

# Funding Sources



## **The Iowa Industrial New Jobs Training Program (260E)**

provides businesses, which are expanding their Iowa workforce, with funding for new employee training.

### **Business Eligibility:**

- Must be located in or relocating to Iowa.
- Must be engaged in interstate or intrastate commerce for the purpose of construction, manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development.
- Cannot have closed or substantially reduced its employment base at any of its other business sites in Iowa in order to relocate substantially the same operation to another area of the state.

“VGM has benefited from the 260E grant funds for training staff as we have grown. Growing a national business in Iowa requires attracting and retaining talented, hard-working people. Working with Hawkeye and its network has greatly assisted us in talent development.”

**Mike Mallaro**  
VGM Group, Inc.

**The Iowa Jobs Training Program (260F)** provides job training services to a business's current employees. Businesses work with Hawkeye Community College training coordinators to assess training needs, determine available funds, and provide training.

### **Business Eligibility:**

- Must be located in Iowa.
- Must be engaged in interstate or intrastate commerce for the purpose of construction, manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development.
- Cannot have closed or reduced its employment base by more than 20 percent at any of its other business sites in Iowa in order to relocate substantially the same operation to another area of the state within the 36-month period prior to the date of applying for program services.

“Plumb Tech, Inc. is proud to partner with Hawkeye Community College to complete necessary job skills training for our employees. The training received provided our employees with the knowledge and skills needed to succeed in the workplace and contribute to Plumb Tech's overall growth and success. The staff at Hawkeye is always very helpful and a pleasure to work with. We plan to partner with Hawkeye to complete jobs training.”

**Jessi Trueg**  
Plumb Tech, Inc.

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Hawkeye Community College does not discriminate on the basis of sex; race; age; color; creed; national origin; religion; disability; marital status; sexual orientation; gender identity; genetic information; political affiliation or belief in its employment practices; educational programs and activities; admission procedures; outreach and recruitment; counseling and guidance; testing; selection; placement, appointment, and referral; or promotion/retention. Veteran status in educational programs, activities, employment practices, or admission procedures is also included to the extent covered by law. Students, prospective students, employees, or applicants for employment alleging a violation of equity regulations shall have the right to file a formal complaint. Inquiries concerning application of this statement should be addressed to: John Clopton (Equity Coordinator and Title IX Coordinator for Employees) or Nancy Henderson (Title IX Coordinator for Students), Hawkeye Community College, 1501 East Orange Road, P.O. Box 8015, Waterloo, Iowa 50704-8015, telephone 319-296-4405, email: [equity-titleIX@hawkeyecollege.edu](mailto:equity-titleIX@hawkeyecollege.edu).

## Accelerated Career Education Program (ACE, 260G)

**Benefits to the Partnering Business:** As Hawkeye expands current programs or establishes new ones, area businesses get a larger pool of individuals with the skills they need the most, while assisting the college with some of their expenses through a diversion of state withholding taxes.

### Current Hawkeye ACE Programs:

- EMC<sup>2</sup>
- Tyson 1 + 2 Industrial Maintenance

### Source of Funds:

 Each ACE Program has three funding components:

- The tuition and fees paid by enrolled students.
- Partner company match. Partner businesses match or pay to the college at least 20% of the costs of the program – determined by the number of seats they agree to sponsor. This can be either in cash or an in-kind contribution.
- Program job credits, which are derived by diverting a portion of the businesses current employee's state withholding taxes to the college to cover the gap not supported by the tuition and the partner company match.

**Program Limitations:** The program job credits are based upon the wages paid to individuals who complete the course and are hired by sponsoring businesses. The minimum wage must be 200% of the federal poverty guideline for a family of two, which is refigured each program year. The allowable withholding credit can be up to 10% of the estimated starting wage of an ACE Program graduate or less if less is needed to fill the gap; therefore the higher the wage the higher the potential credit. Businesses sponsoring more than four seats in a designated ACE Program must agree to offer a position to at least 25% of the number they are sponsoring, if a proper opening and a proper candidate exist at the time. The student is under no obligation to accept the offer.

**Eligible Partner Businesses:** An eligible business is engaged in interstate or intrastate commerce for the purpose of manufacturing, processing or assembling products, construction, conducting research and development, or providing services.

**Ineligible Applicants:** An ineligible applicant is a business engaged in retail services.

For more information, contact:



Business and Community Education

**319-296-4223**

**[www.hawkeyecollege.edu/go/customized-training](http://www.hawkeyecollege.edu/go/customized-training)**