

Training Assistance and Job Analysis

As employers, you are looking to make your employees efficient and productive. Sometimes it's clear what new skills and knowledge are needed and other times it isn't so clear. Our Continuing Education & Workforce Solutions team will work with employers to determine what type of assessment tool best fits the company's needs. These tools include personality profiles, as well as, assessments in basic academic skills, technical skills and leadership skills. Using this information, our team can help you develop and deliver effective trainings to fill your company's skills gaps.

Funding sources for training:

Iowa Jobs Training Program (260F)

The Iowa Jobs Training Program helps Iowa businesses fund customized training for current employees. The program was designed to foster the growth and competitiveness of Iowa's business and industry by ensuring that Iowa's workforce has the skills and expertise to compete with any workforce outside the state of Iowa. IHCC administers the 260F program for Area XV. Projects may require a 30% cash match.

Eligible companies include businesses engaged in manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development. Businesses engaged in the provision of services who have customers outside of Iowa are also eligible. Retail, healthcare and professional services businesses are excluded.

Types of training provided may include, but not limited to:

- Skill assessment testing and training needs analysis
- Basic skills training
- Technical, non-technical, and safety training
- Training-related materials, equipment, software and supplies



Iowa New Jobs Training Program (260E)

The Iowa New Jobs Training Program was developed to assist businesses which are creating new positions or new jobs through expansion or by locating a new facility in the state. Administered by Indian Hills Community College in Area XV, this program can provide flexible funding to meet the wide variety of training and employee development needs of a new or expanding business.

Source of funds

Funds to cover the cost of training are attained through the sale of bonds by IHCC. Those bonds are then repaid through a diversion of withholding taxes generated by the wages earned by the new employees.

Eligible companies

Companies that are creating new jobs and are engaged in manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development are eligible to participate in the program. Businesses engaged in the provision of services who have customers outside of Iowa are also eligible. Retail, healthcare and professional services businesses are excluded.

Types of training provided may include, but not limited to:

- Basic skills training and orientation
- Job-related instruction or on-the-job training
- Skills assessment testing and training needs analysis
- Training equipment, materials and supplies
- Technical, non-technical, and safety training
- Reimbursement of training travel and related costs
- College tuition, books and fees
- Rental of training facilities



FOR MORE INFORMATION, PLEASE CONTACT:

David Humburg

Business Liaison, Continuing Education & Workforce Solutions

Phone: (641) 683.5213 / (800) 726.2585, ext. 5213

Email: david.humburg@indianhills.edu

www.indianhills.edu/workforce