



Education for Effective Expansion: Iowa New Jobs Training Program (260E)

For over 30 years, DMACC Business Resources (DBR) has partnered with the Iowa Economic Development Authority to provide an innovative process to invest in employee training for growing Iowa companies. From John Deere and Cline Tool to Principal Financial and Weiler, over 600 Iowa companies from various markets and sizes have used the Iowa New Jobs Training Program (260E) funds. These funds provide new employees with the education and training they need to effectively contribute to the company's continued growth.

"Our employees greatly appreciate the professional development opportunities we are able to provide, thanks to the Iowa New Jobs Training program. Xpanxion directly benefits by gaining a highly skilled and motivated workforce."

– Rob Frew, Director of Iowa Operations, Xpanxion

How Does the Program Work?

Experienced DBR consultants work closely with participating Iowa companies to project their two-year expected workforce growth. Based on the projected wages for these new positions, a fund of available training dollars is calculated. Financing for the training fund is secured through the sale of bonds by DMACC. The bonds are then repaid through the diversion of Iowa withholding taxes generated by the new positions. This structure ensures that participating companies incur no cost for the training.

Companies have two years to meet their projected workforce growth goal and three years to use their training funds. Training funds may be used for a variety of expenses including technical training, organizational development, materials and resources, managerial and supervisory training, and much more. Up to 50% of the funds may even be used for structured on-the-job training.

DMACC Addresses Your Training Needs

DBR consultants help participating companies identify appropriate training opportunities for employees. Training is available at one of DMACC's campuses or DMACC can provide on-site training at the company's facility. DMACC offers comprehensive training courses applicable to all industries including manufacturing, healthcare, education, government, and Informational Technology. These proven training programs help ensure your company and its employees have the tools and training they need to succeed. From welding to workplacelean® programs, computer training to customer service, DMACC has the resources to connect Iowa companies with top training opportunities.

Does Your Company Qualify?

Whether you expect to grow by 5 or 500 new employees in the next two years, you could be eligible to receive training funds for those new employees.

Company eligibility requirements include:

- Must be located in, or relocating to 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 a new position filled subsequent to signing a Preliminary Agreement
- Must pay Iowa withholding taxes

Invest in New Employees. Invest in Your Company's Success. If you are ready to grow your workforce with skilled professionals, contact us for more details at 515-256-4913 or email us at dbr@dmacc.edu.

Speedy Success

Xpanxion shares their experience with the 260E program.



"Our training partnership with DBR has enabled us to get our new employees up to speed on the skills they need to be successful in their new roles and to help Xpanxion continue to grow."

– Rob Frew,
Director of Iowa
Operations, Xpanxion

About Xpanxion

With eight locations in five states and over 550 employees, Xpanxion provides software development services, and on-site consulting to companies worldwide. Xpanxion services include process analysis, technical design, and project management. In 2011, Xpanxion opened its Ames facility and immediately experienced rapid growth. From 2011 to 2015, Xpanxion more than tripled the size of its workforce.

Training Challenge

Rapid expansion created training challenges for Xpanxion. In addition to requiring a highly technical and computer savvy employee pool, Xpanxion needed employees who were specifically trained in higher-level versions of Java and Selenium. Xpanxion envisioned custom training that was specifically pertinent to the employees' job activities. Given the high demand for its services, Xpanxion also wanted its employees to have access to internal training opportunities at their workstations and at their convenience so they could simultaneously fulfill the responsibilities of their positions.

The Solution

Xpanxion partnered with DBR and DMACC Continuing Education to explore options for customized training that met Xpanxion's unique needs, environment and culture. DBR, in partnership with DMACC Continuing Education, met the training challenge by creating two 6-week video courses, one for Java and one for Selenium, that employees could complete at their own pace. Each weekly video segment is brief enough (approx. 20 – 45 minutes) for employees to fit into their weekly schedule. Assignments, given at the end of each segment, could be completed during the remainder of the week. As a bonus for Xpanxion, these custom videos can be used over and over again, to accommodate on-going training needs as the company continues to add staff. Xpanxion also used its 260E funds for other kinds of on- and off-site training and to send its new employees to professional development programs.

The Results

Xpanxion has been thrilled with the outcomes of its partnership with DBR. During the first year of the project, Xpanxion and DBR have trained close to 20 new employees with the custom videos. Xpanxion is already working with DBR on the possibility of another partnership to meet their needs.

