

Introduction to Workforce Training

Iowa's workforce training programs have evolved from a business expansion incentive tool into a comprehensive, targeted human resource tool available to all Iowa businesses. The mission of IDED's Workforce Development initiative is:

to work in partnership with public/private service providers and other state agencies to actively promote Iowa's preeminence in new employee training, incumbent worker preparation, lifelong learning, and development and expansion of the state's labor pool to enhance the state's businesses' competitiveness, thus keeping companies located in Iowa and raising the wages of Iowa workers.

Iowa's industry-driven workforce development programs and services enhance Iowa's economic well being by increasing the skills of an already productive Iowa workforce. Iowans, with their unmatched work ethic, are acquiring skills that will increase their earning and improve the competitiveness of Iowa businesses.

By leveraging training resources, filling funding gaps in human resource development initiatives, and sponsoring business consortia that address common employment training needs, the skills of Iowa's workers are enhanced, allowing its industries to grow.

Iowa training dollars can be used to provide the following services:

- Basic Adult Education
- Skill Assessment
- Job related counseling
- Training services of a community college or another educational institution
- Training related materials, equipment, software and supplies
- Testing and evaluation of employees
- Cost of training services for company, college or contracted trainer
- Reimbursement of training travel costs for employees
- Contracted or professional services

Eligible applicants include Iowa businesses engaged in manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development. Businesses engaged in the provision of services that have customers outside of Iowa are also eligible.

Iowa New Jobs Training Program 260E

The Iowa New Jobs Training Program assists businesses which are creating new positions or new jobs. If a company is expanding its operations or locating a new facility in the state of Iowa, the New Jobs Training Program can provide flexible funding to meet a variety of training and employee development needs. The assistance available ranges from highly specialized educational programs to basic skill training for new positions.

The community college district in which the new or expanding business is located issues training certificates (bonds) to pay for the training costs. These certificates are repaid by diverting 1.5 percent of the increased payroll withholding tax revenues resulting for the creation of the new jobs. Property tax revenues, resulting from capital improvements, may also be used for repayment.

An additional 1.5 percent supplemental withholding credit, designed to promote the creation of high quality jobs within Iowa, provides additional funding for companies participating in the Iowa New Jobs Training Program. The amount of supplemental withholding credit is dependent upon the individual jobs that meet the current wage requirements and upon the wages paid to the individuals in these jobs. Eligibility for the supplemental credit is based on a one-time determination of the starting wage.

The dollar amount available for training through the program is dependent upon the training and development needs and projected tax revenue available to repay the certificates. Applications for this program must be made through the local community college.

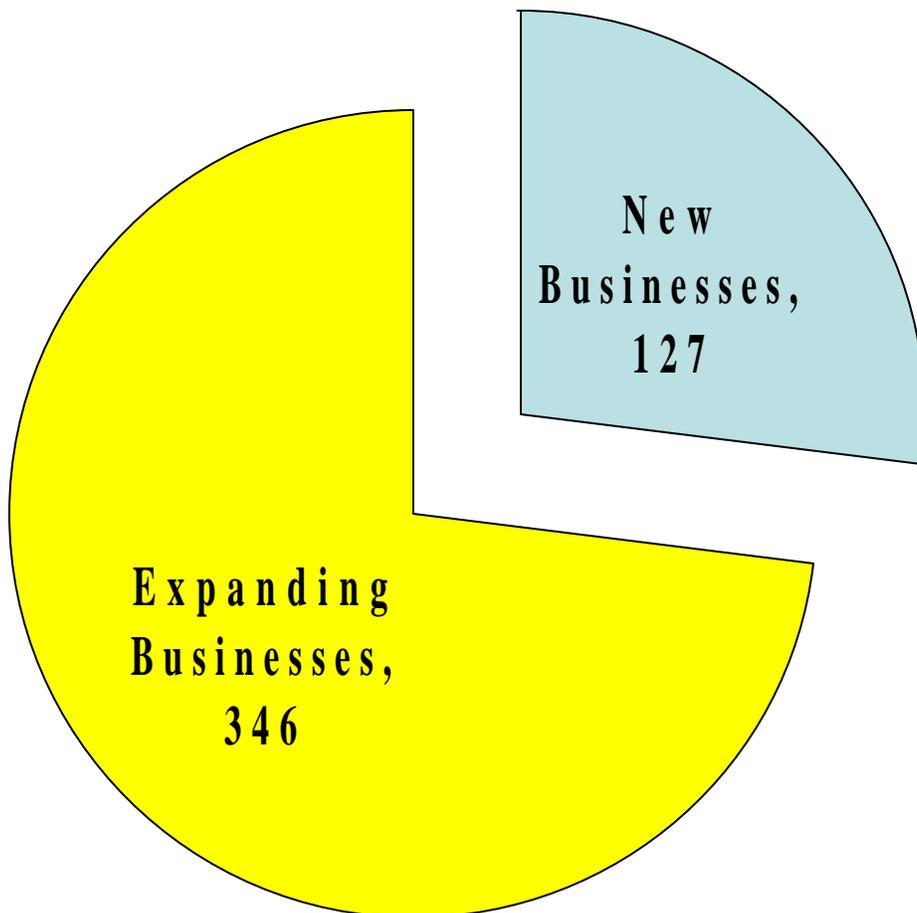
A detailed listing of the Iowa New Jobs Training Program projects that have been funded since FY 00 are listed in each community college section.

Note: no number listed in the Highest Number of New Jobs column does not necessarily mean no jobs have been created, for new projects, it means the college is not yet required to report the progress of the project.

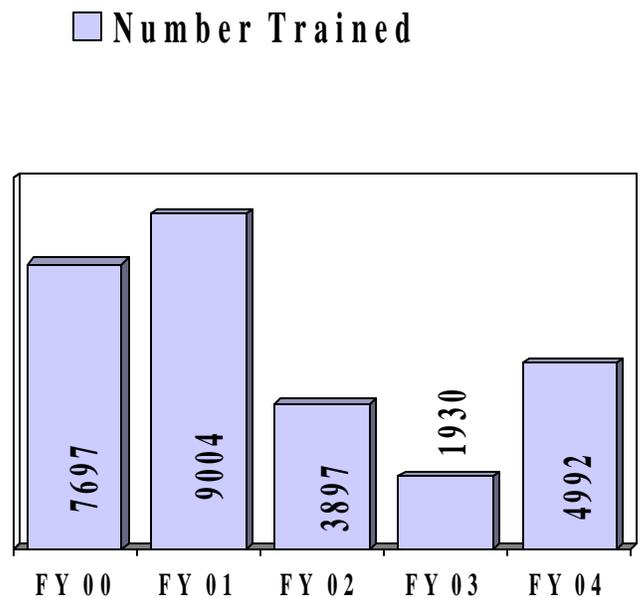
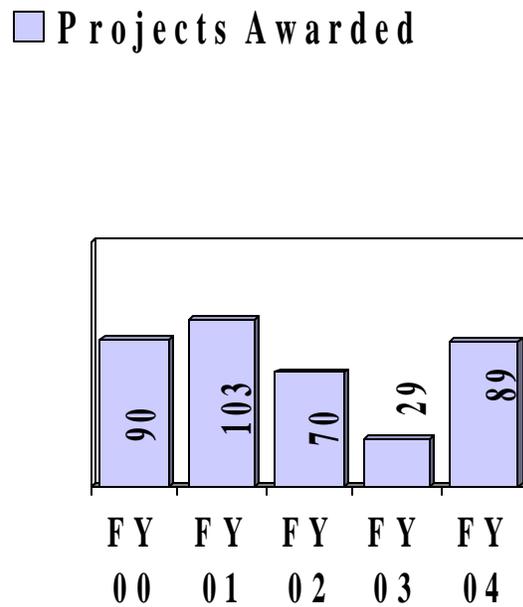
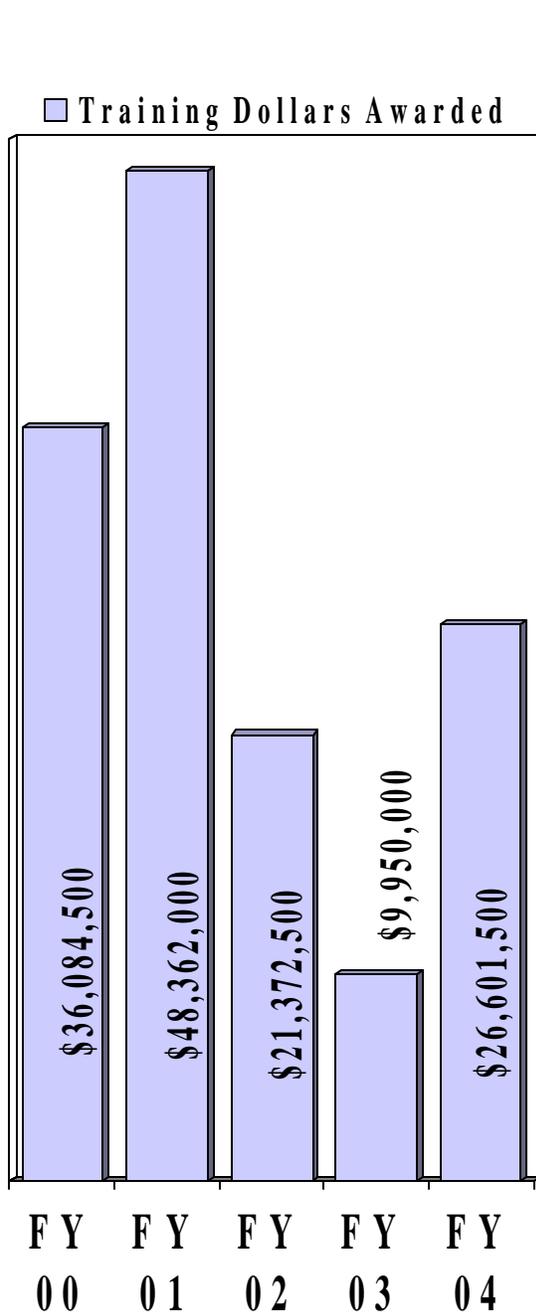
Iowa New Jobs Training Program 260E (continued)

Iowa New Jobs Training Program 260E is designed to assist businesses which are beginning operations, as well as businesses which are expanding. The following chart compares the number of new and expanding businesses which have been assisted in the last five years.

New vs. Expanding Businesses



Iowa Jobs Training Program 260E State Wide at a Glance



Iowa New Jobs Training Program (260E) Administrative Allowance

The Iowa New Jobs Training Program, Iowa Code Chapter 260E, was established by the Iowa legislature in 1983. It was originally codified as Iowa Code Chapter 280B and since changed to Chapter 260E. It has since become one of Iowa's most effective and valued economic development tools. The 260E program provides that administrative expenses for the New Jobs Training Program is an allowable program service and program cost. The administrative allowance rate is calculated annually by the Department of Education (DE) and is based on the collective percentage of a specific set of non-instructional cost centers in the community college general fund budgets. It has generally ranged between 14 and 17 percent annually.

In approximately 1987, the Iowa Legislature raised the question as to how the administrative fees were being used by the community colleges. Neither the statute nor the rules provide a specific framework or definition. As a result, the community college presidents, the DED and the DE agreed upon and presented to legislative leaders, the following guidelines that were adopted and have been adhered to by the community colleges since that time. It has also provided the guidelines by which the community colleges report their expenses from the administrative allowance to the DE. They include the following eligible expenditures that may be supported and identified in Code of Iowa, Chapter 260E:

1. Economic development staff and associated office expenditures.
2. Monitoring and accounting staff and associated expenditures for economic development activities and projects under Code of Iowa, Chapter 260E.
3. Professional contract services relating to Code of Iowa, Chapter 260E. May include but not limited to Legal, Bank Agency, Bond Registrar, Transfer Agent, and Bond Rating fees.
4. Economic development activities directly related to the needs of the community.
5. Special programs relating to the needs of the community that will promote economic development.
6. In the event of a default in a Chapter 260E training project, and the area school so deems appropriate, the administrative allowance may be used to help offset the default.

The community colleges have the option of taking the entire administrative allowance upon sale of the bonds or to prorate collection of the administrative allowance over a period of up to 10 years. These variations are footnoted on the following chart and is one reason why some of the colleges show a larger balance than others. The bonds have a 10 year retirement schedule and delivery of the training program can take two to three years necessitating a reserve to support the ongoing administrative costs of the program over time. The administrative allowance has provided essential support to a broad range of economic development activities and special programs in economic development in our community college regions for which other funds were not available.

Community College	NICC-01	NIACC-02	ILCC-03	NCC-04	ICCC-05	IVCCD-06	HCC-07	EICCD-09
Restricted Beginning Balance 7/1/03	\$891,923.80	\$1,188,200.23	\$0.00	\$506,797.00	\$111,023.64	\$35,437.06	\$1,129,896.37	\$1,053,189.33
Revenues:								
Administrative	(A)	(A)	(C)	(B)	(A)	(D)	(B)	(E)
Allowance	\$515,352.00	\$183,450.00	\$103,496.11	\$180,975.00	\$327,000.00	\$293,006.73	\$181,115.76	\$757,367.90
Other Income	\$0.00	\$147,049.68	\$38,002.49	\$10,323.00	\$54,836.00	\$54,461.21	\$126,151.04	\$0.00
Total Revenues	\$515,352.00	\$330,499.68	\$141,498.60	\$191,298.00	\$381,836.00	\$347,467.94	\$307,266.80	\$757,367.90
Total Assets to								
Account For	\$1,407,275.80	\$1,518,699.91	\$141,498.60	\$698,095.00	\$492,859.64	\$382,905.00	\$1,437,163.17	\$1,810,557.23
Expenditures:								
Economic Development Staff	\$257,669.00	\$97,414.74	\$141,498.60	\$30,063.00	\$179,691.88	\$205,052.48	\$104,697.63	\$608,910.55
Monitoring & Accounting	\$36,920.00	\$69,729.00	\$0.00	\$400.00	\$0.00	\$97,177.53	\$26,970.54	\$50,557.12
Prof. Contract Services	\$0.00	\$0.00	\$0.00	\$532.00	\$0.00	\$14,225.45	\$1,890.70	\$0.00
Econ. Development Activities	\$0.00	\$24,941.55	\$0.00	\$376,126.00	\$22,422.68	\$37,536.45	\$15,879.01	\$118,388.56
Special Programs for								
Economic Development	\$0.00	\$172,284.06	\$0.00	\$0.00	\$0.00	\$0.00	\$64,268.19	\$37,458.29
Chapter 260E Default	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenditures	\$294,589.00	\$364,369.35	\$141,498.60	\$407,121.00	\$202,114.56	\$353,991.91	\$213,706.07	\$815,314.52
** Restricted Ending Balance 6/30/04	\$1,112,686.80	\$1,154,330.56	\$0.00	\$290,974.00	\$290,745.08	\$28,913.09	\$1,223,457.10	\$995,242.71

Community College	KCC-10	DMACC-11	WITCC-12	IWCC-13	SWCC-14	IHCC-15	SCC-16
Restricted Beginning Balance 7/1/03	\$2,706,473.68	\$1,250,180.00	\$827,792.37	\$531,261.10	\$12,666.00	\$0.00	(\$340,092.00)
Revenues:							
Administrative	(A)	(F)	(C)	(A)	(A)	(A)	(C)
Allowance	\$382,500.00	\$0.00	\$0.00	\$43,899.00	\$544,262.00	\$372,788.00	\$105,580.00
Other Income	\$41,899.89	\$0.00	\$29,170.19	\$0.00	\$0.00	\$11,637.56	\$0.00
Total Revenues	\$424,399.89	\$0.00	\$29,170.19	\$43,899.00	\$544,262.00	\$384,425.56	\$105,580.00
Total Assets to							
Account For	\$3,130,873.57	\$1,250,180.00	\$856,962.00	\$575,160.10	\$556,928.00	\$384,425.56	(\$234,512.00)
Expenditures:							
Economic Development Staff	\$215,436.20	\$436,517.15	\$192,203.42	\$135,182.66	\$99,048.00	\$148,185.12	\$81,332.00
Monitoring & Accounting	\$134,889.84	\$98,000.00	\$47,074.52	\$40,216.50	\$50.00	\$4,978.62	\$0.00
Prof. Contract Services	\$0.00	\$0.00	\$0.00	\$76,609.07	\$0.00	\$0.00	\$0.00
Econ. Development Activities	\$31,178.41	\$200,000.00	\$41,873.24	\$3,490.57	\$0.00	\$231,261.82	\$20,047.00
Special Programs for							
Economic Development	\$87,842.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Chapter 260E Default	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,427.00
Total Expenditures	\$469,346.97	\$734,517.15	\$281,151.18	\$255,498.80	\$99,098.00	\$384,425.56	\$126,806.00
** Restricted Ending Balance 6/30/04	\$2,661,526.60	\$515,662.85	\$575,811.38	\$319,661.30	\$457,830.00	\$0.00	(\$361,318.00)

¹ Indirect Costs (38% of direct wage cost)

Revenue footnotes:

- (A) The college reports 100% of the administrative allowance revenues to the Department of Education the first year the bond is issued.
- (B) The college reports a majority of the administrative allowance revenues to the Department of Education in the current year and prorates a portion over the remaining years.
- (C) The college reports to the Department of Education administrative allowance revenues prorated equally over ten years.
- (D) The college reports to the Department of Education administrative allowance revenues prorated over ten years with 37% in year one and 7% in years two through ten.
- (E) The college reports to the Department of Education the administrative allowance revenues over the first three years.
- (F) The college reports to the Department of Education administrative allowance revenues prorated over four years - 50% in year one, 25% in year two, 15% in year three, and 10% in year four.

Note: Typically, the colleges issue bonds for 260E projects every year (some have two issuances a year).

**** The administrative allowance revenues that relate to the bond issuances are used to cover the expenses related to the economic development projects for ten years.**

The Iowa Jobs Training Program (260F)

The Iowa Jobs Training Program (260F) provides job training services to current employees of eligible businesses which are located in Iowa. Job training services are defined as any training needed to enhance the performance of a business' employees.

A business must be engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development. A business, which provides services, must have customers outside of Iowa. Within the 36 month period prior to the date of applying for program services, a business 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. Employees who will receive training must be currently employed by the business and the business must pay Iowa withholding tax for them.

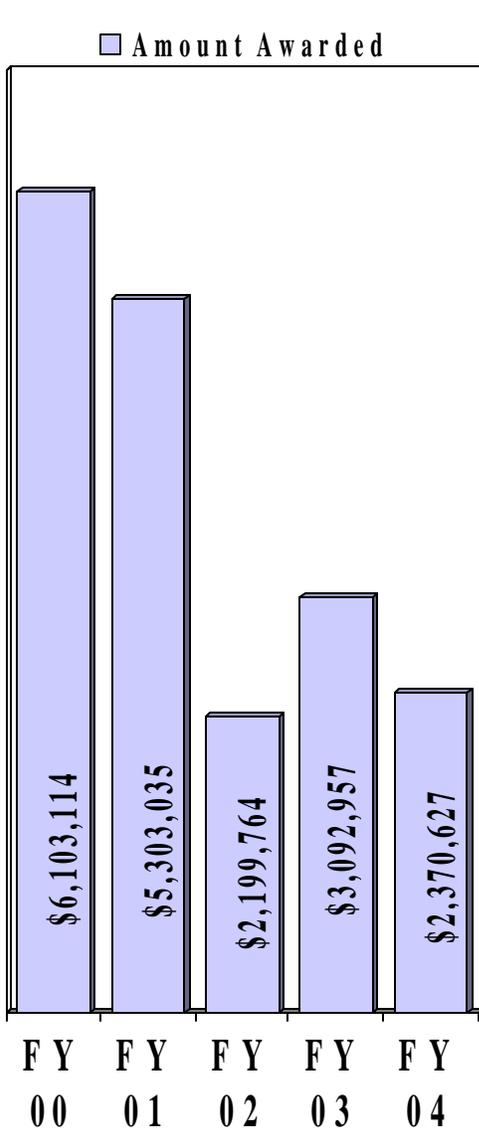
Individual business sites are eligible for maximum awards of \$25,000 per training project. A business site is eligible for a maximum of \$50,000 in program assistance during a three-year period. Training projects costing \$5,000 or more require a 25 percent cash match for the business. Training projects costing less than \$5,000 do not require a business cash match.

The 260F Program is administered by the Iowa Department of Economic Development and services are provided by Iowa's 15 Community Colleges. Each community college works with eligible businesses to assess training needs, determine funds availability and provide training. Contact your local Community College if you would like more information regarding the Iowa Jobs Training Program (260F).

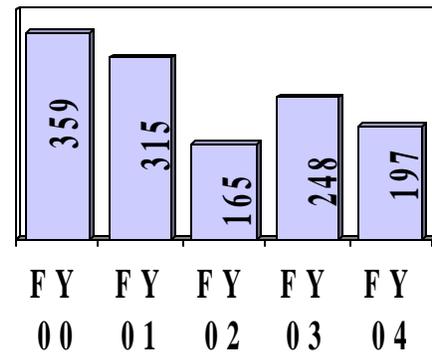
The funded businesses will be listed in each community college's section. A description of the "coding status" column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c - Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

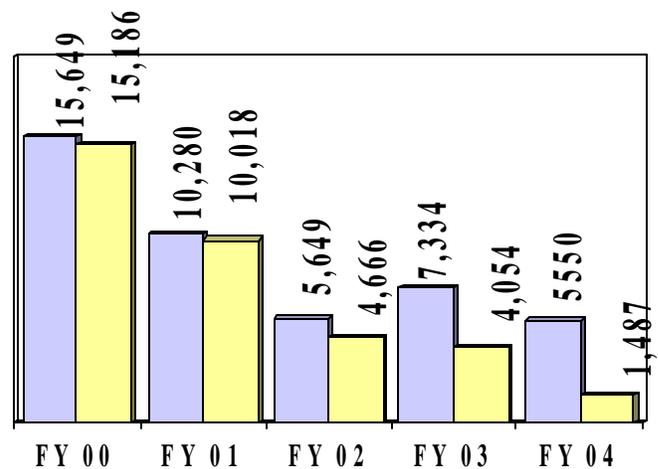
Iowa Jobs Training Program 260F State Wide at a Glance



Projects Awarded



to be Trained # Completed



Iowa Jobs Training Program 260F (continued)

Iowa Jobs Training Program 260F has been used for businesses which are located in large as well as small communities. The following table lists the number and size of all Iowa Jobs Training Program projects in each county in the last five years.

County	# of Projects	Funding	To Be Trained	Trained
Adair	4	\$75,000.00	134	90
Adams	1	\$25,000.00	4	4
Allamakee	14	\$83,692.00	232	235
Appanoose	21	\$180,853.00	266	301
Audubon	1	\$25,000.00	15	41
Benton	9	\$95,100.00	96	45
Black Hawk	127	\$1,049,815.00	2142	798
Boone	7	\$125,000.00	218	300
Bremer	25	\$199,994.00	818	18
Buchanan	20	\$110,322.00	181	133
Buena Vista	10	\$123,206.00	220	275
Butler	1	\$21,000.00	34	63
Calhoun	4	\$29,999.00	260	150
Carroll	8	\$103,795.00	442	181
Cass	9	\$59,385.00	93	72
Cedar	6	\$39,301.00	89	30
Cerro Gordo	69	\$494,826.00	1379	1344
Cherokee	14	\$88,784.00	285	226
Chickasaw	18	\$103,363.00	696	383
Clarke	4	\$50,000.00	530	530
Clay	19	\$272,695.00	800	915
Clayton	19	\$81,864.00	379	343
Clinton	39	\$461,599.00	1133	328
Crawford	7	\$95,454.00	231	189
Dallas	14	\$302,588.00	340	295
Davis	8	\$36,804.00	129	133
Decatur	4	\$25,000.00	12	12
Delaware	16	\$46,119.00	326	343
Des Moines	58	\$313,992.00	1141	748
Dickinson	26	\$343,475.00	1605	1755
Douglas	2	\$0.00	0	0
Dubuque	109	\$423,973.00	1431	1369
Emmet	11	\$184,000.00	276	302
Fayette	9	\$46,941.00	95	23
Floyd	12	\$42,460.00	88	74
Franklin	3	\$25,000.00	22	46
Fremont	6	\$108,970.00	487	600
Greene	2	\$15,554.00	62	92
Grundy	13	\$129,994.00	438	345
Guthrie	4	\$54,999.00	33	17
Hamilton	28	\$193,989.00	271	328
Hancock	32	\$249,480.00	1185	1132
Hardin	27	\$288,628.00	896	602
Harrison	17	\$132,026.00	368	376
Henry	16	\$105,984.00	368	246

County	# of Projects	Funding	To Be Trained	Trained
Howard	11	\$53,805.00	159	214
Humboldt	8	\$86,316.00	287	243
Ida	7	\$77,310.00	257	292
Iowa	25	\$202,430.00	580	269
Jackson	12	\$42,276.00	78	1
Jasper	6	\$125,000.00	278	253
Jefferson	49	\$312,802.00	396	383
Johnson	43	\$339,866.00	1201	1114
Jones	13	\$126,729.00	249	239
Keokuk	4	\$14,007.00	63	67
Kossuth	15	\$174,500.00	625	375
Lee	42	\$497,621.00	1651	1182
Linn	202	\$2,159,793.00	5715	4824
Louisa	9	\$81,739.00	268	219
Lucas	12	\$63,166.00	59	59
Lyon	8	\$60,569.00	145	144
Madison	3	\$4,999.00	2	2
Mahaska	36	\$178,181.00	624	571
Marion	10	\$209,998.00	680	418
Marshall	33	\$250,890.00	778	590
Mitchell	10	\$75,000.00	315	277
Monona	0	\$0.00	0	0
Monroe	52	\$174,569.00	718	969
Montgomery	5	\$25,000.00	57	0
Muscatine	54	\$162,193.00	1498	120
O'Brien	14	\$53,015.00	369	285
Osceola	3	\$20,925.00	35	40
Page	26	\$203,336.00	934	877
Palo Alto	12	\$175,594.00	214	247
Plymouth	15	\$167,677.00	479	350
Pocahontas	6	\$53,537.00	150	218
Polk	97	\$1,847,895.00	2033	1459
Pottawattamie	41	\$314,278.00	1027	868
Poweshiek	43	\$295,807.00	1262	1390
Ringold	2	\$25,000.00	4	0
Sac	4	\$51,024.00	35	2
Scott	79	\$797,912.00	2617	95
Shelby	17	\$228,209.00	530	311
Sioux	51	\$389,904.00	1501	1142
Story	22	\$365,101.00	407	162
Tama	0	\$0.00	0	0
Taylor	4	\$75,000.00	71	69
Union	12	\$225,000.00	691	116
Van Buren	3	\$5,644.00	2	2
Wapello	39	\$164,595.00	693	390
Warren	5	\$100,000.00	112	0
Washington	13	\$114,387.00	229	165
Wayne	11	\$106,937.00	189	213
Webster	40	\$419,981.00	1215	1287
Winnebago	11	\$84,998.00	243	124
Winneshiek	13	\$200,671.00	221	96
Woodbury	102	\$875,010.00	2290	1767
Worth	12	\$87,998.00	351	294
Wright	23	\$211,348.00	653	247

Iowa Jobs Training Program 260F (continued)

Iowa Jobs Training Program is designed to provide employee training services to all economic sectors with the exception of retail and professional services. The following chart demonstrates how program funds, in the past five years, have been utilized and the number of employees who have benefited from training within those sectors.

Sectors	Number of Projects	To Be Trained	Completed Training	Dollars Awarded
Manufacturing	1,416	40,913	29,979	\$14,509,975.00
Services	129	2,276	1,567	\$1,340,620.00
Finance & Insurance	40	1,807	1,613	\$289,104.00
Transportation	69	1,485	1,669	\$668,980.00
Wholesale	122	3,524	2,514	\$1,360,923.00
Agriculture	17	176	118	\$163,928.00
Construction	135	1,479	753	\$332,152.00

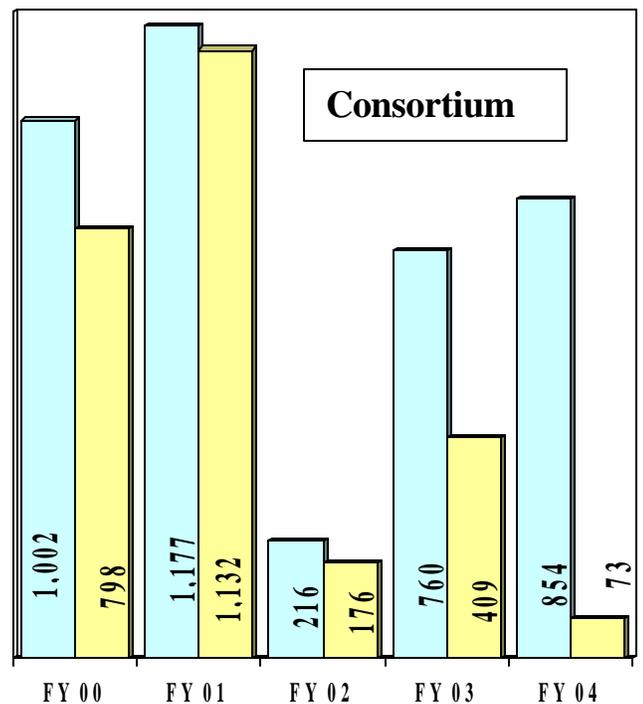
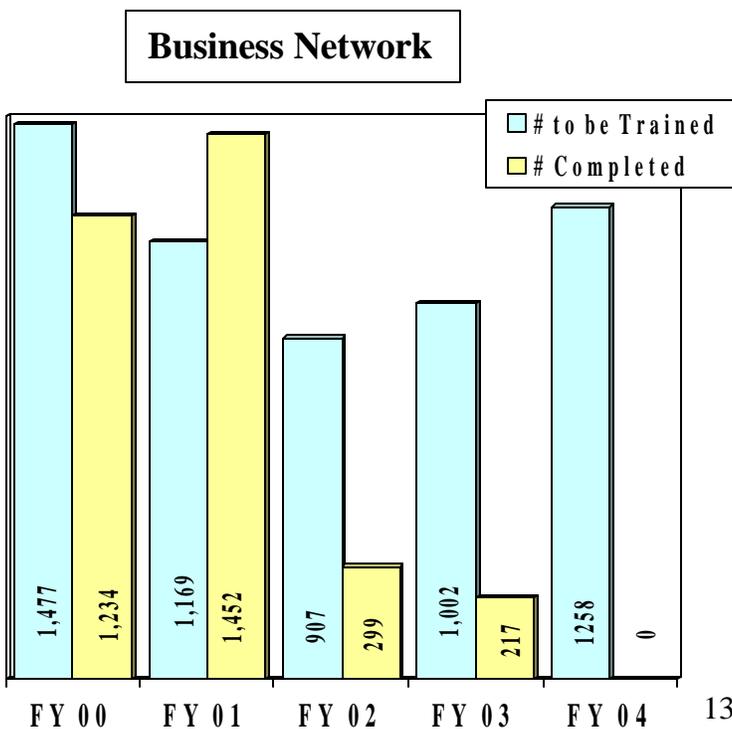
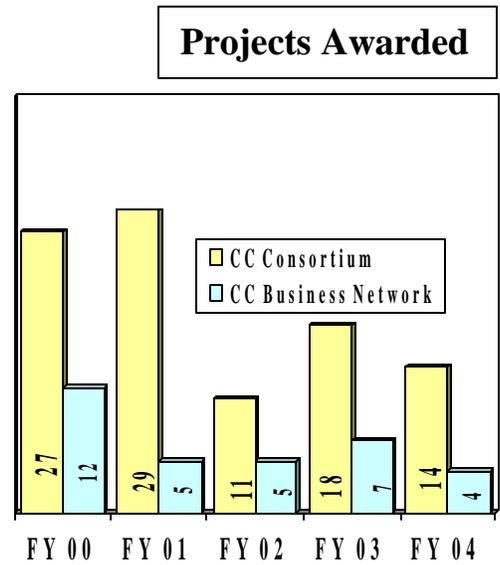
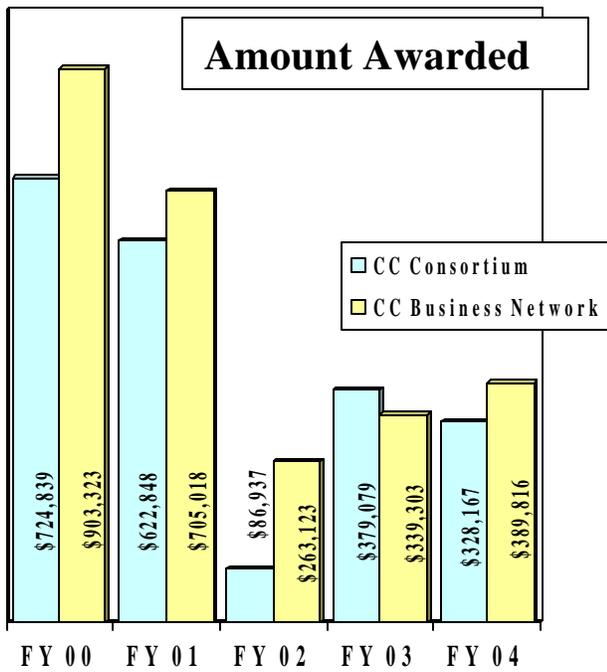
Iowa Jobs Training Program 260F Community College Consortium

A business consortium consists of two or more businesses located in the same community college district which participate in the same training project. A consortium project is eligible for up to \$50,000 in program assistance. Same cash match as 260F applies. Participation in a consortium project does not count against a business' eligibility for individual training project assistance. Application for this program must be made through a local community college.

Iowa Jobs Training Program 260F Community College Business Network

A community college business network training project consists of five or more businesses located in two or more community college districts with at least two community colleges sponsoring the training project. A community college business network training project is eligible for up to \$50,000 in program assistance per participating community college. Same cash match as 260F applies. Participation in a consortium project does not count against a business' eligibility for individual training project assistance. Application for this program must be made through a local community college.

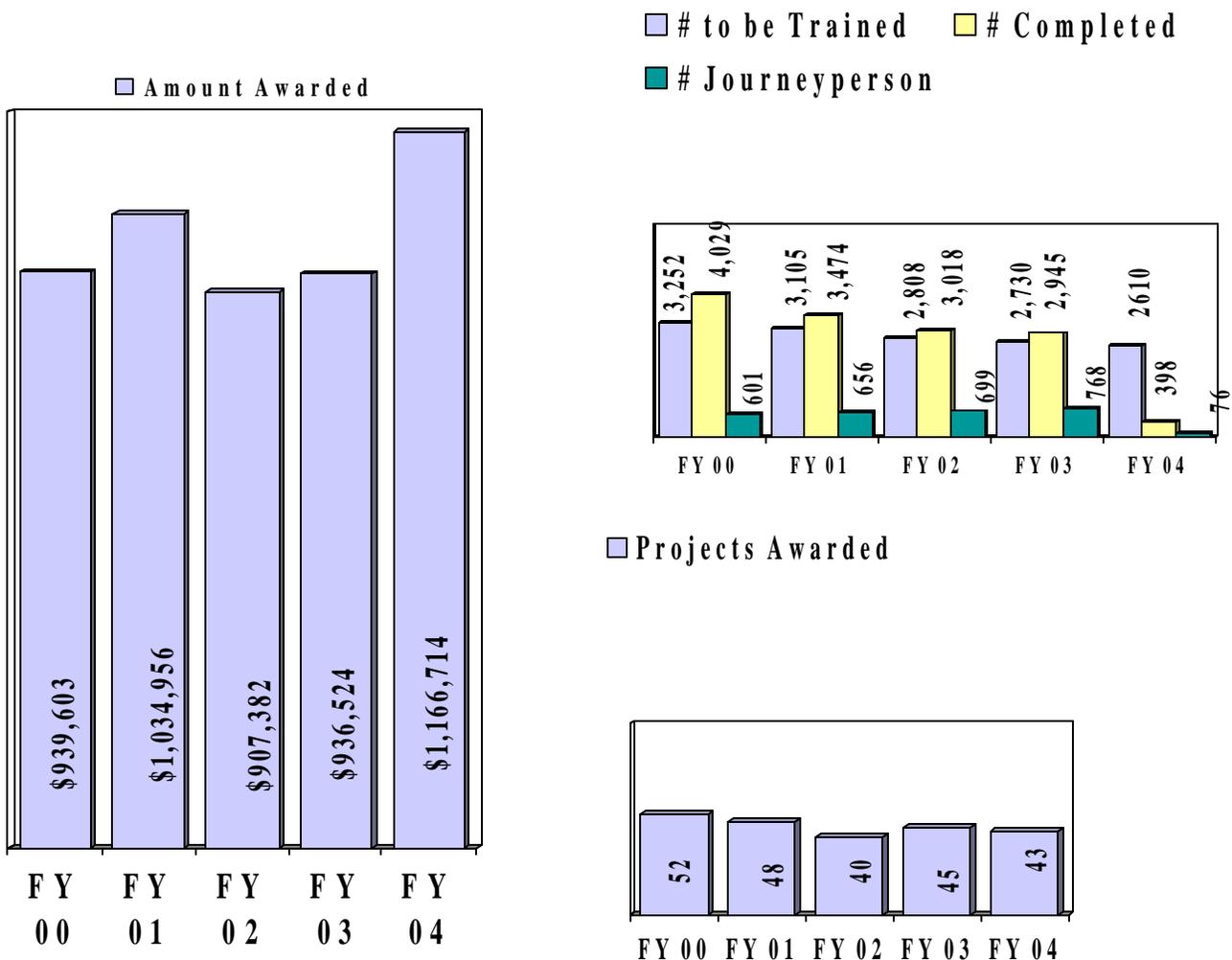
Iowa Jobs Training Program 260F Community College Consortium/Business Network State Wide at a Glance



Iowa Jobs Training Program 260F Apprenticeship Program

The Apprenticeship Program funds projects that increase the skills of workers through a combination of classroom and on-the-job training. This program has been established to fund high-technology apprenticeship programs, or those programs that are utilizing the most up-to-date technologies that are available in the workplace. Apprenticeship programs positively impact workers' skills and thus enhance participants' earning capacity. Businesses also benefit by having well trained employees, resulting in more efficient productions and greater profitability. All apprenticeship projects funded through IDED must be approved by the Bureau of Apprenticeship and Training. Application for this program must be made through a local community college.

Iowa Jobs Training Program 260F Apprenticeship Program State wide at a Glance



Accelerated Career Education Program (ACE) 260G

The purpose of the Accelerated Career Education Program (ACE) is to assist Iowa's Community Colleges to either establish or expand programs that train individuals in the occupations most needed by Iowa businesses. The goal of the program is to provide an enhanced skilled workforce in Iowa.

The program consists of three different parts:

- ACE/PIAP dollars to fund the necessary infrastructure construction/rehabilitation needed to increase student capacity in the new or expanded classes.
- Program job credits to help fund the additional program costs associated with establishing a new program or expanding a current program.
- Student aid to assist students enrolled in these new or expanded programs. (application is through the College Student Aid Commission)

Eligible business: A business engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, or assembling products; construction; conducting research and development; or providing services in interstate or intrastate commerce.

The business' requirements:

Enter into an agreement with a Community College to sponsor all or a portion of the seats created by the establishment or expansion of a current program. Provide a 20 percent match of the program costs pro-rated by the percentage of seats sponsored. Assist with program design. Divert the awarded program job credits to the respective community college.

Program job credits:

- _ Are awarded to a business based upon the number of seats they sponsor in a program.
- _ Can be up to 10 percent of the hiring wage that a sponsoring business would pay to an individual that completes the programs' requirements (minimum wage being 200 percent of the federal poverty guideline for a family of two).
- _ Are a diversion of a company's current State of Iowa personal income tax withholding.
- _ Are paid to the community college over this life of the agreement (usually five years).

All 15 Community Colleges are participating in the Accelerated Career Education Program with 60 programs, ranging from Nursing to Construction Tech. 215 businesses have signed agreements to sponsor 1861 positions. Of the 646 students that have completed their education, 441 have been offered jobs within the businesses that sponsored positions. A total of 475 graduates have accepted employment either with a participating business or with another business with their trained occupations. A total of \$3,900,872.00 job credits were awarded.

For more information concerning the 260G – Accelerated Career Education Program (ACE) please contact the local community college in your region.

Area I
Northeast Iowa Community College

Northeast Iowa Community College, located in Calmar, Iowa serves the following counties:

Allamakee
Chickasaw
Clayton
Delaware
Dubuque
Fayette
Howard
Winneshiek

Ken Vande Berg
Box 400
Calmar, Iowa 52131
563.562.3263 ex 221
vandek@nicc.edu

260F Case Study Northeast Iowa Community College

Six Sigma is a highly disciplined process-improvement strategy that helps manufacturing companies develop and deliver near-perfect products and services. Those who are trained in the use of Six Sigma statistical techniques learn to improve product quality, decrease cycle times, reduce operating costs and improve on-time delivery rates.

This past year Northeast Iowa Community College worked with several area manufacturers to train their employees and prepare them for certification in Six Sigma. The college used State 260F Iowa Jobs Training Program funds to assist these industries with the costs of the training. A consortium of these industries made it possible for them to participate in the training even though they only had one or two employees to train.

Featherlite, Inc. of Cresco was one of the industries that took advantage of this opportunity for Six Sigma training. Featherlite is an innovative leader in the design, manufacturing and marketing of quality aluminum specialty trailers and luxury motor coaches. George Willis, Featherlite's Quality Assurance Manager, completed the training, fulfilled all of the requirements and received his Black Belt Certification in February 2004. Like the other students in the training, Willis' first step was to complete extensive classroom training.

The second step toward certification was to identify a manufacturing process with variations that needed to be refined. Willis chose to work with Featherlite's Plant 3, Line 1 for his first Six Sigma project. Specific goals were set for the manufacturing line to dramatically reduce the number of discrepancies on trailers and to produce trailers more efficiently. The progress was monitored over time to ensure that the process improvements would be sustained. Willis compiled results and submitted reports to an evaluation board for assessment.

Willis' training experience and his implementation of Six Sigma has led him to conclude that the Six Sigma approach is a very structured process in determining and removing variation from any process that needs to be improved. Once the variations have been removed from the process, it will automatically allow the process to operate more smoothly.

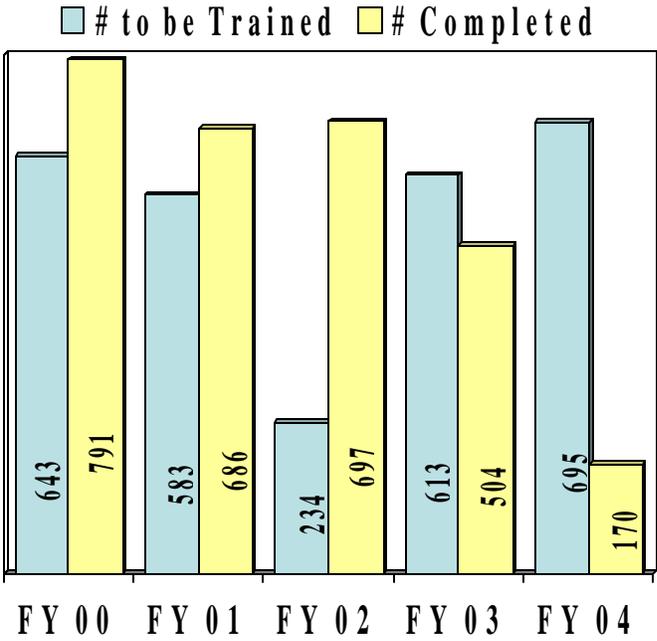
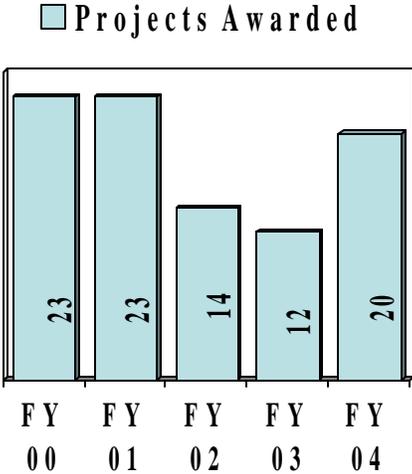
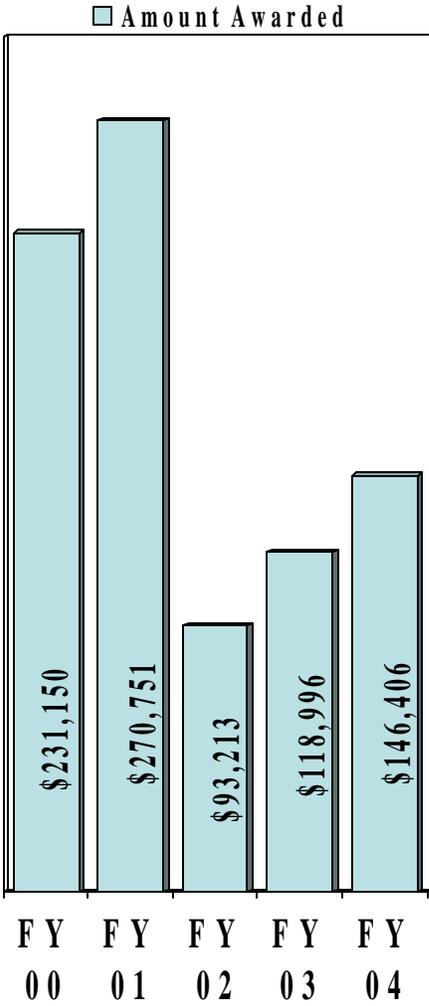


Aerial of Featherlite, Inc. at Cresco, Iowa



George Willis-Featherlite
Quality Assurance Manager

Iowa Jobs Training Program 260F Northeast Iowa Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Ostrich Producers Coop Of The Midwest	Winneshiek	Decorah	\$4,147.00	9/24/1999	4	3	2c2
Webber Metal Products Inc	Dubuque	Cascade	\$11,312.00	9/24/1999	150	150	2a
Ms Machine & Mfg Co Inc	Clayton	Monona	\$4,999.00	9/28/1999	3	4	2b
Dyersville Commercial	Dubuque	Dyersville	\$4,999.00	11/10/1999	6	6	2a
Joseph L Erthl Inc	Dubuque	Dyersville	\$2,864.00	11/18/1999	8	8	2a
Monona Wire Corporation	Clayton	Monona	\$4,999.00	1/4/2000	10	10	2a
Seedorff Masonry Industries Inc	Howard	Cresco	\$15,000.00	1/5/2000	35	58	2b
Kendrick Forest Products, DbA Kendrick Inc	Delaware	Edgewood	\$10,500.00	1/14/2000	3	4	2b
Il Norplex	Allamakee	Postville	\$5,982.00	1/24/2000	90	90	2a
De Smith Inc	Dubuque	Dubuque	\$15,829.00	2/1/2000	15	35	2b
Fh Uelner Precision Tools And Dies Inc	Dubuque	Dubuque	\$25,000.00	2/2/2000	55	70	2b
Sweet Computer Services Inc	Fayette	West Union	\$25,000.00	2/7/2000	15	15	2a
Cj Moyna And Sons Inc	Clayton	Elkader	\$15,741.00	2/10/2000	75	105	2b
Dubuque Stamping & Mfg Inc	Dubuque	Dubuque	\$5,692.00	3/6/2000	25	30	2b
Tri Mark Corporation	Chickasaw	New Hampton	\$9,927.00	3/29/2000	18	29	2b
Rite Hite Corporation	Dubuque	Dubuque	\$5,682.00	3/30/2000	20	29	2b
Medical Associates Health Plans	Dubuque	Dubuque	\$4,999.00	3/31/2000	15	15	2a
Unique Balance	Dubuque	Dubuque	\$4,999.00	4/4/2000	15	21	2b
Pattison Bros Mississippi River Terminal Inc	Fayette	Fayette	\$6,942.00	4/6/2000	6	6	2a
Dubuque Stamping & Mfg Inc	Dubuque	Dubuque	\$10,084.00	4/14/2000	10	16	2b
Textron Fastening Systems Decorah Operations	Winneshiek	Decorah	\$6,454.00	5/3/2000	10	13	2b
New Hampton Metal Fab	Chickasaw	New Hampton	\$25,000.00	5/3/2000	35	40	2b
Monona Wire Corporation	Clayton	Monona	\$4,999.00	6/21/2000	20	34	2b
G & S Machine	Allamakee	Waukon	\$14,213.00	9/1/2000	3	3	2a
Net Smart Inc	Dubuque	Dubuque	\$3,335.00	9/7/2000	1	1	2a
Ross Marketing Inc	Chickasaw	New Hampton	\$12,765.00	10/26/2000	8	16	2b
Il Norplex	Allamakee	Postville	\$1,998.00	11/1/2000	15	19	2b
Rite Hite Corporation	Dubuque	Dubuque	\$13,223.00	12/8/2000	20	50	2b
Tri Mark Corporation	Chickasaw	New Hampton	\$10,324.00	1/10/2001	12	43	2b
Guttenberg Industries Inc	Clayton	Guttenberg	\$7,680.00	2/1/2001	13	16	2b
Featherlite Inc	Howard	Cresco	\$4,965.00	2/7/2001	20	40	2b
Joseph L Ertl Inc	Dubuque	Dyersville	\$25,000.00	2/20/2001	36	32	2c2
Kann Manufacturing Corporation	Clayton	Guttenberg	\$25,000.00	2/24/2001	40	36	2c2
Alliant Energy Lansing Power Plant	Allamakee	Lansing	\$9,038.00	3/2/2001	3	4	2b
Alliant Energy Lansing Power Plant	Allamakee	Lansing	\$17,463.00	3/8/2001	9	10	2b
Geisler Brothers Company	Dubuque	Dubuque	\$3,521.00	3/9/2001	4	5	2b
Cj Moyna And Sons Inc	Clayton	Elkader	\$4,853.00	3/13/2001	75	110	2b
Featherlite Inc	Howard	Cresco	\$22,087.00	4/5/2001	64	92	2b
East Iowa Machine Company Eimco	Dubuque	Farley	\$24,689.00	4/24/2001	50	64	2b
Peerless Chain Of Iowa Inc	Delaware	Manchester	\$6,969.00	4/24/2001	30	34	2b
Alliant Energy Dubuque Power Plant	Dubuque	Dubuque	\$4,999.00	4/25/2001	3	3	2a
The Adams Company	Dubuque	Dubuque	\$6,365.00	4/27/2001	15	16	2b
The Adams Company Ii	Dubuque	Dubuque	\$8,701.00	4/27/2001	12	30	2b
East Iowa Machine Company	Dubuque	Farley	\$4,999.00	5/2/2001	60	62	2b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Lund Manufacturing Company Inc	Dubuque	Farley	\$24,689.00	5/3/2001	50		1a
Textron Inc	Winneshiek	Decorah	\$13,875.00	6/30/2001	40		1a
Farmers Cooperative	Chickawaw	New Hampton	\$4,999.00	12/10/2001	20	20	2a
Weitz Sign Company	Dubuque	Dubuque	\$2,558.00	12/10/2001	15	38	2b
Lynch Livestock Inc Dba Spillville Mill	Winneshiek	Spillville	\$4,999.00	1/17/2002	5		1a
Trimark Corporatin	Chickasaw	New Hampton	\$7,500.00	4/18/2002	30	37	2b
Deco Products	Winneshiek	Decorah	\$4,999.00	5/7/2002	10		1a
Graphics Inc	Wineshiek	Calmar	\$6,283.00	5/9/2002	6	10	2b
Ay Mcdonald Manufacturing Co	Dubuque	Dubuque	\$4,999.00	5/11/2002	20	237	2b
Seedorff Masonry Industries Co	Howard	Cresco	\$6,754.00	5/11/2002	2	8	2b
Nordstrom Distribution Center	Dubuque	Dubuque	\$4,859.00	5/28/2002	5	8	2b
Flexsteel Industries Inc	Dubuque	Dubuque	\$20,180.00	5/28/2002	80	156	2b
Eagle Point Inc	Dubuque	Dubuque	\$4,999.00	5/28/2002	7	128	2b
Captive Plastics	Dubuque	Peosta	\$11,134.00	5/28/2002	4		1a
Weitz Sign Company	Dubuque	Dubuque	\$4,250.00	5/28/2002	18	25	2b
Itw Fluid Products Group	Delaware	Manchester	\$4,700.00	5/28/2002	12	30	2b
Barnstead Thermolyne International	Dubuque	Dubuque	\$4,999.00	10/11/2002	5		3a
The Metrix Company	Dubuque	Dubuque	\$4,999.00	10/11/2002	5	7	2b
Cross Timbers Metal Products, Llc	Allamakee	Lansing	\$25,000.00	10/22/2002	6		1a
Durrant Group	Dubuque	Dubuque	\$5,478.00	11/1/2002	5	10	2b
Il Norplex	Allamakee	Postville	\$4,999.00	11/3/2002	80	96	2b
Eagle Point Inc.	Dubuque	Dubuque	\$25,000.00	11/3/2002	19	54	2b
Alliant Energy Lansing Power Plant	Allamakee	Lansing	\$4,999.00	11/18/2002	3	4	2b
Attachment Technologies, Inc.	Delaware	Delhi	\$4,554.00	11/18/2002	125	125	2a
Amisys, Llc	Dubuque	Dubuque	\$8,970.00	12/6/2002	11		1a
Weitz Sign Company	Dubuque	Dubuque	\$4,999.00	12/31/2002	15	15	2a
Agvantage Fs Inc	Chickasaw	New Hampton	\$4,999.00	2/24/2003	150	193	2b
John Deere Dubuque Works	Dubuque	Dubuque	\$20,000.00	4/30/2003	189		1a
Farmers Cooperative	Chickasaw	New Hampton	\$4,999.00	8/4/2003	50		1a
Edgewood Locker	Clayton	Edgewood	\$4,999.00	8/4/2003		18	1a
Monona Wire Corporation (Mwc)	Clayton	Monona	\$3,595.00	9/8/2003	7		1a
Welu Printing Company	Dubuque	Dubuque	\$4,999.00	10/15/2003	2	2	2a
S&R Manufacturing, Inc.	Delaware	Earlville	\$4,999.00	10/15/2003	8	21	2b
Trimark Corporation	Chickasaw	New Hampton	\$7,677.00	10/15/2003	35		1a
Rite-Hite Corporation	Dubuque	Dubuque	\$4,999.00	10/15/2003	1		1a
Gdm Cnc Routing	Dubuque	Dyersville	\$4,999.00	10/17/2003	8		1a
Camcar Division Of Textron, Inc.	Winneshiek	Decorah	\$25,000.00	11/13/2003	35		1a
Flexsteel Industries	Dubuque	Dubuque	\$5,684.00	12/15/2003	15		1a
Attachment Technologies, Inc.	Delaware	Delhi	\$4,399.00	12/30/2003	100	129	2b
Itw Fluid Products Group	Delaware	Manchester	\$4,999.00	4/6/2004	12		1b
Exide Technologies	Delaware	Manchester	\$4,999.00	4/6/2004	15		1b
Seedorff Masonry Industries	Howard	Cresco	\$4,999.00	4/6/2004	15		1b
Rousselot	Dubuque	Dubuque	\$14,999.00	4/6/2004	8		1b
Gdm Cnc Routing	Dubuque	Dyersville	\$4,888.00	4/7/2004	8		1b
Kann Manufacturing Corporation	Clayton	Guttenberg	\$4,999.00	4/8/2004	9		1b
Farmers Cooperative	Chickasaw	New Hampton	\$4,999.00	5/4/2004	5		1b
Trimark Corporation	Chickasaw	New Hampton	\$5,175.00	5/7/2004	150		1b
John Deere Dubuque Works	Dubuque	Dubuque	\$20,000.00	6/7/2004	212		1b
Grand Total			\$860,516.00		2768	2848	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Intermediate Autocad			\$3,554.00	4/5/2000			2a
Rtg Corporation	Allamakee	Lansing	\$0.00	4/5/2000	1	1	2a
Trinity Fabricators Inc	Allamakee	Lansing	\$0.00	4/5/2000	3	3	2a
Kol Gol Inc	Allamakee	Lansing	\$0.00	4/5/2000	2	2	2a
Internal Quality Auditor Training			\$3,544.00	4/5/2000			2a
Eagle Tool Company	Dubuque	Dyersville	\$0.00	4/5/2000	3	3	2a
Precision Tool & Engineering Inc	Dubuque	Dubuque	\$0.00	4/5/2000	3	3	2a
Statistical Process Control			\$10,771.00	5/9/2000			2b
Ay Mcdonald Mfg Co	Dubuque	Dubuque	\$0.00	5/9/2000	2	0	3a
Flexsteel Industries Inc	Dubuque	Dubuque	\$0.00	5/9/2000	6	1	2a
John Deere Dubuque Works	Dubuque	Dubuque	\$0.00	5/9/2000	10	14	2b
American Injection Molding Co Inc	Dubuque	Cascade	\$0.00	5/9/2000	3	0	3a
Captive Plastics Inc	Dubuque	Peosta	\$0.00	5/9/2000	3	0	3a
Premier Tooling & Mfg Inc	Dubuque	Peosta	\$0.00	5/9/2000	1	1	2a
Mi T M Corp	Dubuque	Peosta	\$0.00	5/9/2000	2	2	2a
Scale Models	Dubuque	Dyersville	\$0.00	5/9/2000	2	1	2a
Bodine Electric Co	Dubuque	Peosta	\$0.00	5/9/2000	6	4	2a
Dubuque Stamping & Mfg	Dubuque	Dubuque	\$0.00	5/9/2000	1	1	2a
Basic And Intermediate Software Skills			\$4,968.00	5/9/2000			2a
Seedorff Masonry Industries Inc		Cresco	\$0.00	5/9/2000	6	6	2a
Masonry Technology Inc	Howard	Cresco	\$0.00	5/9/2000	3	3	2a
Alum Line Inc	Howard	Cresco	\$0.00	5/9/2000	10	10	2a
NICC Process Training			\$11,040.00	12/1/2000			2b
Barnstead Thermolyne	Dubuque	Dubuque	\$0.00	12/1/2000	9	11	2b
Dubuque Stamping & Mfg Co	Dubuque	Dubuque	\$0.00	12/1/2000	1	1	2a
John Deere Dubuque Works	Dubuque	Dubuque	\$0.00	12/1/2000	4	3	2a
Clark College Consortium	Dubuque	Dubuque	\$25,000.00	1/17/2001			1a
John Deere Dubuque Works	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Cigna	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Cartegraph Systems Inc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Mckesson Hboc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Mccullough Creative Group Inc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Woodward Communicatins Inc	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Woodward Internet Services	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Mcgraw Hill Higher Education	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Carlisle Communications	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Kendall Hunt Publishing	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Harcourt Religious Publishers	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Quebecor World Dubuque	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Union Hoerman	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Flynn Printing	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Color Box	Dubuque	Dubuque	\$0.00	1/17/2001			1a
Julin Printing	Jones	Monticello	\$0.00	1/17/2001			1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
NICCC Construction Training Expo			\$26,325.00	3/2/2001			2b
Cj Moyna And Sons	Clayton	Elkader	\$0.00	3/2/2001	10	10	2a
Reillys Construction Company	Winnesheik	Ossian	\$0.00	3/2/2001	5	5	2a
Allied Construction Co	Floyd	Charles City	\$0.00	3/2/2001	5	5	2a
Concrete Foundations	Bremer	Sumner	\$0.00	3/2/2001	7	7	2a
Rasch Construction Inc	Webster	Fort Dodge	\$0.00	3/2/2001	4	4	2a
Fred Carlson Co Inc	Wenneshiek	Decorah	\$0.00	3/2/2001	55	65	2b
City Wide Construction Corp	Linn	Cedar Rapids	\$0.00	3/2/2001	2	2	2a
Delong Keith Construction	Washington	Washington	\$0.00	3/2/2001	2	2	2a
Riehm Construction Company	Allamakee	Waukon	\$0.00	3/2/2001	3	3	2a
Sheets Excavating	Poweshiek	Montezuma	\$0.00	3/2/2001	3	3	2a
NICC Information System & Technology Consortium			\$25,000.00	5/2/2003	50		1a
Mccullough Creative Group, Inc.	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Carlisle Communications	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Cigna	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Color Box	Dubuque	Dubuque	\$0.00	5/2/2003			1a
Total			\$110,202.00		227	176	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Northeast Iowa Community College



Northeast Iowa Community College (NICC) and Iowa Contract Fabricators of Riceville, IA, a division of McNeilus Company, have teamed up through the 260E Iowa New Jobs Training fund to offer advanced training for their new employees. Iowa Contract Fabricators has used these funds to enroll new hires in computer software applications training and provide extensive training in LEAN manufacturing. LEAN has helped this plant become a leader in productivity for the McNeilus Company, capturing a large share of the domestic market in refuse truck bodies and cement mixer bodies.

LEAN is helping them focus on workplace organization and inventory control and reduction, and they are very pleased with the results.

“Our #1 goal with LEAN manufacturing is to have a safer, cleaner work environment. Next is to reduce inventory and increase our efficiencies. Each of these goals, to some extent, has been achieved. We want to be the place where people want to work,” according to Jim Irvin, Plant Manager for the three McNeilus plants in Iowa.

I “The initial Principles 101 training opened employees eyes as to why change was coming and why it was necessary. The handson simulation allowed them to see the LEAN concepts and how it works in the real world. Then, the 5S training put the Riceville plant on the map. Management could visually see the organizational effects this training had on the plant floor. Organizing the work areas has helped us create a safer work environment. Having all the employees receive this training has given each of them pride in knowing they had a hand in changing the conditions here. This plant would not be nearly as productive as it is today without the LEAN training we have received.”

The LEAN Manufacturing training provided by NICC and funded through the 260E program is making a big impact on this company with plants in small Iowa communities. Training like this helps Iowa’s industries thrive.

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned	Highest
						# Of New Jobs	# Of New Jobs
NICC	Cottingham And Butler Insurance Service Inc	Dubuque	Dubuque	\$80,000.00	11/20/1999	14	14
	Advanced Data Communications Inc	Dubuque	Dubuque	\$155,000.00	11/27/1999	60	60
	Self Insured Service Co	Dubuque	Dubuque	\$160,000.00	11/29/1999	55	55
	M-C Industries Inc	Clayton	Edgewood	\$80,000.00	12/13/1999	50	50
	Dubuque Data Services	Dubuque	Dubuque	\$145,000.00	12/15/1999	32	32
	Henderson Manufacturing Inc	Delaware	Manchester	\$930,000.00	12/17/1999	147	147
	Iva Inc	Fayette	W Union	\$25,000.00	12/17/1999	10	10
	Dura Automotive Systems Inc	Fayette	West Union	\$335,000.00	12/20/1999	150	150
	Trilog Inc	Dubuque	Dubuque	\$865,000.00	12/27/1999	200	200
	Bodine Electric Co	Dubuque	Peosta	\$125,000.00	1/9/2000	14	14
	Mi T M Corporation	Dubuque	Peosta	\$355,000.00	8/25/2000	75	75
	Medline Industries Inc	Dubuque	Dubuque	\$160,000.00	10/2/2000	63	63
	Mdk Inc	Chikawasaw	New Hamton	\$40,000.00	10/5/2000	20	18
	Decker Acquisitioncorp Db a Blessing Industries	Fayette	Fayette	\$800,000.00	10/5/2000	125	70
	American Injection Molding Inc	Dubuque	Cascade	\$10,000.00	10/25/2000	10	3
	Cascade Lumber Company Db a Cascade Mfg Co	Dubuque	Cascade	\$80,000.00	11/6/2000	32	32
	Ms Machine & Mfg Co Inc	Clayton	Monona	\$30,000.00	12/12/2000	13	13
	Premier Tooling Inc	Dubuque	Peosta	\$100,000.00	12/22/2000	22	22
	Camoplast Rockland Ltd	Dubuque	Peosta	\$25,000.00	3/23/2001	11	11
	Deere And Company	Dubuque	Dubuque	\$375,000.00	5/20/2001	30	30
	Trinity Fabricators Inc	Allamakee	New Albin	\$30,000.00	6/14/2001	6	6
	Ross Marketing	Chichasaw	New Hampton	\$135,000.00	6/14/2001	127	65
	Britz Heidbrink	Clayton	Monona	\$75,000.00	6/14/2001	20	20
	Premier Bank	Dubuque	Dubuque	\$55,000.00	6/14/2001	19	19
	Sweet Computer Services Inc	Fayette	West Union	\$265,000.00	6/14/2001	72	70
	E-Ject Systems	Clayton	Elkader	\$160,000.00	6/13/2002	20	15
	Kendrick Forest Products	Delaware	Edgewood	\$175,000.00	6/13/2002	23	0
	Cigna Retirement Benefits	Dubuque	Dubuque	\$380,000.00	6/13/2002	51	51
	Cottingham And Butler Insurance Service Inc	Dubuque	Dubuque	\$115,000.00	6/13/2002	15	15
	Medline Industries Inc	Dubuque	Dubuque	\$70,000.00	6/13/2002	19	19
	Premier Bank	Dubuque	Dubuque	\$60,000.00	6/13/2002	7	7
	Quebecor World Dubuque Inc	Dubuque	Dubuque	\$815,000.00	6/13/2002	109	96
	Self Insured Service Co	Dubuque	Dubuque	\$155,000.00	6/13/2002	34	34
	Cresco Food Technologies	Howard	Cresco	\$105,000.00	6/13/2002	26	16
	Kendrick Forest Products	Delaware	Edgewood	\$175,000.00	6/28/2002	23	23
	Kendrick Forest Products	Delaware	Edgewood	\$175,000.00	6/30/2002	23	0
	Mi T M Corporation	Dubuque	Peosta	\$335,000.00	1/25/2003	60	60
	Hot Flush, Llc	Chickasaw	New Hampton	\$180,000.00	3/15/2003	30	0
	Precision Of New Hampton	Chicaksaw	New Hampton	\$180,000.00	3/16/2003	30	7
	Lynch Bbq Company	Winneshiek	Decorah	\$35,000.00	3/16/2003	13	13
Soy Basics, Llc	Chickasaw	New Hampton	\$125,000.00	4/16/2003	40	40	
Medline Industries Inc	Dubuque	Dubuque	\$225,000.00	4/19/2003	62	62	
Joseph L. Ertl, Inc.	Dubuque	Dyersville	\$125,000.00	4/19/2003	44	44	

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
	Woodward Communications, Inc.	Dubuque	Dubuque	\$50,000.00	4/20/2003	5	5
	Giese Manufacturing Company, Inc.	Dubuque	Dubuque	\$50,000.00	4/28/2003	11	11
	Industrial Laminates/Norplex, Inc.	Allamakee	Postville	\$705,000.00	5/16/2003	94	94
	Foodliner, Inc.	Dubuque	Dubuque	\$160,000.00	5/16/2003	17	17
	Heartland Financial, Usa, Inc.	Dubuque	Dubuque	\$120,000.00	5/16/2003	18	18
	Cascade Lumber Company Db a Cascade Mfg Co	Dubuque	Cascade	\$80,000.00	5/20/2003	12	12
	Eip Manufacturing, Inc.	Delaware	Earlville	\$305,000.00	5/26/2003	44	44
	Textron Inc	Winneshiek	Decorah	\$280,000.00	6/15/2003	82	82
	Giese Manufacturing Company, Inc.	Dubuque	Dubuque	\$75,000.00	4/11/2004	14	0
	Lansing Housing Projects	Allamakee	Lansing	\$55,000.00	4/18/2004	19	0
	Shepherd Incorporated	Dubuque	Dubuque	\$300,000.00	4/20/2004	42	0
	Vessel Systems Inc	Dubuque	Dubuque	\$85,000.00	4/20/2004	12	0
	Oelwein Industries	Fayette	Oelwein	\$65,000.00	4/20/2004	9	0
	Cutting Edge Enterprise	Winneshiek	Decorah	\$55,000.00	4/22/2004	12	0
	Delong Sportswear	Clayton	Elkader	\$150,000.00	5/18/2004	52	0
	Attachment Technologies Inc	Delaware	Delhi	\$150,000.00	5/18/2004	24	0
	Nu-World Amaralty Inc	Delaware	Earlville	\$40,000.00	5/18/2004	11	0
	Integreat Concepts Inc	Dubuque	Dubuque	\$115,000.00	5/18/2004	9	0
	Mekesson Corporation	Dubuque	Dubuque	\$895,000.00	5/18/2004	96	0
	Golden Ridge Cheese Cooperative	Howard	Cresco	\$115,000.00	5/18/2004	17	0
	Tech Space	Clayton	Monona	\$95,000.00	5/25/2004	33	0
Totals For 64 Contracts :				\$12,970,000.00		2,639	2,034

Area II
North Iowa Area Community College

North Iowa Area Community College, located in Mason City, Iowa serves the following counties:

Cerro Gordo
Floyd
Franklin
Hancock
Mitchel
Winnebago
Worth

Terry Schumaker
500 College Drive
Mason City, Iowa 50401
641.422.1541
terry.schumaker@iwd.state.ia.us

260F Case Study

North Iowa Area Community College



Boxes Unlimited, Inc. Mason City, Iowa

Boxes Unlimited, Inc. manufactures corrugated boxes for a variety of customers around the United States. The company started in 1998 under the direction of its founder, Mark Stanton. Since its inception the company has realized solid and steady growth. Boxes Unlimited's main goal as a company is to develop a strong, positive reputation in the marketplace and to offer honest, prompt and complete service. To meet this goal Boxes Unlimited needed to upgrade the skills of their entire workforce.

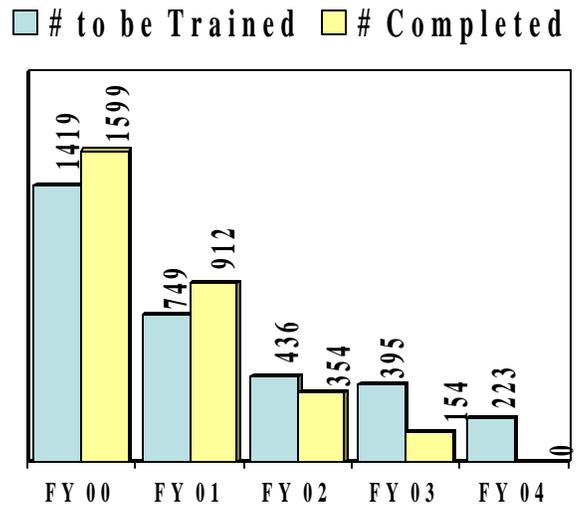
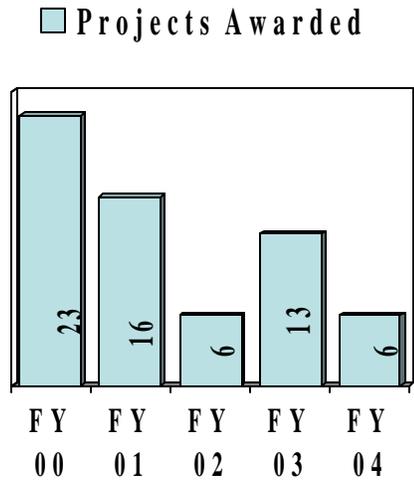
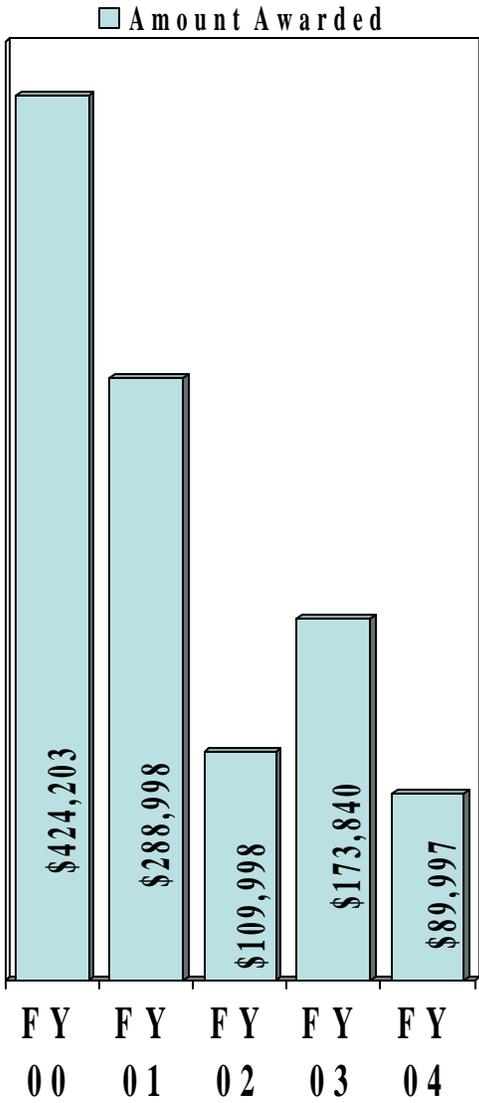
Boxes Unlimited, Inc. has received two Iowa Job Training Program (260F) awards in recent years. The first project focused on training in the areas of computers, customer service, maintenance, and fire safety. "The first project went a long way in providing us the training we needed to meet our immediate needs and also served to identify further training needs within the company," stated Boxes Unlimited President, Mark Stanton. The additional training needs were then addressed through a second Iowa Jobs Training Program (260F) project focusing on web-site development and further maintenance training for Boxes Unlimited employees. Stanton further added, "The maintenance training is helping us to develop and implement a maintenance schedule for our equipment, making it much more efficient and extending its lifespan and the web-site development training has helped us to launch and keep up a company web-site which has brought us business via the internet we would have not otherwise have gotten."

Prior to Iowa Job Training Program (260F) support Boxes Unlimited had very little formal training conducted. The Iowa Jobs Training Program (260F) made this much needed training possible. Company President Mark Stanton said, "Everyone employed at Boxes Unlimited has been trained with the program dollars we received."

When asked what he thought were the major outcomes of the training they received through the Iowa Jobs Training Program (260F) Program, Stanton stated the following, "The company has a much better understanding of our machines and an on-going maintenance program in place, the staff has training in all facets of the operation from customer service to machine set-up, our factory production flow has greatly improved, we are able to produce more product, more efficiently, and more profitably, and lastly as a result of the above factors, all Boxes Unlimited employees has received a pay raise.

The availability of Iowa Jobs Training Program (260F) dollars and North Iowa Area Community College (NIACC) assistance has made it possible for Boxes Unlimited, Inc. to grow at a rate that would not have otherwise been possible and to offer products no one else in the state of Iowa offers.

Iowa Jobs Training Program 260F North Iowa Area Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Curries Co	Cerro Gordo	Mason City	\$24,705.00	7/22/1999	10	21	2b
Mechanical Air Systems Co	Cerro Gordo	Mason City	\$4,995.00	7/22/1999	15	23	2b
Carroll George	Worth	Northwood	\$25,000.00	7/22/1999	180	230	2b2
Kiefer Built Inc	Hancock	Kanawha	\$25,000.00	7/22/1999	70	165	2b2
Stellar Industries Inc	Hancock	Garner	\$25,000.00	7/23/1999	130	165	2b
Metalcraft Inc	Cerro Gordo	Mason City	\$16,513.00	7/23/1999	50	66	2b
Cf Industries Inc	Hancock	Garner	\$4,995.00	8/12/1999	6	7	2b
Fleetguard, Inc	Winnebago	Lake Mills	\$25,000.00	12/21/1999	40	112	2b
Woodharbor Doors And Cabinetry	Cerro Gordo	Mason City	\$25,000.00	1/14/2000	260	260	2a
Imi Cornelius	Cerro Gordo	Mason City	\$25,000.00	1/18/2000	30	48	2b
Team Quest Corp	Cerro Gordo	Clear Lake	\$23,000.00	3/7/2000	58	68	2b
Imi Cornelius	Cerro Gordo	Mason City	\$25,000.00	3/29/2000	17	24	2b
Farmland Industries	Hancock	Garner	\$4,999.00	4/4/2000	4	5	2b
Jackson Street Press	Floyd	Charles City	\$4,999.00	4/5/2000	4	3	2c2
Holnam Inc	Cerro Gordo	Mason City	\$25,000.00	4/28/2000	40	74	2b
Seabee Corporation	Franklin	Hampton	\$25,000.00	4/28/2000	20	45	2b
3m Logistics	Hancock	Forest City	\$25,000.00	4/28/2000	100	123	2b
Mct Manufacturing	Worth	Joice	\$4,999.00	5/2/2000	3	3	2a
Unicover Inc	Hancock	Britt	\$4,999.00	5/4/2000	25	57	2b
Customcraft Iowa	Hancock	Kanawha	\$4,999.00	5/4/2000	12	13	2b
Wallace Computer Services Inc	Mitchell	Osage	\$25,000.00	5/8/2000	20	28	2b2
Lehigh Portland Cement	Cerro Gordo	Mason City	\$25,000.00	5/12/2000	25	26	2b
Iowa Mold Tooling Inc	Hancock	Garner	\$25,000.00	6/2/2000	300		1b
Frc Component Products Inc	Cerro Gordo	Mason City	\$25,000.00	9/21/2000	75	101	2b
Mobility Rv	Worth	Hanlontown	\$4,999.00	11/29/2000	12	13	2b
Serta Mattress	Cerro Gordo	Clear Lake	\$7,712.00	12/5/2000	50	50	2a
Alexander Technologies	Cerro Gordo	Mason City	\$25,000.00	1/3/2001	32	35	2b
Gilbertson Tool & Die	Winnebago	Lake Mills	\$4,999.00	1/12/2001	3	3	2a
Eaton Corporation	Wright	Belmond	\$25,000.00	1/26/2001	50	50	2a
Teamquest Corporation	Cerro Gordo	Clear Lake	\$20,559.00	2/16/2001	21	27	2b
Kraft Foods	Cerro Gordo	Mason City	\$25,000.00	2/24/2001	180	189	2b
North Iowa Fabrication Inc	Floyd	Rockford	\$4,999.00	2/27/2001	4	4	2a
Diversified Fastening Systems Inc	Floyd	Charles City	\$22,464.00	4/10/2001	35	62	2b
Hawkeye State Scale	Cerro Gordo	Mason City	\$13,760.00	4/10/2001	2		1a
Welborn Industries Ltd	Cerro Gordo	Mason City	\$23,363.00	4/20/2001	80	17	2c2
Advanced Component Echnologies Inc	Worth	Northwood	\$25,000.00	5/2/2001	40		1a
Metalcraft Inc	Cerro Gordo	Mason City	\$16,260.00	5/8/2001	50	62	2b
Heartland Asphalt Inc	Cerro Gordo	Mason City	\$19,883.00	5/8/2001	55	64	2b
Winnebago Industries Inc	Hancock	Forest City	\$25,000.00	6/30/2001	60	235	2b
Assa Abloy Door Group Llc Graham Division	Cerro Gordo	Mason City	\$25,000.00	11/6/2001	30	103	2b
Fox River Mills Inc	Mitchell	Osage	\$25,000.00	1/17/2002	200	244	2b
Stellar Industries Inc	Hancock	Garner	\$25,000.00	3/16/2002	80		1a
Fleetguard Inc	Winnebago	Lake Mills	\$25,000.00	5/9/2002	100		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Machine Tool Engineering	Floyd	Charles City	\$4,999.00	5/9/2002	20		1a
Stoyles Graphic Service	Cerro Gordo	Mason City	\$4,999.00	5/28/2002	6	7	2b
Suntron Corporation	Hancock	Garner	\$25,000.00	10/30/2002	55		1b
Kiefer Built	Hancock	Kanawha	\$24,489.00	11/1/2002	150	153	2b
Access Machine, Llc	Wright	Belmond	\$4,999.00	11/18/2002	4		1b
Imi Cornelius	Cerro Gordo	Mason City	\$25,000.00	2/6/2003	35		1b
Hawkeye Mold & Design Company	Floyd	Charles City	\$4,999.00	2/6/2003	10		1b
Curtis 1000	Cerro Gordo	Mason City	\$14,870.00	2/21/2003	7		1b
Boxes Unlimited, Inc.	Cerro Gordo	Mason City	\$4,999.00	3/3/2003	3		1b
Winnebago Industries	Hancock	Forest City	\$25,000.00	3/31/2003	60		1b
Mct Manufacturing	Worth	Joice	\$3,000.00	4/1/2003	1	1	2a2
Heartland Asphalt, Inc.	Cerro Gordo	Mason City	\$25,000.00	4/30/2003	45		1b
Eaton Corporation	Wright	Belmond	\$4,999.00	4/30/2003	15		1b
Conagra Foods	Cerro Gordo	Mason City	\$6,486.00	4/30/2003	8		1b
Customcraft Iowa	Hancock	Kanawha	\$4,999.00	5/2/2003	2		1b
Access Machine, Llc	Wright	Belmond	\$4,999.00	9/22/2003	2		1b
Larson Manufacturing, Inc.	Winnebago	Lake Mills	\$25,000.00	10/24/2003	75		1b
Boxes Unlimited, Inc.	Cerro Gordo	Mason City	\$4,999.00	12/15/2003	3		1b
Dras Cases, Inc.	Winnebago	Lake Mills	\$4,999.00	4/6/2004	3		1b
Advanced Components Technologies, Inc.	Worth	Northwood	\$25,000.00	5/11/2004	70		1b
Fox River Mills, Inc.	Mitchell	Osage	\$25,000.00	5/13/2004	70		1b
Total			\$1,087,036.00		3222	2986	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
North Iowa Area Community College Consortium			\$35,449.00	5/9/2000			2b
IMI Cornelius	Cerro Gordo	Mason City		5/9/2000	4	5	2b
Iowa Mold Tool Inc	Hancock	Garner		5/9/2000	4	10	2b
Winnebago Industries Inc	Hancock	Forest City		5/9/2000	4	5	2b
NIACC Construction Training Consortium			\$13,513.00	4/25/2001			1a
Henkel Construction Co	Cerro Gordo	Mason City		4/25/2001	5		1a
Henningsen Company	Cerro Gordo	Mason City		4/25/2001	6		1a
Dean Snyder Construction	Cerro Gordo	Clear Lake		4/25/2001	4		1a
Ken Petersen Builders Inc	Cerro Gordo	Mason City		4/25/2001	3		1a
Larry Elwood Construction	Cerro Gordo	Mason City		4/25/2001	2		1a
NIACC Osha Construction Consortium			\$2,633.00	12/30/2003			1b
Larson Contracting, Inc.	Winnebago	Lake Mills		12/30/2003	6		1b
Mason City Overhead Door Co.	Cerro Gordo	Mason City		12/30/2003	2		1b
Meints Construction, Inc.	Cerro Gordo	Clear Lake		12/30/2003	10		1b
Ken Petersen Builders, Inc.	Cerro Gordo	Mason City		12/30/2003	3		1b
Leading Edge Development Services	Winnebago	Lake Mills		12/30/2003	1		1b
Larry Elwood Construction	Cerro Gordo	Mason City		12/30/2003	2		1b
Henkel Construction Company	Cerro Gordo	Mason City		12/30/2003	1		1b
Henkel Construction	Story	Ames		12/30/2003	1		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Dean Snyder Construction	Cerro Gordo	Clear Lake		12/30/2003	5		1b
Randall Construction	Mitchell	Osage		12/30/2003	2		1b
Paul Koenigs Construction	Mitchell	St. Ansgar		12/30/2003	2		1b
NIACC Principals Of Lean Consortium			\$45,000.00	5/7/2004			1b
Curries Division Of AADG Inc.	Cerro Gordo	Mason City		5/7/2004	24		1b
Iowa Mold Tooling Company	Hancock	Gainer		5/7/2004	30		1b
Winnebago Industries, Inc.	Hancock	Forest City		5/7/2004	24		1b
NIACC Principals Of Lean Consortium #2			\$30,000.00	5/7/2004			1b
Curries Division Of AADG Inc.	Cerro Gordo	Mason City		5/7/2004	16		1b
Iowa Mold Tooling Company	Hancock	Gainer		5/7/2004	20		1b
Winnebago Industries, Inc.	Hancock	Forest City		5/7/2004	16		1b
Total			\$126,595.00		197	20	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Sauer-Sundstrand	Story	Ames	\$15,244.00	12/21/1999	1	1	2a
Seabee Corp	Franklin	Hampton		12/21/1999	1	1	2a
Eaton Corp	Wright	Belmond		12/21/1999	1	1	2a
Fleetguard Inc		Lake Mills		12/21/1999	1	1	2a
Armour Swift-Eckrich	Hancock	Britt		12/21/1999	1	1	2a
Carroll George Inc	Worth	Northwood		12/21/1999	1	1	2a
Minnesota Rubber	Cerro Gordo	Mason City		12/21/1999	1	1	2a
Snap On Tools	Kossuth	Algona		12/21/1999	2	2	2a
3m Company	Hancock	Forest City		12/21/1999	1	1	2a
Rose Acre Farms	Madison	Winterset		12/21/1999	1	1	2a
New Cole Sewell Corp	Cerro Gordo	Clear Lake		12/21/1999	2	2	2a
Iowa Mold Tooling Co	Hancock	Garner		12/21/1999	1	0	2a
Kiefer Built Inc	Hancock	Kanawha		12/21/1999	1	1	2a
Globe-Gazette	Cerro Gordo	Mason City		12/21/1999	1	1	2a
Smithway Motor Express Inc	Webster	Fort Dodge		12/21/1999	1	1	2a
Building Trades			\$10,588.00	12/21/1999			2c2
The Henningsen Company	Cerro Gordo	Mason City		12/21/1999	12	11	2c2
Larry Elwood Construction	Cerro Gordo	Mason City		12/21/1999	8	6	2c2
Kim Peterson Builders Inc	Cerro Gordo	Mason City		12/21/1999	10	9	2c2
Mason City Overhead Door	Cerro Gordo	Mason City		12/21/1999	1	1	2c2
Dean Snyder Construction	Cerro Gordo	Clear Lake		12/21/1999	10	9	2c2
Larson Contracting	Winnebago	Lake Mills		12/21/1999	6	4	2c2
Henkel Construction Co	Cerro Gordo	Mason City		12/21/1999	15	18	2c2
Kenison Construction Inc	Worth	Kensett		12/21/1999	2	0	3b
Randall Constructiton	Mitchell	Osage		12/21/1999	2	2	2c2
Paul Koenigs Construction	Michell	Stansgar		12/21/1999	2	3	2c2
Henkel Construction Co	Story	Ames		12/21/1999	5	5	2c2
American Society For Quality Training	Cerro Gordo	Mason City	\$12,723.00	8/15/2000			2a
Curries Mfg	Cerro Gordo	Mason City		8/15/2000	5	5	2a
Featherlite Inc	Howard	Cresco		8/15/2000	3	3	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Iowa Mold Tooling Company	Hancock	Garner		8/15/2000	2	2	2a
Graham Mfg	Cerro Gordo	Mason City		8/15/2000	4	4	2a
Winnebago Industries Inc	Hancock	Forest City		8/15/2000	9	9	2a
NIACC Command Spanish Training			\$20,122.00	11/6/2001			1b
Armour Swift Eckrick	Hancock	Britt		11/6/2001	2		1b
Fox River Mills Inc	Mitchell	Osage		11/6/2001	10		1b
Advanced Component Technologies	Worth	Northwood		11/6/2001	10		1b
Fleetguard Inc		Lake Mills		11/6/2001	10		1b
Cessford Construction Co	Marshall	Le Grand		11/6/2001	10		1b
Swift And Company	Marshall	Marshalltown		11/6/2001	50		1b
Mobility Rv, Inc.	Worth	Hanlontown		11/6/2001	12		1b
NIACC Scaffold Training			\$2,545.00	11/3/2002			1a
Dean Snyder Construction	Cerro Gordo	Clear Lake		11/3/2002	4		1b
Ken Petersen Builders	Cerro Gordo	Mason City		11/3/2002	12		1a
Henkel Construction Company	Cerro Gordo	Mason City		11/3/2002	1		1a
Larry Elwood Construction	Cerro Gordo	Mason City		11/3/2002	5		1a
Henkel Construction Company	Story	Ames		11/3/2002	1		1a
Leading Edge Development Services	Winnebago	Lake Mills		11/3/2002	3		1a
Mason City Overhead Door Company	Cerro Gordo	Mason City		11/3/2002	4		1a
Midwest Roofing	Cerro Gordo	Mason City		11/3/2002	6		1a
Paul Koenigs Construction	Mitchell	St. Ansgar		11/3/2002	3		1b
Randall Construction	Mitchell	Osage		11/3/2002	4		1a
Total			\$61,222.00		260	107	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study

North Iowa Area Iowa Community College



CDI, LLC.

Forest City and Charles City, Iowa

Headquartered in Forest City, Iowa, CDI, LLC. was founded as an independent, privately held limited liability corporation in 2001. CDI, LLC. is a custom painter of recreational vehicles. CDI occupies a three-year old 100,000 square-foot facility in Forest City, Iowa as well as a brand new 60,000 square-foot facility in Charles City, Iowa, set to go on-line in late summer 2004. Both the Forest City and Charles City plants are located across the street from Winnebago Industries facility's, which has formed a partnership with CDI to paint its motor homes.

CDI, LLC. allows Winnebago Industries to offer a full-body custom paint scheme, which it started offering on its Ultimate Series for the 2003 model year. It is a standard feature for the Ultimate Freedom and an option for the Ultimate Advantage. The market demand is great for full-body paint. It's more attractive and lasts longer. The difference between full-body paint and a standard Winnebago is that the white areas on a Winnebago are the fiberglass paneling that have not been painted. Also, the graphics on a normal Winnebago are only vinyl decals, not paint. Four-color schemes are available from CDI for the Freedom model and three schemes for the Advantage. Each scheme has four different colors. CDI started in Forest City by creating 50 positions then an additional 60. The company is now working on another expansion of its Forest City facility, as well as, getting their new facility in Charles City on-line which will initially employ 50 workers.

Iowa Industrial New Jobs Training Program (260E) dollars were used to help support CDI's start ups in Forest City (2002) and Charles City (2004) as well as two expansions in Forest City, one in 2003 and a second in 2004. The funds are being used in a variety of ways including, on-the-job and structured training activities. Positions being added with program assistance include primarily Prep, Painters and Final Assemblers, and Paint Mixers. Between the Forest City and Charles City facilities the Iowa Industrial New Jobs Training Program (260E) is helping CDI create a total of 160 new positions.

The results and/or benefits, i.e. return on investment, include, the company's ability to engage in more and better training opportunities for the newly created positions.

CDI General Manager, Dave Nagle states, "CDI is thrilled to be in North Iowa and to be working with Winnebago Industries. The Iowa Industrial New Jobs Training Program has been vital to our company to help us meet our start-up, expansion, and training needs."

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
NIACC	Afg Industries Inc	Franklin	Hampton	\$110,000.00	5/3/2000	40	64
	Golden Oval Eggs	Winnebago	Thompson	\$220,000.00	5/3/2000	69	106
	Kingland Systems Corporation		Clear Lake	\$300,000.00	5/8/2000	30	30
	American Tool & Engineering	Butler	Greene	\$65,000.00	5/8/2000	17	23
	Nti Inc	Cerro Gordo	Clear Lake	\$40,000.00	5/8/2000	10	7
	Winnebago Industries Inc	Floyd	Charles City	\$580,000.00	5/8/2000	134	99
	Fleetguard Inc	Winnebago	Lake Mills	\$235,000.00	5/8/2000	31	31
	Northwood Foods Inc	Worth	Northwood	\$90,000.00	5/8/2000	30	30
	Salsbury Chemicals Inc	Floyd	Charles City	\$255,000.00	3/26/2001	24	22
	GI Coating Corp	Franklin	Hampton	\$120,000.00	3/26/2001	25	82
	Sunny Fresh Foods Inc	Cerro Gordo	Mason City	\$300,000.00	5/7/2001	50	66
	Woodharbor Molding And Millworks Inc	Cerro Gordo	Mason City	\$365,000.00	5/7/2001	90	129
	Seabee Corporation	Franklin	Hampton	\$255,000.00	5/7/2001	50	0
	Winnebago Industries Inc	Franklin	Hampton	\$100,000.00	5/7/2001	40	42
	Creative Solutions Unlimited Inc	Franklin	Sheffield	\$65,000.00	5/7/2001	13	7
	Aspen Hills Inc	Hancock	Garner	\$50,000.00	5/7/2001	8	10
	Stellar Industries Inc	Hancock	Garner	\$265,000.00	5/7/2001	50	50
	Wallace Computer Services Inc	Mitchell	Osage	\$65,000.00	5/7/2001	17	17
	Dras Cases Inc	Winnebago	Lake Mills	\$20,000.00	5/7/2001	8	17
	Kasson Manufacturing Inc	Worth	Northwood	\$80,000.00	5/7/2001	30	0
	Teamquest Corporation	Cerro Gordo	Clear Lake	\$140,000.00	7/20/2001	10	10
	Teamquest Corporation	Cerro Gordo	Clear Lake	\$80,000.00	5/1/2002	10	10
	Northwood Foods Inc	Worth	Northwood	\$195,000.00	5/1/2002	45	45
	Assa Abloy Door Group Llc Curries Division	Cerro Gordo	Mason City	\$490,000.00	5/13/2002	136	11
	Soy Ur Burning Inc	Linn	Cedar Rapids	\$85,000.00	5/14/2002	23	20
	Kraft General Foods Inc	Cerro Gordo	Mason City	\$205,000.00	5/17/2002	35	52
	Winnebago Industries-Charles City Motorhome Manufacturing Facility	Floyd	Charles City	\$1,490,000.00	10/30/2002	308	325
	Afg Industries Inc	Franklin	Hampton	\$45,000.00	10/30/2002	12	13
	Cdi, Llc.	Hancock	Forest City	\$340,000.00	10/30/2002	50	69
	Ic System	Cerro Gordo	Mason City	\$230,000.00	11/4/2003	103	190
	Woodharbor Molding And Millworks Inc	Cerro Gordo	Mason City	\$330,000.00	11/4/2003	99	88
	Northern Pipe Products, Inc.	Franklin	Hampton	\$100,000.00	11/4/2003	24	0
	Cdi, Llc.	Hancock	Forest City	\$305,000.00	11/4/2003	60	138
Totals For 33 Contracts :				\$7,615,000.00		1,681	1,803

Area III
Iowa Lakes Community College

Iowa Lakes Community College, located in Estherville, Iowa serves the following counties:

Clay
Dickinson
Emmet
Kossuth
Palo Alto

Clark Marshall
19th South 7th Street
Estherville, Iowa 51334
712.362.0431
cmarshall@iowalakes.edu

260F Case Study

Iowa Lakes Community College

STYLECRAFT FURNITURE, INC.

Beginning as a small upholstery shop with two employees in Milford, Iowa, more than 36 years ago, Stylecraft Furniture currently employs approximately 600 people. The company manufactures upholstered chairs, recliners and sofas in a variety of fabrics and leathers.

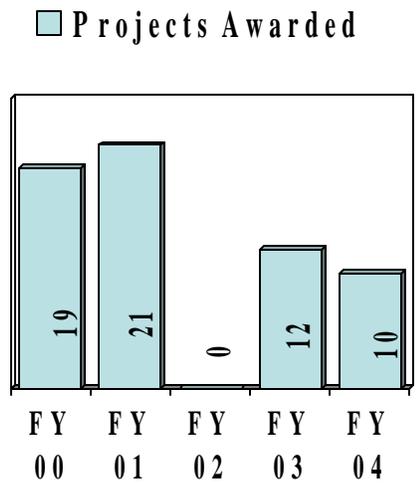
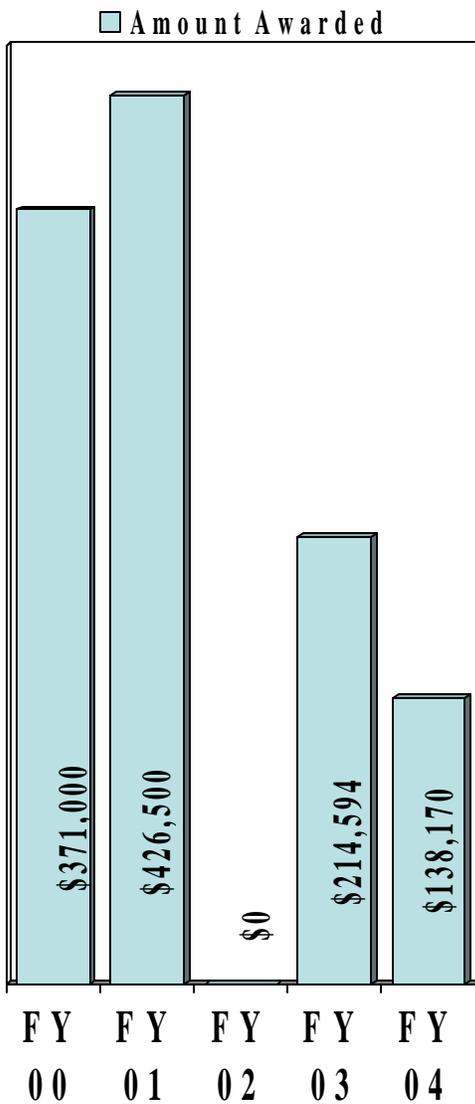
In 1986, Stylecraft became a subsidiary of Klaussner Furniture Industries, one of the five largest furniture manufacturers in America. Klaussner Furniture Industries (KFI) operates plants in five states and two foreign countries, and offers products in several price categories for a wide range of consumers.

During the past 25 years, Stylecraft Furniture has realized global market cycles and increased competition from foreign imports. The employment levels at the Milford facility have fluctuated over the years from a low of 128 to a high of approximately 1,200. For the past few years, retraining and retaining employees have been priorities. Recent training needs of employees have included updated computer skills, specialty sewing techniques, team-building and elements of Lean manufacturing.

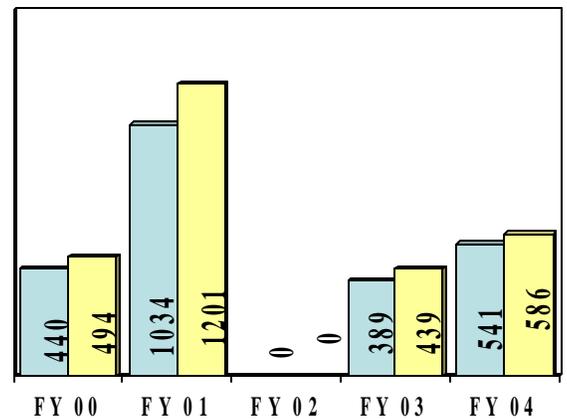
According to George Wigen, Human Resource Director for Stylecraft, "Iowa's 260F training program has been a valuable resource for us. It has allowed us to maximize our investment as we retool our operations and expand our product offerings, and it has provided us with the flexibility to train our existing workforce for new job skills. This program and the community college have helped keep us in Iowa."

Iowa Jobs Training Program 260F Iowa Lakes Community College

* FY' 02 reflects no program activity due to the college over expending in FY' 01



to be Trained # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Energy Panel Structures Inc	Palo Alto	Graettinger	\$25,000.00	7/27/1999	15	18	2b
Snap-On Tools	Kossuth	Algona	\$25,000.00	7/30/1999	95	116	2b
Pharmacists Mutual Insurance Co	Kossuth	Algona	\$13,000.00	11/18/1999	36	42	2b
Choice Technologies Inc	Clay	Spencer	\$18,000.00	11/18/1999	7	7	2a
Citation Homes	Dickinson	Spirit Lake	\$15,000.00	2/15/2000	36	37	2b
Sbemco International Inc	Kossuth	Algona	\$25,000.00	2/15/2000	23	26	2b
Country Maid Inc	Kossuth	West Bend	\$10,000.00	2/24/2000	15	15	2a
Aero Race Wheels Inc	Emmet	Estherville	\$14,000.00	2/29/2000	6	8	2b
Flannegan Western Marietta Corporation	Palo Alto	Emmetsburg	\$25,000.00	2/29/2000	16	17	2b
Institutional Equipment Inc	Palo Alto	Emmetsburg	\$25,000.00	2/29/2000	28	29	2b
Smarts Broadcasting Systems	Palo Alto	Emmetsburg	\$17,000.00	2/29/2000	8	10	2b
Farmers Cooperative Elevator Company Inc	Dickinson	Terril	\$14,000.00	2/29/2000	30	33	2b
Holiday Express	Emmet	Estherville	\$14,000.00	2/29/2000	9	11	2b
Brown Medical Industries	Dickinson	Spirit Lake	\$21,000.00	2/29/2000	12	14	2b
Lakes Printing Company Inc	Dickinson	Spirit Lake	\$10,000.00	3/1/2000	9	9	2a
Jericho Foods Company	Emmet	Estherville	\$25,000.00	5/5/2000	11	12	2b
Arts Way Manufacturing Company	Emmet	Armstrong	\$25,000.00	6/6/2000	24	26	2b
Choice Technologies Inc	Clay	Spencer	\$25,000.00	6/6/2000	10	11	2b
Medieval Glass Industries Inc	Emmet	Estherville	\$25,000.00	6/13/2000	50	53	2b
Cf Industries Inc	Clay	Spencer	\$25,000.00	8/25/2000	12	12	2a
General Machine Works Inc	Clay	Spencer	\$23,000.00	8/25/2000	40	42	2b
Brown Medical Industries	Dickinson	Spirit Lake	\$17,000.00	8/29/2000	20	26	2b
Perry Judds (Heartland Press Division	Clay	Spencer	\$25,000.00	8/30/2000	35	48	2b
Country Maid Inc	Kossuth	West Bend	\$12,500.00	8/30/2000	16	18	2b
Lakes Printing Comp any Inc	Dickinson	Spirit Lake	\$12,500.00	8/30/2000	9	9	2a
Aluma Ltd	Kossuth	Bancroft	\$14,000.00	9/1/2000	20	22	2b
Smarts Broadcasting Systems	Palo Alto	Emmetsburg	\$14,000.00	9/1/2000	7	12	2b
Pharmacists Mutual Insurance Company	Kossuth	Algona	\$25,000.00	9/7/2000	76	83	2b
Citation Homes	Dickinson	Spirit Lake	\$25,000.00	9/13/2000	36	38	2b
Nolin Milling Inc	Clay	Dickens	\$17,000.00	9/13/2000	12	16	2b
Holiday Express	Emmet	Estherville	\$16,000.00	9/20/2000	12	15	2b
Eaton Corporation	Clay	Spencer	\$25,000.00	11/15/2000	250	286	2b
Stylecraft Furniture Inc	Dickinson	Milford	\$25,000.00	11/16/2000	341	378	2b
Sbemco International Inc	Kossuth	Algona	\$25,000.00	12/7/2000	24	26	2b
Call Concepts Multimedia Productions	Dickinson	Milford	\$21,000.00	12/15/2000	5	6	2b
Global Equipment & Manufacturing Inc	Emmet	Estherville	\$25,000.00	2/20/2001	4	4	2a
Polaris Industries Inc	Dickinson	Spirit Lake	\$25,000.00	2/20/2001	44	75	2b
Pure Fishing	Dickinson	Spirit Lake	\$25,000.00	2/20/2001	42	48	2b
Lakes Enterprises Inc	Clay	Spencer	\$4,500.00	3/2/2001	10	15	2b
All Star Pro Golf Inc	Clay	Spencer	\$25,000.00	3/7/2001	19	22	2b
Metz Manufacturing Company, Inc.	Palo Alto	Emmetsburg	\$20,000.00	10/11/2002	5	5	2a
Art's-Way Manufacturing Company, Inc.	Emmet	Armstrong	\$25,000.00	10/11/2002	41	47	2a
Goodenow Bancorporation	Dickinson	Okoboji	\$25,000.00	10/11/2002	90	93	2b
Perry-Judd's Heartland Division	Clay	Spencer	\$25,000.00	11/3/2002	92	98	2b
Call Concepts Multimedia Productions	Dickinson	Milford	\$4,900.00	11/14/2002	5	5	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
All Star Pro Golf, Inc.	Clay	Spencer	\$6,100.00	11/18/2002	19	20	2b
Smarts Broadcasting Systems	Palo Alto	Emmetsburg	\$8,944.00	11/18/2002	20	33	2b
Holiday Express Corporation	Emmet	Estherville	\$15,000.00	11/18/2002	18	24	2b
Cf Industries, Inc.	Clay	Spencer	\$10,000.00	11/18/2002	12	12	2a
Farmers Cooperative Elevator Company, Inc.	Palo Alto	Ruthven	\$24,650.00	2/21/2003	48	51	2b
Country Maid, Inc.	Kossuth	West Bend	\$25,000.00	4/1/2003	24	25	2b
Roytel Incorporated	Clay	Royal	\$25,000.00	4/1/2003	24	26	2b
Aero Powder Coating & Manufacturing	Dickinson	Spirit Lake	\$9,000.00	9/22/2003	12	12	2a
Call Concepts Multimedia Productions	Dickinson	Milford	\$10,000.00	9/22/2003	5	6	2b
Brown Medical Industries	Dickinson	Spirit Lake	\$25,000.00	9/22/2003	22	23	2b
Northern Iowa Die Casting, Inc.	Dickinson	Lake Park	\$25,000.00	9/26/2003	72	82	2b
Cf Industries, Inc.	Clay	Spencer	\$3,100.00	10/21/2003	12	12	2a
Goodenow Bancorporation	Dickinson	Okoboji	\$11,000.00	10/21/2003	75	89	2b
General Machine Works, Inc.	Clay	Spencer	\$11,000.00	10/21/2003	20	32	2b
Metz Manufacturing Company, Inc.	Palo Alto	Emmetsburg	\$16,000.00	12/15/2003	10	10	2a
Nolin Milling, Inc.	Clay	Dickens	\$4,995.00	3/5/2004	40	42	2b
Stylecraft Furniture, Inc.	Dickinson	Milford	\$23,075.00	3/5/2004	273	278	2b
Total			\$1,150,264.00		2413	2720	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Iowa Lakes Supervisory/Leadership Training			\$96,208.00	1/19/2000			2b
Eaton Corporation	Clay	Spencer		1/18/2000	93	112	2b
Nolin Milling Inc	Clay	Dickens		1/18/2000	38	41	2b
Northern Iowa Die Casting Inc	Dickinson	Lake Park		1/18/2000	36	39	2b
Dethmers Manufacturing Co	Sioux	Boyd		1/18/2000	156	156	2a
A & I Products	Sioux	Rock Valley		1/18/2000	18	18	2a
Osceola Electric	Osceola	Sibley		1/18/2000	7	7	2a
ILCC Welding Training Business Network			\$57,200.00	1/10/2003			2b
Polaris Industries	Dickinson	Spirit Lake		1/10/2003	65	109	2b
Double Hh Mfg/Div. Hope Haven Inc.	Sioux	Rock Valley		1/10/2003	6		2b
Metz Manufacturing	Palo Alto	Emmetsburg		1/10/2003	5	6	2b
Sudenga Industries, Inc.	Lyon	George		1/10/2003	6		2b
Gkn Armstrong Wheels	Emmet	Armstrong		1/10/2003	60	102	2b
Total			\$153,408.00		490	590	

260E Case Study Iowa Lakes Community College

POLARIS INDUSTRIES MANUFACTURING, LLC

Since it produced its first snowmobile in 1954, Polaris Industries has evolved into a world leader for manufacturing outdoor recreational products. The Polaris Company designs, engineers, manufactures and markets snowmobiles, all-terrain vehicles, personal watercraft, Victory motorcycles and Polaris Ranger utility vehicles. Polaris has facilities located all across the Midwest, and wholly-owned subsidiaries in Canada, Australia, New Zealand, France and Great Britain. Total sales for the company last year exceeded \$ 1.6 billion.

In 1994, Polaris Industries moved into a vacant building in Spirit Lake, Iowa, and began producing a line of all-terrain vehicles. In 1998, Victory Motorcycles were introduced and the Spirit Lake facility was chosen as the assembly point for this new line of products.

Beginning with no employees in Iowa, the company has expanded several times. Currently there are more than 500 Polaris employees in Spirit Lake, and the 260E program has been very instrumental in allowing the company to customize training activities specifically for their needs. In fact, a former Polaris CEO publicly stated that this unique training program was one of the deciding factors in opening a production facility in Spirit Lake.

Since 1994, Iowa Lakes Community College staff have worked with Polaris employees to develop customized welding classes and a series of college credit courses specifically designed to enhance employee communications, leadership development and work team interaction. More than 500 quality jobs have been created and maintained at Polaris as a result of the New Jobs Training Program.

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
ILCC	Polaris Industries Inc	Dickinson	Spirit Lake	\$75,000.00	12/1/1999	40	51
	Pure Fishing Dba Outdoor Technologies/Berkley & Co	Dickinson	Spirit Lake	\$100,000.00	12/13/1999	50	63
	Marketlink Inc	Buena Vista	Storm Lake	\$65,000.00	12/14/1999	40	46
	Skyjack Equipment Inc	Cass	Atlantic	\$205,000.00	12/14/1999	50	68
	Rosenboom Machine & Tool Inc	Dickinson	Spirit Lake	\$580,000.00	12/15/1999	150	161
	Eaton Corporation	Clay	Spencer	\$435,000.00	12/16/1999	80	83
	Perry Judds Dba Heartland Press	Clay	Spencer	\$75,000.00	12/18/1999	40	49
	Gkn Armstrong Wheels	Emmet	Armstrong	\$120,000.00	12/27/1999	60	71
	Eaton Corporation	Clay	Spencer	\$205,000.00	11/1/2000	40	42
	Veridian Limited	Clay	Spencer	\$105,000.00	11/1/2000	60	41
	Pure Fishing Dba Outdoor Technologies/Berkley & Co	Dickinson	Spirit Lake	\$190,000.00	11/1/2000	100	102
	Gkn Armstrong Wheels	Emmet	Armstrong	\$140,000.00	11/1/2000	50	58
	Rosenboom Machine & Tool	Obrien	Sheldon	\$215,000.00	11/1/2000	50	55
	Institutional Equipment Co	Palo Alto	Emmetsburg	\$75,000.00	11/1/2000	20	43
	Pharmacists Mutual Insurance	Kossuth	Algona	\$120,000.00	3/1/2002	25	45
	Gkn Armstrong Wheels	Emmet	Armstrong	\$200,000.00	3/15/2002	40	59
	Afeco Inc	Kossuth	Algona	\$130,000.00	3/15/2002	25	25
	Midwest Grain Processors Coop	Kossuth	Lakota	\$225,000.00	3/15/2002	30	34
	Polaris Industries Inc	Dickinson	Spirit Lake	\$485,000.00	8/29/2003	80	86
	Quality Processing Services Inc	Clay	Spencer	\$365,000.00	5/26/2004	75	15
	Shine Brothers Corporation	Clay	Spencer	\$85,000.00	5/26/2004	15	7
Totals For 21 Contracts :				\$4,195,000.00		1,120	1,204

Area IV
Northwest Iowa Community College

Northwest Iowa Community College, located in Sheldon, Iowa serves the following counties:

Lyon
O'Brien
Osceola
Sioux

Woody Grabenbauer
603 W Park Street
Sheldon, Iowa 51201
712.324.5061 ext 110
woody@nwicc.edu

260F Case Study Northwest Iowa Community College



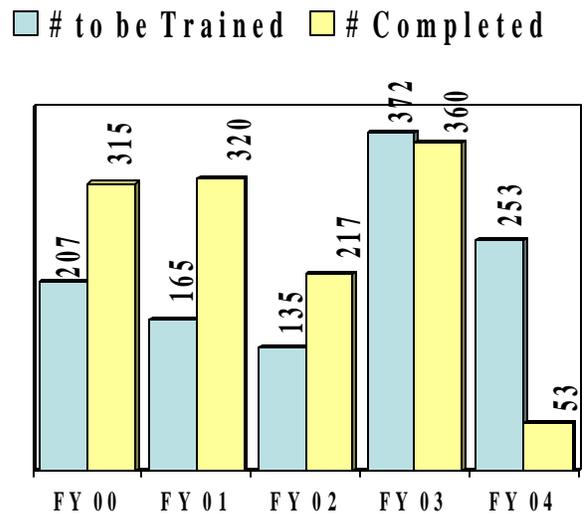
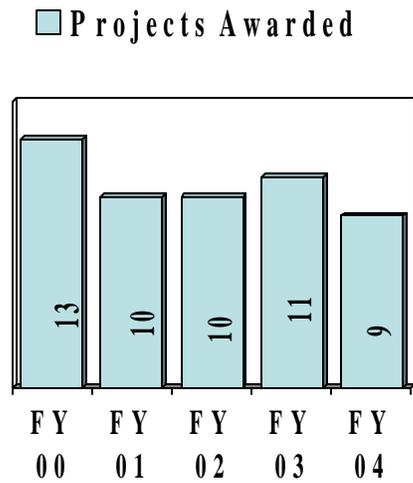
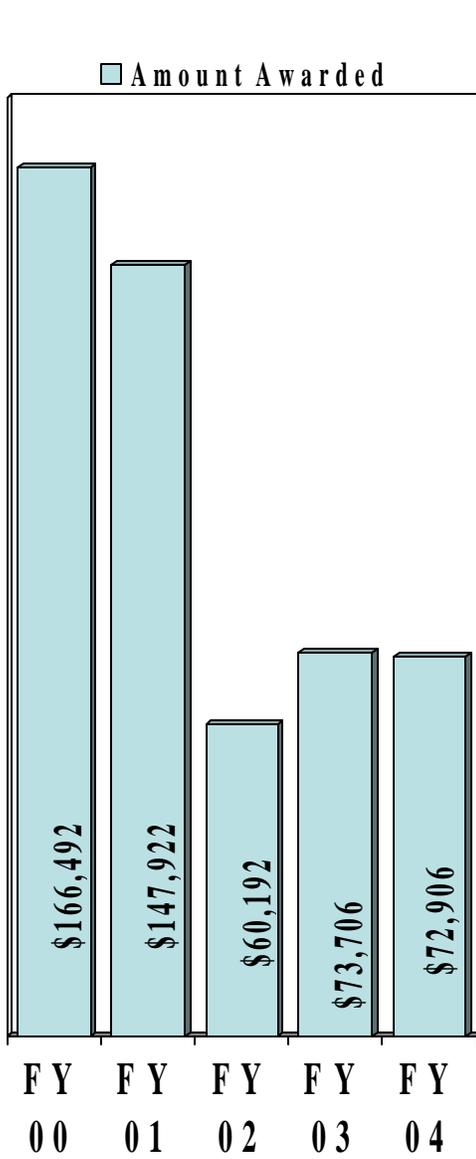
For over 25 years, Rome, Ltd, Sheldon, Iowa, has been serving the food processing industry. Rome manufactures large capacity grinding systems, and is the sole distributor for Bellmore Engineering grinders. They are also the authorized dealer and service center for Hollymatic Food Processing Equipment covering Iowa, Nebraska, Kansas, and Colorado. Rome's design and manufacturing capabilities allows them to provide superior quality reconditioned parts as well as new parts for all types of food processing equipment.

Rome was considering purchasing their first Computer Numerical Control (CNC) machine when Craig Jongerius, Operations Manager, initially contacted Northwest Iowa Community College for advice on machines and training. Craig saw the potential benefits of having a CNC machine and with the assistance of the Iowa Jobs Training Program, 260F, was able to justify the capital investment.

Using NCC's machining program, Rome's employees were able to begin training prior to the arrival of their equipment. The training was tailored to meet their specific application and they were soon machining complicated parts that had previously been outsourced. "Now we have more control over product quality and our ability to meet production deadlines." commented Jongerius.

Katie Weaver-Jongerius is a corporate officer and worked with NCC on the 260F. Katie says, "The 260F allowed us to train more people, more quickly than we would have been able to afford without the grant. Because they all trained together, they can help each other develop new products and new ways to utilize our CNC machine to its maximum capacity."

Iowa Jobs Training Program 260F Northwest Iowa Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Keith M Merrick Co	Osceola	Sibley	\$17,437.00	11/18/1999	20	22	2b
Sioux Dairy Equipment, Inc	Sioux	Rock Valley	\$8,315.00	11/18/1999	10	22	2b
Coilcraft	Sioux	Hawarden	\$10,460.00	12/22/1999	30	74	2b
Med-Tec Inc	Sioux	Orange City	\$16,350.00	1/5/2000	30	30	2a
Motorvation Engineering	Osceola	Sibley	\$3,488.00	1/9/2000	8	11	2b
Lyon Rural Electric Cooperative	Lyon	Rock Rapids	\$11,082.00	1/19/2000	8	12	2b
Grand Laboratories Inc	Lyon	Larchwood	\$10,460.00	2/24/2000	20	23	2b
Valley Machining	Sioux	Rock Valley	\$24,415.00	3/6/2000	12	17	2b
Marks Lawn Service Inc	Sioux	Granville	\$12,380.00	3/15/2000	9	9	2a
Sioux Automation Center Inc	Sioux	Sioux Center	\$24,415.00	4/14/2000	25	54	2b
Jtv Manufacturing Inc	Obrien	Sutherland	\$2,325.00	5/3/2000	2	2	2a
Data Dimensions Corporation	Obrien	Sheldon	\$3,570.00	5/3/2000	8	14	2b
Sioux Preme Packing Company	Sioux	Sioux Center	\$21,795.00	5/26/2000	25	25	2a
Vande Berg Scales Inc	Sioux	Sioux Center	\$4,825.00	10/27/2000	9	18	2b
Ag Partners Llc	Obrien	Sheldon	\$6,651.00	11/16/2000	10	14	2b
Med Tec Iowa Inc	Sioux	Orange City	\$17,726.00	11/28/2000	20	23	2b
Harvard Industries	Sioux	Rock Valley	\$16,234.00	12/13/2000	16	55	2b
Sioux Dairy Equipment Inc	Sioux	Rock Valley	\$11,934.00	1/3/2001	10	17	2b
Diversified Technologies Inc	Lyon	George	\$24,987.00	1/3/2001	26	30	2b
Marks Lawn Service Inc	Sioux	Granville	\$17,935.00	2/14/2001	6	9	2b
Grand Laboratories Inc	Lyon	Larchwood	\$14,040.00	3/8/2001	20	56	2b
A & I Products	Sioux	Rock Valley	\$20,182.00	4/10/2001	30	79	2b
Siouxland Ophthalmic Laboratories Inc	Sioux	Sheldon	\$13,408.00	4/13/2001	18	19	2b
Harvard Industries	Sioux	Rock Valley	\$6,755.00	9/14/2001	10	31	2b
Associated Milk Producers Inc	Obrien	Sanborn	\$3,378.00	9/14/2001	12	84	2b
Ag Partners Llc	Obrien	Sheldon	\$6,415.00	9/21/2001	12	14	2b
Vande Berg Scales Inc	Sioux	Sioux Center	\$5,404.00	10/9/2001	10	15	2b
Med Tec Iowa Inc	Sioux	Orange City	\$6,755.00	1/7/2002	18	32	2b
Coilcraft	Sioux	Hawarden	\$6,755.00	1/17/2002	18	24	2b
Echo Group Inc	Sioux	Sioux Center	\$6,775.00	3/5/2002	5	5	2a
Sands Seed Service Inc	Cherokee	Marcus	\$6,755.00	4/2/2002	20		1a
Vbs Inc	Sioux	Sioux Center	\$6,755.00	4/2/2002	10	12	2b
Double Hh Mfg/Div Hope Haven Inc	Sioux	Rock Valley	\$4,445.00	5/28/2002	20		1a
Revival Animal Health	Sioux	Orange City	\$6,755.00	10/15/2002	29	33	2b
Midwest Farmers Cooperative	O'brien	Sheldon	\$6,755.00	10/21/2002	40	55	2b
Med-Tec, Inc.	Sioux	Orange City	\$6,755.00	10/31/2002	10	12	2b
Total Component Solutions	Sioux	Rock Valley	\$6,755.00	10/31/2002	20	33	2b
Harbor Group, Inc.	Sioux	Sioux Center	\$6,755.00	11/3/2002	120	120	2a
Valley Machining Company	Sioux	Rock Valley	\$4,053.00	11/3/2002	12	12	2a
Vbs Inc.	Sioux	Sioux Center	\$6,744.00	2/26/2003	9	17	2b
Rock Industries, Inc.	Sioux	Rock Valley	\$6,744.00	4/30/2003	30		1b
Groschopp, Inc.	Sioux	Sioux Center	\$7,554.00	4/30/2003	46	48	2b
Med-Tec Iowa, Inc.	Sioux	Orange City	\$10,116.00	5/5/2003	26	30	2b
Trans Ova Genetics	Sioux	Sioux Center	\$4,720.00	6/5/2003	30		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Total Component Solutions	Sioux	Rock Valley	\$6,744.00	8/4/2003	18	19	2b
Dethmers Manufacturing Company (Demco)	Sioux	Boyden	\$6,742.00	9/17/2003	25		1b
LSCP, LP DbA Little Sioux Corn Processors, LP	Cherokee	Marcus	\$6,742.00	9/22/2003	25	34	2b
Iowa Lambe Corporation	Sioux	Hawarden	\$6,742.00	2/18/2004	70		1b
Vbs, Inc.	Sioux	Sioux Center	\$8,806.00	2/19/2004	12		1b
Ag Partners Llc	O'brien	Sheldon	\$8,806.00	3/5/2004	18		1b
Rome Ltd.	O'brien	Sheldon	\$10,125.00	4/6/2004	5		1b
Dethmers Manufacturing Company (Demco)	Sioux	Boyden	\$13,209.00	4/7/2004	75		1b
Norwesco, Inc.	O'brien	Sheldon	\$4,990.00	4/8/2004	5		1b
Total			\$521,218.00		1132	1265	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Management Supervisory Leadership Skills			\$79,260.00	4/27/2000			
Farmers Cooperative Exchange	Lyon	Rock Rapids		4/27/2000	15	23	2b
Sands Seed Service Inc	Cherokee	Marcus		4/27/2000	15	23	2b
Farmers Cooperative Elevator Company	Palo Alto	Ruthven		4/27/2000	40	56	2b
Cs Agrow Service Company Inc	Obrien	Calumet		4/27/2000	11	24	2b
Farmers Cooperative Elevator Company	Clay	Everly		4/27/2000	55	61	2b
NCC Supervisory Employee Training			\$97,277.00	8/30/2001			1b
Groschopp Inc	Sioux	Sioux Center		8/30/2001	62		1b
Maintainer Corporation Of Iowa	Obrien	Sheldon		8/30/2001	43		1b
Polaris Industries Inc	Dickinson	Spirit Lake		8/30/2001	165	178	2b
Diversified Technologies	Lyon	George		8/30/2001	47		1b
Link Manufacturing	Sioux	Sioux Center		8/30/2001	54		1b
Call Concepts Multimedia	Dickinson	Milford		8/30/2001	5	5	2a
Northern Iowa Diecasting Inc	Dickinson	Lake Park		8/30/2001	56	56	2a
NCC World Class Manufacturing			\$72,835.00	10/7/2002			1b
Rosenboom Machine & Tool, Inc.	O'brien	Sheldon		7/1/2002	150		1b
Diamond Vogel	Sioux	Orange City		7/1/2002	70		1b
Groschopp, Inc.	Sioux	Sioux Center		7/1/2002	76		1b
Art's-Way Manufacturing Company	Emmet	Armstrong		7/1/2002	41		1b
Northern Iowa Die Casting, Inc.	Dickinson	Lake Park		7/1/2002	40		1b
NCC World Class Mfg Skills Training			\$76,615.00	7/17/2003			1b
Total Component Solutions	Sioux	Rock Valley		7/17/2003	80		1b
Snap-On Tools Corporation	Kossuth	Algona		7/17/2003	220		1b
Valley Machining Company	Sioux	Rock Valley		7/17/2003	20		1b
Sbemco International	Kossuth	Algona		7/17/2003	28		1b
Flannegan Western Corporation	Palo Alto	Emmetsburg		7/17/2003	12		1b
Total			\$325,987.00		1305	426	

260E Case Study Northwest Iowa Community College



Golden Crisp Premium Foods in Sioux Center, Iowa is a processor of fully cooked bacon products that are sold to both food service and retail customers. Production operations began at the facility on August 11, 2003 with 2 microwave cooking lines and a raw pork belly processing and smokehouse area. The plant is a division of Patrick Cudahy Incorporated from Milwaukee, Wisconsin and will provide 135 jobs when fully operational.

In November 2002, a building that had been closed by another food processing company was purchased and totally renovated with new production equipment, new walls and floors, refurbished electrical and refrigeration systems and updated employee welfare areas.

The partnership with Northwest Iowa Community College in implementing a 260E agreement has been a valuable tool for meeting Golden Crisp's training needs. Many of the new employees had not previously worked in the food processing industry. Food safety, refrigeration, HAZMAT, waste water, electrical, employee safety, and computer usage are just some of the classroom training sessions that have been provided by NCC. More specific training sessions are planned with maintenance, safety and computer related topics in the coming months.

Everyone associated with NCC were very helpful and supportive in helping Golden Crisp obtain the 260E training grant. That, along with very positive support from the city of Sioux Center have been keys to a successful beginning and Golden Crisp Premium Foods operations look forward to continuing this working partnership with NCC and the city of Sioux Center.

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
NCC	Link Manufacturing Ltd	Sioux	Sioux Center	\$275,000.00	1/19/2000	50	50
	Pella Corp	Sioux	Sioux Center	\$1,220,000.00	2/28/2000	258	258
	Total Component Solutions Corporation	Sioux	Rock Valley	\$285,000.00	3/5/2000	62	62
	Valley Machining Company	Sioux	Rock Valley	\$110,000.00	3/12/2000	25	25
	Pella Corp	Sioux	Sioux Center	\$1,225,000.00	6/14/2001	234	234
	Siouxland Energy & Livestock Cooperative	Sioux	Sioux Center	\$120,000.00	6/14/2001	19	19
	Vet Pharm Inc	Sioux	Sioux Center	\$220,000.00	6/14/2001	21	19
	Advance Brands	Sioux	Orange City	\$875,000.00	1/19/2002	174	174
	Re-Viv-Al Animal Health Inc	Sioux	Orange City	\$100,000.00	10/15/2002	20	15
	Little Sioux Corn Processors Llc	Cherokee	Marcus	\$245,000.00	10/24/2002	34	30
	The Harbor Group	Sioux	Sioux Center	\$335,000.00	10/25/2002	45	5
	Patrick Cudahy, Inc.	Sioux	Sioux Center	\$675,000.00	3/14/2004	136	52
	Novartis Animal Health Us Inc	Lyon	Larchwood	\$285,000.00	5/6/2004	57	52
	Total Component Solutions Corporation	Sioux	Rock Valley	\$165,000.00	5/6/2004	35	25
Totals For 14 Contracts :				\$6,135,000.00		1,170	1,020

Area IV
Iowa Central Community College

Iowa Central Community College, located in Fort Dodge, Iowa serves the following counties:

**Buena Vista
Calhoun
Greene
Hamilton
Humboldt
Pocahontas
Sac
Webster
Wright**

Carolyn Cochran
330 Avenue M
Fort Dodge, Iowa 50501
515.576.7201 ext 2317
cochran@triton.iccc.cc.ia.us

260F Case Study

Iowa Central Community College

POSITECH

INDUSTRIAL MANIPULATORS



Positech, short for "**positioning technology**," has evolved since its founding by Paul Mefferd as Mefferd Industries in 1951 as a manufacturer of hydraulic cylinders and manifolds. The change began in 1975 after Paul's son, Tom Mefferd, purchased the company. After a couple of years of designing and prototyping, the first [Taurus](#) was made in 1977. Three years later, Mefferd Industries became Positech Corporation. American Handling Systems, Inc. then bought Positech to enhance its material handling capabilities. Just recently, Positech has become a full partner in American Handling Systems, Inc.'s [Integrated Solutions](#) program

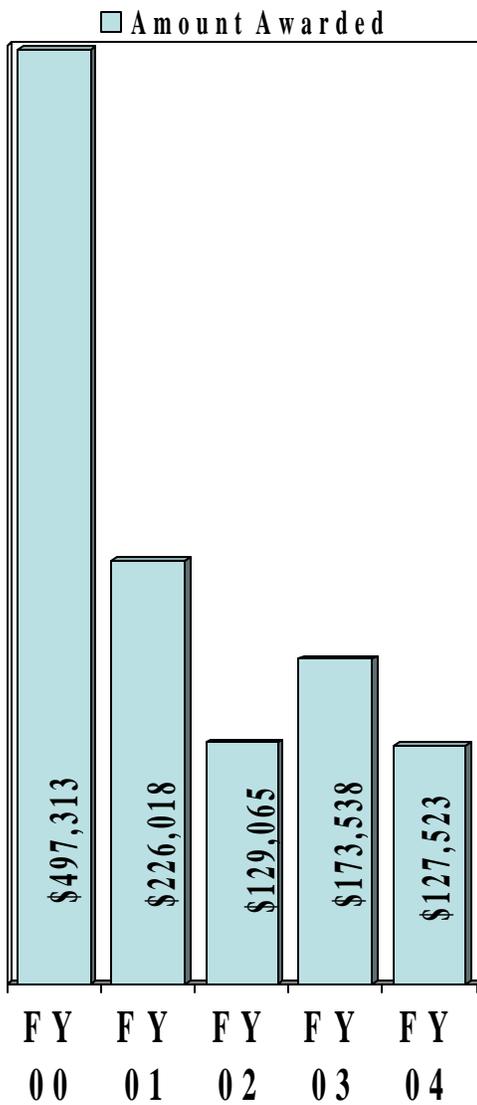
Since the change in 1975, Positech has grown to become a world leader in the manufacture of lifting and positioning products designed to reduce ergonomic-related worker injuries and improve material handling. Positech currently occupies 60,000 square feet of space at [our facility](#) (100K) in Laurens, Iowa and has 95 employees.

Our success stems from a combination of high-tech communication tools, cutting-edge manufacturing and engineering, total quality management, and the strong work ethic of the people of this Midwestern state.

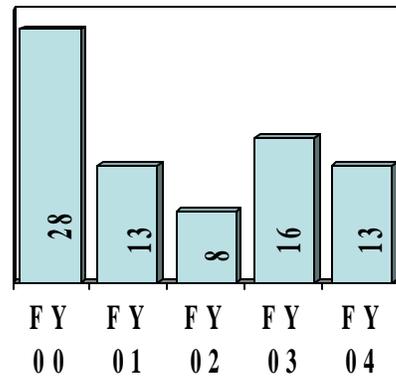
The Iowa Jobs Training Program has assisted Positech in training incumbent workers in aluminum welding. Previous to the training, Positech was displaying and demonstrating our equipment at a tradeshow. One of our customers visiting our booth informed Peter Hong, Company CEO, that Positech products were high quality in form, fit, and function, but the appearance of our aluminum welds needed improvement. After looking at some of the welds, we understood the customer's comments. Two employees received in-house aluminum welding training from an ICCC instructor. The two employees are now certified to weld aluminum. The instructor also provided the employees tips on welder usage and welding technique. The result is that the appearance of our aluminum welds greatly improved, and Positech has gained a higher level of customer satisfaction. The increased customer satisfaction has promoted repeat sales of Positech products.

Marilyn Domino
H R Manager
Positech Corporation

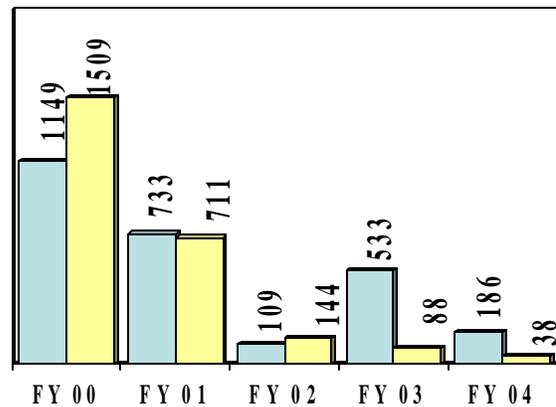
Iowa Jobs Training Program 260F Iowa Central Community College



Projects Awarded



to be Trained # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Celotex Corp	Webster	Fort Dodge	\$19,122.00	7/22/1999	10	10	2a
Mangold Environmental Testing Inc	Buena Vista	Storm Lake	\$4,621.00	8/10/1999	3	3	2a
Beam Industries	Hamilton	Webster City	\$25,000.00	8/13/1999	40	83	2b
Siefer Consultants Inc	Buena Vista	Storm Lake	\$25,000.00	8/13/1999	12	12	2a
Hagie Mfg Co	Wright	Clarion	\$25,000.00	8/13/1999	50	50	2a
Silgan Containers Mfg Corp	Webster	Fort Dodge	\$25,000.00	8/20/1999	6	20	2b
Merial Limited	Webster	Fort Dodge	\$25,000.00	11/8/1999	50	74	2b
Gold Eagle Cooperative	Wright	Goldfield	\$21,929.00	11/8/1999	40	40	2a
Van Diest Supply Company	Hamilton	Webster City	\$25,000.00	11/8/1999	15	30	2b
Control Systems Specialist	Buena Vista	Alta	\$12,679.00	11/8/1999	3	3	2a
Team Effort Incorporated	Wright	Clarion	\$4,999.00	11/9/1999	8	8	2a
United States Gypsum Company	Webster	Fort Dodge	\$25,000.00	12/21/1999	50	50	2a
Stock Popcorn Company	Sac	Lake View	\$2,875.00	3/2/2000	2	2	2a
Bodholdt Brothers	Buena Vista	Storm Lake	\$3,450.00	4/6/2000	5	9	2b
Bobalee Hydraulics	Pocahontas	Laurens	\$9,914.00	4/7/2000	113	113	2a
Ag Partners Llc	Buena Vista	Albert City	\$25,000.00	4/13/2000	145	145	2a
Land O Lakes Inc	Webster	Fort Dodge	\$25,000.00	4/14/2000	300	300	2a
Hawkeye Leisure Trailers Ltd	Humboldt	Humboldt	\$12,938.00	4/14/2000	12	71	2b
Heartland Communications Group Inc	Webster	Fort Dodge	\$7,702.00	4/14/2000	5	5	2a
Smithway Motor Xpress Inc	Webster	Fort Dodge	\$25,000.00	4/16/2000	190	295	2b
Mertz Engineering	Hamilton	Webster City	\$5,530.00	4/17/2000	4	4	2a
Fletcher Wood Products	Webster	Fort Dodge	\$4,999.00	4/17/2000	7	7	2a
Hagie Mnuufacturing Company	Wright	Clarion	\$25,000.00	4/24/2000	20	20	2a
Fleming Millwright	Hamilton	Webster City	\$11,555.00	4/26/2000	6		1a
Fisher Hydraulics Inc	Pocahontas	Laurens	\$25,000.00	5/4/2000	8	100	2b
Georgia Pacific Corp Gypsum Div	Webster	Fort Dodge	\$25,000.00	5/9/2000	7	10	2b2
Bil Mar Foods	Vuena Vista	Storm Lake	\$25,000.00	5/9/2000	26	28	2b
Beam Industries	Hamilton	Webster City	\$25,000.00	6/14/2000	12	17	2b
Celotex Corporation	Webster	Fort Dodge	\$16,664.00	7/26/2000	100	126	2b
Don's Farm Supply	Buena Vista	Newell	\$11,500.00	12/6/2000	10	12	2b
Scranton Manufacturing	Greene	Scranton	\$14,231.00	2/21/2001	50	69	2b
Heartland Communications Group Inc	Webster	Fort Dodge	\$4,999.00	2/28/2001	20	20	2a
Farmers Cooperative Co	Calhoun	Farnhamville	\$25,000.00	3/7/2001	150	150	2a
Gold Eagle Cooperative	Wright	Goldfield	\$15,000.00	3/9/2001	19	35	2b
Gull Wing Industries Inc	Buena Vista	Alta	\$8,625.00	3/13/2001	7	14	2b
United States Gypsum Company	Webster	Fort Dodge	\$25,000.00	3/23/2001	50	66	2b
C & S Products Co Inc	Webster	Fort Dodge	\$25,000.00	4/4/2001	45	67	2b
Smithway Motor Express Inc	Webster	Fort Dodge	\$25,000.00	4/13/2001	72	138	2b
West Central Cooperative	Carroll	Ralston	\$25,000.00	5/2/2001	180		1b
Arrow Acme Co	Hamilton	Webster City	\$25,000.00	5/2/2001	18		1b
Team Effort Incorporated	Wright	Clarion	\$4,999.00	5/3/2001	12	14	2b
Buffco Manufacturing	Pocahontas	Laurens	\$4,999.00	1/7/2002	5	5	2a
Corn Melt Power Cooperative	Humboldt	Humboldt	\$19,853.00	1/7/2002	20	86	2b
Evapco Inc Iowa	Sac	Lake View	\$25,000.00	1/28/2002	10		1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
New Coop/New Feeds Llc	Webster	Fort Dodge	\$25,000.00	5/7/2002	14		1a
Ranco Fertiliservice Inc	Buena Vista	Sioux Rapids	\$7,331.00	5/7/2002	8	49	2b
Hunter Ross Publications Ltd	Webster	Fort Dodge	\$4,999.00	5/7/2002	4	4	2a
Bpb Celotex	Webster	Fort Dodge	\$16,883.00	5/28/2002	18		1a
Electrolux Home Products Inc	Hamilton	Webster City	\$25,000.00	5/28/2002	30		1a
Hy-Capacity Eng. & Mfg. Inc.	Humboldt	Humboldt	\$25,000.00	10/11/2002	75		1a
Hawkeye Leisure Trailers, Ltd.	Humboldt	Humboldt	\$10,000.00	11/18/2002	10	11	2b
Jensen Enterprises Ltd. Ada Jensen Trailers	Humboldt	Humboldt	\$3,000.00	12/5/2002	11		1a
Team Effort Incorporated	Wright	Clarion	\$2,500.00	12/5/2002	14	14	2a
Beam Industries	Hamilton	Webster City	\$13,000.00	12/31/2002	12		1b
Dodgen Industries	Iowa	Humboldt	\$9,660.00	12/31/2002	12		1b
Hagie Manufacturing Company	Wright	Clarion	\$4,999.00	1/2/2003	14	15	2b
Fort Dodge Foods	Webster	Fort Dodge	\$4,999.00	2/6/2003	2	2	2a
American Sports International Ltd	Jefferson	Jefferson	\$8,216.00	2/28/2003	14	15	2b
Hawkeye Glove Mfg., Inc.	Webster	Fort Dodge	\$7,178.00	3/18/2003	2	8	2b
Posetech, Division Of Columbus Mckinnon Corp.	Pocahontas	Laurens	\$8,625.00	3/18/2003	20		1a
Ag Processing Inc.	Wright	Eagle Grove	\$16,388.00	4/22/2003	35		1a
Syngenta Seeds, Inc.	Greene	Jefferson	\$1,323.00	4/22/2003	12	23	2b
The Chantland Company	Humboldt	Humboldt	\$15,525.00	4/22/2003	143		1b
Gold-Eagle Cooperative	Wright	Goldfield	\$21,562.00	5/5/2003	150		1b
Sho-Dust Bedding	Hamilton	Randall	\$21,563.00	6/5/2003	7		1b
American Sports International, Ltd.	Jefferson	Jefferson	\$13,865.00	8/7/2003	14	38	2b
C & S Products Co., Inc.	Webster	Ft. Dodge	\$8,625.00	9/22/2003	40		1b
Josephson Manufacturing Company	Webster	Fort Dodge	\$12,938.00	10/21/2003	10		1b
The Laurens House Of Print	Pocahontas	Laurens	\$4,999.00	12/10/2003	3		1b
Proliant	SAC	Lytton	\$4,999.00	12/31/2003	8		1b
Hagie Manufacturing Company	Wright	Clarion	\$6,900.00	1/7/2004	20		1b
Oberg Freight Company	Webster	Fort Dodge	\$12,937.00	3/5/2004	10		1b
Star Energy Llc	Calhoun	Manson	\$4,999.00	5/4/2004	10		1b
Ag Processing Inc.	Wright	Eagle Grove	\$13,450.00	5/4/2004	12		1b
Seneca Foundry Inc.	Hamilton	Webster City	\$17,250.00	5/6/2004	9		1b
Midwest Fence And Gate Company	Webster	Fort Dodge	\$12,937.00	5/11/2004	14		1b
Monsanto	Wright	Clarion	\$8,625.00	5/11/2004	25		1b
Kevcon Corporation (DbA Misty Harbor)	Webster	Fort Dodge	\$4,999.00	5/13/2004	11		1b
Total			\$1,153,457.00		2710	2490	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Webster City Consortium			\$40,538.00	5/9/2000			2b
Arrow Acme	Hamilton	Webster City		5/9/2000	2	2	2b
Beam Industries	Hamilton	Webster City		5/9/2000	2	2	2b
Frigidaire	Hamilton	Webster City		5/9/2000	15	15	2b
Hellers Carbonic	Hamilton	Webster City		5/9/2000	6	6	2b
Seneca Foundry Inc	Hamilton	Webster City		5/9/2000	4	4	2b
Tasler	Hamilton	Webster City		5/9/2000	15	15	2b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
ICCC Webster City Consortium			\$25,000.00	4/30/2003			1b
Van Diest Supply Company	Hamilton	Webster City		4/30/2003	7		1b
Seneca Foundry Inc.	Hamilton	Webster City		4/30/2003	7		1b
Webster City Custom Meats, Inc.	Hamilton	Webster City		4/30/2003	7		1b
Vantec, Inc.	Hamilton	Webster City		4/30/2003	6		1b
Beam Industries	Hamilton	Webster City		4/30/2003	6		1b
Arrow Acme Inc. 4	Hamilton	Webster City		4/30/2003	6		1b
Heller's Carbonic West	Hamilton	Webster City		4/30/2003	5		1b
Eagle Manufacturing, Inc.	Hamilton	Webster City		4/30/2003	6		1b
Total			\$65,538.00		94	44	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
North Central Iowa Agribusinesses			\$88,234.00	1/18/2000			1a
New Cooperative Inc	Webster	Fort Dodge		1/19/2000	50		1a
Farmers Cooperative Company	Calhoun	Farnhamville		1/19/2000	50		1a
West Central Cooperative	Carroll	Ralston		1/19/2000	50		1a
Gold Eagle Cooperative	Wright	Goldfield		1/19/2000	50		1a
Ag Processing Inc	Wright	Eagle Grove		1/19/2000	50		1a
Iowa Central Construction Business Network			\$83,017.00	5/18/2000		78	2a
Rh Grabau Const Inc	Boone	Boone		5/18/2000	4	4	2a
Kolacia Const Inc	Webster	Fort Dodge		5/18/2000	5	5	2a
Peterson Construction	Hamilton	Webster City		5/18/2000	2		2a
Sande Construction	Humboldt	Humboldt		5/18/2000	6		2a
Story Construction	Story	Ames		5/18/2000	30		2a
Woodruff Construction	Webster	Fort Dodge		5/18/2000	31		2a
ICCC Agribusinesses Business Network			\$75,000.00	3/11/2003			1b
New Coop., Inc.	Webster	Fort Dodge		3/11/2003	20		1b
United Cooperative	Webster	Webster City		3/11/2003	10		1b
Farmers Cooperative Co.	Calhoun	Farnhamville		3/11/2003	50		1b
Gold Eagle Cooperative	Wright	Goldfield		3/11/2003	20		1b
Ag Processing, Inc.	Wright	Eagle Grove		3/11/2003	40		1b
West Central Cooperative	Carroll	Ralston		3/11/2003	50		1b
Stateline Cooperative	Kossuth	Burt		3/11/2003	40		1b
Prairie Land Cooperative	Harding	Hubbard		3/11/2003	16		1b
Total			\$246,251.00		574	87	

260E Case Study

Iowa Central Community College

THE GATOR CENTER Fort Dodge, Iowa



The Gator Center is one of three national service centers for used Ag Chem agricultural spraying machines. The company revamps and repairs ag sprayers by performing a 100 point quality audit of each machine. Machines are reconditioned, sandblasted and painted, electronics repaired, install new or used systems, repair and recalibrate flow meter.

We are providing two pictures of a couple of our guys that we have working in the weld/fab shop



Chad is inside of the red machine doing weld and repair to the boom frame. He completed welding and drafting courses at ICCC and under the New Jobs Training Program he along with others received their welding certifications.

Micah is at the lathe and was hired as an intern then full time after he finished courses at ICCC.

We promote our trained technicians in our brochures and when we do our bids we let our customers know that we have fully trained technicians who continually receive upgrading in their training.

The value of training added to our business has been priceless and I do not believe that we would be as successful today without the help of the New Jobs Training Program. We are looking forward to further training with the addition of our CNC machine division and expansion of our weld/fib shop. We view our relationship with Iowa Central Community College as important team member of our business and of our future.



Lyn Peed, Owner
The Gator Center

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
ICCC	American Sports International, Inc.	Greene	Jefferson	\$355,000.00	11/28/1999	46	46
	American Sports International Ltd	Greene	Jefferson	\$355,000.00	11/7/2000	46	0
	Parker Industries Inc	Greene	Jefferson	\$245,000.00	11/7/2000	33	33
	Frigidaire Co	Hamilton	Webster City	\$1,755,000.00	11/7/2000	300	300
	Frigidaire Co	Hamilton	Webster City	\$895,000.00	11/7/2000	200	200
	Certified Transmission Rebuilders Inc	Webster	Fort Dodge	\$230,000.00	11/7/2000	41	41
	Silgan Containers Manufacturing Corp	Webster	Fort Dodge	\$100,000.00	11/7/2000	12	12
	Evapco Inc	Sac	Lake View	\$220,000.00	11/17/2000	38	33
	Rembrandt Enterprise	Buena Vista	Rembrandt	\$360,000.00	4/15/2002	54	54
	Friesen Of Iowa Inc	Buena Vista	Storm Lake	\$105,000.00	4/15/2002	53	53
	Pengo Corporation	Pocahontas	Laurens	\$220,000.00	4/15/2002	53	53
	Evapco Inc	Sac	Lake View	\$90,000.00	4/15/2002	35	35
	American Home Products Inc	Webster	Fort Dodge	\$730,000.00	4/15/2002	100	100
	Phoenix Scientific Inc	Webster	Fort Dodge	\$165,000.00	4/15/2002	25	25
	The Gator Center	Webster	Fort Dodge	\$80,000.00	4/15/2002	18	18
	Scranton Manufacturing	Greene	Scranton	\$110,000.00	6/13/2002	20	20
	Scranton Manufacturing	Greene	Scranton	\$110,000.00	7/5/2002	20	0
	Decker Truck Line Inc	Webster	Fort Dodge	\$1,360,000.00	5/22/2003	143	0
	Silgan Containers Corp	Webster	Fort Dodge	\$295,000.00	5/22/2003	32	32
	Marketlink Inc	Buena Vista	Storm Lake	\$125,000.00	5/24/2003	55	0
	White Transfer And Storage, Inc.	Webster City	Fort Dodge	\$95,000.00	11/18/2003	25	0
Totals For 21 Contracts :				\$8,000,000.00		1,349	1,055

Area VI
Iowa Valley Community College

Iowa Valley Community College, located in Marshalltown, Iowa serves the following counties:

**Hardin
Marshall
Poweshiek
Tama**

Jacque Brandt
3702 South Center Street
Marshalltown, Iowa 50158
641.752.4645 ext 334
jbrandt@iavalley.cc.ia.us

260F Case Study Iowa Valley Community College



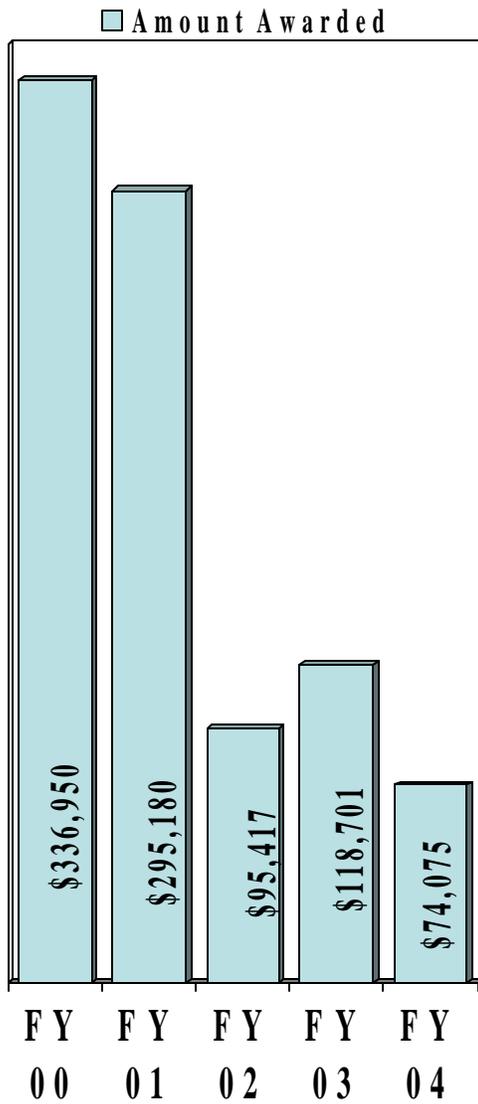
Lennox Manufacturing, Marshalltown, Iowa

Lennox Manufacturing, a Marshalltown, Iowa based company has been doing business in Iowa for over one hundred years. Lennox, employing over 1,000 employees, produces heating and air conditioning systems. Currently, Lennox Manufacturing is undertaking a furnace standardization program called the Customer Focused System. This huge capital expenditure and change in manufacturing philosophy is designed to improve quality and safety, lower the cost, as well as reduce the cycle time to produce the furnace. The change in manufacturing philosophy has driven the need for training of all employees in the plant.

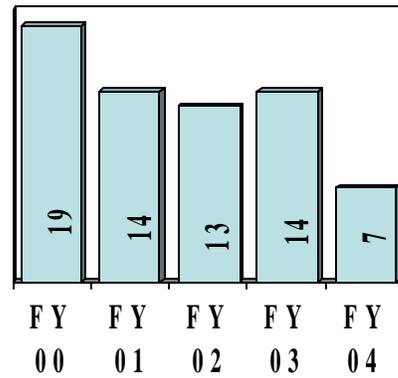
Lennox Manufacturing must incorporate Lean principles into their corporate culture to remain competitive and better serve the needs of their customers. By providing this training throughout the organization major improvements can be made to operate the plant more efficiently and in a more cost effective manner. Operating a more efficient and productive plant is the only way Lennox can continue to thrive in Iowa. IVCCD has delivered monthly classes of Lean 101 training for over 200 employees.

Lennox Manufacturing, with the assistance of Iowa Valley Community College District and the Iowa Jobs Training Program, has been able to provide lean training in a cost effective way.

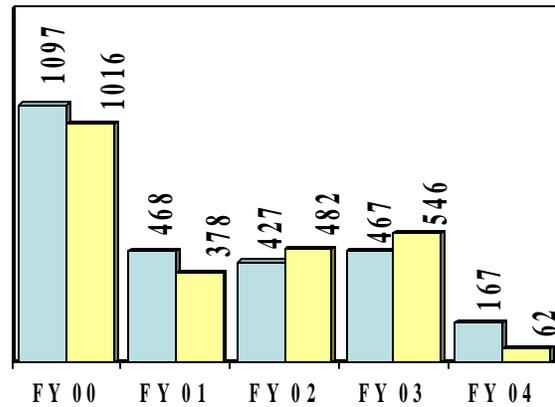
Iowa Jobs Training Program 260F Iowa Valley Community College



Projects Awarded



to be Trained # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Kiowa Corp	Marshall	Marshalltown	\$25,000.00	7/28/1999	15	15	2a
Fisher Controls International Inc	Marshall	Marshalltown	\$14,706.00	7/29/1999	40	40	2c2
Grinnell Mutual Reinsurance Company	Poweshiek	Grinnell	\$25,000.00	11/18/1999	344	356	2b
Plastic Recycling Of Iowa Falls Inc	Hardin	Iowa Falls	\$4,999.00	11/18/1999	5	5	2a
Ritchie Industries Inc	Grundy	Conrad	\$4,999.00	11/18/1999	10	19	2b
Ritchie Industries, Inc	Grundy	Conrad	\$4,999.00	11/18/1999	10	28	2b
Eldora Plastics Inc	Hardin	Eldora	\$4,999.00	11/18/1999	5	5	2a
Engineered Plastic Components Inc	Poweshiek	Grinnell	\$25,000.00	12/2/1999	7	7	2a
Handy Industries	Marshall	Marshalltown	\$25,000.00	12/21/1999	50	4	3b
Midland Transportation	Marshall	Marshalltown	\$4,999.00	1/9/2000	6		3b
Heartland Pork Enterprises Inc	Hardin	Alden	\$25,000.00	1/14/2000	60	60	2a
Asi Sign Systems	Poweshiek	Grinnell	\$25,000.00	1/25/2000	50	50	2a
Riverside Book And Bible House Inc	Hardin	Iowa Falls	\$25,000.00	5/2/2000	25	32	2b
Brownells	Poweshiek	Montezuma	\$4,999.00	5/2/2000	30	30	2a
Lennox Manufacturing Inc	Marshall	Marshalltown	\$25,000.00	5/2/2000	75	75	2a
Doorcraft Of Iowa	Poweshiek	Grinnell	\$25,000.00	5/5/2000	85	115	2b
Dayco Products Inc	Hardin	Eldora	\$17,250.00	5/9/2000	175		3a
Berry Iowa Corporation	Hardin	Iowa Falls	\$25,000.00	5/12/2000	60	70	2b
United Suppliers	Hardin	Eldora	\$25,000.00	5/16/2000	45	105	2b
Mid Iowa Cooperative	Grundy	Beaman	\$25,000.00	7/6/2000	28	28	2a
Fisher Controls Intl Inc	Marshall	Marshalltown	\$10,294.00	9/7/2000	50	50	2a
Plastic Recycling Of Iowa Falls Inc	Hardin	Iowa Falls	\$25,000.00	10/5/2000	20	20	2a
Whink Products Company	Hardin	Eldora	\$4,999.00	11/16/2000	15	15	2a
Midwest Harvest Corporation	Poweshiek	Grinnell	\$25,000.00	2/16/2001	5		1b
Prairie Land Cooperative	Hardin	Hubbard	\$25,000.00	4/24/2001	60		1a
Poe Construction & Manufacturing Inc	Poweshiek	Montezuma	\$4,887.00	4/27/2001	23	23	2a
Cooper Manufacturing Co	Marshall	Marshalltown	\$25,000.00	5/3/2001	20	20	2a
Iowa Telecommunications Services Inc	Poweshiek	Grinnell	\$25,000.00	5/3/2001	40		1b
Swift & Company	Marshall	Marshalltown	\$25,000.00	5/3/2001	20	20	2a
Brownells	Poweshiek	Montezuma	\$25,000.00	5/8/2001	20	40	2b
Heartland Pork Enterprises	Hardin	Alden	\$25,000.00	5/12/2001	25		1a
Central Counties Cooperative	Grundy	Reinbeck	\$25,000.00	5/23/2001	82	82	2a
Mid Iowa Cooperative	Grundy	Beaman	\$25,000.00	5/23/2001	60	80	2b
Poe Construction & Manufacturing Inc	Poweshiek	Montezuma	\$4,945.00	9/27/2001	20	20	2a
D & B Agro Systems Ltd	Hardin	Hubbard	\$4,999.00	2/6/2002	9		1b
Brownells	Poweshiek	Montezuma	\$11,300.00	2/6/2002	10	10	2a
Wenco Of Iowa	Poweshiek	Grinnell	\$9,269.00	2/9/2002	15	15	2a
Fisher Controls Intl Inc	Marshall	Marshalltown	\$4,945.00	3/16/2002	20	21	2b
Berry Iowa Corporation	Hardin	Iowa Falls	\$8,625.00	4/2/2002	70	70	2a
Metal Tech Industries Inc	Hardin	Iowa Falls	\$4,830.00	4/18/2002	10	10	2a
CMC Steel Fabricators Inc DbA SMI Joist	Hardin	Iowa Falls	\$13,500.00	5/22/2002	120	179	2b
Modulux Us Manufacturing Llc	Poweshiek	Grinnell	\$4,945.00	5/22/2002	3	4	2b
Brownells	Poweshiek	Montezuma	\$4,999.00	5/22/2002	10		1a
Donaldson Company Inc	Poweshiek	Grinnell	\$13,250.00	5/22/2002	120	140	2b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Mycogen Seeds	Marshall	Marshalltown	\$4,835.00	5/22/2002	10		1b
Dieomatic Inc/Montezuma Mfg	Poweshiek	Montezuma	\$4,975.00	5/22/2002	10	13	2b
Fisher Controls International, Inc.	Marshall	Marshalltown	\$15,000.00	10/31/2002	35	46	2b
Modulux Us Manufacturing	Poweshiek	Grinnell	\$4,855.00	11/18/2002	5	7	2b
Cooper Manufacturing Company	Marshall	Marshalltown	\$9,487.00	12/5/2002	10		1b
Marshalltown Trowel Comp any	Marshall	Marshalltown	\$4,999.00	1/23/2003	20	20	2a
Sig Manufacturing Co., Inc.	Poweshiek	Montezuma	\$4,600.00	3/18/2003	10		1b
Lennox Manufacturing Inc.	Marshall	Marshalltown	\$13,118.00	3/21/2003	25	41	2b
Shi R2 Solutions, Inc.	Marshall	Marshalltown	\$4,999.00	3/31/2003	13		1b
Poe Construction & Manufacturing Inc.	Poweshiek	Montezuma	\$4,999.00	4/1/2003	10		1b
Creative Composites, Ltd.	Poweshiek	Brooklyn	\$4,999.00	4/21/2003	4		1b
Cessford Construction Company	Marshall	Legrand	\$4,999.00	4/21/2003	20	23	2b
Grinnell Mutual Reinsurance Company	Poweshiek	Grinnell	\$12,836.00	4/22/2003	225	394	2b
Sutherland Companies	Poweshiek	Montezuma	\$4,950.00	4/22/2003	15		1b
Bdl Excavating	Marshall	Marshalltown	\$13,660.00	4/22/2003	15	15	2a
United Suppliers, Inc.	Hardin	Eldora	\$15,200.00	4/22/2003	60		1b
Rc Industries, Inc.	Poweshiek	Grinnell	\$15,000.00	9/26/2003	10		1b
Cessford Construction Company	Marshall	Legrand	\$14,850.00	10/20/2003	20		1b
Metal Tech Industrial Inc.	Hardin	Iowa Falls	\$8,660.00	10/20/2003	10		1b
Manatt's Inc.	Poweshiek	Brooklyn	\$4,999.00	12/1/2003	60	62	2b
Quality Products	Hardin	Eldora	\$11,130.00	2/18/2004	17		1b
Dynamic Broadband Corporation	Marshall	Marshalltown	\$4,999.00	5/11/2004	10		1b
Berry Iowa Corporation	Hardin	Iowa Falls	\$14,437.00	5/12/2004	40		1b
Total			\$920,323.00		2626	2484	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Ia Valley Community College Consortium			\$25,000.00	2/10/2000			2a
Dayco Products Inc	Hardin	Eldora		2/10/2000	5	5	2a
Lennox Manufacturing Inc	Marshall	Marshalltown		2/10/2000	5	5	2a
Fisher Controls International Inc	Marshall	Marshalltown		2/10/2000	5	5	2a
Cooper Manufacturing	Marshall	Marshalltown		2/10/2000	5	5	2a
Kiowa Corporation	Marshall	Marshalltown		2/10/2000	5	5	2a
Gervich & Riverside Consortium			\$15,525.00	5/16/2000			2a
Gervich & Sons Inc	Marshall	Marshalltown		5/16/2000	5	5	2a
Riverside Distributors Inc	Hardin	Iowa Falls		5/16/2000	5	5	2a
Montezuma Consortium			\$4,999.00	10/13/2000		35	2a
Brownells	Poweshiek	Montezuma		10/13/2000	25	25	2a
Poe Construction And Manufacturing Inc	Poweshiek	Montezuma		10/13/2000	10	10	2a
IVCC Leadership Development Consortium Training			\$4,370.00	11/14/2001			2a
Marshalltown Trowel Company	Marshall	Marshalltown		11/14/2001	10	10	2a
Cooper Manufacturing	Marshall	Marshalltown		11/14/2001	10	10	2a
IVCC Frontline Supervisors Phase Ii Consortium			\$4,370.00	5/9/2002			1a
Marshalltown Trowel Company	Marshall	Marshalltown		5/9/2002	10		1a
Cooper Manufacturing	Marshall	Marshalltown		5/9/2002	10		1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
IVCC Lean Mfg Training			\$4,945.00	5/22/2002			1a
Modulex Us Manufacturing	Poweshiek	Grinnell		5/22/2002	2		1a
Asi Sign Systems	Poweshiek	Grinnell		5/22/2002	4		1a
Donaldson Company	Poweshiek	Grinnell		5/22/2002	30		1a
IVCC Microsoft Training			\$4,999.00	5/22/2002			2a
Metal Tech Industries Inc	Hardin	Iowa Falls		5/22/2002	6	6	2a
Berry Iowa Corporation	Hardin	Iowa Falls		5/22/2002	15	15	2a
IVCC Training Institute Consortium			\$16,170.00	1/23/2003		17	2a
Brownells	Poweshiek	Montezuma		1/23/2003	10	11	2b
Grinnell Mutual Reinsurance	Poweshiek	Grinnell		1/23/2003	2	2	2a
Donaldson Company	Poweshiek	Grinnell		1/23/2003	2	1	2c
Montezuma Manufacturing	Poweshiek	Montezuma		1/23/2003	3	3	2a
IVCC Customer Service Consortium			\$18,755.00	2/21/2003			2b
Brownells	Poweshiek	Montezuma		2/21/2003	5	30	2b
Access Direct	Marshall	Marshalltown		2/21/2003	5	2	2b
IVCC ISO 9000 Consortium			\$25,000.00	5/7/2003			1b
Central Counties Cooperative	Grundy	Reinbeck		5/7/2003	80		1b
Mid-Iowa Cooperative	Grundy	Beaman		5/7/2003	60		1b
IVCC Executive Leadership Consortium			\$34,500.00	10/20/2003	19	26	2b
Brownells	Poweshiek	Montezuma		10/20/2003	7	7	2b
Asi/Modulex	Poweshiek	Grinnell		10/20/2003	2	2	2b
Grinnell Mutual Reinsurance	Poweshiek	Grinnell		10/20/2003	7	7	2b
Donaldson Company	Poweshiek	Grinnell		10/20/2003	3	3	2b
IVCC The Trainers Institute Consortium			\$16,170.00	5/27/2004			1b
Brownells	Poweshiek	Montezuma		5/27/2004	4		1b
Grinnell Mutual Reinsurance	Poweshiek	Grinnell		5/27/2004	8		1b
Total			\$174,803.00		384	257	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Iowa Valley Community College

Creative Composites

The vision behind the creation of Creative Composites was the belief that biocomposites will allow for greater design flexibility and decreased costs, while at the same time do little harm to the environment and provide new opportunities to Iowa farmers. This business began in 2003 and is located in Brooklyn, Iowa. Creative Composites will focus on three main areas, biocomposite manufacturing, biobased new product development and fiber processing. Composites can be used for a wide range of products. In many applications it is a viable alternative to metal, wood, plastic and fiberglass and can be used for items such as chip board, vehicle panels, and picnic tables.

Iowa Valley's partnership with Creative Composites began in September 2003 as part of the Iowa New Jobs Training Program. Creative Composites will create 38 new jobs in the small community of Brooklyn. Training opportunities will be provided in the areas of computer technology, health and safety, leadership development and bioprocessing. Creative Composites is also seeking ISO certification to meet the quality standards required by major manufacturers such as John Deere and Hon Industries.

Demand for biocomposites has grown rapidly over the past several years. Currently, biocomposites are being used by leading manufacturers such as John Deere, Daimler Chrysler, and Mercedes-Benz.

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
IVCC	Triple T Specialty Meats	Hardin	Ackley	\$15,000.00	5/19/2000	11	10
	Mirenc Inc	Hardin	Radcliffe	\$65,000.00	5/19/2000	7	19
	Conagra Inc DbA Swift	Marshall	Marshalltown	\$195,000.00	5/19/2000	80	80
	Handy Industries Llc	Marshall	Marshalltown	\$70,000.00	5/19/2000	10	72
	Mechdyne	Marshall	Marshalltown	\$60,000.00	5/19/2000	8	8
	Ryerson Coil Processing Company	Marshall	Marshalltown	\$90,000.00	5/19/2000	15	10
	Asi Sign Systems	Poweshiek	Grinnell	\$145,000.00	5/19/2000	30	30
	Jeld Wen Inc DbA Wenco	Poweshiek	Grinnell	\$85,000.00	5/19/2000	16	16
	Midwest Harvest		Grinnell	\$70,000.00	12/5/2000	18	19
	Cmc Steel Fabricators Inc DbA Smi Joist Company	Hardin	Iowa Falls	\$975,000.00	5/14/2001	180	175
	Dieomatic Inc	Poweshiek	Montezuma	\$870,000.00	9/22/2001	120	120
	Modulex Usmanufacturing Llc	Poweshiek	Grinnell	\$160,000.00	12/23/2001	22	11
	Mechdyne	Marshall	Marshalltown	\$200,000.00	4/15/2003	19	19
	Swift (Monfort Pork)	Marshall	Marshalltown	\$370,000.00	4/16/2003	120	120
	Asi Sign Systems	Poweshiek	Grinnell	\$55,000.00	5/20/2003	15	5
	Iowa Quality Beef	Tama	Tama	\$1,860,000.00	8/18/2003	342	0
	Creative Composites	Poweshiek	Grinnell	\$130,000.00	9/15/2003	38	5
	Lennox Industries Inc	Marshall	Marshalltown	\$275,000.00	10/10/2003	100	0
Totals For 18 Contracts :				\$5,690,000.00		1,151	719

Area VII
Hawkeye Community College

Hawkeye Community College, located in Cedar Falls, Iowa serves the following counties:

**Black Hawk
Bremer
Buchanan
Butler
Grundy**

Alan Clausen
5330 Nordic Drive
Cedar Falls, Iowa 50613
319.277.3806 ext 3003
alcausen@hawkeyecollege.edu

260F Case Study Hawkeye Community College



THE ELM TEAM

Environmental Lubricants Manufacturing, Inc. (ELM) is the leading biobased grease and lubricant fluid manufacturer and the only manufacturing facility located in the U.S. ELM was formed in May of 2000 as a vehicle to facilitate the transfer of technology and intellectual property from the UNI Agriculture-Based Industrial Lubricants (ABIL) Research Program and the subsequent commercialization of products based on its technology.

Currently ELM has 40 commercially viable products that are formulated using American grown soybeans. The value added possibilities for Iowa farmers and soybean producers are enormous. The greases and lubricants formulated with soybeans have exhibited superior performance and are competitively priced with petroleum-based products.

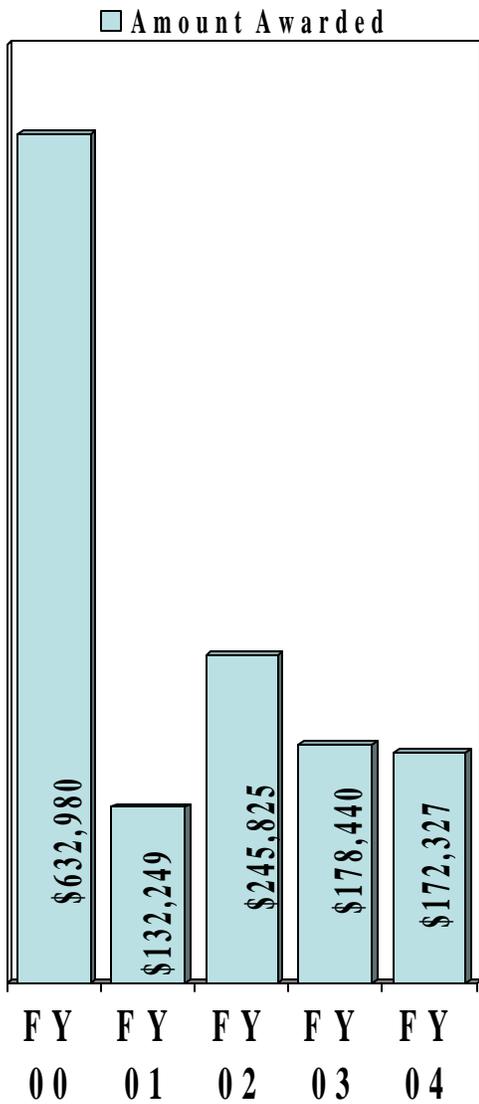
ELM currently has numerous significant customers using various products. Portec Rail Products has an agreement with ELM, providing SoyTrac Rail Grease to three major railroads in the U.S. There is also an agreement with Crete Carriers who has all of their 5500 trucks using ELM's HD Truck grease. John Deere Waterloo Works is currently testing ELM's neat cutting oil in several machining areas. Goodrich Corporation employees 26,000 people worldwide and have 3 factories in Iowa and they have been using ELM Metalworking fluids for over a year now in their Des Moines experimental shop. Hornady Mfg. in Grand Island, Nebraska has converted their entire bullet-making factory over to ELM Metalworking fluids.

ELM began the training partnership with Hawkeye Community College by participating in a 206F Jobs Training Program in 2004, to assist in training for safety and ISO Certification. Doug Miller, Production Manager says, "We rely on Hawkeye Community College to provide professional high quality training, tailored to our needs, when it fits in our production schedules. We have been very pleased with the results." Al Clausen, Director of Hawkeye Community College Center for Business and Industry, adds, "ELM is a great company to partner with, as they are enthusiastic about receiving training and very excited with their new products adding value to Iowa agriculture. We are also keeping with a Hawkeye Community College initiative to reach out to smaller businesses, to assist them with their training needs."

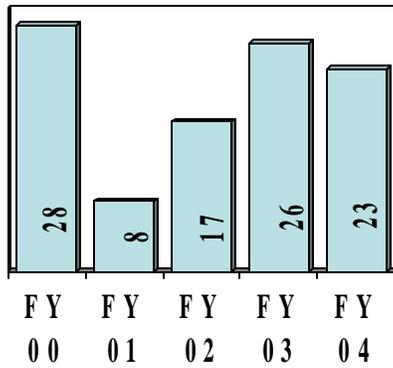
Safety is a top priority for ELM. It is a new, specialized business that has employees that need to be formally trained on how to be safe in the workplace. The training includes all aspects of OSHA record keeping, confined spaces, lockout/tagout and individual training such as fork truck training, hazardous communication, personal protective equipment, and fall protection.

Miller says, "The training is definitely making a difference at ELM. The employees are asking questions and making suggestions on how things can be done more safely. This is especially important since we are still changing processes to improve efficiencies".

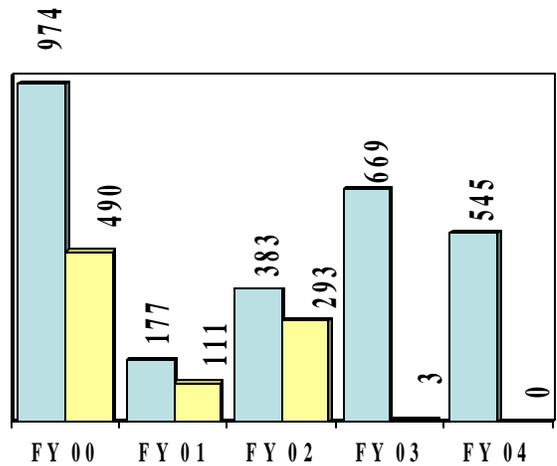
Iowa Jobs Training Program 260F Hawkeye Community College



■ Projects Awarded



■ # to be Trained ■ # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Hobson Mould Works Inc	Butler	Shell Rock	\$21,000.00	7/29/1999	34	63	2b
Woolverton Printing Co	Black Hawk	Cedar Falls	\$25,000.00	9/20/1999	8	22	2b
Hogan-Hansen, A Professional Corp	Black Hawk	Waterloo	\$12,114.00	9/20/1999	25	38	2c2
East Iowa Plastics Inc	Buchanan	Independence	\$3,765.00	9/20/1999	3	4	2b
Enron Transportation & Storage	Black Hawk	Waterloo	\$25,000.00	11/18/1999	25	26	2b
Control O Fax Express Bill	Black Hawk	Waterloo	\$25,000.00	2/3/2000	25	25	2a
Stainless Pluss Llc	Black Hawk	Waterloo	\$11,429.00	2/15/2000	3		1a
Ibp Inc	Blackhawk	Waterloo	\$25,000.00	2/24/2000	20		1b
Iowa Ham Canning Inc	Buchanan	Independence	\$20,312.00	3/1/2000	30	62	2b
Progressive Tool Company	Black Hawk	Waterloo	\$24,855.00	3/30/2000	20		1b
John Deere Donald Street Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
John Deere Donald Street Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	24	2b
John Deere Westfield Avenue Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
John Deere Westfield Avenue Site	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
John Deere Product Engineering Center	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
John Deere Product Engineering Center	Black Hawk	Waterloo	\$25,000.00	4/28/2000	8	10	2b
Greater Machining And Manufacturing Company	Buchanan	Independence	\$25,000.00	5/2/2000	40		1b
Newcor Inc Blackhawk Engineering Division	Black Hawk	Cedar Falls	\$25,000.00	5/2/2000	20		3b
Control O Fax Express Bill	Black Hawk	Waterloo	\$14,505.00	5/2/2000	20	74	2b
Universal Industries Inc	Black Hawk	Cedar Falls	\$25,000.00	5/2/2000	45		1a
Advanced Heat Treat Corp	Black Hawk	Waterloo	\$25,000.00	5/2/2000	40		1b
Waterloo Screw Machine Products	Black Hawk	Waterloo	\$25,000.00	5/2/2000	5		1a
John Deere Engine Works	Blackhawk	Waterloo	\$25,000.00	5/9/2000	100		1b
John Deere Engine Works	Blackhawk	Waterloo	\$25,000.00	5/9/2000	100	102	2b
Gmt Corporation	Bremer	Waverly	\$25,000.00	5/9/2000	48		1b
Rockwell Automation Allen Bradley	Bremer	Sumner	\$25,000.00	5/9/2000	175		1a
Nestle Usa Beverage Division	Bremer	Waverly	\$25,000.00	5/10/2000	40		1b
Nestle Usa Beverage Division	Bremer	Waverly	\$25,000.00	5/10/2000	100		1b
Waverly Plastics	Bremer	Waverly	\$25,000.00	7/21/2000	8		1a
Ron Weber And Associates Of Iowa Inc	Black Hawk	Waterloo	\$24,400.00	7/25/2000	50		1a
Iowa Metal Spinners	Black Hawk	Cedar Falls	\$12,600.00	8/25/2000	6		1a
Central Counties Cooperative	Grundy	Reinbeck	\$25,000.00	8/30/2000	28	106	2b
Featherlite Inc	Iowa	Chickasaw	\$4,999.00	12/1/2000	4	5	2c2
Viking Pump Inc	Black Hawk	Cedar Falls	\$25,000.00	5/3/2001	50		1b
Zeidlers Concrete Pipe Inc	Black Hawk	Waterloo	\$10,870.00	6/30/2001	25		1a
Ross Marketing Inc	Black Hawk	Cedar Falls	\$4,380.00	6/30/2001	6		1a
Behr Heat Transfer Systems Inc	Blackhawk	Cedar Falls	\$4,313.00	8/27/2001	3	5	2b
Schumacher Elevator Company	Bremer	Denver	\$25,000.00	9/14/2001	64		1b
Waterloo Screw Machine Products	Black Hawk	Waterloo	\$11,000.00	9/27/2001	5		1b
Hsn Fulfillment Inc	Blackhawk	Waterloo	\$25,000.00	9/27/2001	75	116	2b
North East Machine And Tool Company	Black Hawk	Janesville	\$11,750.00	9/27/2001	10		1b
Aerial Services Inc	Black Hawk	Cedar Falls	\$15,000.00	10/9/2001	6	6	2a
Professional Office Services Inc	Blackhawk	Waterloo	\$15,245.00	1/7/2002	8		1a
Bloom Inc DbA Bloom Mfg Inc	Buchanan	Independence	\$25,000.00	1/28/2002	14	20	2b2

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Network Control Inc	Bremer	Waverly	\$4,999.00	1/28/2002	5	8	2b
Dunkerton Cooperative Elevator	Blackhawk	Dunkerton	\$4,999.00	3/4/2002	15		1a
Rowley Equipment	Buchanan	Rowley	\$4,999.00	4/2/2002	15	46	2b
Waterloo Industries	Black Hawk	Waterloo	\$25,000.00	4/2/2002	10	29	2b
Basic Materials Corp	Black Hawk	Elk Run Heights	\$4,999.00	5/9/2002	55	63	2b
All Iowa Contracting Company	Black Hawk	Waterloo	\$4,999.00	5/13/2002	25		1b
Vikign Pump Inc	Black Hawk	Cedar Falls	\$25,000.00	5/22/2002	25		1b
Waterloo Implement	Black Hawk	Waterloo	\$13,522.00	5/22/2002	35		1b
Orthotics And Prosthetics One Inc	Black Hawk	Waterloo	\$25,000.00	5/28/2002	13		1b
Life Line Emergency Vehicles, Inc.	Bremer	Sumner	\$4,999.00	10/18/2002	3	3	2a
Control-O-Fax/Express Bill	Black Hawk	Waterloo	\$10,495.00	10/21/2002	30		1b
Weyerhaeuser	Black Hawk	Waterlo	\$13,628.00	10/22/2002	40		1b
Quality Craft Corporation	Buchanan	Independence	\$4,999.00	10/30/2002	2		1b
Paul Nieman Construction	Fayette	Sumner	\$4,999.00	10/30/2002	35		1a
Koehring Cranes, Inc.	Bremer	Waverly	\$4,999.00	10/30/2002	100		1b
Mckenna Professional Imaging	Blackhawk	Waterloo	\$14,795.00	11/14/2002	10		1b
Garrett Corp. Dba Delta Industries	Grundy	Reinbeck	\$4,999.00	11/14/2002	8		1b
Rainbow Concrete Construction	Bremer	Waverly	\$4,999.00	1/2/2003	8		1b
Stainless Plus	Black Hawk	Waterloo	\$3,916.00	2/6/2003	4		1a
Iowa Metal Spinners	Black Hawk	Cedar Falls	\$10,867.00	2/6/2003	15		1b
Vgm & Associates	Black Hawk	Waterloo	\$4,999.00	2/7/2003	20		1b
Universal Industries Inc.	Blackhawk	Cedar Falls	\$4,999.00	2/21/2003	12		1b
Agvantage Fs Inc	Chickasaw	New Hampton	\$4,999.00	2/24/2003	150		1a
Standard Golf Company	Black Hawk	Cedar Falls	\$23,808.00	3/18/2003	46		1b
Metokote Corp.	Black Hawk	Cedar Falls	\$4,999.00	3/18/2003	12		1b
Crystal Distribution Services Inc.	Black Hawk	Cedar Falls	\$3,500.00	4/21/2003	16		1b
Independence Corn By Products	Buchanan	Independence	\$4,999.00	4/21/2003	9		1b
Nutri-Ject Systems, Inc.	Black Hawk	Hudson	\$4,999.00	4/22/2003	18		1b
Municipal Pipe Tool Co., Inc.	Black Hawk	Hudson	\$4,999.00	4/22/2003	18		1b
Denver Construction, Inc.	Bremer	Denver	\$4,999.00	5/2/2003	40		1b
The Cbe Group, Inc.	Black Hawk	Waterloo	\$4,999.00	5/13/2003	20		1b
Viking Cives	Black Hawk	Evansdale	\$4,999.00	6/5/2003	4		1b
Basic Materials Corporation	Black Hawk	Elk Run Heights	\$8,050.00	6/5/2003	40		1b
Kapaun Consulting Engineers, Pc	Black Hawk	Waterloo	\$4,398.00	6/9/2003	3		1a
Snow Engineering	Buchanan	Independence	\$4,999.00	6/12/2003	6		1b
Grundy National Bank	Grundy	Grundy Center	\$4,999.00	7/23/2003	10		1b
Vgm & Associaties	Black Hawk	Waterloo	\$25,000.00	8/4/2003	20		1b
Hsn Fulfillment, Llc	Black Hawk	Waterloo	\$24,000.00	8/4/2003	30		1b
Richelieu Foods, Inc.	Grundy	Grundy Center	\$4,999.00	8/4/2003	50		3a
Bossard	Black Hawk	Cedar Falls	\$4,999.00	8/6/2003	27		1b
Paul Nieman Construction	Fayette	Sumner	\$10,000.00	10/20/2003	30		1b
Koehring Cranes	Bremer	Waverly	\$10,000.00	10/20/2003	50		1b
Iowa Laser Technology Inc.	Black Hawk	Cedar Falls	\$8,372.00	10/20/2003	6		1b
U.S. Grain Storage Systems, Inc.	Black Hawk	Cedar Falls	\$4,999.00	10/20/2003	15		1b
Hawkeye Metal Spinning, Inc.	Buchanan	Jesup	\$4,999.00	10/21/2003	20		1b
Computer Pros, Inc. Dba ACES	Bremer	Waverly	\$4,999.00	11/6/2003	3		1b
Testamerica Analytical Testing Corp.	Blackhawk	Cedar Falls	\$4,999.00	11/6/2003	10		1b
Nutriant	Black Hawk	Hudson	\$4,999.00	12/2/2003	7		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Collision Services	Black Hawk	Hudson	\$4,999.00	12/31/2003	15		1b
New Century Fs	Black Hawk	La Porte City	\$4,999.00	12/31/2003	30		1b
Cedar Valley Corp	Black Hawk	Waterloo	\$4,999.00	2/19/2004	25		1b
Koerhing Cranes	Bremer	Waverly	\$10,000.00	3/30/2004	50		1b
Jim Mudd Advertising Agency, Inc.	Black Hawk	Cedar Falls	\$4,999.00	3/30/2004	75		1b
Kotz-Buser Retirement Services, Inc.	Black Hawk	Cedar Falls	\$4,999.00	4/14/2004	20		1b
Ncm	Grundy	Grundy Center	\$4,999.00	5/4/2004	10		1b
United Concrete	Black Hawk	Elk Run Heights	\$4,999.00	5/4/2004	10		1b
Cambrian Granite And Stone	Black Hawk	Cedar Falls	\$4,999.00	5/6/2004	7		1b
Cedar Valley Corp	Black Hawk	Waterloo	\$4,971.00	5/17/2004	25		1b
Total			\$1,361,821.00		2748	897	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Effective Supervision			\$28,690.00	5/2/2000			1a
Geater Machining & Manufacturing	Buchanan	Independence		5/2/2000	1		1a
Quality Craft	Buchanan	Independence		5/2/2000	1		1a
Iowa Ham	Buchanan	Independence		5/2/2000	4		1a
Dcc Cabinets Inc	Buchanan	Independence		5/2/2000	2		1a
Featherlite Inc	Chickasaw	Nashua		5/2/2000	5	5	2a
Hawkeye Tool & Die Inc	Buchanan	Jesup		5/2/2000	5		1a
Wapsie Valley Creamery Inc	Buchanan	Independence		5/2/2000	12		1a
Iip Bossard	Blackhawk	Cedar Falls		5/2/2000	3		1a
Bloom Inc	Buchanan	Independence		5/2/2000	10		1a
Shell Rock Products	Iowa	Shell Rock		5/2/2000	2		1a
Viking Pump	Blackhawk	Cedar Falls		5/2/2000	3		1a
Iowa Metal Spinners, Inc.	Blackhawk	Cedar Falls		5/2/2000	1		1a
Leadership Development			\$50,000.00	5/16/2000			1a
Newcor Blackhawk Engineering Division	Black Hawk	Cedar Falls		5/16/2000	1		1a
Nestle Usa Beverage Division	Bremer	Waverly		5/16/2000	5		1a
Universal Industries Inc	Black Hawk	Cedar Falls		5/16/2000	1		1a
Rockwell Automation	Bremer	Sumner		5/16/2000	3		1a
John Deere Waterloo Works	Black Hawk	Waterloo		5/16/2000	3		1a
Standard Golf Company	Black Hawk	Cedar Falls		5/16/2000	2		1a
Bertch Cabinet Manufacturing Inc	Black Hawk	Waterloo		5/16/2000	2		1a
Iowa Metal Spinners Inc	Black Hawk	Cedar Falls		5/16/2000	1		1a
Powers Manufacturing Company	Black Hawk	Waterloo		5/16/2000	1		1a
Woolverton Printing Company	Black Hawk	Cedar Falls		5/16/2000	2		1a
Professional Office Services Inc	Black Hawk	Waterloo		5/16/2000	2		1a
Asi Computers	Black Hawk	Cedar Falls		5/16/2000	1		1a
Ron Weber And Associates	Black Hawk	Waterloo		5/16/2000	2		1a
Ibp Inc	Black Hawk	Waterloo		5/16/2000	4		1a
Viking Pump Inc	Black Hawk	Cedar Falls		5/16/2000	5		1a
Waterloo Implement Inc.	Black Hawk	Waterloo		5/16/2000	5		1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
HCC Lean Manufacturing Consortium			\$50,000.00	5/3/2001			1a
Newcor Inc Blackhawk Engineering Div	Blackhawk	Cedar Falls		5/3/2001	100		1a
Gmt Corporation	Bremer	Waverly		5/3/2001	14		3a
Powers Manufacturing Company	Blackhawk	Waterloo		5/3/2001	25		1a
Universal Industries, Inc.	Black Hawk	Cedar Falls		5/3/2001	17		1a
HCC Effective Supervision Consortium Training			\$50,000.00	12/31/2002			1b
Bertch Cabinet Manufacturing, Inc.	Blackhawk	Waterloo		12/31/2002	2		1b
Dunkerton Coop Elevator	Black Hawk	Dunkerton		12/31/2002	2		1b
Hydrite Chemical Company	Black Hawk	Waterloo		12/31/2002	2		1b
Ibp Inc.	Black Hawk	Waterloo		12/31/2002	3		1b
Iowa Metal Spinners, Inc.	Black Hawk	Cedar Falls		12/31/2002	1		1b
John Deere Waterloo Works	Black Hawk	Waterloo		12/31/2002	3		1b
Nestle Usa Beverage Division	Bremer	Waverly		12/31/2002	4		1b
Powers Manufacturing Company	Black Hawk	Waterloo		12/31/2002	2		1b
Professional Office Services, Inc.	Black Hawk	Waterloo		12/31/2002	2		1b
Universal Industries, Inc.	Black Hawk	Cedar Falls		12/31/2002	2		1b
Vgm & Associates	Black Hawk	Waterloo		12/31/2002	1		1b
Viking Pump	Black Hawk	Cedar Falls		12/31/2002	10		1b
Schumacher Elevator Company	Bremer	Denver		12/31/2002	1		1b
Total			\$178,690.00		280	5	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
HCC Business Network Measurement Uncertainty	Buchanan	Independence	\$11,250.00	12/9/1999			2a
Geater Machining And Manufacturing Co	Buchanan	Independence		12/9/1999	1	1	2a
Quad State Gauging And Measurement	Black Hawk	Cedar Falls		12/9/1999	3	3	2a
Advanced Heat Treat	Black Hawk	Waterloo		12/9/1999	1	1	2a
Iowa Industrial Products Inc	Blackhawk	Cedar Falls		12/9/1999	3	3	2a
Dura Automotive Systems Inc	Fayette	West Union		12/9/1999	2	2	2a
Hawkeye Community College Business Network			\$150,000.00	5/31/2000	77		1b
Rockwell Automation	Bremer	Sumner		5/31/2000	6		1b
Kann Mfg Corp	Clayton	Guttenberg		5/31/2000	1		1b
Lands End	Clayton	Elkader		5/31/2000	1		1b
Textron Fastening Systems	Winneshiek	Decorah		5/31/2000	40		1b
Color Box Llc	Dubuque	Dubuque		5/31/2000	16		1b
Il Norplex Inc	Allamabee	Postville		5/31/2000	3		1b
Northeast Maching & Tool	Black Hawk	Janesville		5/31/2000	10		1b
Mi T M Corporation	Dubuque	Peosta		5/31/2000	10		1b
Schieffer C Intl Pl	Dubuque	Peosta		5/31/2000	2		1b
Donaldson Company Inc	Howard	Cresco		5/31/2000	3		1b
Bodine Electric Company	Dubuque	Peosta		5/31/2000	3		1b
Uelner Precision Tools & Dies Inc	Dubuque	Dubuque		5/31/2000	3		1b
Skw Nature Products	Dubuque	Dubuque		5/31/2000	5		1b
Premier Tooling Inc	Dubuque	Peosta		5/31/2000	2		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Flexsteel Industries Inc	Dubuque	Dubuque		5/31/2000	1		1b
Klauer Mfg	Dubuque	Dubuque		5/31/2000	5		1b
Ay Medonald Mfg	Dubuque	Dubuque		5/31/2000	5		1b
American Injection Molding Co Inc	Dubuque	Cascade		5/31/2000	1		1b
Exide Corporation	Delaware	Manchester		5/31/2000	8		1b
Dayco Products Inc	Hardin	Eldora		5/31/2000	5		1b
Ibp Inc	Black Hawk	Waterloo		5/31/2000	12		1b
Rockwell Collins	Delaware	Manchester		5/31/2000	3		1b
Nestle Usa Beverage Division	Bremer	Waverly		5/31/2000	3		1b
Dubuque Stamping & Mfg	Dubuque	Dubuque		5/31/2000	3		1b
Iowa Ham Canning Inc	Buchanan	Independence		5/31/2000	2		1b
Bertch Cabinet Manufacturing Inc	Black Hawk	Waterloo		5/31/2000	2		1b
Henderson Mfg Inc	Delaware	Manchester		5/31/2000	1		1b
Viking Pump	Black Hawk	Cedar Falls		5/31/2000	15		1b
Aveka Manufacturing	Chickasaw	Fredericksburg		5/31/2000	1		1b
Itw Fluid Products	Delaware	Manchester		5/31/2000	5		1b
Dura Automotive Systems	Fayette	West Union		5/31/2000	1		1b
Associated Milk Producers Inc	Fayette	Arlington		5/31/2000	1		1b
HCC Earth Movers Business Network			\$100,000.00	9/29/2003			1b
Benton Sand & Gravel, Inc.	Black Hawk	Cedar Falls		9/29/2003	3		1b
Rieken Construction, Inc.	Mills	Henderson		9/29/2003	2		1b
Blazek Corporation	Chickasaw	Lawler		9/29/2003	10		1b
Roger Stewart	Montgomery	Stanton		9/29/2003	1		
Brandenburg Drainage Inc.	Jackson	Maquoketa		9/29/2003	7		1b
Schuecke, Inc	Taylor	Bedford		9/29/2003	2		1b
Brown Bors. Enterprises	Muscatine	West Liberty		9/29/2003	1		1b
Speicher Excavating, Inc.	Chickasaw	Fredericksburg		9/29/2003	2		1b
C J Moyna & Sons	Clayton	Elkader		9/29/2003	97		1b
TSD Farms, Inc.	Jones	Wyoming		9/29/2003	1		1b
Croell Redi-Mix, Inc.	Bremer	Sumner		9/29/2003	50		1b
Vorwald Enterprises, Inc.	Clayton	Monona		9/29/2003	6		
Daniel K. Yoder & Son	Washington	Wellman		9/29/2003	10		1b
Weaver Farm Drainage	Cedar	Tipton		9/29/2003	7		
Deer Valley Land Improvement	Cherokee	Cherokee		9/29/2003	5		1b
Wood Products Of Iowa, LLC	Johnson	Coralville		9/29/2003	2		
Doug Egeland Tiling	Winneshiek	Ossian		9/29/2003	7		
Fred Dejong & Sons, Inc.	O'Brien	Primghar		9/29/2003	3		1b
Duayne Miller Tiling Co., Inc.	Muscatine	Muscatine		9/29/2003	4		1b
Drish Construction Inc.	Jefferson	Brighton		9/29/2003	4		1b
Eshelman Trenching	Adair	Greenfield		9/29/2003	4		
Grattan Backhoe	Poweshiek	Grinnell		9/29/2003	3		1b
G & R Miller Construction	Washington	Washington		9/29/2003	5		1b
Horsfield Construction, Inc.	Dubuque	Epworth		9/29/2003	40		1b
Kinkade Sales Llc	Union	Creston		9/29/2003	2		1b
Larry Dettermand Inc.	Clinton	Clinton		9/29/2003	2		1b
Larry G. Greedy Construction	Fremont	Sidney		9/29/2003	1		
Hernsohn Digging Tiling	Buena Vista	Rembrandt		9/29/2003	1		
Maxwell Tiling Inc.	Keokuk	Gibson		9/29/2003	5		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Meisel Trucking & Equipment	Shelby	Irwin		9/29/2003	2		
Peters Services	Hancock	Kanawha		9/29/2003	2		1b
Rasmussen Drainage Service	Buchanan	Independence		9/29/2003	4		
Recker Excavating	Fayette	Arlington		9/29/2003	2		1b
Rex K. Evison	Clarke	Murray		9/29/2003	1		1b
	Total		\$261,250.00		564	10	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Hawkeye Community College



Advanced Computer Engineering Solutions (ACES) was founded in 1995 as Computer Pros, Inc. by Phil Kenealy to provide information technology services for the Cedar Valley. In May of 2002, Computer Pros, Inc. acquired ACES and assumed that trade name. ACES currently has twelve full-time employees and two part-time.

ACES provides wide-area and local-area networks, wireless networks, thin-client/application server solutions, IP telephony, virtual IT services, IT consulting, internet access web hosting, web design and network security services. ACES carries the following industry affiliations: Microsoft Certified Partners; 3 COM Gold VoIP Partner; Hewlett-Packard SMB Partner; Citrix Silver Reseller, Cisco Wireless Specialist; and Novell Netware Reseller.

As information technology is a rapidly changing industry, a need exists to train new staff as well as the retraining of existing staff. ACES has added three new positions since Fall 2003 and plans to add additional positions over the next two years. The company has secured funds for training new employees through the 260E program. In addition, they have worked with Hawkeye Community College over the past years and secured a 260F grant to provide training for their existing staff. They have also joined a ten company consortium for training needs. Training will include high end IT training, i.e. Citrix CCA, 3COM NBX, Microsoft MCSE, Information System Security, etc.

“The partnership with Hawkeye Community College to provide or facilitate the training has been invaluable to ACES ongoing success”, states owner, Phil Kenealy, “HCC Business and Industry Training Program Staff were instrumental in making ACES aware of the training programs and the availability of funding assistance. We would not have known the programs existed without their help.”

Pictured are ACES employees, Eric Wehr, Scott Behrends & Ted Boger, receiving training at Hawkeye Community College’s Technical Access Center (H-TAC).

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
HCC	Wyle Laboratories Inc	Blackhawk	Cedar Falls	\$85,000.00	8/14/1999	11	12
	Pioneer Graphics	Black Hawk	Waterloo	\$50,000.00	8/18/1999	10	12
	Advanced Heat Treat Corp	Blackhawk	Waterloo	\$55,000.00	8/19/1999	16	20
	Woolverton Printing Co	Black Hawk	Cedar Falls	\$35,000.00	8/26/1999	13	7
	Powers Manufacturing Company	Black Hawk	Waterloo	\$65,000.00	12/6/1999	50	50
	Van G Miller & Associates Inc	Black Hawk	Waterloo	\$275,000.00	12/19/1999	146	169
	Schumacher Elevator Company	Bremer	Denver	\$165,000.00	12/23/1999	36	33
	Profile Boats	Bremer	Sumner	\$25,000.00	12/29/1999	18	0
	Wayne Engineering Corp	Black Hawk	Cedar Falls	\$70,000.00	1/19/2000	34	0
	Hobson Mould Works Inc	Butler	Shell Rock	\$150,000.00	1/20/2000	44	31
	Van G Miller & Associates Inc	Black Hawk	Waterloo	\$470,000.00	10/11/2000	108	70
	Gmt Corp	Bremer	Waverly	\$815,000.00	10/11/2000	145	94
	Allan Inc	Black Hawk	Allison	\$200,000.00	9/17/2001	52	37
	Aerial Services Inc	Black Hawk	Cedar Falls	\$30,000.00	9/17/2001	10	20
	Ag Services Of America Inc	Black Hawk	Cedar Falls	\$375,000.00	9/17/2001	72	10
	Deer & Company DbA Waterloo Works	Black Hawk	Waterloo	\$1,315,000.00	9/17/2001	101	98
	Engineered Products Co	Black Hawk	Waterloo	\$120,000.00	9/17/2001	37	29
	Omega Cabinets Ltd	Black Hawk	Waterloo	\$315,000.00	9/17/2001	124	124
	Cuna Mutual Life Insurance Co	Butler	Waverly	\$855,000.00	9/17/2001	186	0
	Target Corporation	Black Hawk	Cedar Falls	\$2,375,000.00	11/9/2002	621	623
	Omega Cabinets Ltd	Black Hawk	Waterloo	\$495,000.00	11/11/2002	176	176
	Power Pavers Inc.	Black Hawk	Cedar Falls	\$70,000.00	11/16/2002	11	10
	Iowa Metal Spinners Inc	Black Hawk	Cedar Falls	\$85,000.00	11/17/2002	23	29
	Advicon, Inc.	Black Hawk	Cedar Falls	\$85,000.00	3/25/2004	14	0
	Jim Mudd Advertising Agency, Inc.	Black Hawk	Cedar Falls	\$90,000.00	3/25/2004	12	0
	Perfect Events, Inc.	Black Hawk	Cedar Falls	\$220,000.00	3/25/2004	105	0
	Professional Insurance Planners And Consultants Of Iowa, Inc.	Black Hawk	Cedar Falls	\$100,000.00	3/25/2004	14	0
	Team Technologies, Llc.	Black Hawk	Cedar Falls	\$250,000.00	3/25/2004	37	0
	Xpression, Inc.	Black Hawk	Cedar Falls	\$30,000.00	3/25/2004	4	0
	Hansen's Farm Fresh Dairy, Inc.	Black Hawk	Hudson	\$15,000.00	3/25/2004	8	8
	Bertch Cabinet Mfg Inc	Black Hawk	Waterloo	\$710,000.00	3/25/2004	174	0
	Computer Pros, Inc.	Black Hawk	Waterloo	\$55,000.00	3/25/2004	7	0
	Omega Cabinets Ltd	Black Hawk	Waterloo	\$600,000.00	3/25/2004	170	0
	Henry M. Greene & Associates, Inc.	Buchanan	Independence	\$235,000.00	3/25/2004	103	0
	Unverferth Mfg Co Inc	Butler	Shell Rock	\$180,000.00	3/25/2004	30	0
	Access Direct Telemarketing, Inc.	Black Hawk	Cedar Falls	\$240,000.00	3/28/2004	104	89
Totals For 36 Contracts :				\$11,305,000.00		2,826	1,751

Area IX
Eastern Iowa Community College

Eastern Iowa Community College, located in Davenport, Iowa serves the following counties

Clinton
Jackson
Muscatine
Scott

Mark Kapfer
306 West River Drive
Davenport, Iowa 52801
563.336.3315
mkapfer@eiccd.edu

260F Case Study Eastern Iowa Community College



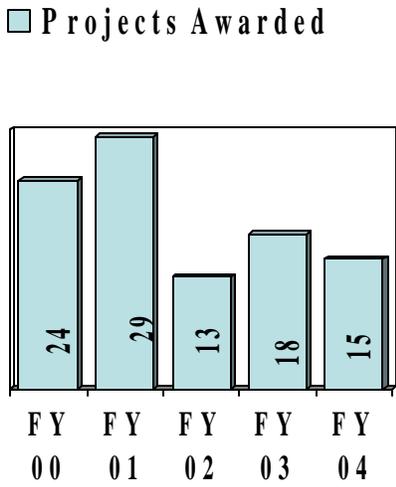
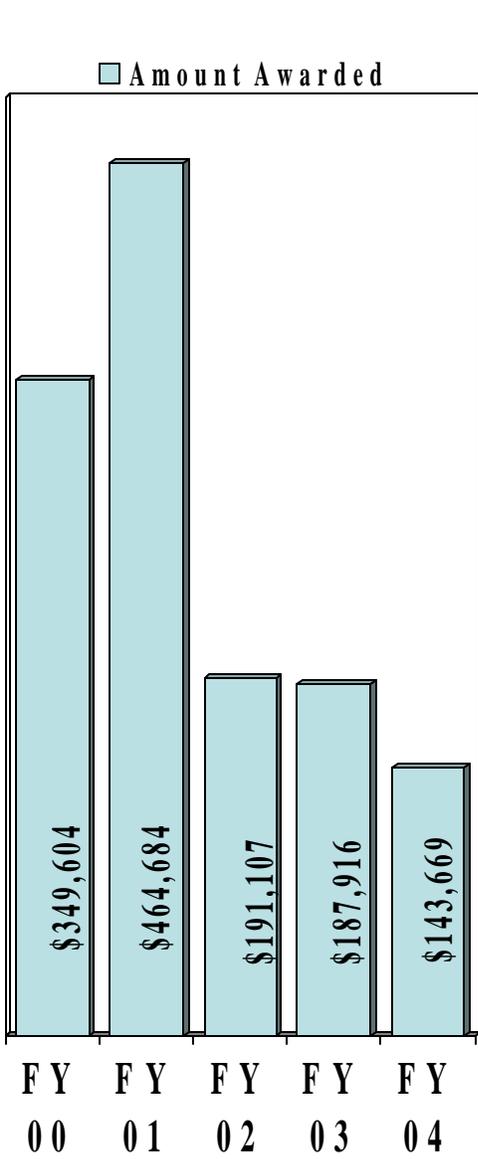
IPSCO Tubulars

IPSCO Tubulars, a Canadian based steel company, in 1990 bought an existing abandoned facility in Camanche to produce steel pipe mainly for the oil industry. Since that time the company has spent over \$15,000,000 in capital improvements that have allowed the company to expand their product line to include square along with round steel pipes to a greatly expanded customer base.

When the need to upgrade the welding skills of 45 of their employees became a priority, IPSCO Tubulars came to the Eastern Iowa Community College District's Business and Industry Center for assistance. EICCD provided matching funds through the Iowa Jobs Training program, (260-F) to help pay for the training. By partnering with Clinton High School for the use of their welding lab, IPSCO employees had customized training within a few miles of their plant.

One of the IPSCO students commented about the training "I'm glad the community college had the training customized for our needs. It gave us the opportunity to work at different welding techniques. It also gave us a chance to do repair work instead of only being maintenance people."

Iowa Jobs Training Program 260F Eastern Iowa Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
North Scott Press Inc	Scott	Eldridge	\$3,285.00	7/28/1999	4		1a
Rock Tenn Company	Clinton	Clinton	\$25,000.00	8/9/1999	10	28	2b
Midland Press Corporation	Scott	Davenport	\$13,078.00	8/12/1999	30	39	2b
Fidlar Printing Co	Scott	Davenport	\$21,100.00	8/12/1999	11		1a
Sivyer Steel Corporation	Scott	Bettendorf	\$18,000.00	9/24/1999	200		1a
Bt Prime Mover	Muscatine	Muscatine	\$4,999.00	9/24/1999	37	52	2b
Lamson & Sessions Co	Clinton	Clinton	\$9,933.00	11/18/1999	13		1a
Grain Processing Corporation	Muscatine	Muscatine	\$19,181.00	11/18/1999	150		1a
Blue Ridge Paper Products Inc	Clinton	Clinton	\$25,000.00	12/23/1999	95	246	2b
Midfield Pattern Corp	Scott	Walcott	\$6,518.00	3/14/2000	6		1a
Air Control Inc	Clinton	Clinton	\$20,621.00	3/21/2000	40		1a
E Tech Inc	Scott	Davenport	\$25,000.00	3/22/2000	5		1a
Hardi Inc	Scott	Davenport	\$14,029.00	3/23/2000	5		1a
International Paper Company	Clinton	Clinton	\$25,000.00	4/17/2000	110		3c
Douglas Industries Inc	Scott	Eldridge	\$4,994.00	4/18/2000	5	5	2a
Jerico Tool Company	Scott	Davenport	\$7,623.00	4/28/2000	6		3a
Precision Metal Works	Jackson	Maquoketa	\$11,550.00	4/28/2000	8		1a
Pretium Packaging	Muscatine	Muscatine	\$4,334.00	5/4/2000	47		1a
Mississippi Valley Regional Blood Center	Scott	Davenport	\$23,884.00	5/4/2000	110		1a
Bowe Machine Company	Scott	Bettendorf	\$11,781.00	5/11/2000	50		1a
Minuteman Press	Scott	Davenport	\$3,330.00	5/25/2000	1	1	2a
Wiedemann Church Products	Muscatine	Muscatine	\$1,364.00	5/26/2000	7		1a
Grain Processing Corporation	Muscatine	Muscatine	\$25,000.00	5/26/2000	150		1a
Alcoa Inc	Scott	Bettendorf	\$25,000.00	5/26/2000	80		3b
The Brandt Company	Scott	Davenport	\$4,999.00	7/21/2000	10		1a
Ryerson Tull Ra Lon Plant 31	Scott	Bettendorf	\$6,996.00	8/1/2000	6		1a
Ec & Pms	Clinton	Clinton	\$4,930.00	8/2/2000	9		1a
Custom Pak Incorporated	Clinton	Dewitt	\$10,438.00	8/25/2000	22		1a
Muscatine Center For Strategic Action	Muscatine	Wilton	\$14,475.00	10/10/2000	15		1a
Superior Tub Products	Scott	Davenport	\$21,920.00	12/1/2000	20		1a
Refractory & Insulation Supply Inc	Scott	Eldridge	\$11,170.00	12/6/2000	12		1a
Ennis Business Forms Inc	Clinton	De Witt	\$17,236.00	12/13/2000	6		1a
Tri State Graphics Inc	Jackson	Maquoketa	\$10,053.00	3/20/2001	3		1a
Ec & Pms	Clinton	Clinton	\$4,425.00	3/23/2001	5		1a
Alliant Energy MI Kapp	Clinton	Clinton	\$14,437.00	3/23/2001	7	7	2a
Shaw Electric Inc	Scott	Davenport	\$25,000.00	3/27/2001	25		1a
Olsen Engineering Lp	Scott	Eldridge	\$24,709.00	4/4/2001	20		1a
Escalator Handrail Company	Scott	Davenport	\$6,256.00	4/6/2001	20		1a
Wendling Quarries Inc	Clinton	Dewitt	\$21,380.00	4/6/2001	45		1a
M A Ford Manufacturing	Scott	Davenport	\$22,155.00	4/12/2001	35		1a
Bt Prime Mover	Muscatine	Muscatine	\$25,000.00	4/20/2001	25		1a
Mississippi Valley Regional Blood Center	Scott	Davenport	\$24,255.00	4/25/2001	100		1a
Blue Ridge Paper Products Inc	Clinton	Clinton	\$23,595.00	4/25/2001	6		1a
Iowa Mutual Insurance Company	Clinton	Dewitt	\$21,945.00	4/25/2001	80		1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
The Horizon Group	Scott	Davenport	\$9,273.00	4/25/2001	30		1a
Grain Processing Corporation	Muscatine	Muscatine	\$3,740.00	4/25/2001	12		1a
Katun Corporation	Scott	Davenport	\$25,000.00	5/2/2001	80		1a
Firstco Inc.	Scott	Davenport	\$14,400.00	5/2/2001	4		1a
Interstate Brands Corporation	Scott	Davenport	\$25,000.00	5/2/2001	250		1a
Olsen Engineering Lp	Scott	Eldridge	\$23,715.00	5/8/2001	15		1a
Lafarge Corporation	Scott	Buffalo	\$23,183.00	5/9/2001	24		3a
Jancy Engineering Co	Scott	Davenport	\$4,999.00	5/9/2001	1		1a
Bt Prime Mover	Muscatine	Muscatine	\$20,000.00	5/21/2001	25		1a
Carver Pump Company	Muscatine	Muscatine	\$12,550.00	9/14/2001	25		1a
Oscar Mayer Foods	Scott	Davenport	\$12,375.00	11/14/2001	7		1a
Eagle Engineering Inc	Scott	Eldridge	\$15,928.00	1/7/2002	8		1a
Sohl Inc DbA Tri State Graphics	Jackson	Maquoketa	\$3,492.00	1/7/2002	7		1a
Promotion Fulfillment Center	Clinton	Camanche	\$20,000.00	1/17/2002	90		1a
Shaw Electric Inc	Scott	Davenport	\$20,000.00	2/5/2002	60		1a
Lamson & Sessions Co	Clinton	Clinton	\$20,000.00	5/7/2002	95		1a
Packaging Technologies	Scott	Davenport	\$19,536.00	5/9/2002	100		1a
Ipsco Tubulars Inc	Clinton	Camanche	\$20,000.00	5/9/2002	20		1b
Ei Du Pont De Nemours & Co Inc	Clinton	Clinton	\$13,938.00	5/9/2002	40		1a
Archer Daniels Midland Company	Clinton	Clinton	\$20,000.00	5/28/2002	39		1a
Voss Pattern Co	Scott	Davenport	\$5,258.00	5/28/2002	12		1a
Air Control Inc	Clinton	Clinton	\$8,030.00	5/28/2002	15		1a
Nichols Aluminum	Scott	Davenport	\$3,600.00	8/12/2002	9		1a
Sivyer Steel Corporation	Scott	Bettendorf	\$4,999.00	8/26/2002	12		1a
Bee Line Company	Scott	Bettendorf	\$6,489.00	10/21/2002	12		1a
Katun Corporation	Scott	Davenport	\$4,683.00	12/31/2002	15		1b
Sivyer Steel Corporation	Scott	Bettendorf	\$25,000.00	1/2/2003	142		1b
John Deere Davenport Works	Scott	Davenport	\$20,000.00	1/23/2003	193		1b
Wady Industries, Inc.	Jackson	Maquoketa	\$5,197.00	1/23/2003	6		1b
Schult Engineering And Pattern Co.	Scott	Princeton	\$14,217.00	1/23/2003	27		1b
Sohl, Inc. DbA Tri State Graphics	Jackson	Maquoketa	\$4,999.00	2/6/2003	6		1b
The Brandt Company	Scott	Davenport	\$1,760.00	2/24/2003	1		1b
Blackhawk Foundry	Scott	Davenport	\$20,000.00	2/24/2003	7		1b
Firstco Inc.	Scott	Davenport	\$8,113.00	3/18/2003	35		1a
Swiss Valley Farms, Inc.	Scott	Davenport	\$20,000.00	4/21/2003	50		1a
Midwest Metals, Inc.	Scott	Davenport	\$7,700.00	5/5/2003	20		1b
Ensign Corporation	Jackson	Bellevue	\$6,985.00	5/5/2003	9		1b
Wendling Quarries	Clinton	Dewitt	\$20,000.00	5/5/2003	34		1b
Clausen Supply, Co.	Clinton	Clinton	\$7,837.00	5/5/2003	99		1b
Guardian Industries	Clinton	Dewitt	\$6,337.00	5/5/2003	17		1b
Pinney Printing Company	Clinton	Clinton	\$4,999.00	8/4/2003	3		1a
H.J. Heinz	Muscatine	Muscatine	\$20,000.00	10/24/2003	30		1b
Ipsco Tubulars	Clinton	Camanche	\$14,520.00	12/30/2003	45		1b
Johnson Manufacturing Co.	Scott	Princeton	\$7,700.00	1/2/2004	9		1b
H.J. Heinz	Muscatine	Muscatine	\$3,850.00	3/5/2004	20		1b
Gi Plastek	Clinton	Dewitt	\$4,999.00	4/9/2004	20		1b
The Horizon Group, Inc.	Scott	Davenport	\$20,000.00	5/3/2004	40		1b
Equistar Chemicals, Lp	Clinton	Camanche	\$22,000.00	5/4/2004	20		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Bemis Clysar, Inc.	Clinton	Camanche	\$20,000.00	5/11/2004	12		1b
Grafco Industries	Scott	Bettendorf	\$4,999.00	5/11/2004	6		1b
Carver Pump Company	Muscatine	Muscatine	\$2,200.00	5/11/2004	12		1b
The Clinton Herald	Clinton	Clinton	\$4,999.00	5/12/2004	6		1b
Fidlar Printing, Co.	Scott	Davenport	\$4,999.00	5/12/2004	6		1b
Ipsco Steel Inc.	Muscatine	Muscatine	\$5,500.00	5/12/2004	70		1b
Blue Wave Ultrasonics, Inc.	Scott	Davenport	\$2,904.00	5/12/2004	6		1b
Total			\$1,336,980.00		3609	378	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Community College Supervisory Consortium Project			\$40,478.00	1/19/2000			1a
Kings Material Inc	Scott	Bettendorf		1/19/2000	1		1a
Musco Lighting Inc	Muscatine	Muscatine		1/19/2000	4		1a
Bee Line Company	Scott	Bettendorf		1/19/2000	4		1a
Baylers Ornamental Iron Inc	Scott	Bettendorf		1/19/2000	4		1a
Sivyer Steel	Scott	Bettendorf		1/19/2000	54		1a
Hoffmann Inc	Muscatine	Muscatine		1/19/2000	10		1a
Carver Pump Company	Muscatine	Muscatine		1/19/2000	14		1a
Mckee Button Co	Muscatine	Muscatine		1/19/2000	5		1a
Supervisory Training			\$19,305.00	5/11/2000			1a
Douglas Industries Inc	Scott	Eldridge		5/11/2000	10		1a
West Liberty Foods	Muscatine	West Liberty		5/11/2000	4		1a
Plasticraft Mfg Co Inc	Muscatine	Wilton		5/11/2000	4		1a
Mccrabb Probe A Load Inc	Muscatine	West Liberty		5/11/2000	1		1a
Stuhr Enterprises Inc	Muscatine	Wilton		5/11/2000	3		1a
Wilton Telephone Company	Muscatine	Wilton		5/11/2000	7		1a
North Star Steel Co	Muscatine	Wilton		5/11/2000	6		1a
Zenger Miller Frontline Leadership Training			\$25,641.00	10/13/2000			1a
Ma Ford Mfg Co Inc	Scott	Davenport		10/13/2000	18	20	2b
Katun Corporation	Scott	Davenport		10/13/2000	20	20	2a
The Brandt Company	Scott	Davenport		10/13/2000	10		1a
Hardi Midwest Inc	Scott	Davenport		10/13/2000	6	10	2b
EICC Muscatine Learning Consortium			\$50,000.00	5/2/2001			1a
H J Heinz	Muscatine	Muscatine		5/2/2001	25		1a
Allsteel Inc	Muscatine	Muscatine		5/2/2001	10		1a
Varied Investments Inc	Muscatine	Muscatine		5/2/2001	25		1a
Monsanto	Muscatine	Muscatine		5/2/2001	25		1a
The Hon Company Office Bldg	Muscatine	Muscatine		5/2/2001	15		1a
Bandag Incorporated	Muscatine	Muscatine		5/2/2001	25		1a
EICC Muscatine Learning Consortium			\$50,000.00	10/23/2002			1b
H. J. Heinz	Muscatine	Muscatine		8/8/2002	25		1b
Monsanto	Muscatine	Muscatine		8/8/2002	30		1b
Allsteel Inc.	Muscatine	Muscatine		8/8/2002	10		1b
The Hon Company Office Bldg.	Muscatine	Muscatine		8/8/2002	15		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Varied Investments, Inc. (Gpc, Fvi)	Muscatine	Muscatine		8/8/2002	25		1b
Bandag Incorporated	Muscatine	Muscatine		8/8/2002	25		1b
EICC Windows Networking Consortium			\$26,500.00	12/15/2003			1b
Transcend Software, Inc.	Scott	Davenport		12/15/2003	3		1b
Wenger Truck Line, Inc.	Scott	Davenport		12/15/2003	2		1b
Stampede Products		Camanche		12/15/2003	1		1b
Nichols Aluminum	Scott	Davenport		12/15/2003	1		1b
Nichols Aluminum	Scott	Davenport		12/15/2003	1		1b
EICC Muscatine Learning Consortium			\$50,000.00	4/9/2004			1b
Allsteel Inc.	Muscatine	Muscatine		4/9/2004	147		1b
Bandag Incorporated	Muscatine	Muscatine		4/9/2004	100		1b
Bt Prime-Mover, Inc.	Muscatine	Muscatine		4/9/2004	15		1b
Carver Pump Company	Muscatine	Muscatine		4/9/2004	30		1b
H.J. Heinz	Muscatine	Muscatine		4/9/2004	12		1b
The Hon Company Office Bldg.	Muscatine	Muscatine		4/9/2004	18		1b
Monsanto	Muscatine	Muscatine		4/9/2004	30		1b
Musco Sports Lighting	Muscatine	Muscatine		4/9/2004	20		1b
Varied Investments, Inc.	Muscatine	Muscatine		4/9/2004	25		1b
EICC Electrical Maintenance Consortium			\$50,000.00	5/12/2004			1b
Blue Ridge Paper Products Co.	Clinton	Clinton		5/12/2004	4		1b
Ipsco Tubulars Inc.	Clinton	Camanche		5/12/2004	1		1b
Equistar Chemicals Lp	Clinton	Clinton		5/12/2004	4		1b
Total			\$311,924.00		854	50	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Graphics Inc	Winnesheik	Calmar	\$134,914.00	9/30/1999	2		1a
Times Citizen Communications	Hardin	Iowa Falls		9/30/1999	11		1a
Flynn Printing & Graphics	Dubuque	Dubuque		9/30/1999	2		1a
News Publishing Co	Clayton	Elkader		9/30/1999	4		1a
Times Plain Dealer	Howard	Cresco		9/30/1999	2		1a
General Publishing & Binding	Hardin	Iowa Falls		9/30/1999	2		1a
Newspapers Of Fayette Co. Inc	Fayette	Elgin		9/30/1999	3		1a
Antique Trader Publications Inc	Dubuque	Dubuque		9/30/1999	13		1a
Times Republican	Marshall	Marshalltown		9/30/1999	6		1a
Outlook Publishing	Clayton	Monona		9/30/1999	2		1a
Eddie Bowers Publishing Inc	Dubuque	Dubuque		9/30/1999	2		1a
Loras College	Dubuque	Dubuque		9/30/1999	3		1a
Copyworks	Dubuque	Dubuque		9/30/1999	2		1a
K&K Logo Designs Ltd	Iowa	Dyersville		9/30/1999	1		1a
Main St Office Supply & Printing	Delaware	Manchester		9/30/1999	1		1a
Sutherland Co	Poweshiek	Montezuma		9/30/1999	1		1a
Print Source	Linn	Cedar Rapids		9/30/1999	3		1a
Slechta Communications Inc	Washington	Kalona		9/30/1999	7		1a
Acme Graphics Inc	Linn	Cedar Rapids		9/30/1999	3		1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Julin Printing Co Inc	Jones	Monticello		9/30/1999	5		1a
Steadman Graphics Inc	Linn	Cedar Rapids		9/30/1999	2		1a
Waukon Standard	Allamakee	Waukon		9/30/1999	6		1a
Heritage Printing	Dubuque	Dyersville		9/30/1999	2		1a
Technigraphics Inc	Johnson	Iowa City		9/30/1999	1		1a
Gazette Communications	Linn	Cedar Rapids		9/30/1999	21		1a
Congdon Printing & Imaging	Black Hawk	Cedar Falls		9/30/1999	7		1a
Car Pac Publishing	Benton	Vinton		9/30/1999	3		1a
Speed Print	Linn	Cedar Rapids		9/30/1999	2		1a
Mccleery Cumming Co Inc	Washington	Washington		9/30/1999	2		1a
Certified Retreading Technician Program			\$77,335.00	5/10/2000			1a
Kyger Truck Tire Center	Polk	Des Moines		5/10/2000	2		1a
Kyger Truck Tire Center	Linn	Cedar Rapids		5/10/2000	2		1a
T & W Tire And Retreading	Woodbury	Sioux City		5/10/2000	2		1a
Rogers Tire Service	Webster	Fort Dodge		5/10/2000	3		1a
Jacks Ok Tire Service	Kossuth	Algona		5/10/2000	3		1a
Eastern Iowa Tire	Scott	Davenport		5/10/2000	10		1a
Eastern Iowa Tire	Polk	Des Moines		5/10/2000	10		1a
Bandag Inc	Muscatine	Muscatine		5/10/2000	1		1a
Prepress Software			\$128,685.00	10/6/2000			1a
Clarinda Company	Page	Clarinda		10/6/2000	56		1a
Tribune Newspaper Inc	Shelby	Harlan		10/6/2000	1		1a
Southwestern Iowa Publishing Co	Pottawattamie	Council Bluffs		10/6/2000	15		1a
Democrat Corp	Lee	Fort Madison		10/6/2000	6		1a
Mt Pleasant News	Henry	Mt Pleasant		10/6/2000	3		1a
Louise Publishing Co Ltd	Louise	Wapallo		10/6/2000	3		1a
Doran Ward Printing Co	Des Moines	Burlington		10/6/2000	3		1a
Smurfit Stone Container Corp	Woodbury	Sioux City		10/6/2000	4		1a
Sioux City Journal	Woodbury	Sioux City		10/6/2000	10		1a
American Identity	Sioux	Orange City		10/6/2000	6		1a
Lyon Sioux Press Inc	Lyon	Rock Rapids		10/6/2000	3		1a
Plum Publishing Inc	Sioux	Orange City		10/6/2000	2		1a
Bandag Training & Development			\$49,450.00	10/10/2000			1a
Kytger Truck Tire Center	Polk	Des Moines		10/10/2000	3		1a
Kyger Truck Tire Center	Linn	Cedar Rapids		10/10/2000	3		1a
T & W Tire And Retreading	Woodbury	Sioux City		10/10/2000	3		1a
Rogers Tire Services	Webster	Fort Dodge		10/10/2000	3		1a
Jacks Ok Tire Service	Kossuth	Algona		10/10/2000	3		1a
Eastern Iowa Tire	Scott	Davenport		10/10/2000	3		1a
Eastern Iowa Tire	Polk	Des Moines		10/10/2000	3		1a
Bandag Inc	Muscatine	Muscatine		10/10/2000	19		1a
EICC Web Press Operator Training			\$8,745.00	10/31/2001			1a
Tribune Newspapers Inc	Shelby	Harlan		10/31/2001	1		1a
Herald Publishing Co	Carroll	Carroll		10/31/2001	1		1a
The Tribune	Story	Ames		10/31/2001	2		1a
The Denison Bulletin & Review	Crawford	Denison		10/31/2001	1		1a
Guthrie Center Newspaper	Guthrie	Guthrie Center		10/31/2001	1		1a
Lemars Daily Sentinel	Plymouth	Le Mars		10/31/2001	1		1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
EICC Gate Business Network			\$59,182.00	3/11/2003			1b
Lake Mills Graphic	Winnebago	Lake Mills		3/11/2003	1		1b
Color Fx	Polk	Urbandale		3/11/2003	2		1b
Hampton Publishing Company	Franklin	Hampton		3/11/2003	1		1b
Jifi Print Comp any, Inc.	Webster	Fort Dodge		3/11/2003	1		1b
Lauren's House Of Print	Pocahontas	Laurens		3/11/2003	1		1b
Land-O-Lakes Printing Services	Webster	Fort Dodge		3/11/2003	1		1b
Heartland Communications Group Inc.	Webster	Fort Dodge		3/11/2003	10		1b
Wright County Monitor	Wright	Clarion		3/11/2003	2		1b
Red Oak Express	Montgomery	Red Oak		3/11/2003	7		1b
The Messenger	Webster	Fort Dodge		3/11/2003	6		1b
Industry Marketing Solutions	Webster	Fort Dodge		3/11/2003	1		1b
Total			\$458,311.00		346	0	

The funded businesses will be listed in each community college's section. A description of the "coding status" column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c - Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Eastern Iowa Community College



Stampede Products

Stampede Products is a manufacturer of truck accessories such as hood protectors, sidewind deflectors, extended cab covers, sunroof deflectors, rocker panels, fender flares and hunting blinds. The company moved in 1996 from Bloomington, Minnesota to Camanche, Iowa to take advantage of Iowa's more friendly business climate and more productive workforce.

One program the owners, Loyal and Karen Tullius, took advantage of right away was the Iowa New Jobs Training program as they were in need of training their initial 20 employees quickly to insure that their customers needs were being met. Since that first 260-E contract, the company has expanded two more times once adding 25 and again in 2003 with an additional 15 employees.

The 260-E program has allowed the company to get very heavily involved in Lean Manufacturing and Computer Aided Design through training programs at Eastern Iowa Community College District's Business and Industry Center. "Iowa's training programs have allowed us to get up and running and keep on growing with a much more highly skilled workforce than we ever could have done without the benefit of such a program," says Karen Tullius. That means a lot to small manufacturers like us."

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned	Highest
						# Of New Jobs	# Of New Jobs
EICC	Hon2 Industries Inc	Muscatine	Muscatine	\$2,295,000.00	4/30/2000	390	390
	Per Mar Securities	Scott	Davenport	\$305,000.00	4/30/2000	152	152
	Packagin Technologies	Scott	Davenport	\$25,000.00	5/1/2000	35	35
	Phoenix Closures Inc	Scott	Davenport	\$125,000.00	5/10/2000	43	32
	Von Maur Inc	Scott	Davenport	\$325,000.00	5/10/2000	95	95
	Plasti Paint Inc	Clinton	Dewitt	\$110,000.00	5/12/2000	60	40
	Engineered Rubber Products	Muscatine	West Liberty	\$18,000.00	5/13/2000	86	75
	Data Dimensions	Clinton	Clinton	\$115,000.00	5/16/2000	30	30
	Kalot Industries Inc	Clinton	Camanche	\$45,000.00	5/17/2000	25	25
	Dynagear Oil Pumps Inc	Jackson	Maquoketa	\$105,000.00	5/19/2000	18	18
	Heinz Co	Muscatine	Muscatine	\$135,000.00	5/19/2000	20	20
	Maverick Industries Inc	Clinton	Camanche	\$40,000.00	6/1/2000	27	0
	Rock Tenn Company	Clinton	Clinton	\$90,000.00	6/18/2000	16	16
	Sears Manufacturing Co	Scott	Davenport	\$675,000.00	10/12/2000	138	138
	Collis Inc	Clinton	Clinton	\$200,000.00	7/9/2001	95	95
	Rock Tenn Company	Clinton	Clinton	\$620,000.00	7/9/2001	90	90
	Brazeway Inc	Clinton	Dewitt	\$290,000.00	7/9/2001	96	83
	Car Fresher	Clinton	Dewitt	\$50,000.00	7/9/2001	30	30
	Hon2 Industries Inc	Muscatine	Muscatine	\$905,000.00	7/9/2001	113	113
	West Liberty Foods	Muscatine	West Liberty	\$265,000.00	7/9/2001	116	116
	Per Mar Securities	Scott	Davenport	\$215,000.00	7/9/2001	79	79
	Sentry Insurance A Mutual Co	Scott	Davenport	\$1,735,000.00	7/9/2001	200	200
	American Finishing Resources	Scott	Eldridge	\$45,000.00	7/9/2001	10	10
	Von Hoffmann Graphics	Scott	Eldridge	\$560,000.00	7/9/2001	95	95
	Gi Plastek	Clinton	De Witt	\$150,000.00	4/23/2002	29	29
	Hon2 Industries Inc	Muscatine	Muscatine	\$800,000.00	4/23/2002	56	56
	Rock Tenn Company	Clinton	Clinton	\$190,000.00	4/28/2002	30	30
	Stevens Industries	Muscatine	Muscatine	\$160,000.00	4/28/2002	25	20
	Oscar Mayer Foods Corp	Scott	Davenport	\$275,000.00	4/28/2002	84	84
	Per Mar Securities	Scott	Davenport	\$490,000.00	4/28/2002	302	302
	Family Dollar Services, Inc.	Jackson	Maquoketa	\$2,800,000.00	4/29/2002	500	500
	Musco Sports Lighting	Muscatine	Muscatine	\$80,000.00	4/29/2002	40	40
	Metal-Tech Mfg Inc	Clinton	Clinton	\$60,000.00	4/30/2002	15	15
	Litton Systems Inc	Scott	Davenport	\$255,000.00	4/30/2002	29	29
	Hardi Midwest	Scott	Davenport	\$135,000.00	4/25/2003	35	35
	Cml U.S.A.	Scott	Davenport	\$110,000.00	4/26/2003	14	7
	Kalot Industries Inc	Clinton	Camanche	\$65,000.00	4/28/2003	15	15
	Lamson & Sessions	Clinton	Clinton	\$30,000.00	4/28/2003	12	12
	Ofc Panel Processing	Muscatine	Muscatine	\$45,000.00	4/28/2003	18	12
	The Schebler Company	Scott	Bettendorf	\$115,000.00	4/28/2003	17	17
Katun Corp	Scott	Davenport	\$105,000.00	4/28/2003	45	45	
Marco Group International	Scott	Davenport	\$175,000.00	4/28/2003	21	15	
Nestle Purina	Scott	Davenport	\$150,000.00	4/28/2003	16	16	

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
	Swiss Valley Farms	Scott	Davenport	\$165,000.00	4/28/2003	14	14
	Twin City Holland Industries	Scott	Davenport	\$95,000.00	4/28/2003	26	26
	Industrial Packaging Corporation	Muscatine	Wilton	\$65,000.00	4/29/2003	25	25
	Bemis Clysar, Inc.	Clinton	Clinton	\$150,000.00	4/22/2004	14	10
	Blue Ridge Paper Products Inc.	Clinton	Clinton	\$115,000.00	4/22/2004	46	37
	Lamson & Sessions	Clinton	Clinton	\$255,000.00	4/22/2004	33	25
	Rock Tenn Company	Clinton	Clinton	\$490,000.00	4/22/2004	65	65
	Guardian Industries Corp.	Clinton	Dewitt	\$185,000.00	4/22/2004	12	12
	Hwh Corporation & Cco, Inc.	Muscatine	Moscow	\$125,000.00	4/22/2004	37	37
	Fabricators Plus	Muscatine	Muscatine	\$175,000.00	4/22/2004	50	33
	Hon2 Industries Inc	Muscatine	Muscatine	\$2,560,000.00	4/22/2004	300	250
	Musco Sports Lighting	Muscatine	Muscatine	\$175,000.00	4/22/2004	43	37
	Greystone Manufacturing	Scott	Bettendorf	\$240,000.00	4/22/2004	81	55
	Carleton Life Support Systems Inc.	Scott	Davenport	\$185,000.00	4/22/2004	21	21
	Genesis Systems Group Ltd	Scott	Davenport	\$210,000.00	4/22/2004	19	19
	John Deere Davenport Works	Scott	Davenport	\$700,000.00	4/22/2004	80	80
	Sears Manufacturing Co	Scott	Davenport	\$485,000.00	4/22/2004	63	63
	Superior Tube Products	Scott	Davenport	\$25,000.00	4/22/2004	10	10
	Trinity Logistics Corporation	Scott	Davenport	\$340,000.00	4/22/2004	49	49
	Olsen Engineering Inc	Scott	Eldridge	\$60,000.00	4/22/2004	10	10
	Wells Fargo Bank, National Association	Polk	Des Moines	\$310,000.00	5/20/2004	40	40
Totals For 64 Contracts :				\$22,593,000.00		4,400	4,174

Area X
Kirkwood Community College

Kirkwood Community College, located in Cedar Rapids, Iowa serves the following counties:

**Benton
Cedar
Iowa
Johnson
Jones
Linn
Washington**

Dee Baird
6301 Kirkwood Blvd SW
PO Box 2068
Cedar Rapids, Iowa 52406
319.398.5886
dbaird@kirkwood.edu

260F Case Study Kirkwood Community College

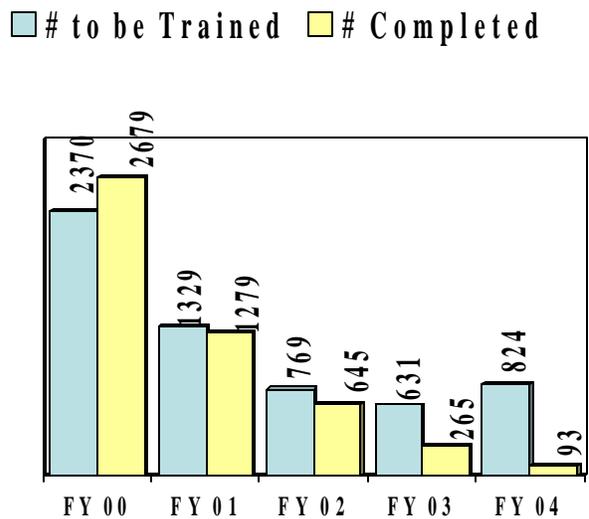
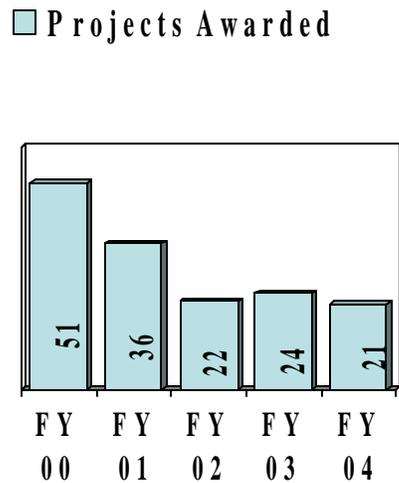
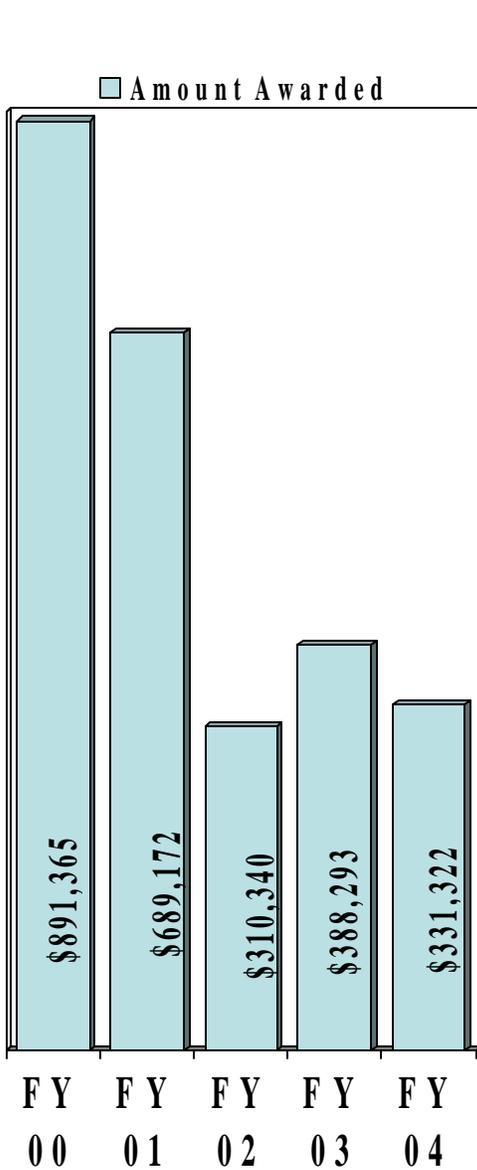


Alliance Claims Solutions provides around-the-clock claim reporting, glass program administration, desk reviews and billing services to insurance companies nationwide. With backgrounds, in insurance, auto physical damage, marketing and accounting, the employees are able to serve policy holders and the insurance industry. During the fall and winter of 2003, Alliance Claims Solutions utilized the 260F funds to deliver the START (Supervisory Training And Retention Tools) program to the leadership team to develop consistent communication, coaching and feedback and conflict resolution tools.

Realizing the benefit of the 260F funds with the leadership team, Alliance Claims Solutions then offered all 50 employees the Matrixx System COLORS training. As a temperament theory course, similar to Myers-Briggs Type Indicator and Keirsey temperament theory, COLORS provided Alliance employees some insight into their own social style and more importantly the ability to flex to others' styles. The course helped Alliance employees recognize, accept and learn to value the differences in their peers and the customers they served each day.

Amy Stevens is the Vice President of Operations at Alliance Claims Solutions in Cedar Rapids. She worked closely with Kirkwood Community College in applying for the 260F funds. Amy has seen the benefits of the program and the necessity of this training. "I believe in hiring and building teams of people with the performance skills to do the job. The fundamental abilities to communicate, resolve problems and lead people are essential to retaining quality people that help us attract new customers and maintain our business' success."

Iowa Jobs Training Program 260F Kirkwood Community College



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Gazette Co, The	Linn	Cedar Rapids	\$25,000.00	7/27/1999	217	217	2a
The Gazette Company	Linn	Cedar Rapids	\$25,000.00	7/29/1999	54	59	2b
Ge Capital - Vendor Financial Services	Linn	Cedar Rapids	\$25,000.00	11/7/1999	100	100	2a
Victor Plastics Inc	Iowa	Victor	\$25,000.00	11/18/1999	22		1a
Kalona Plastics Inc	Washington	Kalona	\$25,000.00	11/18/1999	20	24	2b2
North Liberty Plastics Inc	Johnson	North Liberty	\$25,000.00	11/18/1999	20		1a
Cedar Graphics Inc	Linn	Hiawatha	\$7,095.00	11/18/1999	7	7	2a2
Julin Printing Company Inc	Jones	Monticello	\$20,484.00	11/18/1999	25	35	2b2
Civco Medical Instruments	Washington	Kalona	\$25,000.00	11/18/1999	40	46	2b2
Wholesale Feeds Inc	Linn	Marion	\$4,999.00	11/18/1999	11	17	2b
Pickwick Manufacturing Services	Linn	Cedar Rapids	\$25,000.00	11/18/1999	91	91	2a
The Quaker Oats Company	Linn	Cedar Rapids	\$5,296.00	11/18/1999	20	21	2b2
Great America Leasing Corporation	Linn	Cedar Rapids	\$25,000.00	11/18/1999	28	100	2b
Benco Manufacturing	Benton	Belle Plaine	\$4,752.00	11/18/1999	25		3a
General Systems Design Inc	Linn	Cedar Rapids	\$3,630.00	11/18/1999	5	5	2a2
Mci Worldcom	Linn	Cedar Rapids	\$24,750.00	11/18/1999	30	30	2a
Mci Worldcom	Linn	Cedar Rapids	\$16,571.00	12/2/1999	50	51	2b
Orbis	Jones	Monticello	\$5,940.00	12/15/1999	5	5	2a2
Souvenir Inc	Linn	Cedar Rapids	\$25,000.00	12/21/1999	20	32	2b
Hirail Corporation	Linn	Lisbon	\$25,000.00	12/23/1999	17	17	2a2
Rockwell Collins	Linn	Hiawatha	\$25,000.00	12/23/1999	20	252	2b
Act Inc	Johnson	Iowa City	\$25,000.00	1/9/2000	180	195	2b
Fiserv Solutions, Inc DbA Fiserv Ndp	Linn	Cedar Rapids	\$6,374.00	1/13/2000	1	1	2a2
Cedar Graphics Inc	Linn	Hiawatha	\$25,000.00	1/18/2000	150	152	2b2
Duffy Schamberger Motors Inc	Linn	Cedar Rapids	\$4,851.00	1/19/2000	8	9	2b
Acme Electric Company	Linn	Cedar Rapids	\$11,815.00	1/19/2000	12	11	2c2
Shey Systems Inc	Linn	Hiawatha	\$8,043.00	2/7/2000	5	5	2a2
Frog Legs Inc	Benton	Vinton	\$20,837.00	3/3/2000	10	6	2c2
Dakota Red Corporation	Linn	Cedar Rapids	\$25,000.00	3/3/2000	155	155	2a
Iowa Soy Specialities	Bennton	Vinton	\$25,000.00	3/6/2000	3	5	2b2
Dkm Manufacturing Inc	Iowa	Victor	\$12,077.00	3/6/2000	10	17	2b2
General Mills Operations	Linn	Cedar Rapids	\$22,819.00	3/7/2000	15	15	2a
North Liberty Plastics Inc	Johnson	North Liberty	\$7,672.00	3/7/2000	10		1a
In Tolerance	Linn	Cedar Rapids	\$22,853.00	3/21/2000	20	25	2b2
Image Media Group Inc	Linn	Cedar Rapids	\$25,000.00	3/22/2000	30	30	2a2
Alter Scrap Processing	Linn	Cedar Rapids	\$19,631.00	3/29/2000	27	27	2a
Kalona Plastics Inc	Washington	Kalona	\$7,672.00	3/29/2000	10		1a
Victor Plastics Inc	Iowa	Victor	\$7,672.00	3/29/2000	10		1a
Fansteel Washington Manufacturing	Washington	Washington	\$8,840.00	4/5/2000	60	41	2c2
Mc Industries	Jones	Monticello	\$9,716.00	4/5/2000	12	12	2a2
Iowa Wireless Services Lop	Polk	Urbandale	\$11,073.00	4/12/2000	35	35	2a2
Iowa Fluid Power Inc	Linn	Cedar Rapids	\$16,889.00	4/18/2000	18	23	2b2
Midland Forge Division	Linn	Cedar Rapids	\$25,000.00	4/18/2000	150	177	2b2
The Quaker Oats Company	Linn	Cedar Rapids	\$5,857.00	4/28/2000	25	25	2a2

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Cargill Inc Corn Milling	Linn	Cedar Rapids	\$25,000.00	5/4/2000	50	68	2b
Proctor & Gamble	Johnson	Iowa City	\$22,308.00	5/5/2000	166	168	2b
Square D Company	Linn	Cedar Rapids	\$8,685.00	5/5/2000	19	19	2a2
American Color Graphics	Iowa	Marengo	\$19,755.00	5/5/2000	180	196	2b
Amk Computers And Technology	Linn	Cedar Rapids	\$25,000.00	5/16/2000	3	3	2a2
Rexam Release	Johnson	Iowa City	\$17,409.00	5/24/2000	150	150	2a2
Purethane Inc #1	Cedar	West Branch	\$25,000.00	6/1/2000	19		3b
The Quaker Oats Company	Linn	Cedar Rapids	\$25,000.00	7/20/2000	10	32	2b
Johnson Gas Applliance Co	Linn	Cedar Rapids	\$25,000.00	7/21/2000	75	77	2b
Souvenir Inc	Linn	Cedar Rapids	\$25,000.00	7/21/2000	250	250	2a
Rockwell Collins	Linn	Hiawatha	\$25,000.00	8/1/2000	45	45	2a
Riverstone Inc	Linn	Lisbon	\$21,895.00	9/29/2000	35		1a
Cedar Graphics Inc	Linn	Hiawatha	\$7,425.00	10/5/2000	7	10	2b2
Hawkeye State Scale	Linn	Cedar Rapids	\$25,000.00	12/1/2000	5	5	2a2
Image Media Group Inc	Linn	Cedar Rapids	\$25,000.00	12/19/2000	40		3b
Ccb Packaging	Linn	Hiawatha	\$25,000.00	1/3/2001	75	75	2a2
Acme Electric Company	Linn	Cedar Rapids	\$13,150.00	1/3/2001	16	16	2a2
Stamats Communications Inc	Linn	Cedar Rapids	\$25,000.00	2/7/2001	28	28	2a2
Stamats Communication Inc #2	Linn	Cedar Rapids	\$25,000.00	2/7/2001	11	11	2a
Act Inc	Johnson	Iowa City	\$25,000.00	2/7/2001	28	28	2a
S & C Machining Inc	Cedar	Tipton	\$5,501.00	2/14/2001	20	22	2b2
The Quaker Oats Company	Linn	Cedar Rapids	\$9,547.00	2/20/2001	10	15	2b
Mci Worldcom	Linn	Cedar Rapids	\$24,832.00	3/7/2001	20	20	2a
Ahmann Design Inc	Linn	Hiawatha	\$4,840.00	3/13/2001	3	3	2a
Siemens Transportation System #2	Linn	Cedar Rapids	\$25,000.00	3/20/2001	5	11	2b
Siemens Transportation Systems Inc #2	Linn	Cedar Rapids	\$25,000.00	3/20/2001	5	17	2b
Dkm Manufacturing Inc	Iowa	Victor	\$13,150.00	3/20/2001	10	25	2b2
Rockwell Collins #1	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #2	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #3	Linn	Cedar Rapids	\$24,750.00	3/27/2001	50	50	2a
Rockwell Collins #4	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #5	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Rockwell Collins #6	Linn	Cedar Rapids	\$25,000.00	3/27/2001	50	50	2a
Penford Products Company	Linn	Cedar Rapids	\$25,000.00	4/5/2001	150	137	2c2
Image Media Group Inc	Linn	Cedar Rapids	\$25,000.00	4/10/2001	25		3b
J-Tec Associates Inc	Linn	Cedar Rapids	\$9,983.00	4/10/2001	18		3a
M C Industries	Jones	Monticello	\$14,674.00	4/17/2001	28	28	2a2
Ross Marketing Inc	Linn	Hiawatha	\$4,576.00	4/19/2001	13	13	2a
Iowa Fluid Power	Linn	Cedar Rapids	\$5,831.00	5/3/2001	25	31	2b2
Dad Manufacturing Inc	Linn	Hiawatha	\$24,872.00	5/8/2001	40	55	2b2
Keane Inc #2	Linn	Cedar Rapids	\$9,037.00	5/8/2001	7		3b
J & P Cycles	Jones	Anamosa	\$14,355.00	5/12/2001	23	23	2a1
Keane Inc #1	Linn	Cedar Rapids	\$5,754.00	6/8/2001	2	2	2a
Oral B Laboratories	Johnson	Iowa City	\$8,484.00	9/27/2001	12	14	2b2
Hawkeye Foodservice Distribution Inc	Johnson	Coralville	\$15,025.00	10/10/2001	25	27	2b
Pmx Industries Inc #1	Linn	Cedar Rapids	\$20,000.00	12/10/2001	126	66	2c2
Pmx Industries Inc #2	Linn	Cedar Rapids	\$20,000.00	12/10/2001	71	71	2a
Penwest Pharmaceutical	Linn	Cedar Rapids	\$11,000.00	12/10/2001	26		3a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Hirail Corporation	Linn	Lisbon	\$11,880.00	12/10/2001	17		1a
Tiedt Enterprises Inc	Johnson	Iowa City	\$20,000.00	12/10/2001	12	12	2a2
Lil Drug Store Products Inc	Linn	Cedar Rapids	\$20,000.00	1/17/2002	15	50	2b2
Iowa Wireless Services Lp	Polk	Urbandale	\$3,616.00	3/5/2002	4	5	2b2
Wendler Engineering & Constructin Inc	Iowa	South Amana	\$2,970.00	3/5/2002	48		1a
American Profol	Linn	Cedar Rapids	\$12,972.00	3/16/2002	40	40	2a
The Freedom Group Inc	Linn	Cedar Rapids	\$20,000.00	3/16/2002	50	50	2a
Diamond V Mills Inc	Linn	Cedar Rapids	\$18,361.00	3/16/2002	50	50	2a
Evergreen Packaging Equipment	Linn	Cedar Rapids	\$6,014.00	3/16/2002	37	37	2a
Weyerhaeuser	Linn	Cedar Rapids	\$15,950.00	4/2/2002	30		1b
Msi Mold Builders	Linn	Cedar Rapids	\$20,000.00	5/9/2002	30		1a
Crane Valve North America	Washington	Washington	\$15,698.00	5/22/2002	30		1a
Genencor International	Linn	Cedar Rapids	\$12,925.00	5/22/2002	85	85	2a
Genencor International #2	Linn	Cedar Rapids	\$14,668.00	5/22/2002	15	82	2b
In Tolerance	Linn	Cedar Rapids	\$10,450.00	5/22/2002	24	26	2b
Premier Sheep Suppliers Ltd	Washington	Washington	\$12,177.00	5/22/2002	12	15	2b2
Hawkeye Foodservice Distribution Inc	Johnson	Coralville	\$18,150.00	5/22/2002	10	15	2b2
Ideal Industries, Inc.	Benton	Vinton	\$20,000.00	10/31/2002	25		3a
Ledford Engineering Company, Inc.	Linn	Cedar Rapids	\$20,000.00	10/31/2002	20		1b
Intertrade LTC	Linn	Cedar Rapids	\$6,600.00	10/31/2002	30		1a
Amana Refrigeration Products	Iowa	Amana	\$20,000.00	11/1/2002	20		1a
Fiserv Life Insurance Solutions	Linn	Cedar Rapids	\$20,000.00	11/1/2002	60		1a
The Gazette Company	Linn	Cedar Rapids	\$20,000.00	11/1/2002	10		1b
Rockwell Collins Coralville	Johnson	Coralville	\$20,000.00	11/1/2002	25		1b
Rockwell Collins Coralville #2	Johnson	Coralville	\$20,000.00	11/1/2002	25		1b
Orbis	Jones	Monticello	\$15,180.00	11/3/2002	18	136	2b2
J & P Cycles, Inc.	Jones	Anamosa	\$20,000.00	11/3/2002	15		1a
Johnson Gas Appliance Co.	Linn	Cedar Rapids	\$16,500.00	11/3/2002	75		1a
J & A Printing, Inc.	Linn	Hiawatha	\$7,893.00	11/3/2002	8	8	2a2
Hunter's Specialties	Linn	Cedar Rapids	\$20,000.00	11/3/2002	40		1b
Proctor & Gamble	Johnson	Iowa City	\$25,000.00	2/7/2003	8	9	2b
Norwood Souvenir	Linn	Cedar Rapids	\$9,515.00	2/24/2003	15	40	2b
Ahmann Design Inc.	Linn	Hiawatha	\$2,750.00	3/3/2003	6		1b
American Profol, Inc.	Linn	Cedar Rapids	\$12,473.00	3/3/2003	45	45	2a2
The Freedom Group, Inc.	Linn	Cedar Rapids	\$20,000.00	3/21/2003	12	12	2a
Lil Drug Store Products, Inc.	Linn	Cedar Rapids	\$14,025.00	4/28/2003	40		1b
Norwood Souvenir	Linn	Cedar Rapids	\$15,125.00	4/30/2003	40		1b
Adtrack	Linn	Cedar Rapids	\$3,432.00	4/30/2003	15	15	2a
Apache Hose & Belting Company, Inc.	Linn	Cedar Rapids	\$19,800.00	5/1/2003	40		1b
Amana Refrigeration Products	Iowa	Amana	\$20,000.00	5/5/2003	20		1b
Klinger Pain Co., Inc.	Linn	Cedar Rapids	\$20,000.00	5/7/2003	19		1b
Gstc/Gstc Logistics, Inc.	Linn	Walford	\$11,000.00	10/20/2003	12		1b
General Mills	Johnson	Iowa City	\$20,000.00	10/21/2003	8	60	2b
Genencor International #3	Linn	Cedar Rapids	\$18,150.00	10/21/2003	85		1b
Iowa Precision Industries, Inc.	Linn	Cedar Rapids	\$20,000.00	10/21/2003	25		1b
M-C Industries	Jones	Monticello	\$6,380.00	10/21/2003	25		1b
S & C Machining, Inc.	Cedar	Tipton	\$8,800.00	10/21/2003	15		1b
Victor Plastics, Inc.	Iowa	Victor	\$20,000.00	10/21/2003	42		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Kalona Plastics, Inc.	Washington	Kalona	\$20,000.00	10/21/2003	15		1b
North Liberty Plastics	Johnson	North Liberty	\$20,000.00	10/21/2003	20		1b
Swiss Valley Farms, Co.	Linn	Cedar Rapids	\$20,000.00	10/21/2003	45		1b
Vpi, Inc.	Iowa	Victor	\$20,000.00	10/22/2003	18		1b
Parker Hannifin Corporation	Linn	Hiawatha	\$4,535.00	10/30/2003	42		1b
Cascade Die Mold, Inc.	Jones	Monticello	\$20,000.00	2/18/2004	75		1b
Ncs Pearson	Johnson	Iowa City	\$13,750.00	2/18/2004	60		1a
Alliance Claims Solutions	Linn	Cedar Rapids	\$9,209.00	2/18/2004	13		1b
Sign Productions, Inc.	Linn	Cedar Rapids	\$20,000.00	2/18/2004	54		1b
Iowa State Bank & Trust	Johnson	Iowa City	\$20,000.00	2/18/2004	100		1b
Ruffalo Cody	Linn	Cedar Rapids	\$20,000.00	3/8/2004	12		1b
River Products Company, Inc.	Johnson	Iowa City	\$5,771.00	4/9/2004	75		1b
J & A Printing, Inc.	Linn	Hiawatha	\$13,727.00	4/9/2004	33	33	2a
General Mills Operations	Linn	Cedar Rapids	\$20,000.00	4/9/2004	50		1b
Total			\$2,610,492.00		5923	4961	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Mccomas-Lacina Construction Co	Johnson	Iowa City	\$11,297.00	8/2/1999	2	2	2a
Knutson Mid-American Construction Services	Johnson	Iowa City		8/2/1999	3	3	2a
Selzer-Werderitsch Construction Co	Johnson	Iowa City		8/2/1999	1	2	2b
Merit Construction Co	Linn	Cedar Rapids		8/2/1999	2	3	2b
H Eugene Smith Construction Co Inc	Henry	Mt Pleasant		8/2/1999	3		2a
Business Partners Ii Consortium			\$33,393.00	8/13/1999			2b2
Gazette Co, The	Linn	Cedar Rapids		8/13/1999	37	41	2b2
Genencor International	Linn	Cedar Rapids		8/13/1999	16	21	2b2
General Electric Capital Corp-Vendor	Linn	Cedar Rapids		8/13/1999	35	54	2b2
Financial Ser	Linn	Cedar Rapids		8/13/1999	49	60	2b2
Life Investors Insurance Co Of America	Linn	Cedar Rapids		8/13/1999	49	60	2b2
Business Partner #1			\$31,875.00	12/8/1999	104	106	2b2
Cedarapids Inc	Linn	Cedar Rapids		12/8/1999	34	41	2b2
National Propane	Linn	Cedar Rapids		12/8/1999	13	20	2b2
Civco Medical Instruments	Washington	Kalona		12/8/1999	16	37	2b2
Weyerhaeuser Co	Linn	Cedar Rapids		12/8/1999	3	8	2b2
Frog Legs Inc	Benton	Vinton	\$24,511.00	12/8/1999		7	2a2
Iowa Soy Specilties	Benton	Vinton		12/8/1999	2	2	2a2
Car Pac Inc	Benton	Vinton		12/8/1999	7	25	2b2
Woods Quality Training (Cargill Inc)	Linn	Cedar Rapids	\$14,397.00	12/23/1999		4	2b
Dental Prosthetic Services	Linn	Cedar Rapids		12/22/1999	1	1	2a
Centro Inc	Johnson	North Liberty		12/22/1999	3	3	2a
Guaranty Bank	Linn	Cedar Rapids		12/22/1999	1	1	2a
Van Meter Industrial	Linn	Cedar Rapids		12/22/1999	3	3	2a
Oracle Database Training			\$43,767.00	12/21/1999			3a
Rockwell Collins Inc	Linn	Cedar Rapids		12/21/1999	11		3a
Oakdale Systems Inc	Johnson	Coralville		12/21/1999	6		3a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Oracle/Act/Gazette			\$50,000.00	12/22/1999			3a
Oracle Consortium			\$50,000.00	12/22/1999			2b
Rockwell Collins, Inc	Linn	Cedar Rapids		12/22/1999	11	17	2b
Act Inc	Johnson	Iowa City		12/22/1999	60	60	2a
Basic Programmable Logic Controls			\$16,500.00	6/16/2000			2a2
Victor Plastics	Iowa	Victor		6/16/2000	6	5	2c2
Amana Appliances	Iowa	Amana		6/16/2000	10	10	2a2
Advanced Programmable Logic Control Training			\$14,250.00	7/27/2000			2c2
Victor Plastics	Iowa	Victor		7/27/2000	6	5	2c2
Amana Appliances	Iowa	Amana		7/27/2000	7	5	2c2
Kirkwood Consortium	Scott	Cedar Rapids	\$50,000.00	8/31/2000			2a2
Abell Howe Co	Linn	Cedar Rapids		8/31/2000	7	7	2a2
Jb Deck Corporation	Louise	Morning Sun		8/31/2000	3	3	2a2
Cedar Valley Stell Inc	Linn	Marion		8/31/2000	5	5	2a2
Blahnik Construction Co	Linn	Cedar Rapids		8/31/2000	8	8	2a2
Brockner Erection Co Inc		Burlington		8/31/2000	5	5	2a2
Bowsenberg Construction Inc	Iowa	Middle Amana		8/31/2000	5		3b
J & J Steel Inc	Des Moines	West Burlington		8/31/2000	5	5	2a2
onworkers Consortium			\$24,857.00	10/11/2000			2b2
Weltz Abell Howe Co	Linn	Cedar Rapids		10/11/2000	3	3	2a2
Blahnik Construction Co	Linn	Cedar Rapids		10/11/2000	4	8	2b2
Kirkwood Supervisory Training Consortium			\$28,050.00	12/15/2000			2a
Quaker Oats	Linn	Cedar Rapids		12/15/2000	50	34	4a
Hawkeye Foodservice Dist Inc	Linn	Coralville		12/15/2000	10	25	2b
Gazette Communications	Linn	Cedar Rapids		12/15/2000	36	36	2a
Kirkwood Business Partners Consortium Training			\$36,300.00	1/12/2001			2b
Moore North America Inc	Johnson	Iowa City		1/12/2001	10	229	2b
Oral B Laboratories	Johnson	Iowa City		1/12/2001	10	10	2b
Dans Overhead Doors & Moore	Johnson	North Liberty		1/12/2001	10		2b
Aegon	Linn	Cedar Rapids		1/12/2001	15	64	2b
KCC A+ Certificatin Training			\$7,823.00	4/24/2001			2b2
Apac	Linn	Cedar Rapids		4/24/2001	12	14	2b2
Nes Pearson	Johnson	Iowa City		4/24/2001	1	0	3b
Act Inc	Johnson	Iowa City		4/24/2001	3	3	2a2
KCC Consortium Training			\$6,325.00	6/30/2001			2a
Cr Walls Inc	Linn	Cedar Rapids		6/30/2001	10	10	2a
Weitz Abell Howe	Linn	Cedar Rapids		6/30/2001	40	41	2b
Of Paulson Construction	Linn	Cedar Rapids		6/30/2001	2	2	2a
Jelinek Olmstead Construction	Linn	Cedar Rapids		6/30/2001	30	23	2a
Blahnik Construction	Linn	Cedar Rapids		6/30/2001	15	21	2b
Kleiman Construction	Linn	Cedar Rapids		6/30/2001	20		2a
Hargers Acoustics	Linn	Ely		6/30/2001	17	16	2a
Pro Wall Builders	Johnson	Iowa City		6/30/2001	15	13	2a
KCC Supervisory Training Consortium Project			\$16,500.00	12/10/2001			1a
Quaker Oats	Linn	Cedar Rapids		12/10/2001	9		1a
Diamond V Mills	Linn	Cedar Rapids		12/10/2001	15	15	2a2
KCC Information Technology Training			\$16,816.00	1/17/2002		9	2a2
Act Inc	Johnson	Iowa City		1/17/2002	1	1	2a2

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Siemens Transportation Systems Inc	Linn	Cedar Rapids		1/17/2002	8	8	2a2
KCC Electrical Training Consortium			\$32,000.00	2/7/2003			1b
Rockwell Collins	Linn	Cedar Rapids		2/7/2003	20		1b
Proctor & Gamble	Johnson	Iowa City		2/7/2003	8		1b
KCC Essential Skills Consortium			\$34,100.00	3/21/2003			1a
The Aegon Group	Linn	Cedar Rapids		3/21/2003	15		1a
Hawkeye Foodservice Distribution Inc.	Johnson	Coralville		3/21/2003	12	10	2a
Iowa Precision Industries, Inc.	Linn	Cedar Rapids		3/21/2003	10		1a
Diamond V Mills Inc.	Linn	Cedar Rapids		3/21/2003	10	77	2b
Yellow Book Usa	Linn	Cedar Rapids		3/21/2003	15	52	2b
Alliant Energy Shared Solutions	Linn	Cedar Rapids		3/21/2003	15	77	2b
KCC Call Center Supervisory Training			\$7,907.00	4/30/2003			1a
MCI Worldcom	Linn	Cedar Rapids		4/30/2003	5		1a
Frank N. Magid Associates Inc.	Linn	Marion		4/30/2003	2	2	2a2
United Fire Group	Linn	Cedar Rapids		4/30/2003	1		1a
Life Investors	Linn	Cedar Rapids		4/30/2003	2	2	2a2
Toyota Financial Services	Linn	Cedar Rapids		4/30/2003	7		1a
KCC Contractor Safety Consortium			\$3,300.00	5/1/2003			1a
Diamond V Mills	Linn	Cedar Rapids		5/1/2003	35		1a
Genencor International, Inc.	Linn	Cedar Rapids		5/1/2003	35		1a
Rockwell Collins	Linn	Cedar Rapids		5/1/2003	5		1a
KCC Essential Skills Training Consortium			\$26,400.00	3/30/2004			1b
Life Investors Insurance Company	Linn	Cedar Rapids		3/30/2004	10		1b
In Tolerance Contract Manufacturing	Linn	Cedar Rapids		3/30/2004	2		1b
Iowa Precision Industries, Inc.	Linn	Cedar Rapids		3/30/2004	8		1b
Ruffalo Cody	Linn	Cedar Rapids		3/30/2004	2		1b
Yellow Book Usa	Linn	Cedar Rapids		3/30/2004	4		1b
Alliant Energy Corporate Services, Inc.	Linn	Cedar Rapids		3/30/2004	10		1b
Oral-B Laboratories	Johnson	Iowa City		3/30/2004	2		1b
Frank N Magid Associates	Linn	Marion		3/30/2004	2		1b
Total			\$580,368.00		2	1384	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Woods Quality Center Inc	Linn	Cedar Rapids	\$149,162.00	8/24/1999	40	56	2b
Centro Inc	Johnson	N Liberty		8/24/1999	30	80	2b
Rockwell Collins	Linn	Cedar Rapids		8/24/1999	15	12	4a
Cedar River Paper Co	Linn	Cedar Rapids		8/24/1999	10	134	2b
Hawkeye Rubber Mfg Co	Linn	Cedar Rapids		8/24/1999	6	6	2a
Cargill Inc Corn Milling Div	Monroe	Eddyville		8/24/1999	20	94	2b
National Computer Systems	Johnson	Iowa City		8/24/1999	10	10	2a
Pmx Industries	Linn	Cedar Rapids		8/24/1999	12	89	2b
Kirkwood Printing Business Network	Linn	Cedar Rapids	\$114,160.00	8/8/2000			2a
Gazette Communications	Linn	Cedar Rapids		8/8/2000	14	20	2b
Service Press & Litho Co Inc	Linn	Cedar Rapids		8/8/2000	1	1	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Cornerstone Press Inc	Linn	Hiawatha		8/8/2000	2	2	2a
American Color Graphics	Iowa	Marengo		8/8/2000	49		3c
Tidewater Publishing Corp	Cedar	West Branch		8/8/2000	8	8	2a
Technigraphics Inc	Johnson	Iowa City		8/8/2000	2	4	2b
Cedar Graphics Inc	Linn	Hiawatha		8/8/2000	2	2	2a
Julin Printing Co Inc		Monticello		8/8/2000	8	10	2b
True Arts	Johnson	Iowa City		8/8/2000	2	6	2b
J P Gasway Co Inc	Linn	Cedar Rapids		8/8/2000	2	5	2b
Image Media	Linn	Cedar Rapids		8/8/2000	4		3c
J&A Printing	Linn	Hiawatha		8/8/2000	2	4	2b
Woolverton Printing Company	Blackhawk	Cedar Falls		8/8/2000	2	2	2a
Tri State Graphics	Jackson	Maquoketa		8/8/2000	1	1	2a
Pioneer Graphics	Black Hawk	Waterloo		8/8/2000	3	2	2c
KCC Spanish & English Conversational Training			\$36,979.00	10/16/2001			1a
Victor Plastics	Iowa	Victor		10/16/2001	33		1a
Gazette Communications	Linn	Cedar Rapids		10/16/2001	6	10	2b2
Diamond V Mills Inc	Linn	Cedar Rapids		10/16/2001	70	50	1a
H J Heinz	Muscatine	Muscatine		10/16/2001	60		
Sivyer Steel Corporation	Scott	Bettendorf		10/16/2001	7		1a
KCC Iowa Quality Center Training			\$100,000.00	10/31/2001			1a
Cargill Inc	Linn	Cedar Rapids		10/31/2001	10		1a
Grain Processing Corp	Muscatine	Muscatine		10/31/2001	8		1a
Centro Inc	Johnson	North Liberty		10/31/2001	15		1a
Cedar River Paper Company	Linn	Cedar Rapids		10/31/2001	20		1a
Nes Pearson	Johnson	Iowa City		10/31/2001	50		1a
Hearth Technologies Mt Pleasant	Henry	Mt Pleasant		10/31/2001	30		1a
Gazette Communications	Linn	Cedar Rapids		10/31/2001	30		1b
Pmx Industries	Linn	Cedar Rapids		10/31/2001	25		1b
Barr-Nunn Transportation	Dallas	Granger		10/31/2001			1a
KCC Ironworkers Business Network Training			\$22,541.00	11/14/2002			1a
J.B. Deck Corporation	Louisa	Morning Sun		11/14/2002	5		1a
Cedar Valley Steel, Inc.	Linn	Cedar Rapids		11/14/2002	15		1a
Broeker Erection Co., Inc.	Des Moines	Burlington		11/14/2002	5		1a
J & J Steel, Inc.	Des Moines	West Burlington		11/14/2002	15		1a
Blahnik Construction	Linn	Cedar Rapids		11/14/2002	5		1a
The Weitz Company	Linn	Cedar Rapids		11/14/2002	20		1a
KCC Plumbing & Pipefitting Business Network			\$50,000.00	4/21/2003			1b
B G Brecke, Inc.	Linn	Cedar Rapids		4/21/2003	30		1b
Rmb Co, Inc.	Johnson	North Liberty		4/21/2003	8		1b
A'hearn Plumbing & Heating Inc.	Linn	Hiawatha		4/21/2003	38		1b
Portzen Construction Dba Dubuque Plumbing & Heatin	Dubuque	Dubuque		4/21/2003	4		1b
Frank Millard & Co. Inc.	Des Moines	Burlington		4/21/2003	16		1b
KCC Lean Training Business Network			\$150,000.00	9/29/2003			1b
Waterloo Tent & Tarp	Black Hawk	Waterloo		9/29/2003	7		
Expressbill/Control-O-Fax	Black Hawk	Waterloo		9/29/2003	20		1b
Blackhawk Engineering Inc.	Black Hawk	Cedar Falls		9/29/2003	12		1b
Federal-Mogul Ignition Products	Des Moines	Burlington		9/29/2003	220		1b
United Equipment Accessories	Bremer	Waverly		9/29/2003	30		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Lamont Limited	Des Moines	Burlington		9/29/2003	8		1b
Industrial Tooling & Fabrication, Inc.	Lee	Ft Madison		9/29/2003	6		1b
Hunter's Specialties	Linn	Cedar Rapids		9/29/2003	30		1b
Doran & Ward Printing	Des Moines	Burlington		9/29/2003	25		1b
D.A.D. Manufacturing Inc.	Linn	Hiawatha		9/29/2003	10		1b
Vista Bakery Inc.	Des Moines	Burlington		9/29/2003	4		1b
Norwood Souvenir	Linn	Cedar Rapids		9/29/2003	47		1b
KCC Lean Training Business Network			\$63,201.00	9/29/2003			1b
Dkm Manufacturing Inc.	Iowa	Victor		9/29/2003	17		1b
Iowa Mild & Engineering Inc.	Benton	Belle Plaine		9/29/2003	21		1b
Apache Hose & Belting	Linn	Cedar Rapids		9/29/2003	77		1b
M-C Industries/Polo Custom Products	Jones	Monticello		9/29/2003	17		1b
Iowa Precision Industries	Linn	Cedar Rapids		9/29/2003	28		1b
Flint Cliffs Mfg	Des Moines	Burlington		9/29/2003	14		1b
Hawkeye Group	Des Moines	Mediapolis		9/29/2003	3		1b
Gazette Communications	Linn	Cedar Rapids		9/29/2003	4		1b
	Total		\$686,043.00		1370	608	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Kirkwood Community College



Toyota Financial Services (TFS) Cedar Rapids, Iowa

Toyota Financial Services (TFS) is a leading provider of automotive financial services, offering an extensive line of financing plans and insurance products to Toyota customers and dealers in the U.S.

Since 1983, TFS has helped millions of Toyota customers drive the vehicle of their dreams. From flexible lease and finance plans, to vehicle protection and insurance products that add peace of mind, our programs are designed to meet the unique needs of Toyota drivers. We are committed to offering quality products that provide convenience and value, and to delivering consistent support that helps ensure customer and dealer satisfaction.

Associate training and development helps us achieve this goal. In 2004, approximately 550 TFS associates in the Cedar Rapids Customer Service Center had the opportunity to participate in a series of training initiatives designed to help associates understand, evaluate and strengthen practices and behaviors that would enhance our customers' experience. The 260E grant provided funding that supported this important business initiative which continues to benefit our customers, our business and equally importantly, our associates.

Julie Perez, Resource Manager, CSCC, Toyota Financial Services

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned	Highest
						# Of New Jobs	# Of New Jobs
KCC	Toyota Motor Credit Corp	Linn	Cedar Rapids	\$600,000.00	8/9/1999	127	127
	Sunrise Energy Cooperative	Benton	Blairstown	\$150,000.00	8/30/1999	14	14
	General Mills Inc	Johnson	Iowa City	\$155,000.00	9/1/1999	35	35
	Washington Manufacturing Co Inc	Washington	Washington	\$35,000.00	10/2/1999	16	16
	McLeodusa Publishing Company	Linn	Cedar Rapids	\$905,000.00	10/29/1999	200	200
	Samson Enterprises Inc	Washington	Wellman	\$60,000.00	10/29/1999	11	9
	Dieomatic Inc	Iowa	Williamsburg	\$375,000.00	11/8/1999	107	107
	United States Cellular Corp	Linn	Marion	\$265,000.00	11/9/1999	66	66
	Engineered Building Design Lc	Washington	Washington	\$40,000.00	11/30/1999	10	10
	Bfc Gas Company Lc	Linn	Cedar Rapids	\$115,000.00	12/6/1999	16	16
	McLeoduse Network Services Inc	Linn	Cedar Rapids	\$2,505,000.00	12/11/1999	340	340
	Klein Tools Inc	Linn	Cedar Rapids	\$75,000.00	12/15/1999	12	12
	McLeod Usa Telecommunications Services Inc	Linn	Cedar Rapids	\$1,700,000.00	12/15/1999	444	444
	Oral B Laboratories	Johnson	Iowa City	\$2,340,000.00	5/24/2000	299	299
	Aegon Usa Realty Advisors Inc	Linn	Cedar Rapids	\$50,000.00	5/24/2000	6	6
	Aegon Usa Realty Advisors Inc	Linn	Cedar Rapids	\$45,000.00	5/24/2000	20	20
	Pmx Industries Inc	Linn	Cedar Rapids	\$590,000.00	6/28/2000	114	114
	Cedar Graphics Inc	Linn	Hiawatha	\$50,000.00	6/28/2000	6	6
	Dieomatic Incorporated		Williamsburg	\$480,000.00	7/8/2000	79	79
	National Computer Systems Inc	Linn	Cedar Rapids	\$2,285,000.00	9/6/2000	335	335
	Kalona Plastics Inc	Washington	Kalona	\$345,000.00	9/6/2000	73	74
	Life Investors Ins Co Of America	Linn	Cedar Rapids	\$1,875,000.00	9/26/2000	383	383
	Pickwick Co	Linn	Cedar Rapids	\$40,000.00	9/26/2000	18	18
	Dieomatic Incorporated Victor Manufacturing Divison	Iowa	Victor	\$540,000.00	10/6/2000	90	90
	Hawkeye Foodservice Distribution Inc	Johnson	Coralville	\$155,000.00	10/17/2000	28	28
	Cargill Incorporated	Linn	Cedar Rapids	\$185,000.00	10/17/2000	23	0
	General Electric Capital Corp	Linn	Cedar Rapids	\$670,000.00	10/17/2000	81	81
	McLeod Usa Publishing Company	Linn	Cedar Rapids	\$680,000.00	10/17/2000	171	171
	McLeodusa Incorporated	Linn	Cedar Rapids	\$330,000.00	10/17/2000	46	46
	McLeodusa Network Services Inc	Linn	Cedar Rapids	\$380,000.00	10/17/2000	66	66
	McLeodusa Telecommunications Services Inc	Linn	Cedar Rapids	\$95,000.00	10/17/2000	30	30
	Nordstrom Com Llc	Linn	Cedar Rapids	\$205,000.00	10/17/2000	106	106
	Reinhart Foodservice Inc	Linn	Cedar Rapids	\$725,000.00	10/17/2000	159	159
	Stamats Communications Inc	Linn	Cedar Rapids	\$155,000.00	10/17/2000	20	20
	Cooper Tire & Rubber Company	Linn	Cedar Rapids	\$150,000.00	7/20/2001	22	16
	Life Investors Insurance Company Of America	Linn	Cedar Rapids	\$1,535,000.00	8/24/2001	220	220
	Sand Communications Inc	Linn	Cedar Rapids	\$65,000.00	9/22/2001	6	6
	The Quaker Oats Company	Linn	Cedar Rapids	\$445,000.00	10/3/2001	50	50
	Sauer Danfoss (Us) Company	Cedar	West Branch	\$615,000.00	10/6/2001	101	90
	Integrated Dna Technologies Inc	Johnson	Coralville	\$1,045,000.00	10/19/2001	140	235
J & A Printing Co	Linn	Hiawatha	\$90,000.00	10/30/2001	10	10	
Dieomatic Incorporated Benco Manufacturing Division	Benton	Belle Plaine	\$350,000.00	11/1/2001	50	50	
Centro Incorporated	Johnson	North Liberty	\$310,000.00	11/8/2001	49	49	

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
	Hj Heinz Co Lp	Linn	Cedar Rapids	\$90,000.00	11/8/2001	60	60
	Great America Leasing Corp	Linn	Cedar Rapids	\$165,000.00	11/9/2001	35	46
	Heinz Management Company	Linn	Cedar Rapids	\$10,000.00	11/15/2001	2	10
	Great America Leasing Corp	Linn	Cedar Rapids	\$165,000.00	11/19/2001	35	35
	Hj Heinz Co Lp	Linn	Cedar Rapids	\$415,000.00	11/22/2001	62	64
	Hj Heinz Co Lp	Linn	Cedar Rapids	\$80,000.00	11/25/2001	40	49
	Heinz Management Company	Linn	Cedar Rapids	\$10,000.00	11/29/2001	9	9
	Image Media Group Inc	Linn	Cedar Rapids	\$150,000.00	12/5/2001	25	11
	United Fire & Casualty Company	Linn	Cedar Rapids	\$290,000.00	4/27/2002	38	38
	Plastic Products Company Inc	Cedar	West Branch	\$535,000.00	6/21/2002	115	97
	Loparex Inc	Johnson	Iowa City	\$125,000.00	6/21/2002	25	25
	Owen Brockway Plastic Products Inc	Johnson	Iowa City	\$95,000.00	6/21/2002	17	17
	Life Investors Insurance Company Of America	Linn	Cedar Rapids	\$935,000.00	9/4/2002	118	118
	Fastek International Ltd	Linn	Cedar Rapids	\$125,000.00	10/2/2002	10	10
	The Quaker Oats Company	Linn	Cedar Rapids	\$200,000.00	10/27/2002	21	21
	National Computer Systems Inc	Linn	Cedar Rapids	\$1,775,000.00	10/30/2002	176	176
	North Liberty Plastics Inc	Johnson	North Liberty	\$70,000.00	11/4/2002	46	46
	Hj Heinz Co Lp	Linn	Cedar Rapids	\$230,000.00	11/5/2002	61	61
	Siemens Transportation Systems Inc	Linn	Cedar Rapids	\$1,455,000.00	11/13/2002	125	125
	Heinz Management Company	Linn	Cedar Rapids	\$40,000.00	11/19/2002	4	4
	Government Employees Insurance Co	Johnson	Coralville	\$285,000.00	7/10/2003	52	53
	Ncs Pearson Inc	Johnson	Iowa City	\$1,300,000.00	7/10/2003	199	190
	Toyota Motor Credit Corporation	Linn	Cedar Rapids	\$140,000.00	7/10/2003	54	54
	Engineered Building Design Lc	Washington	Washington	\$40,000.00	7/10/2003	11	0
	Universal Engineering Corporation	Linn	Cedar Rapids	\$435,000.00	8/20/2003	44	43
	Raining Rose Inc	Linn	Cedar Rapids	\$65,000.00	9/16/2003	13	13
	Alpla Of Iowa Inc	Johnson	Iowa City	\$150,000.00	9/18/2003	26	26
	Cedar Rapids Band And Trust Company	Linn	Cedar Rapids	\$70,000.00	9/29/2003	11	11
	Owen Brockway Plastic Products Inc	Johnson	Iowa City	\$65,000.00	10/10/2003	12	12
Totals For 72 Contracts :				\$33,315,000.00		5,645	5,677

Area XI
Des Moines Area Community College

Des Moines Area Community College, located in Ankeny Iowa, serves the following counties:

Audubon
Boone
Carroll
Dallas
Guthrie
Jasper
Madison
Marion
Polk
Story
Warren

Larry Grubisich
2006 Ankeny Blvd
Ankeny, Iowa 50021
515.965.7064
lsgrubisich@dmacc.edu

260F Case Study Des Moines Area Community College

Computer Transportation Services



Computer Transportation Services, LTD (CTS) was founded by D.G. Partridge in 1979 to provide transportation solutions for high technology equipment. The Breda, Iowa-based company brokers the shipping capacity and services of numerous transportation companies to find the best cost and delivery timelines for their clients. The type of items CTS assists in shipping includes electronics, computers, and telecommunications equipment.

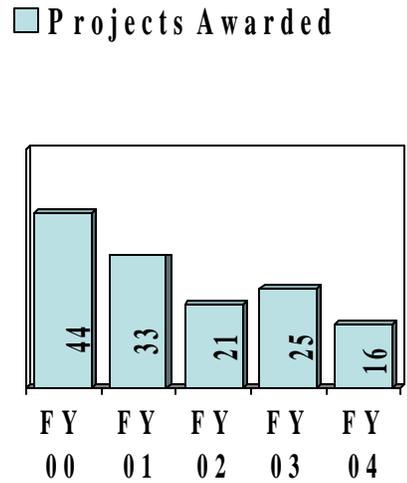
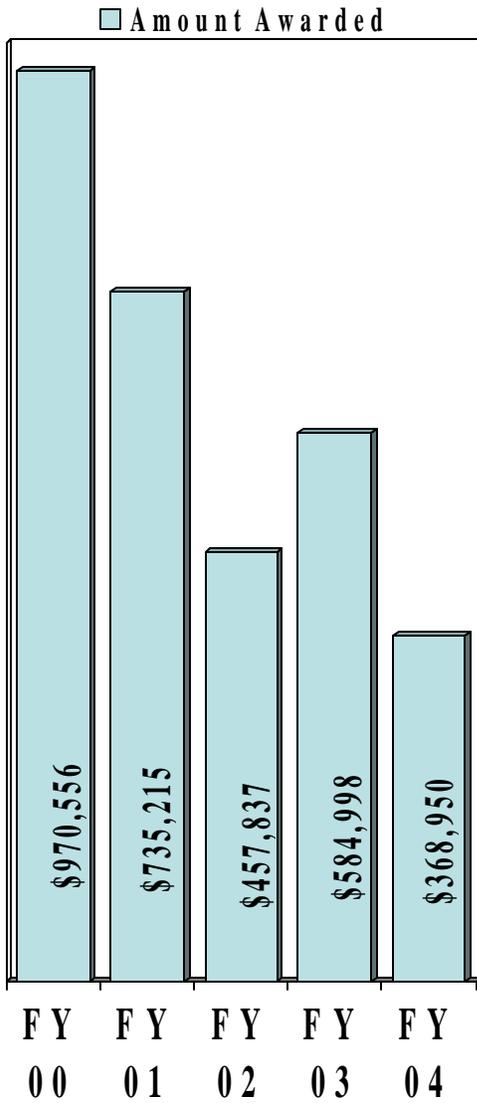
While the company doesn't have its own airplanes or semi-trailers, it has a computer database that can do a

nationwide search for the fares and schedules of carriers that best meet the needs of CTS' customers. This type of customer focus requires that the company's employees are well trained and capable to meet and exceed customer expectations. The 260F program provided a method to help get CTS employees training in areas important to the business.

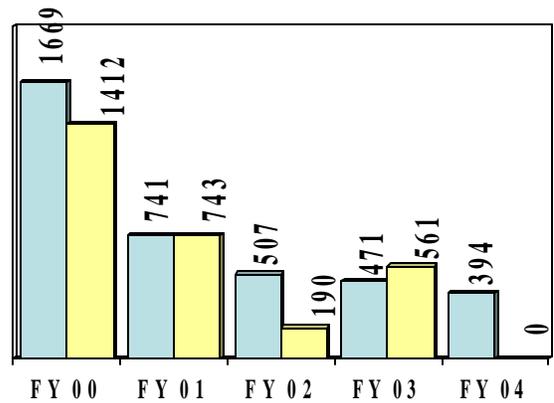
The 260F training project has allowed CTS to develop their employees' skills in the areas of customer service, management, and various software programs. Specifically, in May of 2004, CTS took advantage of a DMACC-provided customer service class for 28 of their employees. "Service Plus" training gave instruction in putting customers at the heart of the organization, creating high levels of customer satisfaction and loyalty, gaining new customers, and increasing the likelihood of repeat business from existing customers. "The Service Plus program was very useful," said CTS Vice President Todd Partridge. "It is something that we've used every day since."

CTS is an excellent example of a company that has taken full advantage of the 260F program to further develop its employees. "We're really pleased with the results of the training we have been able to offer," said Partridge. "It's a great opportunity for a company our size."

Iowa Jobs Training Program 260F Des Moines Area Community College



to be Trained # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Ruan Transport Corp	Polk	Des Moines	\$25,000.00	7/29/1999	20	26	2b
American Home Shield Corporation	Carroll	Carroll	\$25,000.00	9/27/1999	115	150	2b
Image Maker	Polk	Des Moines	\$4,999.00	9/27/1999	8	8	2a
Principal Residential Mortgage Inc	Polk	Des Moines	\$25,000.00	11/7/1999	100	125	2b
Ace Construction Inc	Polk	Grimes	\$22,518.00	11/18/1999	8	8	2a
Plain Talk Printing	Polk	Des Moines	\$25,000.00	11/18/1999	66		3b
Rr Donelley & Sons Printing Company	Polk	Des Moines	\$25,000.00	12/23/1999	7	11	2b
Mid States Steel Corporation	Boone	Boone	\$25,000.00	2/24/2000	29	35	2b
Precision Inc	Marion	Pella	\$25,000.00	3/14/2000	210	210	2a
Combined Systems Technology Inc	Polk	Des Moines	\$25,000.00	3/21/2000	15	15	2a
Midwest Mold And Engineering Inc	Marion	Pella	\$25,000.00	3/29/2000	10		3b
The Printing Station Corporation	Polk	Des Moines	\$24,676.00	3/31/2000	8	8	2c2
Five Star Industries Inc	Marion	Knoxville	\$25,000.00	4/7/2000	5	48	2b
Midwest Mfg Co Project #2	Jasper	Kellogg	\$25,000.00	4/7/2000	25	25	2a
Perfection Learning Corporation	Polk	Urbandale	\$17,516.00	4/7/2000	20	20	2a
Quebecor World Waukee	Dallas	Waukee	\$25,000.00	4/7/2000	12	12	2a
Technical Docs Com Inc	Polk	Des Moines	\$4,999.00	4/7/2000	1	1	2a
Ag Leader Technology Inc	Story	Ames	\$24,500.00	4/11/2000	50	71	2b
Modular Products Inc	Polk	Des Moines	\$25,000.00	4/13/2000	10		3c
Aura Consulting Inc	Polk	Urbandale West Des	\$25,000.00	4/25/2000	12		1a
Modern Solutions Inc	Polk	Moines	\$25,000.00	4/26/2000	6		1a
Combined Systems Technology Inc #2	Polk	Clive	\$25,000.00	4/26/2000	17	17	2a
Chroma Communications/Db a Quantum Imaging	Polk	Des Moines	\$20,161.00	4/26/2000	10	10	2a
Diamondhead Documentation Inc	Guthrie	Stuart	\$4,999.00	4/27/2000	2	2	2a
Iowacom Business Internet Systems	Madison	Earlham	\$4,999.00	4/27/2000	1	1	2a
Tri Lite Dodi Inc	Boone	Boone	\$25,000.00	4/27/2000	50		3c
Clement Claibourne Corporation	Dallas	Adel	\$25,000.00	4/28/2000	7	7	2a
Tension Envelope Corporation	Polk	Des Moines	\$25,000.00	4/28/2000	18	28	2b
Fawn Engineering Corporation #2	Polk	Clive	\$25,000.00	5/2/2000	50		1a
Fawn Engineering Corporation #3	Polk	Clive	\$25,000.00	5/2/2000	50		1a
United Brick & Tile #2	Dallas	Adel	\$25,000.00	5/3/2000	60		1a
Warren Frozen Foods #4	Polk	Altoona	\$16,856.00	5/3/2000	100		3a
Websolv Inc Db a Ecfirst Com	Polk	Clive	\$22,752.00	5/3/2000	4	4	2a
Sauer Sundstrand #5	Story	Ames	\$25,000.00	5/3/2000	60		1a
Kemin Industries Inc Project #3	Polk	Des Moines	\$25,000.00	5/3/2000	120	120	2a
Monarch Manufacturing Company	Dallas	Waukee West Des	\$25,000.00	5/3/2000	30	30	2a
Morton Custom Plastics #1	Polk	Moines	\$25,000.00	5/3/2000	125	130	2a
Ane Computer Services	Polk	Johnston	\$25,000.00	5/5/2000	4	4	2a
Consumer Safety Technology Inc	Polk	Clive	\$21,582.00	5/9/2000	11		1a
Midwest Mfg Co #3	Jasper	Kellogg	\$25,000.00	5/9/2000	150	210	2b
Intervet Inc #2	Dallas	Dallas Center	\$25,000.00	5/9/2000	40	65	2b
It Professional Staffing	Polk	Des Moines	\$4,999.00	5/11/2000	1	1	2a2
Ane Computer Services Project #1	Polk	Johnston	\$25,000.00	5/26/2000	10	10	2a
United Brick & Tile Project #1	Dallas	Adel	\$25,000.00	5/26/2000	12		1a
Quality Machines Inc	Audubon	Audubon	\$25,000.00	7/21/2000	15	41	2b
Housby Mixer Group Llc	Polk	Des Moines	\$25,000.00	8/31/2000	25	25	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Diamond Crystal Brands Inc	Polk	Bondurant	\$25,000.00	8/31/2000	5	5	2a
Mrs Clarks Food Lc	Polk	Ankeny	\$25,000.00	8/31/2000	25	25	2a
Emco Interprizes Inc	Polk	Des Moines	\$11,047.00	9/29/2000	20	39	2b
Paragon International Inc	Story	Nevada	\$25,000.00	9/29/2000	12	14	2b
Schafer Systems Inc	Adair	Adair	\$25,000.00	10/11/2000	30	30	2a
Clement Clairbourne Corporation #2	Dallas	Adel	\$25,000.00	10/11/2000	4	4	2a
General Mills Operations Inc	Polk	Carlisle	\$25,000.00	11/28/2000	50	50	2a
Ramark Industrial	Dallas	Dexter	\$22,589.00	11/29/2000	12	12	2a
Ibp Inc Perry Iowa Plant	Dallas	Perry	\$25,000.00	2/16/2001	100	100	2a
Nikkel & Associates Inc #2	Story	Ames	\$20,360.00	2/16/2001	45	69	2b
Trans Lux Midwest Corporation #2	Polk	Des Moines	\$25,000.00	2/16/2001	10	31	2b
The Gates Rubber Company #2	Boone	Boone	\$25,000.00	4/10/2001	35	150	2b
Fligg Holding Company Dbal & L Insulation & Suppl	Polk	Ankeny	\$25,000.00	4/10/2001	25		1b
Microwave Systems Corporation	Polk	Clive	\$25,000.00	4/10/2001	50		1a
Ahrens Laser Screed Company Inc	Dallas	Adel	\$4,999.00	4/24/2001	5	7	2b
Progressive Foundry Inc	Dallas	Perry	\$25,000.00	5/1/2001	8	8	2a
Quebecor World Waukee	Dallas	Waukee	\$25,000.00	5/1/2001	30	30	2a
Schafer Systems Inc	Adair	Adair	\$25,000.00	5/1/2001	60	60	2a
The Printing Station Corporation #4	Polk	Des Moines	\$9,544.00	5/1/2001	5		3c
Vodaci Technologies	Polk	Des Moines	\$25,000.00	5/1/2001	8	8	2a
Agri Drain Corporation Project #3	Guthrie	Adair	\$25,000.00	5/1/2001	15	15	2a
Five Star Industries	Marion	Knoxville	\$25,000.00	5/1/2001	12		1a
Interstate Electric Supply Company	Carroll	Carroll	\$3,795.00	5/1/2001	4		1a
Medical Industries America Inc	Dallas	Adel	\$25,000.00	5/1/2001	20	20	2a
Iowa Coolers & Equipment	Crawford	Westside	\$25,000.00	5/8/2001	14		1b
Diamond Animal Health Inc #1	Polk	Des Moines	\$25,000.00	5/8/2001	12		1a
Diamond Animal Health Inc #2	Polk	Des Moines	\$25,000.00	5/8/2001	10		1a
American Packaging Corporation	Story	Story City	\$25,000.00	5/8/2001	20		1a
Pechiney Plastic Packaging Inc	Polk	Des Moines	\$12,881.00	5/8/2001	5		1b
Mahle Parr Filter Systems Inc #2	Polk	Des Moines	\$25,000.00	6/15/2001	20		1a
Mahle Parr Filter Systems Inc	Polk	Des Moines	\$25,000.00	6/30/2001	30		1b
Ruan Transportation Corporation #3	Polk	Des Moines	\$25,000.00	10/9/2001	40	40	2a
Hicklin Engineering Lc	Polk	Urbandale	\$25,000.00	10/23/2001	10	10	2a
Electrical Power Products Inc	Polk	Des Moines	\$25,000.00	12/10/2001	15	15	2a
Vodaci Technologies #2	Polk	Des Moines West Des	\$25,000.00	1/17/2002	7	7	2a
Profile Foods Inc	Polk	Moines West Des	\$25,000.00	1/17/2002	18		1a
Guideone Insurance	Polk	Moines	\$16,050.00	1/17/2002	19		1a
Computer Transportation Services	Sac	Breda	\$18,150.00	3/4/2002	15		1b
Colorfx Inc	Polk	Des Moines	\$19,675.00	3/4/2002	15	15	2a
Burke Corporation	Story	Nevada	\$25,000.00	3/4/2002	15		1a
Lighthouse Communications	Polk	Des Moines	\$25,000.00	3/4/2002	25		1a
Allied Construction Services Inc	Polk	Des Moines	\$4,999.00	4/30/2002	15		1a
Electrical Power Products Inc #2	Polk	Des Moines West Des	\$25,000.00	4/30/2002	7	10	2b
Morton Custom Plastics #2	Polk	Moines	\$25,000.00	4/30/2002	60	62	2b
Rw Metals Inc	Polk	Des Moines	\$25,000.00	5/7/2002	5		1b
Pella Plastics Inc	Marion	Pella	\$25,000.00	5/7/2002	60		1a
Breda Telephone Corp Dbal Western Iowa Networks	Carroll	Breda	\$25,000.00	5/7/2002	17	31	2b
American Packaging Corporation #3	Story	Story City	\$25,000.00	5/9/2002	7		1a
Perfection Learning Corporation	Polk	Urbandale	\$19,000.00	5/9/2002	15		1b
Precision Inc #2	Marion	Pella	\$25,000.00	5/11/2002	100		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Klk Construction Inc	Marion	Pella	\$4,999.00	5/11/2002	30		1a
Nexgen Integrated Communications Llc	Polk	Urbandale	\$25,000.00	5/11/2002	12		1b
Mrs Clarks Foods Lc	Polk	Ankeny	\$25,000.00	8/1/2002	25		1a
Record Printing Company Inc	Story	Story City West Des	\$25,000.00	9/16/2002	20		1b
International Valve Corporation	Polk	Moines	\$25,000.00	10/31/2002	25	35	2b
EMCO Enterprises, Inc., A Subsidiary Of Andersen	Polk	Des Moines	\$25,000.00	12/5/2002	75	386	2b
Emperor Solutions, Inc.	Polk	Clive	\$25,000.00	12/5/2002	6		1b
Peerless Supply, Inc.	Polk	Des Moines	\$25,000.00	12/6/2002	15		1b
Midwest Wheel Companies	Polk	Des Moines	\$25,000.00	12/6/2002	5		1b
Pmi Iowa Llc	Story	Ames	\$25,000.00	12/31/2002	14		1b
Techniplas, Inc.	Polk	Ankeny	\$25,000.00	1/23/2003	15	40	2b
Hicklin Engineering Ll	Polk	Des Moines	\$25,000.00	1/24/2003	10		1b
Hilhouse, Inc.	Marion	Knoxville	\$4,999.00	2/6/2003	3		1b
Alamo Group-Iowa (Formerly Herschel-Adams)	Warren	Indianola	\$25,000.00	2/6/2003	50		1b
Innovative Lighting, Inc.	Story	Roland	\$25,000.00	2/21/2003	8		1b
Ja Max Machining Co. Inc.	Story	Roland	\$25,000.00	3/3/2003	10		1b
Composite Technologies Corporation	Boone	Boone	\$25,000.00	3/3/2003	10		1b
Bti Special Commodities, Inc.	Polk	Des Moines	\$25,000.00	3/3/2003	6		1b
Ip Fabrics, Inc.	Polk	Urbandale	\$4,999.00	3/21/2003	1		1b
The Vernon Company	Jasper	Newton	\$25,000.00	3/21/2003	50		1b
Signature Technologies, Inc.	Polk	Urbandale	\$25,000.00	3/21/2003	4		1b
The Gates Rubber Company	Boone	Boone	\$25,000.00	3/21/2003	40	61	2b
Manley Toy Direct	Warren	Indianola	\$25,000.00	3/21/2003	4		1b
Agri Drain Corporation #4	Guthrie	Adair	\$25,000.00	5/1/2003	15		1b
Progress Industries	Jasper	Newton	\$25,000.00	6/5/2003	15		1b
Turbine Fuel Technologies, Goodrich Corporation	Carroll	Carroll	\$25,000.00	6/5/2003	25		1b
Hydro Klean	Polk	Des Moines	\$25,000.00	6/12/2003	20	39	2b
Burke Corporation	Story	Nevada West Des	\$25,000.00	8/1/2003	35		1b
International Valve Corporation	Polk	Moines West Des	\$25,000.00	8/4/2003	20		1b
Innovative Injection Technologies, Inc.	Polk	Moines	\$25,000.00	9/17/2003	40		1b
Thombert, Inc.	Jasper	Newton	\$25,000.00	9/17/2003	20		1b
Grace Label Company, Inc.	Polk	Des Moines	\$25,000.00	9/22/2003	18		1b
Emco Enterprises, Inc.	Polk	Des Moines	\$13,953.00	9/22/2003	50		1b
Schafer Systems, Inc. Project #3	Adair	Adair West Des	\$25,000.00	9/22/2003	40		1b
Profile Foods, Inc.	Polk	Moines	\$25,000.00	9/25/2003	25		1b
Aec Enterprises, Inc.	Warren	New Virginia	\$25,000.00	9/26/2003	8		1b
Amatco Corporation	Polk	Johnston	\$25,000.00	9/26/2003	7		1b
Cemen Tech Inc.	Warren	Indianola West Des	\$25,000.00	10/20/2003	50		1b
Heartland Co-Op	Polk	Moines	\$25,000.00	10/22/2003	25		1b
Almaco	Story	Nevada	\$4,997.00	11/5/2003	14		1b
Heart Of Iowa Coop	Story	Roland	\$25,000.00	11/6/2003	25		1b
Aj Allen Mechanical Contractors, Inc	Polk	Des Moines	\$25,000.00	3/8/2004	7		1b
Ace Construction Inc. #2	Polk	Grimes	\$25,000.00	3/10/2004	10		1b
Total			\$3,117,592.00		3782	2906	

Iowa Jobs Training Program 260F Community College Business Network Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Construction Careers Training Inc			\$8,111.00	12/20/1999			2a
Prarie Construction	Black Hawk	Waterloo		12/20/1999	1	1	2a
Carl A Nelson & Co	Des Moines	Burlington		12/20/1999	1	1	2a
Dickinson Co	Mahaska	Oskaloosa		12/20/1999	1	1	2a
Forrest & Associate	Polk	Des Moines		12/20/1999	1	1	2a
Story Construction	Story	Ames		12/20/1999	2	2	2a
Peterson Contractors	Grundy	Reinbeck		12/20/1999	2	2	2a
Conlon Construction	Dubuque	Dubuque		12/20/1999	1	1	2a
Brockway Mechanical	Des Moines	Burlington		12/20/1999	1	1	2a
Am Cohron & Son Inc	Cass	Atlantic		12/20/1999	2	2	2a
Lean Manufacturing			\$400,000.00	11/14/2000			2b
John Deere Westfield Avenue Site	Black Hawk	Waterloo		11/14/2000	202	202	2a
Musco Lighting	Muscatine	Muscatine		11/14/2000	60	68	2b
Accu-Mold	Polk	Ankeny		11/14/2000	30	30	2a
Plastics Unlimited	Jackson	Preston		11/14/2000	11		2a
Maquoketa Web Printing	Jackson	Maquoketa		11/14/2000	4		2a
Rosenboom Machine & Tool Inc	Dickinson	Spirit Lake		11/14/2000	100	107	2b
Lennox Manufacturing Inc	Marshall	Marshalltown		11/14/2000	168	168	2a
Gates Rubber	Boone	Boone		11/14/2000	50	50	2a
Chantland Pvs	Humboldt	Humboldt		11/14/2000	10	75	2b
Beam Industries	Hamilton	Webster City		11/14/2000	2	75	2b
Advanced Component Technologies	Worth	Northwood		11/14/2000	20	46	2b
Link Manufacturing Ltd	Sioux	Sioux Center		11/14/2000	50	74	2b
Maintainer Corporation Of Iowa	Obrien	Sheldon		11/14/2000	50	78	2b
Josephson Mfg Co	Webster	Fort Dodge		11/14/2000	14	75	2b
Tri-State Graphics	Jackson	Maquoketa		11/14/2000	13		2a
Lamson & Sessions Company	Clinton	Clinton		11/14/2000	23	22	2a
Promotion Fulfillment	Clinton	Camanche		11/14/2000	18		2a
Winnebago Industries	Hancock	Forest City		11/14/2000	12	171	2b
Imi Cornelius	Cerro Gordo	Mason City		11/14/2000	2	7	2b
Iowa Mold Tooling, Inc.	Hancock	Garner		11/14/2000	2	9	2b
Graham Manufacturing	Cerro Gordo	Mason City		11/14/2000	2		2a
Larson Manufacturing	Winnebago	Lake Mills		11/14/2000	5	5	2a
Blue Ridge Paper Products, Inc.	Clinton	Clinton		11/14/2000	24	25	2b
Van Diest Supply Company	Hamilton	Webster City		11/14/2000	20	75	2b
Total			\$408,111.00		904	1374	

260E Case Study Des Moines Area Community College



Priority Envelope, Inc.

Priority Envelope began operations just eight years ago, opening their doors in February of 1996. Co-owners Paul Siegle and Ryan Wenning started the business with two jet presses, five employees and the commitment to offer their customers top quality products and service. This dedication to quality has led to extraordinary growth for the company.

The home office in Plymouth, Minnesota has more than 50,000 square feet, over 100 employees, and a large roster of equipment offering a variety of envelope and printing services.

The company's 40,000 square foot Nevada facility opened in July of 2003 with fifteen employees. Since then they have added eight new employees to their growing team. Eventually, the Nevada site will be home to more than forty employees, a total they expect to reach in only two to three years. Plans are already under way to add new printing and manufacturing equipment along with the additional employees.

At the center of the Nevada plant's production is the state-of-the-art, German made, Winkler and Dunnebier 627 Flexo press and an American made, F.L. Smithe Servo-Rotomatic press. These machines can print your envelope in up to four colors, cut it from the roll stock, fold it, add a clear-poly window, glue the seams and job the finished product for boxing, all in one seamless operation. Using high-end manufacturing standards such as SERVO and PLC technologies, it

makes your envelopes at the rate of up to 72,000 pieces per hour or 1200 completed envelopes per minute.

With such high technology comes the need for training of new employees. The 260E project has allowed the company to provide extensive job skill training both onsite and through the skilled expertise of a train the trainer initiative at the Minnesota facility used to prepare the start up workforce at the Iowa plant. Another area of focus for the company is safety. Systems are being put into place that will allow training funds to provide ongoing training for new machine operators and employees company wide. Software training is also integral to the success of a Priority Envelope employee by providing better communications and more efficient use of installed systems.

According to Sue North, Human Resource Officer at the Iowa location, "the training project leverages critical dollars for new start up companies like ours. Development of a systematic approach to workforce skill training is essential to ensure that employees are able to perform at optimum levels. The diversity, flexibility, and broad spectrum of training services provided through the 260E partnership ensure that as a company, we receive the maximum benefit from the time and money spent on training. The collaboration helps us improve employee skills as well as implement effective business performance and growth processes. Thanks for your support."

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned	Highest
						# Of New Jobs	# Of New Jobs
DMACC	Cgb Printing	Jasper	Newton	\$70,500.00	10/7/1999	10	10
	Perishable Distributors Of Iowa	Polk	Ankeny	\$76,000.00	10/7/1999	30	30
	American Republic Insurance Co	Polk	Des Moines	\$159,500.00	10/7/1999	62	62
	Pioneer Hi Bred International Inc	Polk	Des Moines	\$866,000.00	10/7/1999	80	80
	Abc Virtual Communications Inc	Polk	West Des Moines	\$418,000.00	10/7/1999	48	48
	John Willemsen Corp DbA Battery Patrol	Polk	Des Moines	\$187,000.00	1/27/2000	49	49
	Monsanto Co	Polk	Ankeny	\$241,500.00	1/29/2000	31	31
	Ball Plastic Container	Story	Ames	\$155,000.00	3/24/2000	26	26
	Vermeer Manufacturing Company	Marion	Pella	\$2,245,000.00	4/2/2000	407	407
	Pella Plastics Inc	Marion	Pella	\$169,000.00	4/18/2000	90	90
	Seabury & Smith Inc	Polk	West Des Moines	\$1,585,000.00	4/27/2000	325	325
	Maytag Corp	Jasper	Newton	\$1,087,000.00	5/8/2000	249	249
	Midland National Life Insurance Company	Polk	West Des Moines	\$335,000.00	5/8/2000	40	40
	Iowa Telecommunications Services Inc	Jasper	Newton	\$1,924,000.00	12/4/2000	292	292
	Access Direct Telemarketing Inc	Polk	Des Moines	\$381,500.00	12/4/2000	207	207
	Kemin Industries Inc	Polk	Des Moines	\$477,500.00	12/4/2000	76	76
	Abc Virtual Communications Inc	Polk	West Des Moines	\$967,000.00	12/4/2000	100	100
	Modern Solutins Inc	Polk	West Des Moines	\$193,500.00	12/4/2000	14	14
	Pella Corp	Sioux	Sioux Center	\$1,113,000.00	1/14/2001	226	226
	Quality Consulting Inc	Polk	Clive	\$231,000.00	3/16/2001	40	40
	American Home Shield Corp	Carroll	Carroll	\$236,500.00	4/23/2001	48	48
	Perishable Distributors Of Iowa	Polk	Ankeny	\$125,000.00	4/23/2001	150	150
	Keystone Electrical Manufacturing Company	Polk	Des Moines	\$80,500.00	4/23/2001	32	32
	Lomar Distributing Inc	Polk	Des Moines	\$141,000.00	4/23/2001	29	29
	Nationwide Mutual Insurance Company	Polk	Des Moines	\$654,000.00	4/23/2001	150	150
	Pioneer Hi Bred International Inc	Polk	Des Moines	\$826,500.00	4/23/2001	80	80
	Relationship Marketing Inc	Polk	Des Moines	\$324,000.00	4/23/2001	42	42
	John Deere Ag Amangement Solutions	Polk	Urbandale	\$877,000.00	4/23/2001	81	81
	Ita Group	Polk	West Des Moines	\$260,500.00	4/23/2001	38	38
	Quality Counselling Inc	Polk	Des Moines	\$490,500.00	1/4/2002	40	40
	Metropolitan Life Ins. Co.	Pold	West Des Moines	\$593,250.00	4/8/2002	128	128
	Deere Credit Services	Polk	Johnston	\$1,836,000.00	4/8/2002	202	202
	Automatic Data Processing Inc	Polk	West Des Moines	\$365,500.00	4/15/2002	60	60
	Clarke American Checks Inc	Polk	Ankeny	\$265,500.00	5/8/2002	67	67
Co-Line Welding Inc	Jasper	Sully	\$92,500.00	11/14/2002	20	20	
Equitable Life Insurance Co Of Iowa	Polk	Des Moines	\$1,836,750.00	11/19/2002	400	400	
American Home Shield Corp	Carroll	Carroll	\$101,000.00	11/20/2002	30	48	
Employers Mutual Casualty Co	Polk	Des Moines	\$394,000.00	11/20/2002	51	51	
Nationwide Mutual Insurance Company	Polk	Des Moines	\$1,136,750.00	11/22/2002	175	175	
Midland National Life Insurance Company	Polk	West Des Moines	\$534,500.00	11/26/2002	82	82	
Heinrich Envelop Inc	Boone	Boone	\$66,000.00	11/27/2002	25	25	
Fbl Financial Group Inc	Polk	West Des Moines	\$445,000.00	11/27/2002	46	46	
Nationwide Mortgage	Polk	West Des Moines	\$837,000.00	11/27/2002	200	200	

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
	Ball Plastic Container	Story	Ames	\$205,500.00	11/29/2002	40	40
	Mid-America Manufacturing	Story	Nevada	\$77,500.00	12/4/2002	15	15
	Ncmic Group Inc	Polk	West Des Moines	\$358,000.00	12/5/2002	50	50
	Graphic Edge	Carroll	Carroll	\$85,500.00	12/8/2002	50	50
	Medical Industries America Inc	Dallas	Adel	\$209,000.00	11/17/2003	76	76
	Midland National Life Insurance Company	Polk	West Des Moines	\$551,500.00	11/17/2003	85	85
	Windsor Window Co	Polk	W Des Moines	\$126,000.00	2/24/2004	42	42
Totals For 50 Contracts :				\$27,014,250.00		4,936	4,954

Area XII
Western Iowa Tech Community College

Western Iowa Tech Community College, located in Sioux City, Iowa serves the following counties

**Cherokee
Crawford
Ida
Monona
Plymouth
Woodbury**

Gene Sokolowski
4647 Stone Avenue
Box 5199
Sioux City, Iowa 51102
712.274.6419
sokolog@witcc.com

260F Case Study Western Iowa Tech Community College



Prodenco – Sioux City

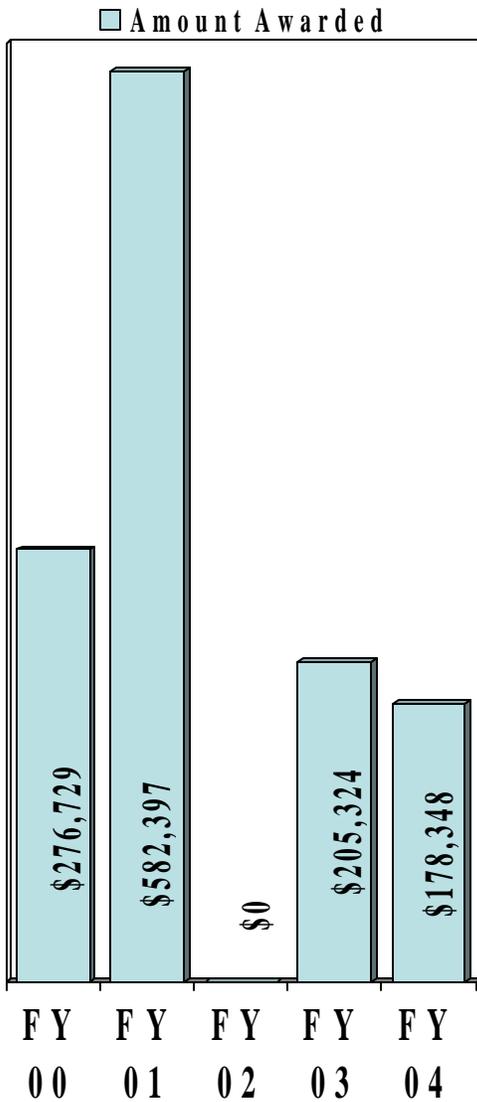
Prodenco Group Inc. is a dental prosthetics manufacturing company headquartered in Sioux City, Iowa. Started in 1952, Prodenco provides dental laboratory services to dentists located primarily in Iowa, Nebraska and South Dakota out of their Grant Island, Omaha and Sioux City offices.

We feel that the future holds interesting challenges for dentistry and have partnered with Western Iowa Tech to better prepare our company for the changes ahead. We strongly believe that continued education in both technical and human/people skills is paramount to our continued success. The 260F Iowa Jobs Training Program has given us the opportunity to provide our people with training in the key areas of managing people and goals, team building and time management.

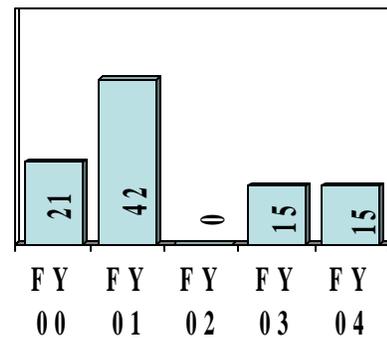
In working with the WITCC Corporate College, our management and supervisory staff have received training in professional development, communication and people management. Each level of training that we have completed has unearthed areas and ideas that have better enabled us to constantly improve our service, products and value to our customers”, according to Guy Watkins, president of Prodenco. **“The training has been professional, cost effective and invaluable in helping us achieve our current goals and to better plan for the future of our organization”.**

Iowa Jobs Training Program 260F Western Iowa Tech Community College

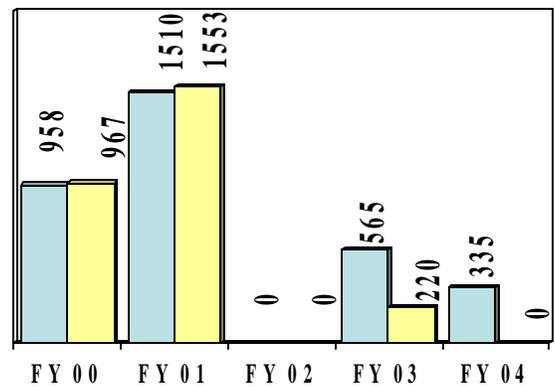
* FY' 02 reflects no program activity due to the college over expending in FY' 01



Projects Awarded



to be Trained # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Continental Deli Foods Inc	Cherokee	Cherokee	\$4,334.00	7/27/1999	16	16	2a
Solar Plastics Inc	Woodbury	Sioux City	\$11,868.00	9/27/1999	44	44	2a
Professional Computer Systems Co	Crawford	Denison	\$24,323.00	11/13/1999	46	46	2a
Midwest Industries Inc	Ida	Ida Grove	\$12,938.00	1/6/2000	11	45	2b
Stockmen's Llc	Woodbury	Lawton	\$4,788.00	1/9/2000	7	7	2a
United Bank Of Iowa	Ida	Ida Grove	\$11,388.00	1/9/2000	59	63	2b
Midwest Shop Supplies Inc Db	Woodbury	Sioux City	\$16,813.00	2/2/2000	26	26	2a
Midwest Tech Technology	Woodbury	Sioux City	\$16,813.00	2/2/2000	26	26	2a
Bekins Group	Woodbury	Sioux City	\$4,025.00	3/1/2000	10	10	2a
Rw Rice Company Inc	Woodbury	Sioux City	\$19,342.00	3/2/2000	28	31	2b
Vt Industries Inc	Ida	Holstein	\$9,856.00	3/6/2000	55	55	2a
Besser International Pip Machinery Corp	Woodbury	Sioux City	\$25,000.00	3/7/2000	116	128	2b
Parsons Equipment Co	Woodbury	Sioux City	\$3,443.00	3/10/2000	17	17	2a
American Pop Corn Company	Woodbury	Sioux City	\$24,390.00	3/22/2000	42	76	2b
Prince Manufacturing	Woodbury	Sioux City	\$19,924.00	3/31/2000	6	13	2b
Mci Worldcom	Woodbury	Sergeant Bluff	\$8,194.00	3/31/2000	20	21	2b
Schaeff Inc	Woodbury	Sioux City	\$24,505.00	4/4/2000	117	119	2b
First Federal Bank	Woodbury	Sioux City	\$6,006.00	4/4/2000	50	50	2a
Farmers Cooperative Co	Plymouth	Hinton	\$4,917.00	4/4/2000	62	64	2b
Office Furniture Outlet Inc	Woodbury	Sioux City	\$25,000.00	4/20/2000	14	16	2b
Lemars Mutual Insurance Company Of Iowa	Plymouth	Le Mars	\$10,730.00	4/26/2000	92	0	3a
Schaeff Inc	Woodbury	Sioux City	\$4,945.00	5/26/2000	120	120	2a
Wilson Trailer Company	Woodbury	Sioux City	\$9,476.00	7/6/2000	40	40	2a
Ibp Inc Transcontinental Cold Storage	Woodbury	Sioux City	\$10,450.00	7/21/2000	40	40	2a
Smurfit Stone Container Corporation	Woodbury	Sioux City	\$4,825.00	7/25/2000	7	7	2a
Wispak Plastics	Woodbury	Sioux City	\$5,692.00	7/25/2000	80	83	2b
Vt Industries Inc	Ida	Holstein	\$14,847.00	8/3/2000	50	52	2b
Bekins Group	Woodbury	Sioux City	\$3,182.00	9/15/2000	7	8	2b
United Bank Of Iowa	Ida	Ida Grove	\$3,091.00	1/26/2001	16	17	2b
Siouxland Recovery	Woodbury	Sioux City	\$4,909.00	1/26/2001	12	19	2b
Nutra Flo Company	Woodbury	Sioux City	\$18,910.00	2/7/2001	145	145	2a
Midwest Shop Supplies Inc Db	Woodbury	Sioux City	\$19,406.00	2/14/2001	19	19	2a
Midwest Tech Product	Woodbury	Sioux City	\$19,406.00	2/14/2001	19	19	2a
Diosynth Inc	Woodbury	Sioux City	\$4,904.00	2/14/2001	5	5	2a
Wis Pak Plastics	Woodbury	Sioux City	\$11,311.00	2/27/2001	28	28	2a
Custom Rib Company	Crawford	Denison	\$25,000.00	4/4/2001	130	138	2b
Sioux Tools Inc	Woodbury	Sioux City	\$25,000.00	4/26/2001	18		3a
Anderson Foods Ltd Db	Plymouth	Le Mars	\$4,997.00	4/26/2001	5	5	2a
Vandermeer Bakery	Plymouth	Le Mars	\$4,997.00	4/26/2001	5	5	2a
Continental Deli Foods Inc	Cherokee	Cherokee	\$4,945.00	4/27/2001	70	80	2b
Chesterman Company	Woodbury	Sioux City	\$21,994.00	4/27/2001	32	36	2b
American Pop Corn Company	Woodbury	Sioux City	\$25,000.00	4/27/2001	40		1a
Siouxland Recovery	Woodbury	Sioux City	\$4,945.00	4/27/2001	9	9	2a
Western Iowa Corp	Woodbury	Hornick	\$5,121.00	4/27/2001	70	75	2b
Stockmans Llc	Woodbury	Lawton	\$4,882.00	4/27/2001	10	16	2b
Simonson Industries Inc	Cherokee	Quimby	\$4,658.00	4/27/2001	56	57	2b
Midwest Shop Supplies Inc Db	Woodbury	Sioux City	\$12,092.00	4/27/2001	24	24	2a
Midwest Tech Product	Woodbury	Sioux City	\$12,092.00	4/27/2001	24	24	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Jarco Builders Ltd	Woodbury	Sioux City	\$12,938.00	4/27/2001	24	30	2b
Ibp Inc Transcontinental Cold Storage	Woodbury	Sioux City	\$21,563.00	4/27/2001	36	36	2a
Terra Port Neal Plant	Woodbury	Sergeant Bluffs	\$14,724.00	5/3/2001	25	25	2a
L & L Builders Co	Woodbury	Sioux City	\$5,175.00	5/3/2001	10	10	2a
Nutra Flo Company	Woodbury	Sioux City	\$25,000.00	5/3/2001	58	110	2b
Sabre Communications Corporation	Woodbury	Sioux City	\$12,472.00	5/3/2001	24		1a
Earthgrains	Woodbury	Sioux City	\$20,045.00	5/3/2001	38		1a
Harkers Distribution Inc	Plymouth	Le Mars	\$21,390.00	5/3/2001	8	8	2a
Harkers Distribution Inc	Plymouth	Le Mars	\$20,766.00	5/3/2001	49	49	2a
John Morrell & Co	Woodbury	Sioux City	\$21,563.00	5/3/2001	35	35	2a
Bodeans Baking Company	Plymouth	Le Mars	\$22,813.00	5/3/2001	21	21	2a
C W Suter & Son Inc	Woodbury	Sioux City	\$25,000.00	5/3/2001	25		3a
Cyclone Security Guard Service Inc	Woodbury	Sergeant Bluff	\$4,830.00	5/3/2001	7	7	2a
Wells Dairy Inc	Plymouth	Le Mars	\$25,000.00	5/3/2001	55	83	2b
Wells Dairy Inc Ii	Plymouth	Le Mars	\$25,000.00	5/3/2001	76	120	2b
Western States Manufacturing Company	Woodbury	Sioux City	\$4,945.00	5/3/2001	7	7	2a
Selective Petfoods Service	Woodbury	Sioux City	\$4,945.00	5/3/2001	7	7	2a
Solar Plastics Inc	Woodbury	Sioux City	\$23,891.00	5/3/2001	42	42	2a
V T Industries Inc	Ida	Holstein	\$20,700.00	5/21/2001	50	60	2b
American Natural Soy Processors	Cherokee	Cherokee	\$4,415.00	11/3/2002	9	9	2a
State Steel Supply Co.	Woodbury	Sioux City	\$4,995.00	1/23/2003	8	10	2b
Bodeans Baking Company	Plymouth	Le Mars	\$18,264.00	2/7/2003	40		1a
Smurfit-Stone Container Corporation	Woodbury	Sioux City	\$11,441.00	2/7/2003	89		1a
Westway Terminal Company	Woodbury	Sioux City	\$4,945.00	2/24/2003	10	10	2a
Larry Day Inc DbA Day's Door Company	Woodbury	Sergeant Bluff	\$4,226.00	2/24/2003	9		1a
Bekins Group	Woodbury	Sioux City	\$13,326.00	3/18/2003	144	144	2a
Continental Deli Foods, Inc.	Cherokee	Cherokee	\$16,922.00	3/18/2003	14	14	2a
Sioux City Ready Mix Concrete Company	Woodbury	Sioux City	\$8,540.00	4/22/2003	10	10	2a
Wilson Trailer Company	Woodbury	Sioux City	\$20,885.00	4/22/2003	60		1a
Midwest Shop Supplies, Inc. DbA Midwest Technology	Woodbury	Sioux City	\$19,579.00	4/22/2003	22	23	2b
Chesterman Company	Woodbury	Sioux City	\$21,900.00	4/25/2003	55		1a
Krajicek, Inc.	Crawford	Denison	\$21,131.00	4/30/2003	30		1b
Prodenco	Woodbury	Sioux City	\$9,755.00	4/30/2003	15		1a
Terra-Port Neal Plant	Woodbury	Sergeant Bluff	\$25,000.00	5/5/2003	50		1a
State Steel Supply Co.	Woodbury	Sioux City	\$4,995.00	9/22/2003	10		1b
Diosynth, Inc.	Woodbury	Sioux City	\$4,948.00	10/20/2003	5		1b
Tyson Retail Deli Foods, Inc.	Cherokee	Cherokee	\$8,470.00	10/22/2003	14		1b
Western Iowa Cooperative	Woodbury	Hornick	\$16,323.00	12/2/2003	41		1b
Tyson Retail Deli Foods, Inc.	Cherokee	Cherokee, Inc.	\$21,998.00	12/15/2003	18		1b
Western Iowa Cooperative	Woodbury	Hornick	\$16,301.00	12/30/2003	61		1b
Quad County Corn Processors	Ida	Galva	\$4,490.00	1/7/2004	16		1b
L & L Builders Company	Woodbury	Sioux City	\$7,417.00	2/18/2004	14		1b
Jarco Builders	Woodbury	Sioux City	\$22,339.00	2/18/2004	20		1b
Prince Manufacturing	Woodbury	Sioux City	\$25,000.00	2/18/2004	13		1b
Standard Ready Mix Concrete Company	Woodbury	Sioux City	\$14,097.00	2/19/2004	17		1b
Bodeans Baking Holding Company	Plymouth	Lemars	\$13,800.00	3/10/2004	70		1b
Prodenco	Woodbury	Sioux City	\$8,625.00	4/6/2004	15		1b
Tyson Retail Deli Foods, Inc.	Cherokee	Cherokee	\$4,945.00	5/5/2004	12		1b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Simonson Industries, Inc.	Cherokee	Quimby	\$4,600.00	5/11/2004	9		1b
Total			\$1,242,798.00		3368	2740	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Information Technology Training Consortium			\$100,000.00	2/3/2000			1b
Clarinda Company	Page	Clarinda		2/3/2000	10		1b
Professional Computer Systems	Crawford	Denison		2/3/2000	10	5	2c
Bomgaars Supply Inc	Woodbury	Sioux City		2/3/2000	2	1	2c
Sosinc	Woodbury	Sioux City		2/3/2000	15		
Network Systems Inc	Woodbury	Sioux City		2/3/2000	6	1	2c1
Security National Bank	Woodbury	Sioux City		2/3/2000	3	0	
Bond Equipment Corp	Harrison	Logan		2/3/2000	4		1b
Partners In Computing Inc	Pottawattamie	Council Bluffs		2/3/2000	9		1b
Siouxland Auto Repair Association	Woodbury	Sioux City	\$22,940.00	9/1/2000			2b
Charlie Zook Collision Center	Woodbury	Sioux City		9/1/2000	7	7	2a
Division St Paint & Body	Woodbury	Sioux City		9/1/2000	3	3	2a
Hoak Motors Body Shop	Woodbury	Sioux City		9/1/2000	4	5	2b
Knoepfler Chevrolet Co	Woodbury	Sioux City		9/1/2000	9	9	2a
Pats Body Shop	Cherokee	Marcus		9/1/2000	2	2	2a
Prestige Paint And Body Shop	Woodbury	Sioux City		9/1/2000	10	10	2a
Ron Pieper Body Shop Inc	Woodbury	Sioux City		9/1/2000	3	3	2a
Total			\$122,940.00		97	46	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c - Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Western Iowa Tech Community College



Quad County Corn Processors is an ethanol plant located near Galva, Iowa. The company was established in 2000 by area producers who were interested in adding value to their



corn crop. Originally conceived as an 18 million gallon per year facility, Quad County is currently producing 24 million gallons of ethanol per year. Additionally the company manufactures Golden Bran™ a premium livestock feed which it sells to local producers as well as regional feed companies. Quad County operates 24 hours per day, 7 days a week and has 28 full time employees.

Western Iowa Tech Community College has been an important partner as Quad County has recognized areas of additional training that benefit the company and employees. Specifically, Quad County was able to utilize the Iowa New Jobs Training Program to develop a rigorous safety program with the help of WITCC. WITCC staff have spent time working with Quad County Corn Processors safety director and identified specific training that would fit the unique environment that working in an ethanol plant creates. WITCC staff was able to set up training on site that covered topics including confined space entry, lockout/tagout, powered industrial truck operations, hazard communication, and aerial lift operations. Most recently the employees completed CPR, First Aid & Blood Borne Pathogens training.

“Our relationship with WITCC, and programs such as NJPT, has been very important in our development at Quad County Corn Processors” says Mike Jerke, General Manager, “It is a relationship that will continue to grow.”

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
WITCC	Petersen Mfg Co	Crawford	Denison	\$25,000.00	7/21/1999	10	15
	Mpca Inc	Plymouth	Lemars	\$170,000.00	7/21/1999	30	27
	Smithco Inc	Plymouth	Lemars	\$785,000.00	7/21/1999	132	79
	Iowa Veterinary Supply Co	Woodbury	Sioux City	\$55,000.00	7/21/1999	15	16
	Sensible Office Solutions Inc	Woodbury	Sioux City	\$305,000.00	7/21/1999	33	35
	Bekins Distribution Center Co	Plymouth	Lemars	\$65,000.00	12/4/2000	15	24
	Bodeans Baking Company Llc	Plymouth	Lemars	\$110,000.00	12/4/2000	21	35
	Sosinc Communications Corp	Woodbury	Sioux City	\$745,000.00	12/4/2000	103	0
	Quad County Corn Processors	Ida	Galva	\$160,000.00	7/9/2002	24	36
	Ramsgate Corp DbA Hellers Carbonics West	Ida	Galva	\$50,000.00	7/9/2002	15	18
	Bodeans Baking Company Llc	Plymouth	Lemars	\$115,000.00	7/9/2002	32	32
	Mobren Transport DbA Mobren Biological Division	Woodbury	Sioux City	\$145,000.00	7/9/2002	16	29
	Pech Optical Corp	Woodbury	Sioux City	\$375,000.00	7/9/2002	129	185
Totals For 13 Contracts :				\$3,105,000.00		575	531

Area XIII
Iowa Western Community College

Iowa Western Community College, located in Council Bluffs, Iowa serves the following counties:

Cass
Fremont
Harrison
Mills
Page
Pottawattamie
Shelby

Mark Stanley
2700 College
Box 4C
Council Bluffs, Iowa 51502
712.325.3375
mstanley@iwcc.edu

260F Case Study Iowa Western Community College



Lloyd Incorporated – Shenandoah, Iowa

Lloyd Incorporated, located in Shenandoah, Iowa, is a pharmaceutical company that for over forty years has served primarily the animal drug market. Through its Lloyd Laboratories and Vet-A-Mix divisions the company manufactures and markets more than two hundred pharmaceutical and nutritional products that are sold to veterinarians throughout the United States and more than thirty other countries.

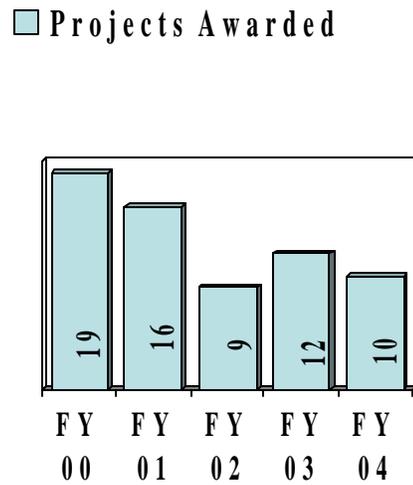
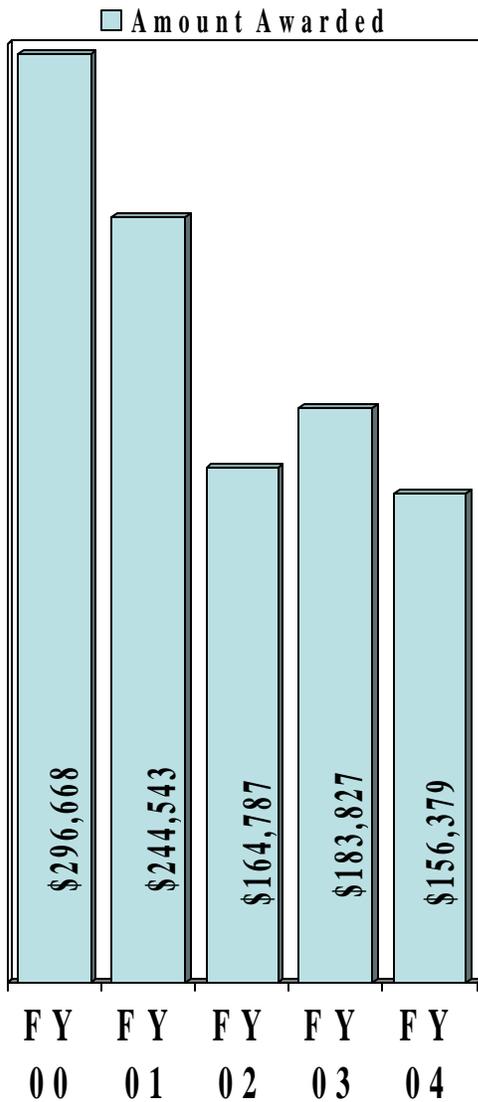
In 1997 the company started the Lloyd Pharmaceutical division to begin research on its first human drug product and received approval from the FDA in 2002 to manufacture and market the product. Lloyd will introduce this human drug in 2003 and plans to continue development of additional human pharmaceuticals.

Lloyd Incorporated, in partnership with Iowa Western Community College, provides training programs from basic math to statistical analysis and from Microsoft Office to Millennium Software training. The company also provides training programs specific to the pharmaceutical industry, such as drug process validation and stability education.

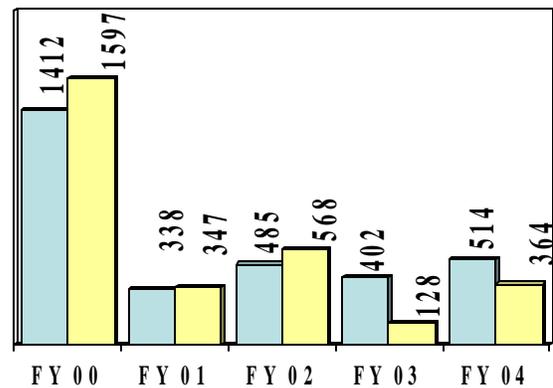
“Utilizing the 260F, Iowa Jobs Training Program has been extremely beneficial in providing a variety of needed training programs,” stated Ron Ketcham, Executive Vice President of Lloyd Incorporated. “By having easy access to 260F funding we are able to provide continuous training in this rapidly changing industry.”

Through Iowa Western Community College, 20 Lloyd Incorporated employees have just completed a 10-week “Certificate in Management” program. Gayle Wagoner, Human Resources manager looks at this program as a wonderful benefit to the employee as well as the company. “It’s a great way to encourage and motivate employees not only to gain necessary skills for their current job but also to promote advancement opportunity. We really appreciate Iowa Western’s excellent service and staff in coordinating and instructing these classes and the 260F, Jobs Training Program for making it possible.”

Iowa Jobs Training Program 260F Iowa Western Community College



to be Trained # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Lloyd Inc Of Iowa	Page	Shenandoah	\$4,950.00	7/27/1999	15	15	2a
Yellow Jacket Manufacturing	Cass	Griswold	\$15,331.00	9/27/1999	10	11	2b
Paricom	Pottawattamie	Council Bluffs	\$25,000.00	11/18/1999	9	10	2b
A-M Systems	Pottawattamie	Council Bluffs	\$2,035.00	11/18/1999	2	2	2a
Vogel Popcorn Company	Fremont	Hamburg	\$8,970.00	11/18/1999	4	27	2b
Alter Scrap Processing	Pottawattamie	Council Bluffs	\$8,409.00	11/18/1999	5	5	2a
Perfection Press	Harrison	Logan	\$19,744.00	3/2/2000	17	29	2b
Omaha Standard Inc	Pottawattamie	Council Bluffs	\$22,781.00	3/2/2000	300	300	2a
Perfection Learning Corporation	Harrison	Logan	\$21,150.00	3/4/2000	59	74	2b
Phyto Technologies Inc	Harrison	Woodbine	\$4,912.00	3/24/2000	5	7	2b
Eaton Corporation	Fremont	Shenandoah	\$25,000.00	3/31/2000	250	270	2b
Eaton Corporation	Fremont	Shenandoah	\$25,000.00	3/31/2000	200	249	2b
Mcneillys	Page	Shenandoah	\$5,643.00	4/14/2000	7	8	2b
Wmc Distributing	Pottawattamie	Council Bluffs	\$5,481.00	4/20/2000	8		3b
Nsk Aks	Page	Clarinda	\$24,928.00	5/3/2000	85	93	2b
Laurel Tree Records Llc	Harrison	Woodbine	\$10,135.00	5/5/2000	6	8	2b
Nsk Corporation	Page	Clarinda	\$21,890.00	5/5/2000	410	450	2c2
Godlen Valley Microwave	Fremont	Hamburg	\$25,000.00	5/5/2000	14	32	2b
Yellow Jacket Manufacturing	Cass	Griswold	\$20,309.00	5/9/2000	6	7	2b
Phyto Technologies Inc	Harrison	Woodbine	\$7,537.00	8/31/2000	5	5	2a
Jacobs Corporation	Shelby	Harlan	\$25,000.00	11/28/2000	50	51	2b
Electrical Integrators Incorporated	Pottawattamie	Council Bluffs	\$7,614.00	12/5/2000	6	6	2a
Owen Industries Paxton Vierling Steel	Pottawattamie	Carter Lake	\$25,000.00	1/12/2001	12		
Owen Industries Paxton Vierling Steel	Pottawattamie	Carter Lake	\$7,803.00	1/12/2001	12	12	2a
Owen Industries/Paxton Vierling Steel	Pottawattamie	Carter Lake	\$13,717.00	1/17/2001	2	2	2a
Interstate Electric Supply Company	Pottawattamie	Council Bluffs	\$25,000.00	2/16/2001	40	40	2a
Omaha Standard Inc	Pottawattamie	Council Bluffs	\$25,000.00	2/27/2001	50	52	2b
Iowa Fittings Inc	Pottawattamie	Oakland	\$18,731.00	2/27/2001	15		1b
Phyto Technologies Incorporated	Harrison	Woodbine	\$5,287.00	3/9/2001	12	12	2a
Pella Windows	Page	Shenandoah	\$15,612.00	4/4/2001	45	55	2b
Electrical Integrators Incorporated	Pottawattamie	Council Bluffs	\$9,982.00	4/10/2001	4	4	2a
Yellow Jacket Manufacturing	Cass	Griswold	\$14,360.00	4/10/2001	4	6	2b
Electrical Integrators Incorporated	Pottawattamie	Council Bluffs	\$2,450.00	4/19/2001	1	1	2a
Lloyd Inc Of Iowa	Page	Shenandoah	\$25,000.00	4/24/2001	20	41	2b
Lloyd Inc Of Iowa Ii	Page	Shenandoah	\$16,450.00	4/24/2001	60	60	2a
Golden Valley Microwave Foods	Fremont	Hamburg	\$25,000.00	9/14/2001	18	22	2b
Liberty Labs Inc	Shelby	Kimballton	\$25,000.00	1/7/2002	6	6	2a
Insul-8	Shelby	Harlan	\$7,224.00	1/17/2002	35	35	2a
Variety Distributors	Shelby	Harlan	\$25,000.00	3/5/2002	179	179	2a
Conagra Frozen Foods	Pottawattamie	Council Bluffs	\$25,000.00	3/16/2002	70	70	2a
Perfection Learning Corporation	Harrison	Logan	\$4,587.00	3/17/2002	80	105	2b
Perfection Press	Harrison	Logan	\$13,213.00	3/17/2002	50	68	2b
Phyto Technologies Inc	Harrison	Woodbine	\$14,763.00	4/30/2002	7	7	2a
Pella Windows	Page	Shenandoah	\$25,000.00	5/9/2002	40	76	2b

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
	Peregoy Custom Cabinets	Pottawattamie	Council Bluffs	\$10,522.00	7/15/2002	12	3b
	Lisle Corporation	Page	Clarinda	\$25,000.00	10/16/2002	6	1b
	Insul-8 Corporation	Shelby	Harlan	\$13,908.00	11/14/2002	7	4 2c2
	Lisle Corporation	Page	Clarinda	\$2,445.00	12/6/2002	30	43 2b
	Liberty Labs	Shelby	Kimballtown	\$25,000.00	2/6/2003	4	1b
	Lloyd Inc. Of Iowa	Page	Shenandoah	\$3,450.00	2/6/2003	16	16 2a
	Lisle Corporation	Page	Clarinda	\$4,347.00	4/22/2003	25	1b
	Variety Distributors, Inc.	Shelby	Harlan	\$25,000.00	4/28/2003	130	1b
	World Cal, Inc.	Shelby	Elk Horn	\$25,000.00	4/30/2003	4	4 2a
	Jacobs Corporation	Shelby	Harlan	\$18,457.00	6/12/2003	48	1b
	Perfection Press, Inc	Harrison	Logan	\$18,314.00	6/12/2003	45	61 2b
	Perfection Learning Corporation	Harrison	Logan	\$12,384.00	6/12/2003	75	1b
	Griffin Pipe Products Co.	Pottawattamie	Council Bluffs	\$6,641.00	12/15/2003	60	1b
	Griffin Pipe Products, Co.	Pottawattamie	Council Bluffs	\$25,000.00	3/25/2004	350	364 2b
	Tribune Newspapers, Inc. Db a Harlan Newspapers	Shelby	Harlan	\$8,670.00	3/31/2004	11	1a
	World Cal, Inc.	Shelby	Elk Horn	\$25,000.00	4/6/2004	4	1b
	Lisle Corporation	Page	Clarinda	\$3,621.00	5/3/2004	4	1a
	Interstate Electric Supply Company	Pottawattamie	Council Bluffs	\$23,112.00	5/11/2004	14	1b
	Lloyd Incorporated Of Iowa	Page	Shenandoah	\$25,000.00	5/12/2004	17	1b
	Ci Direct	Shelby	Harlan	\$4,950.00	5/17/2004	12	1a
	Sitel Corporation	Cass	Atlantic	\$9,385.00	5/17/2004	36	1b
	Owen Industries/Paxton Vierling Steel	Pottawattamie	Carter Lake	\$25,000.00	6/30/2004	6	1b
	Total			\$1,046,204.00		3151	3004

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Customer Service Training			\$13,106.00	09-May-00			2a
Mceilly	Page	Shenandoah		09-May-00	10	10	2a
City National Bank	Page	Shenandoah		09-May-00	5	5	2a
First National Bank	Page	Shenandoah		09-May-00	2	2	2a
Antique Alley	Page	Shenandoah		09-May-00	3	3	2a
Entrepreneurial Training			\$4,999.00	11-May-00			2b
Bond Equipment	Harrison	Logan		11-May-00	1		2a
Peregory Cabinets	Pottawattamie	Council Bluffs		11-May-00	1		2a
Yellow Jacket Manufacturing	Pottawattamie	Griswold		11-May-00	2		2b
Laurel Tree Records	Harrison	Woodbine		11-May-00	2		2a
Taylor Plastics	Pottawattamie	Council Bluffs		11-May-00	2		2a
IWCC Lean Mfg Training			\$50,000.00	07-Mar-01			1b
Omaha Standard Inc	Pottawattamie	Council Bluffs		07-Mar-01	20		1b
Yellow Jacket Mfg	Cass	Griswold		07-Mar-01	3	14	2b
IWCC Information Technology Training Consortium			\$46,200.00	05-Apr-01			1a
Pella Window Corporation	Page	Shenandoah		05-Apr-01	25		1a
Lloyd Incorporated Of Iowa	Page	Shenandoah		05-Apr-01	40		1a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
IWCC Supervisory & Mgmt Training Consortium			\$42,132.00	01-Apr-03			2b
Ci Direct	Shelby	Harlan		01-Apr-03	20	20	2a
Glacier Daido	Cass	Atlantic		01-Apr-03	28	28	2a
Liberty Labs	Cass	Kimbalton		01-Apr-03	4	4	2a
Variety Distributors	Shelby	Harlan		01-Apr-03	16	12	2a
	Total		\$156,437.00		184	98	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Iowa Western Community College



American Games, Inc

On April 15 2002, Iowa Western Community College and American Games, Inc. entered into a New Jobs Training Agreement. The agreement marked the third time that IWCC, through the INJTP, was able to help the company expand its operations by providing new employee training assistance.

American Games is a Council Bluffs company that is engaged in the production, marketing, and distribution of gaming pull-tabs and bingo paper, as well as the sale and leasing of pull-tab dispensing machines. The distribution of the company's products is national.

American Games is a homegrown company; it was founded in 1985, and has been growing ever since. In 1988, American Games and Iowa Western Community College teamed up for the first time to train 57 new positions resulting from company growth.

Ten years later, in 1998, the company and the college partnered again. This time to train 108 new positions resulting from the company's continued growth. The primary emphasis of the training was continuous improvement and safety, a clear indication of the company's commitment to satisfying the needs of their market and their employees.

In 2002, American Games again turned to Iowa Western for assistance with their new employee training needs. This time, 31 new positions were trained in topics such as Lean Manufacturing, supervisory skills, English as a Second Language, and ISO 9000.

Randy Trail, Human Resource Manager for American Games comments, "The New Jobs Training Agreements have allowed American Games to develop and augment our employee base so that we can be competitive in the marketplace."

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
IWCC	Clarinda Company Inc	Page	Clarinda	\$355,000.00	2/15/2000	70	151
	Glacier Vandervell Inc	Cass	Atlantic	\$440,000.00	6/5/2000	60	53
	Carry On Trailer Corp	Harrison	Missouri Valley	\$275,000.00	6/5/2000	56	48
	Pinnacle Integrated Communication	Pottawattamie	Council Bluffs	\$245,000.00	6/5/2000	120	0
	Pella Corp	Page	Shenandoah	\$535,000.00	4/24/2001	100	0
	Yellow Jacket Manufacturing	Cass	Griswold	\$35,000.00	6/11/2001	7	0
	Conagra Foods Inc	Pottawattamie	Council Bluffs	\$465,000.00	6/11/2001	100	462
	Ibp	Pottawattamie	Council Bluffs	\$1,965,000.00	6/11/2001	699	2141
	Enhanced Living Technologies	Shelby	Earling	\$65,000.00	6/11/2001	14	3
	Clarinda Company Inc	Page	Clarinda	\$185,000.00	1/30/2002	73	0
	Ibp	Pottawattamie	Council Bluffs	\$1,545,000.00	4/25/2002	476	0
	Pollard Games Inc	Pottawattamie	Council Bluffs	\$135,000.00	4/25/2002	108	28
	Dkei Inc	Pottawattamie	Council Bluffs	\$80,000.00	4/23/2003	23	0
	Bro Enterprises Llc	Pottawattamie	Avoca	\$165,000.00	4/30/2003	72	0
	Nadler Brothers	Pottawattamie	Council Bluffs	\$330,000.00	5/23/2003	47	47
Totals For 15 Contracts :				\$6,820,000.00		2,025	2,933

Area XIV
Southwestern Community College

Southwestern Community College, located in Creston, Iowa serves the following counties:

Adair
Adams
Clarke
Decatur
Montgomery
Ringgold
Taylor
Union

Tom Lesan
1501 West Townline Road
Creston, Iowa 50801
641.782.1443 ext 443
lesan@swcc.cc.ia.us

260F Case Study Southwestern Community College

Creston Bean Processing, LLC

**Bean processing plant
Creston, Iowa**

Supervisory management program with
Southwestern due to 260F funds.

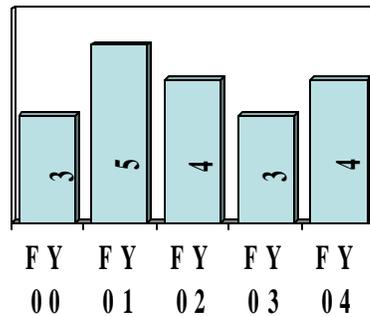
“At Creston Bean Processing, LLC, we recognize the need to equip our supervisory personnel properly, so they will be effective in motivating and directing team members to achieve the desired goals and objectives. With the help of Southwestern Community College, we are able to offer an excellent supervisory program with the added benefit of financial support through the 260F program.”
Weldon Sander, General Manager
Creston Bean Processing, LLC



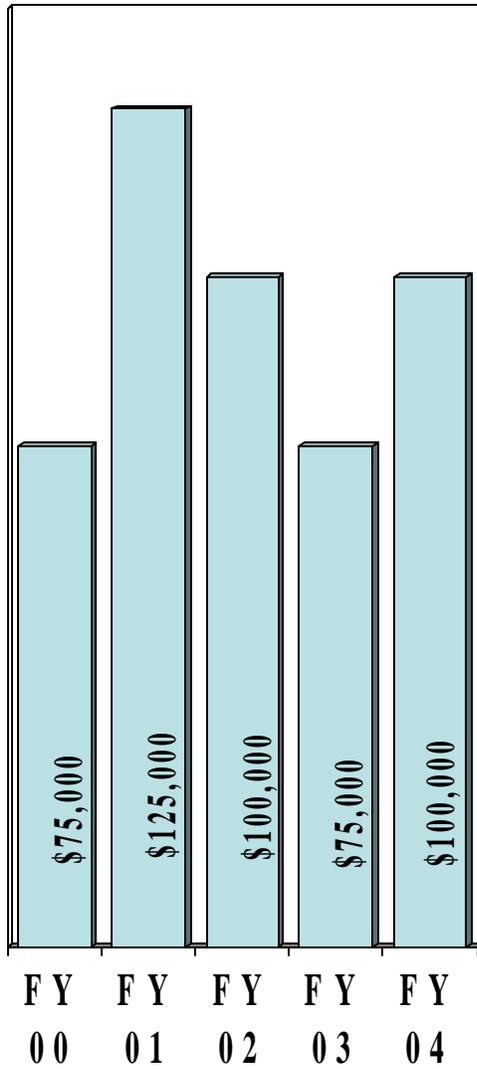
Photo above: Team lead men Matt Auten, Travis Morgan, and Brian Cannon pose with Tim Gilbert, Creston Bean Processing plant superintendent.

Iowa Jobs Training Program 260F Southwestern Community College

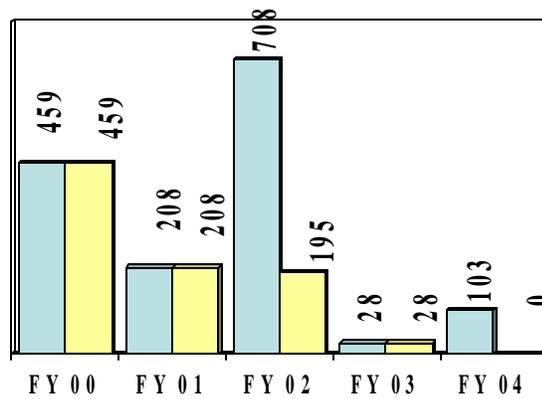
■ Projects Awarded



■ Amount Awarded



■ # to be Trained ■ # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Siemens & Furnas Controls	Clarke	Osceola	\$25,000.00	7/27/1999	380	380	2a
Mg Waldbaum Inc DbA Papettis Of Iowa	Taylor	Lenox	\$25,000.00	11/18/1999	60	60	2a
Precision Optical Group Inc	Union	Creston	\$25,000.00	11/18/1999	19	19	2a
Mg Machining	Taylor	Bedford	\$25,000.00	8/29/2000	6	6	2a
Paul Mueller Company	Clarke	Osceola	\$25,000.00	8/31/2000	150	150	2a
Kraft Nabisco	Union	Creston	\$25,000.00	3/27/2001	30	31	2b
Red Star Feeds Llc	Adams	Corning	\$25,000.00	4/25/2001	4	4	2a
Precision Optical Group Inc	Union	Creston	\$25,000.00	4/25/2001	18	18	2a
Iowa Tool And Mfg Inc	Union	Creston	\$25,000.00	4/2/2002	3	5	2b
Kraft Creston	Union	Creston	\$25,000.00	4/30/2002	30	30	2a
Bunn O Matic Corporation	Union	Creston	\$25,000.00	5/7/2002	525		1a
Precision Pulley And Idler Lenox And Corning Divis	Marion	Pella	\$25,000.00	5/11/2002	150	160	2b
Mg Machining	Taylor	Bedford	\$25,000.00	1/10/2003	3	3	2a
Precision Optical Group, Inc.	Union	Creston	\$25,000.00	1/10/2003	13	13	2a
Industrial Hardfacing Inc.	Decatur	Lamoni	\$25,000.00	2/24/2003	12	12	2a
Cf Processing, Llc	Union	Creston	\$25,000.00	8/4/2003	34		1b
Heartland Technology Solutions	Montgomery	Red Oak	\$25,000.00	9/22/2003	48		1a
Precision Optical Group	Union	Creston	\$25,000.00	5/7/2004	17		1b
Sobotka Engineering, Inc. DbA Excel Engineering	Ringgold	Diagonal	\$25,000.00	5/11/2004	4		1b
Total			\$475,000.00		1506	891	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Southwestern Community College



Photo at left: Kick off meeting for Lean Manufacturing training at Cardinal IG. (L to R) Bonnie Slykhaus and Gene Lesch, Southwestern Community College instructors; Bill Ray, plant manager, Cardinal Glass; and Kim Nelson, continuous improvement engineer, Cardinal Glass.

"The 260E program has allowed us to train the majority of our workforce leading to more productivity and a safer work environment. Having these funds to draw upon makes up for the loss of production time that takes place when we train."

Jim Miller, President

Cardinal IG-Greenfield Operation

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
SWCC	Cardinal Ig	Adair	Greenfield	\$265,000.00	7/1/1999	50	50
	Fansteel Wellman Dynamics Corporation	Union	Creston	\$1,010,000.00	10/20/2000	136	120
	Mg Waldbaum Company (Papettis Of Iowa)	Taylor	Lennox	\$270,000.00	10/28/2000	73	67
	Precision Pulley	Adams	Corning	\$135,000.00	5/5/2004	24	0
	Osceola Foods	Clarke	Osceola	\$1,110,000.00	5/5/2004	214	0
	Plum Building Systems Inc	Clarke	Osceola	\$155,000.00	5/5/2004	25	0
	Industrial Hardfacing Inc	Decatur	Lamoni	\$75,000.00	5/5/2004	12	0
	Fres-Co System Usa Inc	Montgomery	Red Oak	\$415,000.00	5/5/2004	45	0
	Heartland Technology Solutions	Montgomery	Red Oak	\$75,000.00	5/5/2004	10	10
	Johnson Controls, Inc.	Montgomery	Red Oak	\$525,000.00	5/5/2004	60	0
	Gits Mfg	Union	Creston	\$505,000.00	5/5/2004	65	34
	Precision Optical Group Inc	Union	Creston	\$115,000.00	5/5/2004	49	46
Totals For 12 Contracts :				\$4,655,000.00		763	327

Area XV
Indian Hills Community College

Indian Hills Community College, located in Ottumwa, Iowa serves the following counties:

Appanoose
Davis
Jefferson
Keokuk
Lucas
Mahaska
Monroe
Van Buren
Wapello
Wayne

Jill Rossiter
525 Grandview
Ottumwa, Iowa 52501
641.683.5182
jrossite@ihcc.cc.ia.us

260F Case Study

Indian Hills Iowa Community College



Ajinomoto Heartland LLC & Cargill – Eddyville Collaborate for Process Control Training

Ajinomoto Heartland LLC and Cargill – Eddyville are over-the-fence partners at the Iowa Bioprocessing Center in Eddyville, Iowa. Indian Hills Community College wrote a 260F consortium agreement with the companies recently to conduct highly technical process control technician training at the Iowa Bioprocess Training Center using Delta V, the software used by both industries in their plants.

Nine students attended the week-long software training session. Carl Haffner, Supervisor of Computer Systems at Ajinomoto Heartland, explained the importance of the training: “Our Operator Interface for Provox DCS is being updated to latest hardware and software under a multi-tiered project spread over the last three years spending over \$300,000 for equipment. By attending this course, we were able to install and configure the equipment with our own employees and will improve the quality of the system once the project is completed. Basically, attending this training

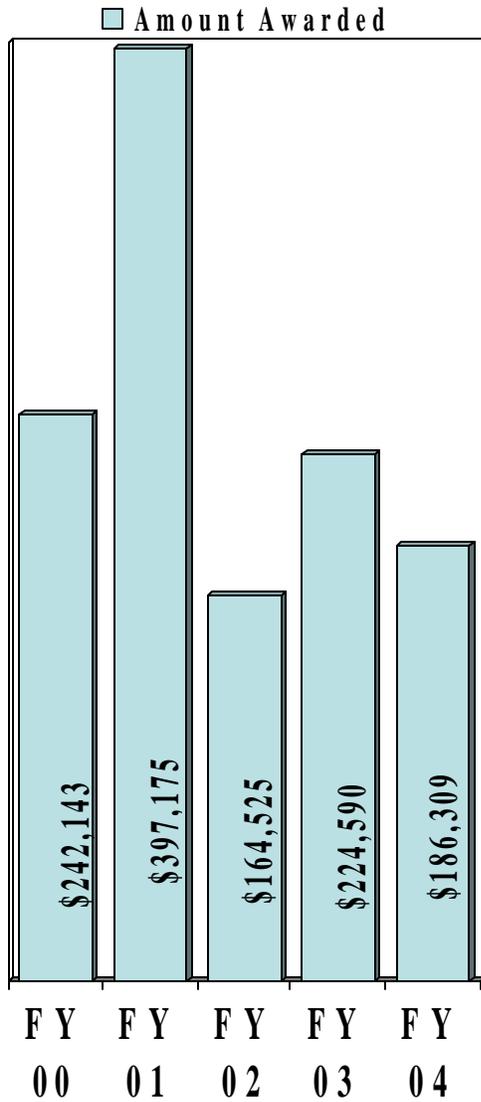
increased the knowledge and value of our existing employees.”

Tom Shaw of Cargill stated, “The employees that participated in this class were able to configure and install three new DVOP consoles at our facility. Older equipment that was obsolete was removed and new technology was installed. This allows our older I/O and controller infrastructure to remain in place, helping our asset utilization and freeing up capital.” Both Ajinomoto Heartland and Cargill indicated that the training increased worker productivity, decreased defects, rejects, and product manufacturing time, and consequently increased customer satisfaction.

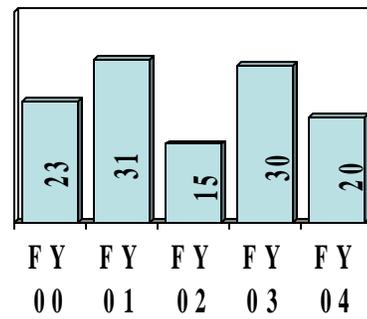
The main product of the Ajinomoto Heartland Eddyville plant, which opened in 1986, is lysine. It is an essential amino acid that is necessary for the building of protein and can only be supplied through diet. It is marketed in the U.S. and Canada as a feed additive for swine and poultry. In 2002, a \$39 million Threonine plant opened next to the lysine plant. Ajinomoto Heartland has expanded six times since opening.

The Cargill corn milling facility in Eddyville employs nearly 500 people and produces a variety of value-added agriculture products including corn sweeteners, ethanol, vitamin e, acidulants, etc. Cargill donated \$250,000 plus 10 acres of land adjacent to the Iowa Bioprocessing Center in Eddyville to build the Iowa Bioprocess Training Center to support the bioprocessing programs at Indian Hills Community College.

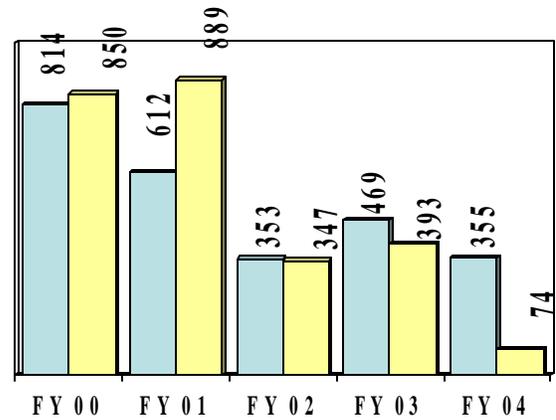
Iowa Jobs Training Program 260F Indian Hills Community College



Projects Awarded



to be Trained # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Centerville Machining Inc	Appanoose	Centerville	\$4,102.00	8/9/1999	2	2	2a2
John Deere Ottumwa Works	Wapello	Ottumwa	\$19,182.00	9/27/1999	75	75	2a
Clow Valve Company	Mahaska	Oskaloosa	\$5,496.00	11/9/1999	349	357	2b
Musco Sports Lighting Inc	Mahaska	Oskaloosa	\$19,406.00	12/23/1999	20	20	2a
Schmitz Custom Wood Products I	Appanoose	Centerville	\$3,989.00	1/6/2000	2	2	2a
Centerville Machining Inc li	Appanoose	Centerville	\$3,985.00	3/1/2000	2	2	2a
Universal Rundle	Wapello	Ottumwa	\$16,163.00	3/1/2000	10	10	2a2
Shivvers Inc	Wayne	Corydon	\$19,584.00	3/9/2000	65	65	2a
Paslode Corporation	Mahaska	Oskaloosa	\$6,900.00	3/14/2000	1	1	2a
Superior Machine Inc	Monroe	Albia	\$10,007.00	3/21/2000	55	40	2c2
Spring Valley Mfg Inc	Mahaska	New Sharon	\$3,989.00	3/21/2000	1	6	2b
Airgas North Central	Jefferson	Fairfield	\$10,294.00	3/28/2000	7	7	2a
Copy Plus Chariton	Lucas	Chariton	\$3,989.00	3/28/2000	1	1	2a
Telegroup Primus	Jefferson	Fairfield	\$2,070.00	3/31/2000	22	22	2a
Midwest Opital Storage Technologies Inc	Jefferson	Fairfield	\$23,719.00	4/4/2000	5		1a
Meritor Automotive Inc	Jefferson	Fairfield	\$4,693.00	4/17/2000	16	16	2a
Al Jon Inc	Wapello	Ottumwa	\$3,450.00	4/20/2000	8	12	2b
Oskaloosa Food Products Corp	Mahaska	Oskaloosa	\$11,730.00	4/24/2000	55	77	2b
Hupp Electric Motors Inc	Monroe	Eddyville	\$18,944.00	4/25/2000	30	32	2b
Warwick Wood Products Inc	Mahaska	Oskaloosa	\$21,244.00	4/25/2000	20		1a
Ajinomoto Usa Inc Iowa Plant	Monroe	Eddyville	\$4,140.00	4/25/2000	6	15	2b
Nzmp North American Inc	Wayne	Allerton	\$14,982.00	4/26/2000	45	47	2b
Wells Mfg Corp	Appanoose	Centerville	\$10,085.00	4/27/2000	17	41	2b
Centerville Machining Inc lii	Appanoose	Centerville	\$7,969.00	7/21/2000	2	2	2a
Biovance Technologies Inc	Mahaska	Oskaloosa	\$2,208.00	8/25/2000	8	8	2a
Warwick Wood Products Inc	Mahaska	Oskaloosa	\$14,926.00	8/30/2000	3	4	2b
Heartland Lysine Inc	Monroe	Eddyville	\$8,056.00	9/13/2000	13	59	2b2
Nature Unlimited Inc DbA Amrita Aromatherapy	Jefferson	Fairfield	\$11,701.00	9/27/2000	2	2	2a
American Bottling Co	Wapello	Ottumwa	\$21,624.00	10/3/2000	14	15	2b1
Tenco Industries Inc	Wapello	Ottumwa	\$2,038.00	10/27/2000	3	5	2b2
Whitaker Foods	Blackhawk	Waterloo	\$3,053.00	10/27/2000	4	4	2a
Schmitz Custom Wood Products #2	Appanoose	Centerville	\$7,659.00	11/9/2000	2	2	2a
Spring Valley Mfg Inc	Mahaska	New Sharon	\$7,659.00	11/15/2000	1	6	2b
Concept Flooring Group Inc	Jefferson	Fairfield	\$21,530.00	11/29/2000	60	80	2b
Heatland Lysine Inc	Monroe	Eddyville	\$7,957.00	12/8/2000	55	232	2b
Nature Unlimited Inc DbA Amrita Aromatherapy	Jefferson	Fairfield	\$18,254.00	1/3/2001	13	13	2a
Wells Mfg Corp	Appanoose	Centerville	\$16,906.00	1/12/2001	24	26	2b
Ajinomoto Heartland Inc	Monroe	Eddyville	\$4,047.00	1/23/2001	2	2	2a2
Neely Mfg Co Inc	Wayne	Corydon	\$25,000.00	2/7/2001	10	14	2b
Curwood Inc	Appanoose	Centerville	\$23,030.00	2/8/2001	30	32	2b2
Shivvers Manufacturing Inc	Wayne	Corydon	\$14,421.00	2/8/2001	8	12	2b
Rubbermaid Home Products	Appanoose	Centerville	\$17,375.00	2/8/2001	61	85	2b
Harper Brush Works	Jefferson	Fairfield	\$25,000.00	3/20/2001	8	8	2a
Midwest Services Inc	Mahaska	Eddyville	\$12,032.00	3/22/2001	11		3b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Soil Technologies Corp	Jefferson	Fairfield	\$15,157.00	4/4/2001	5		1a
Country Supply Inc	Wapello	Ottumwa	\$1,821.00	4/10/2001	12	12	2a
Johnson Machine Works	Lucas	Chariton	\$24,236.00	4/17/2001	20	21	2b
Johnson Machine Works Ii	Lucas	Chariton	\$12,100.00	4/19/2001	10	10	2a2
Al Jon Inc	Wapello	Ottumwa	\$14,892.00	5/2/2001	90	90	2a
Musco Sports Lighting	Mahaska	Oskaloosa	\$9,703.00	5/9/2001	10	14	2b
Iowa Steel & Wire	Appanoose	Centerville	\$5,783.00	5/9/2001	20	20	2a
Concept Flooring Group Inc	Jefferson	Fairfield	\$10,638.00	5/9/2001	24	24	2a
Al Jon Inc	Wapello	Ottumwa	\$16,388.00	5/9/2001	32	32	2a2
Ajinomoto Heartland Inc	Monroe	Eddyville	\$14,012.00	5/9/2001	55	55	2a
Ajinomoto Heartland Inc	Monroe	Eddyville	\$7,898.00	10/9/2001	60	76	2b
Ajinomoto Heartland Inc	Monroe	Eddyville	\$1,466.00	1/28/2002	5	5	2a
World Food Processing	Mahaska	Oskaloosa	\$6,262.00	1/28/2002	5	7	2b
Ajinomoto Usa Inc	Monroe	Eddyville	\$2,600.00	3/5/2002	20	22	2b
Fairfield Aluminum Castings Co	Jefferson	Fairfield	\$13,767.00	4/2/2002	7	7	2a
Spring Valley Mfg Inc	Mahaska	New Sharon	\$15,000.00	4/2/2002	5	5	2a
Performance Pipe Division Of Chevron Phillips Chemi	Davis	Bloomfield	\$18,889.00	4/16/2002	105	122	2b
The Dexter Company	Jefferson	Fairfield	\$18,113.00	4/30/2002	20		1b
John Deere Ottumwa Works	Wapello	Ottumwa	\$14,576.00	5/7/2002	40		1b
Rubbermaid Home Products	Appanoose	Centerville	\$9,837.00	5/7/2002	15	20	2b
The Dexter Company	Jefferson	Fairfield	\$12,420.00	5/9/2002	20	27	2b
Natural Health Technologies	Jefferson	Fairfield	\$7,625.00	5/9/2002	5	5	2a
Bovard Studio Inc	Jefferson	Fairfield	\$17,595.00	5/11/2002	20		1b
Al Jon Inc	Wapello	Ottumwa	\$8,467.00	5/22/2002	6		1b
Nzmp (Usa) Inc	Wayne	Allerton	\$10,010.00	5/22/2002	20	51	2b
Curwood Inc	Appanoose	Centerville	\$6,045.00	7/29/2002	10	10	2a
Gary Junkins, Corp.	Mahaska	Oskaloosa	\$2,769.00	10/11/2002	4		3b
Cargill, Inc.	Monroe	Eddyville	\$11,733.00	10/11/2002	20	25	2b
Kness Manufacturing Company, Inc.	Monroe	Albia	\$11,846.00	10/31/2002	35		1a
Astoria Industries Of Iowa, Inc.	Lucas	Chariton	\$1,787.00	11/15/2002	6	7	2b
Tenco Industries, Inc.	Wapello	Ottumwa	\$1,583.00	11/15/2002	40	62	2b
Bender Foundry Service, Inc.	Keokuk	Sigourney	\$9,010.00	12/5/2002	40	49	2b
Curwood, Inc.	Appanoose	Centerville	\$940.00	12/6/2002	1	1	2a
Vittetoe, Inc	Keokuk	Keota	\$4,997.00	1/2/2003	18	18	2a
The Hawkeye Trader	Davis	Pulaski	\$3,681.00	1/30/2003	4	5	2b
Osenbaugh Grass Seeds	Lucas	Lucas	\$4,515.00	2/6/2003	3	3	2a
Oskaloosa Manufacturing Company	Mahaska	Oskaloosa	\$20,757.00	2/24/2003	23		1b
Nzmp (Usa) Inc.	Wayne	Allerton	\$3,450.00	3/3/2003	9	9	2a
Oskaloosa Manufacturing Company	Mahaska	Oskaloosa	\$8,126.00	3/4/2003	23		1b
Centerville Machining Inc.	Appanoose	Centerville	\$4,945.00	3/18/2003	4	15	2b
Nature Unlimited Inc. DbA Amrita Aromatherapy	Jefferson	Fairfield	\$8,844.00	3/31/2003	7	7	2a
Shivvers Manufacturing	Wayne	Corydon	\$3,450.00	4/1/2003	9	12	2b
Modern Muzzle Loading Inc.	Appanoose	Centerville	\$10,359.00	4/1/2003	10	10	2a
Maharishi Global Construction	Jefferson	Fairfield	\$9,328.00	4/1/2003	4	4	2a
Dejong Manufacturing Inc.	Monroe	New Sharon	\$15,215.00	4/21/2003	35		1a
Unicco Service Company	Monroe	Eddyville	\$24,940.00	4/21/2003	26	26	2a
Astoria Industries Of Iowa Inc.	Lucas	Chariton	\$2,875.00	4/22/2003	4	2	2c2
Full Partner	Iowa	Fairfield	\$3,617.00	4/22/2003	2		3b

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Hawkeye Molding Engineers Inc.	Monroe	Albia	\$4,975.00	4/22/2003	7		1a
Johnson Machine Works, Inc.	Lucas	Chariton	\$13,664.00	4/22/2003	9	9	2a
Aym, Inc.	Monroe	Albia	\$4,999.00	4/28/2003	90	91	2b
World Food Processing	Mahaska	Oskaloosa	\$4,999.00	4/28/2003	3	5	2b
Southern Iowa Mechanical	Mahaska	Eddyville	\$4,975.00	4/30/2003	15	19	2b
Natural Health Technologies	Jefferson	Fairfield	\$11,220.00	5/2/2003	4	4	2a
The Hawkeye Trader #2	Davis	Pulaski	\$4,946.00	5/2/2003	4		1a
Centerville Machining Inc.	Appanoose	Centerville	\$4,945.00	8/4/2003	5	15	2b
Tenco Industries, Inc.	Wapello	Ottumwa	\$2,156.00	11/6/2003	40	42	2b
Unicco Service Company	Monroe	Eddyville	\$4,600.00	11/6/2003	10		1a
Riverside Plastics, Inc.	Van Buren	Bonaparte	\$5,644.00	12/2/2003	2	2	2a
Curwood, Inc.	Appanoose	Centerville	\$9,690.00	12/2/2003	12	14	2b
Nzmp (Usa)	Wayne	Allerton	\$16,040.00	12/30/2003	20		1b
Centerville Machining, Inc.	Appanoose	Centerville	\$4,127.00	1/2/2004	4		1b
Maharishi Global Construction, Llc	Jefferson	Fairfield	\$11,390.00	2/18/2004	5		1b
Ajinomoto Food Ingredients Llc	Monroe	Eddyville	\$9,084.00	3/5/2004	15		1a
Harper Brush Works	Jefferson	Fairfield	\$5,635.00	4/6/2004	1	1	2a
Natural Health Technologies, Inc.	Jefferson	Fairfield	\$5,580.00	4/7/2004	4		1b
The Hawkeye Trader #3	Davis	Pulaski	\$4,966.00	4/7/2004	5		1b
John Deere Ottumwa Works Ii	Wapello	Ottumwa	\$13,600.00	4/9/2004	50		1b
John Deere Ottumwa Works	Wapello	Ottumwa	\$21,250.00	4/9/2004	100		1b
The Hawkeye Trader #4	Davis	Pulaski	\$4,322.00	5/4/2004	5		1b
The Dexter Company	Jefferson	Fairfield	\$16,399.00	5/4/2004	20		1b
Centerville Machining, Inc.	Appanoose	Centerville	\$4,127.00	5/4/2004	6		1b
Unicco Service Company	Monroe	Eddyville	\$8,050.00	5/11/2004	10		1b
Nature Unlimited Inc. DbA Amrita Aromatherapy	Jefferson	Fairfield	\$9,749.00	5/11/2004	6		1b
Curwood, Inc.	Appanoose	Centerville	\$24,955.00	5/11/2004	35		1b
Total			\$1,214,742.00		2603	2553	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Indian Hills Community College			\$9,462.00	4/26/2000	0	0	2a
Schaus Vorhies Contracting Inc	Jefferson	Fairfield		4/26/2000	33	33	2a
Paintline Inc	Jefferson	Fairfield		4/26/2000	7	7	2a
Indian Hills Supervisory Training			\$38,966.00	4/28/2000			1a
Cunningham Inc	Mahaska	Oskaloosa		4/28/2000	6	6	2a
Clow Valve Co	Mahaska	Oskaloosa		4/28/2000	11		
Itw Paslode	Mahaska	Oskaloosa		4/28/2000	11		1a
Warwick Wood Products Inc	Mahaska	Oskaloosa		4/28/2000	5		1a
Oskaloosa Food Products Corp	Mahaska	Oskaloosa		4/28/2000	10	12	2b
Biovance Technologies Inc	Mahaska	Oskaloosa		4/28/2000	3	3	2a
Basic Skills Enhancement Training			\$4,744.00	4/26/2000			2a
Heartland Lysine	Monroe	Eddyville		4/26/2000	8	11	2b
Ajinomoto Usa Inc Iowa Plant	Monroe	Eddyville		4/26/2000	4	4	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Eddyville Supervisor Consortium			\$37,040.00	8/3/2000			2c2
Boitnott Enterprises	Wapello	Ottumwa		8/3/2000	6	7	2b
Ajinomoto Usa Inc	Monroe	Eddyville		8/3/2000	2	2	2a
Meisner Electric	Jasper	Newton		8/3/2000	18	18	2a
Midwest Services Inc	Monroe	Eddyville		8/3/2000	5	5	2a
Heartland Lysine Inc	Monroe	Eddyville		8/3/2000	9	11	2b
Westcon Industries	Mahaska	Oskaloosa		8/3/2000	1	1	2a
Fagen Inc	Wapello	Eddyville		8/3/2000	1	1	2a
Bud Heckart And Sons Inc	Iowa	Ottumwa		8/3/2000	1	1	2a
Hupp Electric Motors	Mahaska	Oskaloosa		8/3/2000	4	4	2a
Indian Hills Community College Consortium	Wapello	Ottumwa	\$7,405.00	8/31/2000			2b
Cargill Inc	Monroe	Eddyville		8/31/2000	5	13	2b
The American Bottling Co	Wapello	Ottumwa		8/31/2000	1	1	2a
IHCC ISO 9000 Training			\$17,871.00	11/29/2000			2b
Schaus Vorhies Contracting Inc	Jefferson	Fairfield		11/29/2000	20	32	2b
Raintline Inc	Jefferson	Fairfield		11/29/2000	4	17	2b
IHCC Microbiological Control Training			\$2,262.00	12/1/2000			2b
Heartland Lysine Inc	Monroe	Eddyville		12/1/2000	3	4	2b
Wacker Biochem Corporation	Monroe	Eddyville		12/1/2000	2	2	2a
Cargill, Inc	Monroe	Eddyville		12/1/2000	4	5	2b
IHCC Industry Specific Training Consortium			\$17,263.00	3/13/2001			2b
Winger Mechanical	Wapello	Ottumwa		3/13/2001	4	14	2b
Cargill Inc	Monroe	Eddyville		3/13/2001	20	16	2a
Hupp Electric Motors	Mahaska	Oskaloosa		3/13/2001	2	2	2a
IHCC Supervisory Training Consortium			\$18,216.00	4/4/2001			2a
Acco Chain & Lifting	Jefferson	Fairfield		4/4/2001	5	5	2a
J & B Plastics	Jefferson	Fairfield		4/4/2001	1	1	2a
Angel Gifts Inc	Jefferson	Fairfield		4/4/2001	4	4	2a
IHCC Industry Specific Training Consortium			\$2,463.00	4/4/2001			2a
Ajinomoto Heartland Inc	Monroe	Eddyville		4/4/2001	5	5	2a
Cargill Inc	Monroe	Eddyville		4/4/2001	2	2	2a
IHCC Lean Mfg Training Consortium			\$3,511.00	4/26/2001			2a
Harper Brush Works Inc	Jefferson	Fairfield		4/26/2001	3	3	2a
Tenco Industries	Wapello	Ottumwa		4/26/2001	2	2	2a
Musco Lighting Llc	Mahaska	Oskaloosa		4/26/2001	3	3	2a
Paslode	Mahaska	Oskaloosa		4/26/2001	7	7	2a
IHCC Industry Specific Wastewater Treatment Train			\$8,389.00	3/15/2001			2b
Ajinomoto Heartland Inc	Monroe	Eddyville		3/15/2001	1	2	2b
Cargill Inc	Monroe	Eddyville		3/15/2001	5	17	2b
Ajinomoto Usa Inc	Monroe	Eddyville		3/15/2001	1	1	2a
IHCC Maintenance Personnel Training			\$13,330.00	10/23/2001			2b
Cargill Inc	Monroe	Eddyville		10/23/2001	6	10	2b
Allied Services Group Inc	Monroe	Eddyville		10/23/2001	14	14	2a
IHCC Lean Mfg Consortium			\$1,872.00	12/10/2001			2a
Al Jon Inc	Wapello	2nd Avenue		12/10/2001	4	4	2a
Hawkeye Molding Engineers Inc	Monroe	Albia		12/10/2001	4	4	2a
IHCC Lean Mfg Training Consortium			\$2,341.00	3/5/2002			2b
Schaus Voorhies Contracting Inc	Jefferson	Fairfield		3/5/2002	2	2	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Tenco Industries	Wapello	Ottumwa		3/5/2002	1	2	2b
Iowa Aluminum Inc	Monroe	Albia		3/5/2002	1	1	2a
Performance Pipe Division Of Chevron Phillips Chem	Davis	Bloomfield		3/5/2002	6	6	2a
IHCC Maintenance Personnel Industry Specific Conso			\$13,397.00	4/18/2002			2b
Foodliner Inc	Mahaska	Eddyville		4/18/2002	3	3	2a
Cargill Inc	Monroe	Eddyville		4/18/2002	25	36	2b
Canac	Monroe	Eddyville		4/18/2002	2	2	2a
IHCC Lean Manufacturing Training			\$2,503.00	7/29/2002			2b
Johnson Machine Works	Lucas	Chariton		7/29/2002	4	4	2a
Kness Manufacturing Company Inc	Monroe	Albia		7/29/2002	4	10	2b
IHCC Welding Consortium			\$17,710.00	11/3/2002			2a
Al-Jon, Inc.	Wapello	Ottumwa		11/3/2002	2	2	2a
John Deere Ottumwa Works	Wapello	Ottumwa		11/3/2002	2	2	2a
Johnson Machine Works	Lucas	Chariton		11/3/2002	2	2	2a
Unicco Service Company	Monroe	Eddyville		11/3/2002	1	1	2a
IHCC Lean Mfg. Training Consortium			\$1,581.00	4/1/2003			2a
Armadillo Shields, Inc.	Wayne	Corydon		4/1/2003	1	1	2a
Barker Company Ltd.	Appanoose	Centerville		4/1/2003	2	2	2a
Nzmp (Usa) Inc.	Wayne	Allerton		4/1/2003	2	2	2a
IHCC Emerson Process Control Consortium			\$22,440.00	12/15/2003			2a
Cargill, Inc.	Monroe	Eddyville		12/15/2003	6	6	2a
Ajinomoto Heartland Llc	Monroe	Eddyville		12/15/2003	3	3	2a
IHCC Technology Training Consortium			\$10,867.00	3/30/2004			2b
Ajinomoto Heartland, Llc	Monroe	Eddyville		3/30/2004	1	1	2b
Cargill, Inc.	Monroe	Eddyville		3/30/2004	6	7	2b
IHCC Universal Enhancement Consortium			\$4,850.00	5/12/2004			1a
Tenco Industries, Inc	Wapello	Ottumwa		5/12/2004	85		1a
First Resources	Wapello	Ottumwa		5/12/2004	65		1a
Total			\$258,483.00		503	411	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Indian Hills Community College



Rubbermaid Uses 260E funds for New Hire Training

Rubbermaid Home Products in Centerville, Iowa recently utilized a portion of their 260E Training Grant funds to implement a new associate training program. The facility recognized a need for basic production skills training before a new associate begins working in a full-fledged production position. Historically, new hires were trained from the first day of

employment by another associate in the production environment, which can be noisy and very fast-paced. Communicating a general overview of the company's products and processes, as well as information of basic job skills, was very difficult in this kind of environment.

Utilizing the ideas and suggestions from a focus group consisting of production associates, an Introductory Production (IP) Training program was established. Indian Hills Community College provided the expertise of Rob Hensley to turn ideas from the factory floor into reality. The result was a one-day training session that every group of new hires will attend after their initial Employee Orientation and before they report to their assigned shift. Production associates were selected to conduct the training, since they are the experts in performing the job.

The first IP training session was conducted on July 30, and Rubbermaid is already seeing effects on employee retention and morale, and anticipates improvements in quality and safety. Giving new associates time and attention in a learning conducive environment is a key factor in raising their comfort and knowledge level in their new job.

Future plans for Rubbermaid's 260E Training Grant funds include training for skilled, Technical associates. As with the IP Training, current associates will be involved in the needs analysis that will most likely result in utilizing IHCC training resources. Human resources manager, Barb Hunt, states, "In order for our plant to remain the choice global supplier for products we manufacture, it is critical that we recruit and retain a skilled workforce capable of adapting to our ever changing business needs. Without the 260E grant, we would not have the resources to effectively provide needed training".

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
IHCC	Principal Life Insurance Company	Wapello	Ottumwa	\$325,000.00	10/27/1999	35	33
	Barker Company Limited	Keosauqua	Keosauqua	\$1,735,000.00	11/16/1999	276	251
	Excel Corporation Db a Excel Specialty Products	Wapello	Ottumwa	\$1,600,000.00	11/29/1999	425	425
	C & C Machining Inc	Appanoose	Centerville	\$410,000.00	4/30/2001	75	36
	Iowa Turkey Growers Cooperative Db a Sigourney Foods	Keokuk	Sigourney	\$400,000.00	6/7/2001	152	152
	Heartland Handcrafted Homes Inc	Keokuk	Sigourney	\$400,000.00	6/7/2001	75	75
	American Republic Insurance Company	Lucus	Chariton	\$330,000.00	6/7/2001	75	62
	Stratford Homes Lp	Lucus	Chariton	\$140,000.00	6/7/2001	48	48
	Soy Protien Technologies	Mahaska	Oskaloosa	\$280,000.00	6/7/2001	39	22
	Iowa Aluminum Inc	Monroe	Albia	\$65,000.00	6/7/2001	21	16
	Fairfield Aluminum Casting Co	Jefferson	Fairfield	\$205,000.00	2/5/2002	35	35
	Creative Edge Master Shop Inc	Jefferson	Fairfield	\$85,000.00	2/5/2002	11	11
	Heartland Lysine Inc	Monroe	Eddyville	\$100,000.00	2/5/2002	15	15
	Excel Corporation Nka Mbpxl Corporation Db a Excel Spec Prod	Wapello	Ottumwa	\$2,250,000.00	2/5/2002	397	437
	Astoria Industries Of Iowa, Inc.	Lucas	Chariton	\$50,000.00	3/16/2003	20	20
	Douds Stone, (Inc.	Wapello	Ottumwa	\$215,000.00	4/15/2003	28	28
	Rainbow Services, Llc	Wapello	Ottumwa	\$55,000.00	4/15/2003	13	28
	Rubbermaid Commercial Products	Appanoose	Centerville	\$560,000.00	4/17/2003	98	98
	John Deere	Wapello	Ottumwa	\$320,000.00	5/12/2004	51	0
	Ajinomoto Heartland, Llc	Monroe	Eddyville	\$105,000.00	5/15/2004	11	0
	Excel Corporation Nka Mbpxl Corporation Db a Excel Spec Prod	Wapello	Ottumwa	\$1,590,000.00	5/25/2004	257	0
	Stratford Homes Lp	Lucus	Chariton	\$125,000.00	6/17/2004	31	0
	Creative Edge Resilient Master Shop Inc	Jefferson	Fairfield	\$100,000.00	6/30/2004	20	20
Totals For 23 Contracts :				\$11,445,000.00		2,208	1,812

Area XVI
Southeastern Community College

Southeastern Community College, located in West Burlington Iowa serves the following counties:

Des Moines
Henry
Lee
Louisa

Chuck Betts
1500 West Agency Road
West Burlington, Iowa 52655
319.752.2731 ex 8168
cbetts@secc.cc.ia.us

260F Case Study Southeastern Iowa Community College



COBO International
West Burlington, Iowa

COBO was born in 1952 as a family company, to produce electric components for the industrial vehicle industry. In the sixties they started producing components for agricultural machines, beginning in this way the development and innovation process that, in 1975, brought the company to become a Ltd.

Since then they began to give concrete form to the basic idea: to produce a range of articles as comprehensive as possible, dedicated to the off-road vehicles industry. In order to achieve this target, we started the process of establishment, take-over and sharing of new companies, specialized in the production of a specific range of

products. In this way, COBO group is today able to provide customers with such an assortment of products that would be otherwise difficult to source in the specific market. This lets COBO bring about a penetration strategy on the global market, in order to become to be supplier of original equipment for every main manufacturer of industrial vehicles, agricultural machines, earth moving machines and lift trucks. Today COBO's products are present in more than 40 countries in the world.

COBO International is a new U.S. company, part of the Italian COBO Group, which has been formed to do business in the United States. COBO International parent companies have been doing export business in the United States providing electrical and mechanical components to heavy equipment manufacturers.

COBO International has been able to utilize the 260F training programs offered in partnership with Southeastern Community College on two different occasions.

Their first experience was with Conversational Italian. The main language spoken within the group is Italian. COBO International and its employee's experience daily contact with the Italian Language and Culture. The training created a better working environment with the owners. As most of us know communication is a key element to any successful company and a better understanding of what is expected by the parent company.

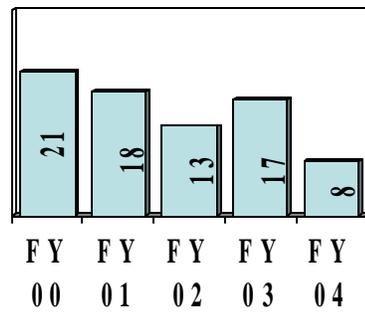
The Conversational Italian training program was a huge success. All employees at the time took part in the training and really enjoyed it. They were provided with an on site instructor and the training materials. "Although I cannot speak fluent Italian (as of yet) it has helped me in many ways with my daily contact with the parent company." Randy Stanbary, Operations Manager.

The second experience that COBO International has had with the 260F Iowa Jobs Training Program was with ISO 9001:2000 training. Many of our existing and potential customers are requiring their vendors to have ISO 9001 certification as a condition of doing business. We needed to achieve the ISO Certification as soon as possible. ISO certification is important not only to our vendors but to COBO International as well. ISO Certification will improve the quality of our production process and every employee will become aware and participate in the program.

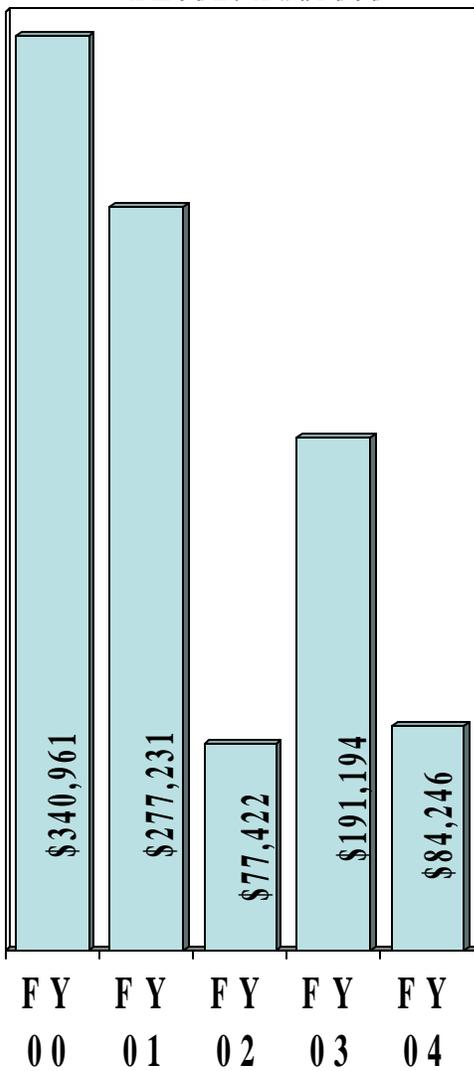
The ISO 9001:2000 training program was also a huge success. They have achieved their certification and we are now registered as an ISO 9001:2000 Certified Supplier. They are certain that without the training program we would still be working on our certification.

Iowa Jobs Training Program 260F Southeastern Community College

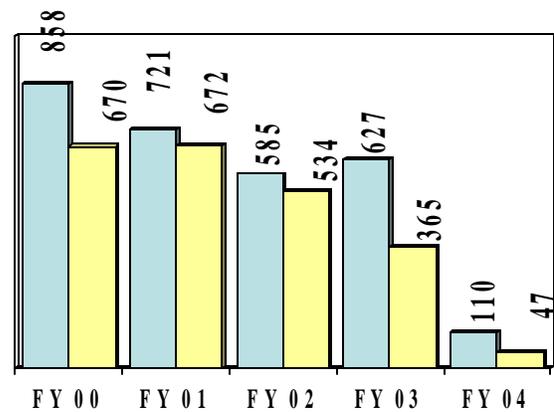
■ Projects Awarded



■ Amount Awarded



■ # to be Trained ■ # Completed



Iowa Jobs Training Program 260F Individual Business Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
E I Dupont De Nemours & Co	Lee	Fort Madison	\$25,000.00	7/27/1999	50		1b
The Dial Corporation	Lee	Fort Madison	\$25,000.00	8/10/1999	75	115	2b
River Basin Publications	Des Moines	Burlington	\$4,999.00	11/18/1999	1	1	2a
Alaniz & Sons Inc	Henry	Mt Pleasant	\$6,091.00	12/21/1999	120	120	2a
Wolf Packaging	Lee	Fort Madison	\$20,109.00	12/23/1999	75	75	2a
Industrial Tooling & Fabrication Inc	Lee	Fort Madison	\$13,526.00	1/26/2000	26	46	2b
Experian	Henry	Mt Pleasant	\$9,489.00	2/1/2000	48	48	2a
Colusa Elevator Company	Lee	Wever	\$11,869.00	2/1/2000	7	7	2a
Btr Sealing Systems	Lee	Keokuk	\$25,000.00	3/1/2000	45		1a
Tuthill Energy Systems	Des Moines	Burlington	\$21,229.00	3/10/2000	16	16	2a2
New London Dairy Llc	Henry	New London	\$13,307.00	4/13/2000	10		3b
Lamont Ltd	Des Moines	Burlington	\$17,266.00	4/13/2000	12	12	2a
Burlington Basket Co Inc	Des Moines	Burlington	\$25,000.00	4/13/2000	24	24	2a
S&J Tube Inc	Louisa	Wapello	\$1,822.00	4/17/2000	2	4	2b
Grimm Brothers Plastics Corp	Louisa	Wapello	\$25,000.00	4/17/2000	106	113	2b
Silgan Containers Manufacturing Corporation	Lee	Fort Madison	\$25,000.00	4/20/2000	120		1a
Roquette America Inc	Lee	Keokuk	\$25,000.00	5/2/2000	8	10	2b
Case Corporation	Des Moines	Burlington	\$13,603.00	5/2/2000	60	60	2a
St Louis Gear Co Inc	Lee	Keokuk	\$22,132.00	5/2/2000	39		1a
Craftsman Press Inc	Des Moines	Burlington	\$5,548.00	5/3/2000	2	4	2b
Langenbach Wood Products	Lee	Fort Madison	\$4,971.00	5/5/2000	12	15	2b2
Roquette America Inc	Lee	Keokuk	\$19,268.00	8/25/2000	120	121	2b
Southeast Iowa Aluminum Foundry	Lee	Keokuk	\$894.00	9/7/2000	1	1	2a2
Northwestern Plastics Ltd Db a Industrial Services	Des Moines	Burlington	\$25,000.00	9/13/2000	13	19	2b
Brinck Lumber Inc	Des Moines	Burlington	\$703.00	9/13/2000	6	6	2a
Btr Sealing Systems	Lee	Keokuk	\$22,556.00	9/27/2000	25	28	2b
General Electric Company Switchgear Operation	Des Moines	West Burlington	\$7,221.00	9/27/2000	31	35	2b
Ceco Building Systems	Henry	Mt Pleasant	\$23,531.00	10/24/2000	40	40	2a
Mississippi Blending Co	Lee	Keokuk	\$15,805.00	10/26/2000	10	10	2a
Flint Cliffs Manufacturing	Des Moines	Burlington	\$17,268.00	12/1/2000	6	6	2a
Federal Mogul Ignition Company	Des Moines	Burlington	\$25,000.00	12/7/2000	193	193	2a
Wappello Fabricators Company	Louisa	Wapello	\$4,917.00	12/7/2000	3	3	2a
Case Corporation	Des Moines	Burlington	\$9,157.00	2/15/2001	25	44	2b
Langenbach Wood Products	Lee	Fort Madison	\$7,024.00	2/21/2001	24	24	2a
Burrows Paper Corporation	Lee	Fort Madison	\$10,273.00	3/22/2001	10	10	2a
Grimm Brothers Plastics Corporation	Louisa	Wapello	\$25,000.00	4/27/2001	96	96	2a
Tuthill Energy Systems	Des Moines	Burlington	\$25,000.00	5/8/2001	21	36	2b
Ei Dupont De Numours & Co	Lee	Fort Madison	\$25,000.00	5/8/2001	57		1b
St Louis Gear Company Inc	Lee	Keokuk	\$13,614.00	5/9/2001	40		3a
Nypro Iowa Inc	Henry	Mt Pleasant	\$5,877.00	9/27/2001	8		3b1
Box Usa	Lee	Fort Madison	\$5,877.00	9/27/2001	5	12	2b
Northwestern Plastics Ltd Db a Industrial Services	Des Moines	Burlington	\$5,877.00	9/27/2001	59	59	2a
Brinck Lumber Inc	Des Moines	Burlington	\$4,999.00	9/27/2001	5	6	2b
Ge Switchgear Operations	Des Moines	West Burlington	\$5,877.00	11/6/2001	14	14	2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Roquette America Inc	Lee	Keokuk	\$5,732.00	12/10/2001	90	90	2a
The Dial Corporation	Lee	Fort Madison	\$5,853.00	1/7/2002	125	125	2a
Gregory Manufacturing Co Inc	Lee	Fort Madison	\$5,877.00	2/5/2002	51		1a
Andrew Corporation	Des Moines	Burlington	\$5,022.00	3/5/2002	15	15	2a
Griffin Wheel Company	Lee	Keokuk	\$3,679.00	3/5/2002	190	190	2a
Vista Bakery Inc	Des Moines	Burlington	\$5,560.00	5/7/2002	8	8	2a
Federal Mogul Ignition Company	Des Moines	Burlington	\$6,172.00	5/7/2002	7	7	2a
Box Usa	Lee	Fort Madison	\$11,020.00	5/11/2002	8	8	2a
Lamont Ltd	Des Moines	Burlington	\$9,777.00	8/1/2002	60	60	2a
Ceco Building Systems	Henry	Mt. Pleasant	\$19,378.00	10/23/2002	40		3a
Griffin Wheel Company	Lee	Keokuk	\$25,000.00	11/18/2002	20		1a
Alaniz, LLC	Henry	Mount Pleasant	\$4,457.00	12/6/2002	1	1	2a
The Waters Edge Co. Inc.	Des Moines	Burlington	\$4,932.00	2/6/2003	1		1a
Industrial Tooling & Fabrication	Lee	Ft. Madison	\$7,601.00	3/18/2003	20	57	2b
Griffin Wheel Company	Lee	Keokuk	\$17,127.00	3/18/2003	200	200	2a
Hawkeye Concrete Products Company	Des Moines	Mediapolis	\$7,002.00	4/22/2003	20	20	2a
The Hawkeye	Des Moines	Burlington	\$3,523.00	4/28/2003	63		1a
Burrows Paper Corporation	Lee	Ft. Madison	\$4,999.00	4/28/2003	75		1b
Metzeler Automotive Profile Systems	Lee	Keokuk	\$7,575.00	4/30/2003	7	8	2b
Alliant Energy	Des Moines	Burlington	\$4,937.00	5/2/2003	19	19	2a
Experian	Henry	Mt. Pleasant	\$14,445.00	5/5/2003	24		1a
Grimm Brothers Plastics Corp.	Louisa	Wapello	\$25,000.00	5/7/2003	50		1b
Lomont Molding, Inc.	Henry	Mt. Pleasant	\$7,531.00	5/8/2003	3		1a
Box USA	Lee	Fort Madison	\$12,655.00	6/5/2003	12		1b
Box USA	Lee	Fort Madison	\$15,255.00	6/5/2003	12		1b
Hawkeye Concrete Products Company	Des Moines	Mediapolis	\$11,448.00	9/17/2003	12	15	2b
Goodyear Tire & Rubber Co.	Henry	Mt. Pleasant	\$1,878.00	9/17/2003	15	15	2a
Cobo International	Des Moines	West Burlington	\$4,697.00	9/22/2003	5	11	2b
Industrial Tooling & Fabrication, Inc.	Lee	Ft. Madison	\$19,859.00	10/16/2003	6	6	2a
The Waters Edge Co., Inc.	Des Moines	Burlington	\$13,078.00	1/7/2004	8		1b
Cobo International	Des Moines	West Burlington	\$9,808.00	4/8/2004	7		1b
Industrial Tooling & Fabrication Inc.	Lee	Ft. Madison	\$19,374.00	5/5/2004	7		1b
Cnh America Llc	Des Moines	Burlington	\$4,104.00	5/13/2004	50		1b
Total			\$971,054.00		2901	2288	

Iowa Jobs Training Program 260F Community College Consortium Projects

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
SECC Safety Training		West Burlington	\$4,980.00	9/1/2000			2a
Tuthill Energy Sstem	Des Monies	Burlington		9/1/2000	10	10	2a
Raider Precast Concrete	Des Moines	West Burlington		9/1/2000	3	3	2a
SECC ESL Training Consortium	Des Moines	West Burlington	\$10,185.00	8/31/2000			2a
Heatilator	Henry	Mt Pleasant		8/31/2000	3	2	2a
Experian	Henry	Mt Pleasant		8/31/2000	20	20	2a
SECC Safety Training Consortium			\$3,997.00	3/5/2002			2a

Business	County	Town	Amount Awarded	Approval Date	# To Be Trained	Actual Trained	Coding Status
Borghi Usa Inc	Des Moines	West Burlington		3/5/2002	5	5	2a
Vista Bakery Inc	Des Moines	Burlington		3/5/2002	2	3	2a
Raider Precast Concrete	Des Moines	West Burlington		3/5/2002	3	2	2a
Griffin Wheel Company	Lee	Keokuk		3/5/2002	8	8	2a
SECC Safety Training Consortium			\$4,932.00	1/23/2003			2b
Vista Bakery, Inc.	Des Moines	Burlington		1/23/2003	7	8	2b
Raider Precast Concrete	Des Moines	West Burlington		1/23/2003	1	1	2b
SECC Iso Certification Consortium			\$13,565.00	2/6/2003			2a
Borghi Usa, Inc.	Des Moines	Burlington		2/6/2003	4	4	2a
Csi Industries	Des Moines	Burlington		2/6/2003	4	4	2a
SECC Train The Trainer Consortium			\$9,424.00	6/12/2003			1a
Griffin Wheel Company	Lee	Keokuk		6/12/2003	11		1a
Metso Minerals Industries, Inc.	Lee	Keokuk		6/12/2003	1	1	2a
Roquette America Inc.	Lee	Keokuk		6/12/2003	15	15	2a
SECC Security Consortium Training			\$3,875.00	12/1/2003			2a
Vista Bakery	Des Moines	Burlington		12/1/2003	2	2	2a
Tuthill Energy Systems	Des Moines	Burlington		12/1/2003	2	2	2a
SECC Safety Training Consortium			\$4,932.00	3/10/2004			1a
Vista Bakery, Inc.	Des Moines	Burlington		3/10/2004	7	7	2a
General Electric Company	Des Moines	West Burlington		3/10/2004	8		1a
Total			\$55,890.00		116	97	

A description of the “coding status” column is as follows:

- 1 - Active projects
 - a - Completed awaiting final reports
 - b - Ongoing training
- 2- Completed projects
 - a - Obligated number trained
 - b - Additional numbers trained
 - c - Completed unutilized funds
 - # - unutilized funds to be returned
 - * - monies have been returned
- 3 - Withdrawn/Cancelled projects
 - a - Monies not drawn
 - b - Monies drawn have been returned
 - c – Monies drawn to be returned
- 4 - Default training completed
 - Not enough students trained funds yet to be returned

260E Case Study Southeastern Community College



Mt. Pleasant Foods
Mt. Pleasant Iowa

Iowa Turkey Growers Cooperative dba Mount Pleasant Foods expanded its high quality food processing operations in Mt. Pleasant April of 2003. The new operation is the first of its kinds in the U.S. with State-of-the-art equipment and modern advancements in food processing. The plant is designed to minimize any possible chance of contamination. The totally automated plant will provide “leading edge” food safety capabilities and used exclusively for the slicing of further processed turkey, beef, pork, chicken products.

The \$7 million facility will process 20 million pounds of meat annually. They will employ 203 people in the initial start-up phase. At full capacity the plant will operate 14 production lines and employ over 250. West Liberty Foods employs over 1,300 people at existing facilities in West Liberty and Sigourney, Iowa. The company is a value-added cooperative and a major meat supplier to the food industry, serving as a primary co-manufacturer for nationally branded companies. West Liberty Foods has nearly 50 turkey grower-member-owners located throughout Iowa.

Being a new facility the training needs of the plant were phenomenal. Everyone in the plant went thru a food safety training course before beginning employment. Maintenance staff was challenged with repairing and servicing equipment they had never seen before. There were young supervisors that had never led a team before. The Industrial New Jobs Training program provided them with the ability to provide the necessary training wherever it was needed. It relieved the burden of having to choose which programs they were able to afford, and which ones they would have to try to live without until they could be afforded. The maintenance staff received expert on-the-job training from the manufacturer of the equipment. The operators were given hands-on training from field trainers to make sure they understood how to run the equipment. Being able to provide the training to our new employees made a tremendous difference. “I am certain that we had fewer accidents, injuries, and breakdowns of expensive equipment due to the training” Sue Frisbie, Corporate Trainer.

Productivity increased immediately to numbers that weren’t expected to hit for months. Proper training allowed this company to start turning profits months in advance of what was expected. Southeastern Community College Center for Business and Industry services was very helpful in helping our company get the best use of the program.

Industrial New Jobs Training Program 260E Projects

College	Business	County	Town	Amount Of Award	Approval Date	Planned # Of New Jobs	Highest # Of New Jobs
Secc	Raider Precast Concrete	Des Moines	W Burlington	\$130,000.00	9/8/1999	49	49
	Sheaffer Pen Corp	Lee	Ft Madison	\$2,040,000.00	9/8/1999	386	354
	Federal Mogul Corporation	Des Moines	Burlington	\$295,000.00	5/30/2000	43	43
	Raider Precast Concrete Inc	Des Moines	West Burlington	\$185,000.00	5/30/2000	81	81
	New London Dairy Llc	Henry	New London	\$60,000.00	5/30/2000	23	28
	Industrial Tooling And Fabrication Inc	Lee	Ft Madison	\$80,000.00	5/30/2000	40	52
	Silgan Containers Corp	Lee	Ft Madison	\$55,000.00	5/30/2000	20	4
	Borghi Usa Inc Oil Hydraulic Conduits	Des Moines	West Burlington	\$200,000.00	11/27/2001	53	45
	Borghi Usa Inc Oil Hydraulic Conduits	Des Moines	West Burlington	\$200,000.00	11/28/2001	53	0
	Foam Fabricators Inc	Lee	Ft Madison	\$95,000.00	11/28/2001	42	0
	Advanced Environmental Technology	Des Moines	Middletown	\$215,000.00	12/4/2001	32	0
	Foam Fabricators Inc	Lee	Ft Madison	\$95,000.00	12/4/2001	42	27
	Iowa Turkey Growers DbA Mount Pleasant Foods	Henry	Mt. Pleasant	\$660,000.00	4/16/2003	204	164
	Cobo International	Des Moines	West Burlington	\$180,000.00	4/20/2003	43	23
	Lomont Molding Inc.	Henry	Mt. Pleasant	\$95,000.00	5/19/2003	21	21
	Alfagomma America Inc.	Des Moines	Burlington	\$195,000.00	11/15/2003	60	34
	Riverside Paper Corporation	Henry	Mt Pleasant	\$350,000.00	11/15/2003	106	97
	Lomont Molding Inc.	Henry	Mt. Pleasant	\$95,000.00	11/15/2003	33	36
Totals For 18 Contracts :				\$5,225,000.00		1,331	1,058