology, DMACC offers the right solutions to ensure employees have the necessary tools and training to succeed.

Does Your Company Qualify?

If you have employees in need of additional training, you could be eligible to receive funds.

Company eligibility requirements include:

- Must be located in Iowa
- Must be engaged in interstate or intrastate commerce
- Service-providing companies must have customers outside of Iowa
- Cannot have significantly reduced workforce recently

Employee/position eligibility requirements include:

- Must be currently employed by company at time of training
- Must pay Iowa withholding taxes

Outcome requirements:

- Must provide a minimum 25% company cash match
- Must complete a performance report after the training
- Must use the training funds in 2 years

Invest in Your Employees Today. Give your employees the extra edge they need to succeed and become their best while helping grow your company. Contact us for more details at 515-256-4913 or email us at dbr@dmacc.edu.

A Relationship Built on Success

MBS Genetics, LCC shares their experience with the 260F program.



"Thanks to the top-notch DMACC trainers, our managers can communicate and operate at the same levels of professionalism and efficiency as their counterparts at the huge multi-national companies with whom we work with every day. We absolutely plan to continue this relationship into the future."

*– Scott Saienga,
Production Manager,
MBS Genetics, LLC*

About MBS Genetics, LLC

MBS Genetics, LLC is a highly specialized corporation supplying proprietary corn and soybean genetics for licensing to the seed industry worldwide. MBS Genetics, LLC also has a production facility for soybean parent seed and commercial contract soybean production. Located in Story City, Iowa, MBS Genetics employs fewer than 40 individuals yet operates on a global scale and counts among its customers some of the largest seed breeders in the world.

Training Challenge

MBS management, and its business operations were being held to the same standards as its huge multinational customers, yet MBS's training budget was understandably more modest. MBS leadership attempted to fulfill its quality management obligations through a number of "affordable training solutions", including online programs, but found those programs were not specific enough in focus. MBS needed a realistic training solution.

The Solution

Referred to DBR by a fellow small business utilizing the 260F program, MBS was able to fulfill its own training needs. DBR has provided a number of training programs to help MBS fulfill requirements, achieve goals and objectives, and implement a company transition plan. Training provided by DMACC has included management training programs such as the Lean Manufacturing, A3 utilization, and project management training for transition planning. To date, MBS has been awarded three 260F projects, totaling over \$60,000 in training funds. MBS has matched those training funds with its own investment of about \$25,000 for the training programs.

The Results

MBS Genetics credits the 260F program with dramatically improving its management's performance and with helping it achieve a number of ISO goals and objectives. Company professionalism has increased, staff have moved from hourly to salary managerial positions, and a transition plan for leadership positions is in process. The customized training that DMACC provides has helped MBS satisfy existing clients and attract new ones.

