

INTRODUCTION

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.

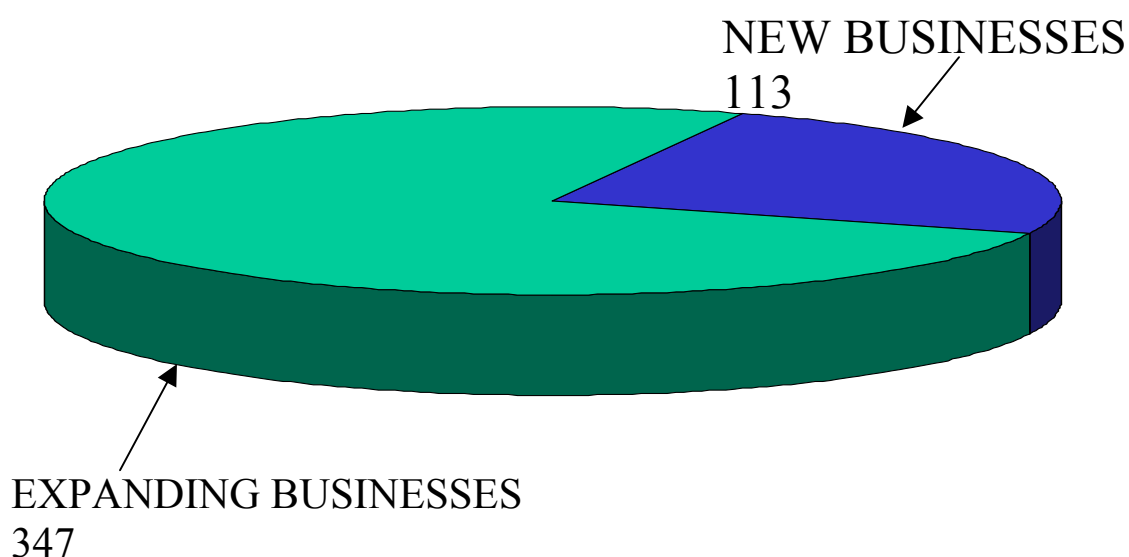
The dollar amount available for training through the program is dependent upon the training and development needs and projected tax revenue available to repay the certificates. Applications for this program must be made through the local community college.

A detailed listing of the Iowa New Jobs Training Program projects that have been funded since FY 98 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.

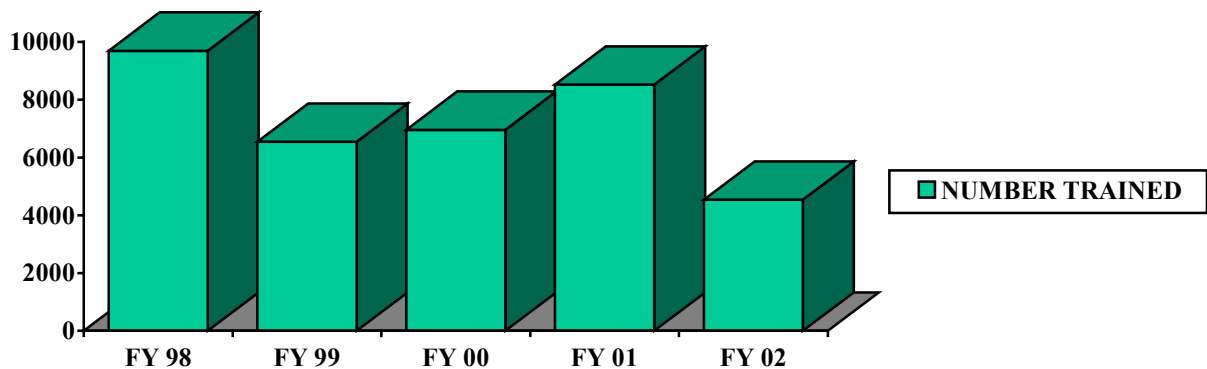
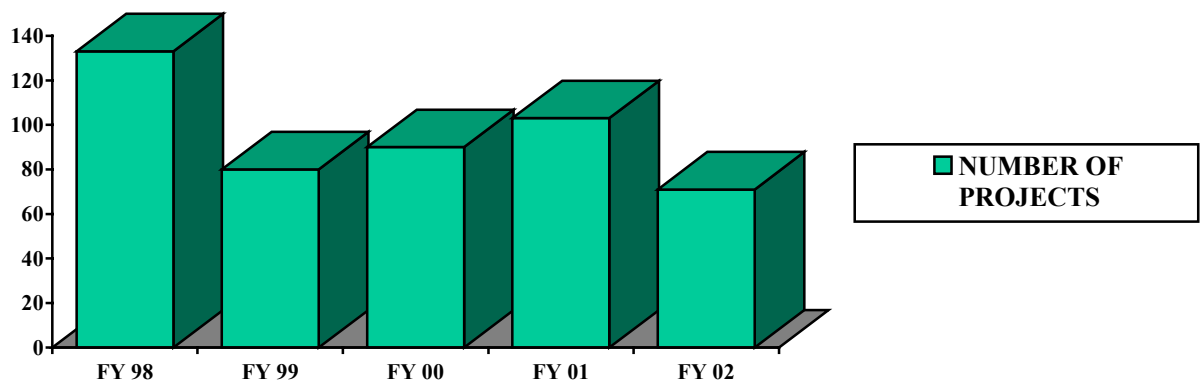
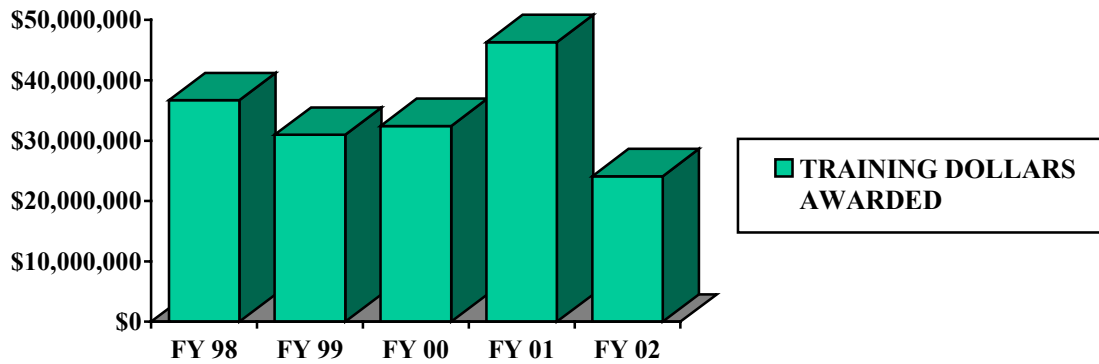
Iowa New Jobs Training Program 260E is designed to assist businesses which are beginning operations, as well as businesses which are expanding. The following chart compares the number of new and expanding businesses which have been assisted in the last five years.

New vs. Expanding Businesses



IOWA NEW JOBS TRAINING PROGRAM 260E

STATE WIDE AT A GLANCE



THE IOWA JOBS TRAINING PROGRAM (260F)

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.

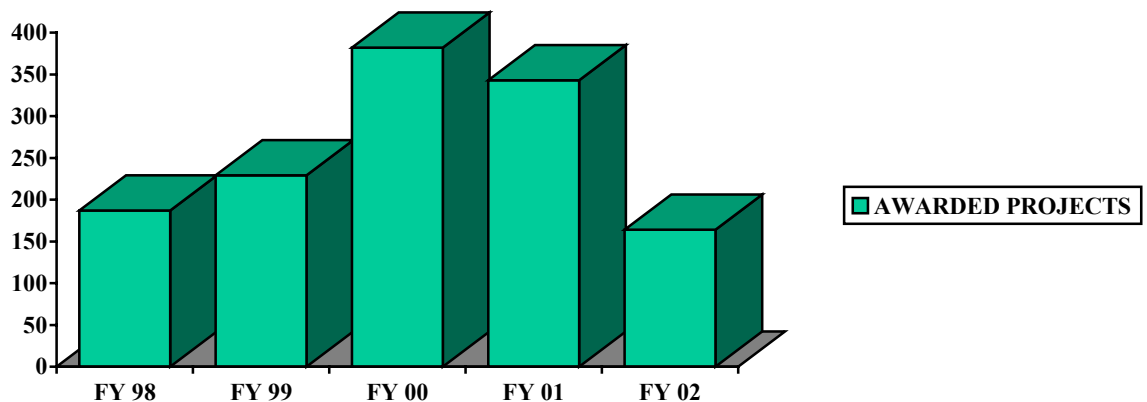
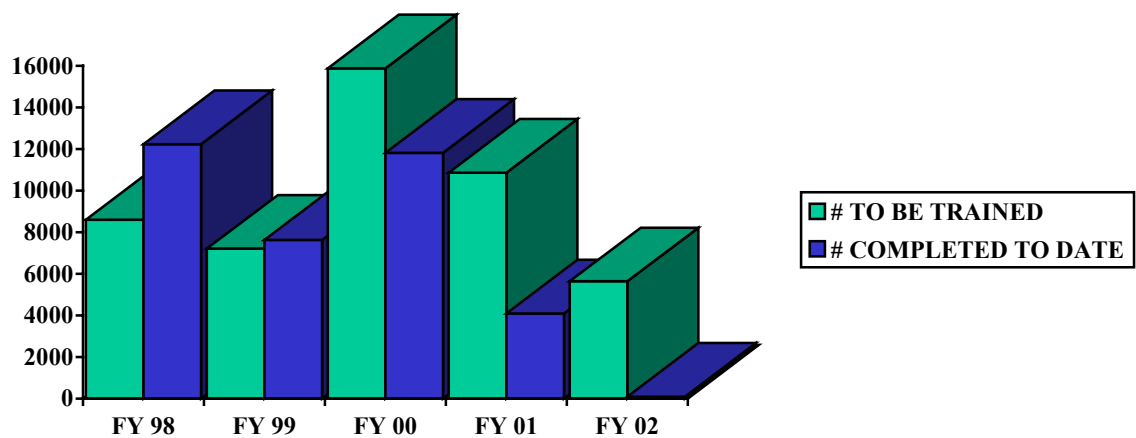
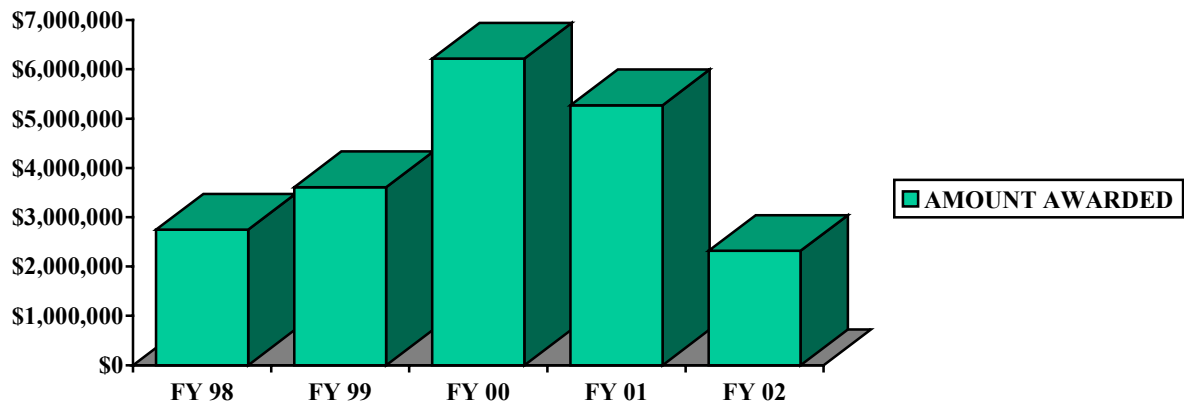
Individual business sites are eligible for maximum awards of \$25,000 per training project. A business site is eligible for a maximum of \$50,000 in program assistance during a three-year period. Training projects costing \$5,000 or more require a 25% cash match for the business. Training projects costing 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) STATEWIDE AT A GLANCE



Iowa Jobs Training Program 260F has been used for businesses which are located in large as well as small towns. 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	2	50,000.00	90	0
ADAMS	3	\$25,000.00	11	15
ALLAMAKEE	16	\$64,175.00	160	165
APPANOOSE	18	\$178,669.00	619	569
AUDUBON	2	\$29,999.00	18	3
BENTON	7	\$75,100.00	57	30
BLACK HAWK	88	\$962,080.00	1588	624
BOONE	10	\$184,998.00	291	175
BREMER	16	\$208,394.00	676	24
BUCHANAN	21	\$162,492.00	309	91
BUENA VISTA	14	\$203,146.00	287	272
BUTLER	3	\$70,000.00	130	177
CALHOUN	4	\$49,704.00	202	2
CARROLL	7	\$103,795.00	717	582
CASS	8	\$100,000.00	129	239
CEDAR	3	\$30,501.00	47	0
CERRO GORDO	55	\$519,394.00	1408	878
CHEROKEE	10	\$63,366.00	355	254
CHICKASAW	11	\$86,972.00	193	187
CLARKE	4	\$75,000.00	534	534
CLAY	19	\$307,336.00	813	856
CLAYTON	15	\$98,270.00	288	297
CLINTON	36	\$450,572.00	1181	600
CRAWFORD	8	\$78,823.00	242	68
DALLAS	14	\$327,588.00	375	119
DAVIS	6	\$23,967.00	187	76
DECATUR	3	\$0.00	0	0
DELAWARE	12	\$52,588.00	140	120
DES MOINES	35	\$296,575.00	724	569
DICKINSON	23	\$323,461.00	1434	1223
DOUGLAS	1	0	0	0
DUBUQUE	88	\$443,851.00	1246	1001
EMMET	10	\$180,500.00	181	203
FAYETTE	11	\$64,986.00	105	53
FLOYD	7	\$62,461.00	143	111
FRANKLIN	13	\$120,800.00	335	141
FREMONT	7	\$144,320.00	523	647
GREENE	1	\$14,231.00	50	
GRUNDY	10	\$181,967.00	325	239
GUTHRIE	5	\$73,447.00	65	32
HAMILTON	20	\$203,728.00	245	211
HANCOCK	27	\$247,262.00	1310	1464
HARDIN	41	\$361,157.00	973	536

COUNTY	# of Projects	Funding	To Be Trained	Trained
HARRISON	19	\$200,640.00	377	256
HENRY	15	\$160,211.00	833	871
HOWARD	10	\$68,806.00	232	316
HUMBOLDT	5	\$37,529.00	53	5
IDA	10	\$86,161.00	456	379
IOWA	18	\$90,486.00	429	262
JACKSON	21	\$129,688.00	260	167
JASPER	8	\$125,000.00	265	98
JEFFERSON	36	\$263,640.00	504	446
JOHNSON	42	\$399,115.00	1338	1898
JONES	9	\$104,997.00	263	291
KEOKUK	3	\$0.00	53	90
KOSSUTH	17	\$173,732.00	382	452
LEE	36	\$515,730.00	1882	674
LINN	186	\$2,207,855.00	6229	5162
LOUISA	9	\$81,687.00	248	216
LUCAS	8	\$56,903.00	79	20
LYON	9	\$80,822.00	208	112
MADISON	4	\$4,999.00	12	1
MAHASKA	36	\$166,233.00	626	517
MARION	11	\$184,998.00	610	261
MARSHALL	33	\$275,297.00	744	374
MITCHELL	6	\$50,000.00	239	33
MONONA	1	\$11,304.00	40	40
MONROE	49	\$216,531.00	661	784
MONTGOMERY	4	\$0.00	5	4
MUSCATINE	37	\$180,643.00	1178	659
O'BRIEN	14	\$88,069.00	303	259
OSCEOLA	5	\$20,925.00	43	29
PAGE	29	\$196,399.00	1036	962
PALO ALTO	8	\$124,309.00	147	118
PLYMOUTH	11	\$135,613.00	1198	64
POCAHONTAS	4	\$47,263.00	141	128
POLK	95	\$1,600,267.00	2172	987
POTTAWATTAMIE	30	\$286,553.00	924	795
POWESHIEK	27	\$313,569.00	1154	893
RINGOLD	2	\$0.00	5	8
SAC	4	\$62,758.00	30	13
SCOTT	77	\$854,759.00	2569	1042
SHELBY	10	\$160,699.00	540	515
SIOUX	48	\$342,773.00	1223	873
STORY	19	\$322,963.00	416	281
TAMA	4	\$43,539.00	54	51
TAYLOR	5	\$75,000.00	76	77
UNION	14	\$254,950.00	1234	1355
VAN BUREN	1	\$6,545.00	22	21
WAPELLO	39	\$224,809.00	498	288

COUNTY	# of Projects	Funding	To Be Trained	Trained
WARREN	1	0	0	0
WASHINGTON	16	\$142,789.00	414	410
WAYNE	10	\$101,765.00	204	209
WEBSTER	33	\$426,158.00	1233	614
WINNEBAGO	6	\$54,999.00	151	116
WINNESHEIK	14	\$212,684.00	222	122
WOODBURY	95	\$830,349.00	2920	2148
WORTH	10	\$59,998.00	269	245
WRIGHT	16	\$200,019.00	504	410

THE IOWA JOBS TRAINING PROGRAM (260F)

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

Sectors	Number of Projects	To be Trained	Completed training	Dollars Awarded
Manufacturing	1,379	42,924	30,093	\$15,107,009
Services	116	3,262	3,574	\$1,237,721
Finance & Insurance	36	2,058	1,990	\$352,904
Transportation	65	1,505	1,041	\$686,495
Wholesale	79	2,187	1113	\$943,009
Agriculture	18	150	159	\$168,854
Construction	103	1,256	907	\$348,491

COMMUNITY COLLEGE CONSORTIUM

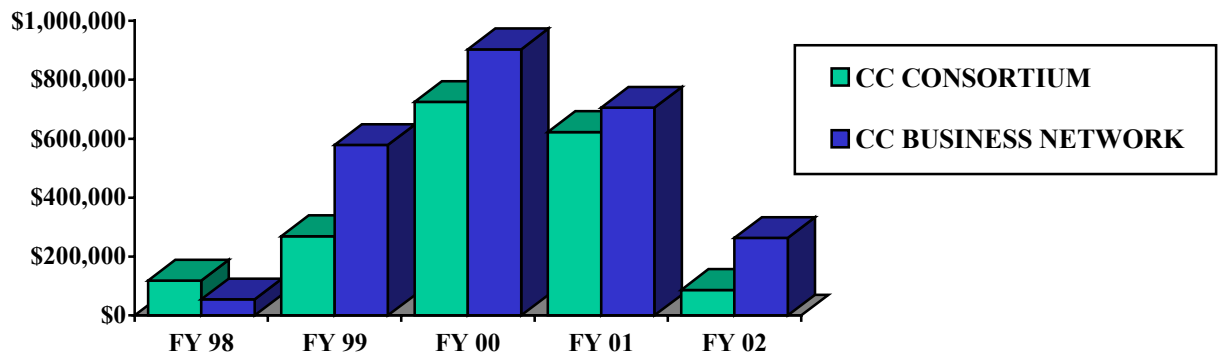
A business consortium consists of 2 or more businesses located in the same community college district which participate in the same training project. A consortium project is eligible for up to \$50,000 in program assistance. Same cash match as 260F applies. Participation in a consortium project does not count against a business' eligibility for individual training project assistance. Application for this program must be made through a local community college.

COMMUNITY COLLEGE BUSINESS NETWORK TRAINING

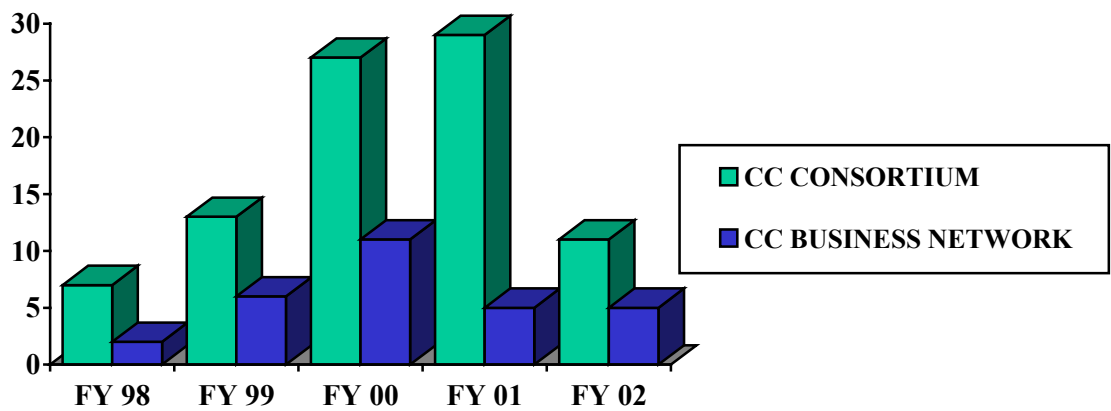
A community college business network training project consists of 5 or more businesses located in 2 or more community college districts with at least 2 community colleges sponsoring the training project. A community college business network training project is eligible for up to \$50,000 in program assistance 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.

COMMUNITY COLLEGE CONSORTIUM/BUSINESS NETWORK STATEWIDE AT A GLANCE

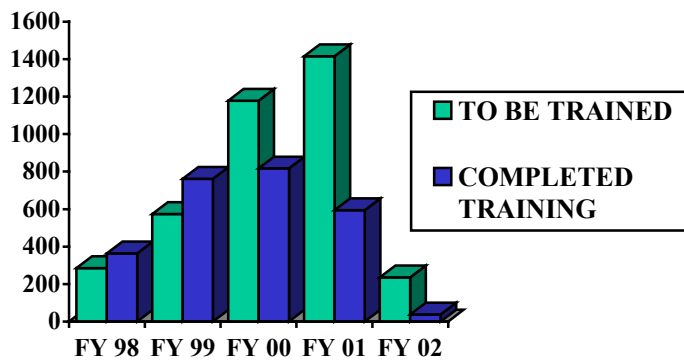
Project Award



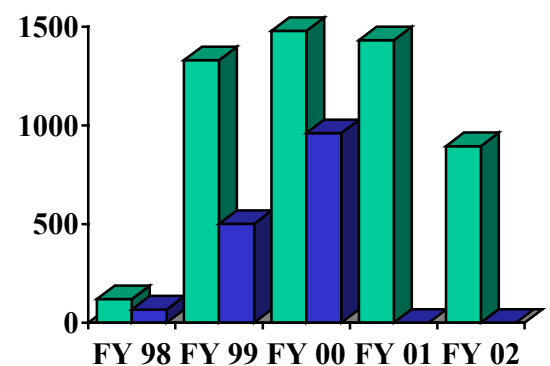
Projects Awarded



CC Consortium



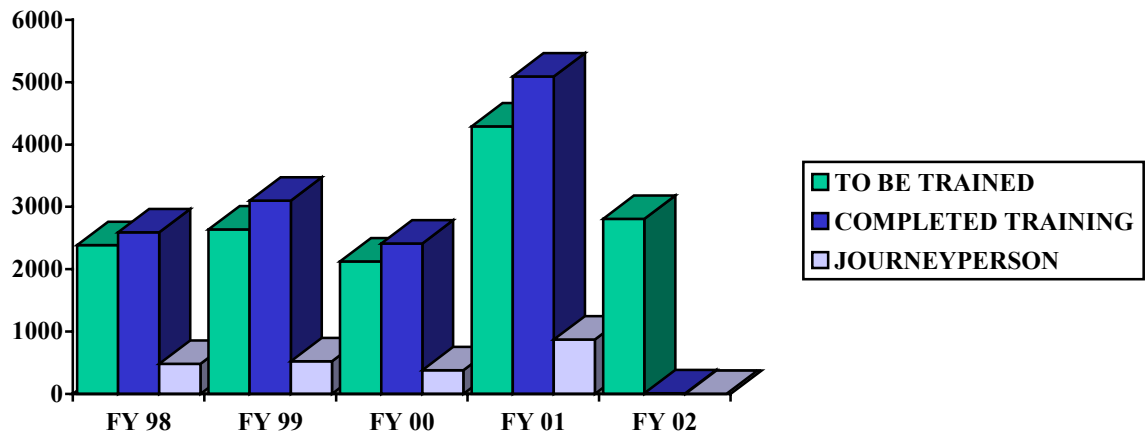
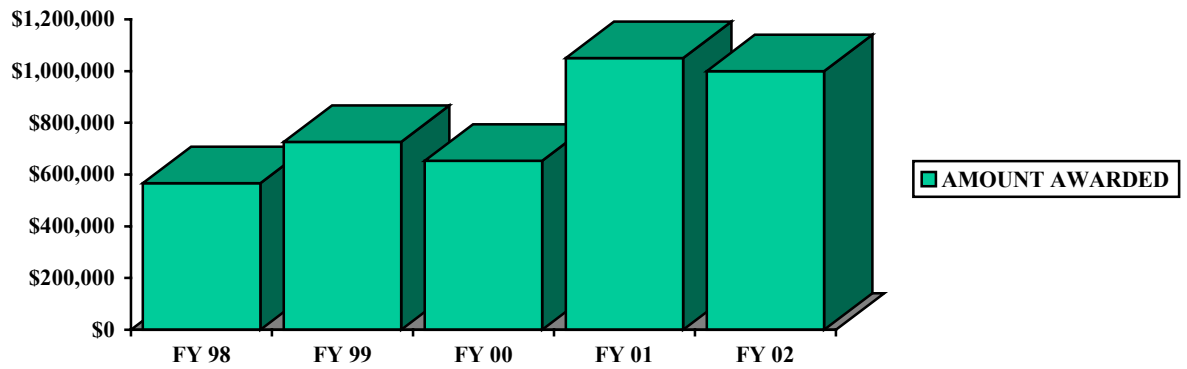
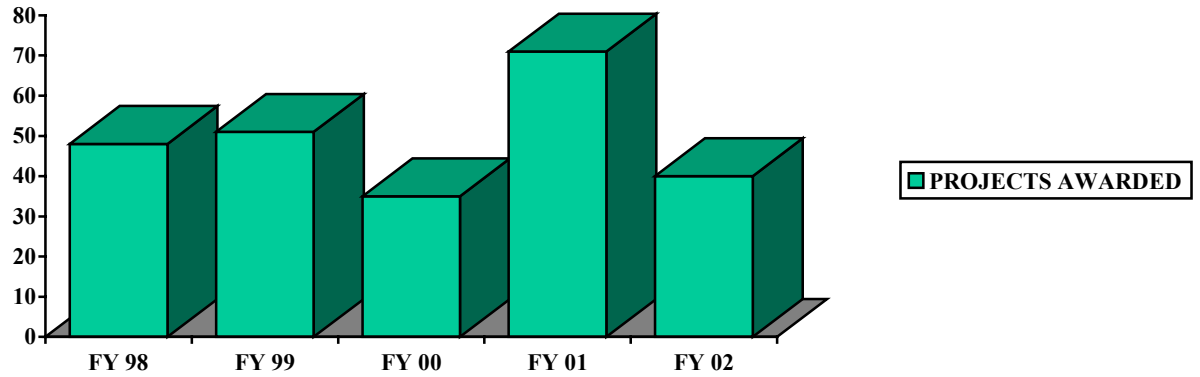
CC Business Network



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.

APPRENTICESHIP PROGRAM STATEWIDE AT A GLANCE



260G - Accelerated Career Education Program (ACE)

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 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% 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% of the hiring wage that a sponsoring business would pay to an individual that completes the programs' requirements (minimum wage being 200% 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).

In FY 02, 12 Community Colleges participated in the Accelerated Career Education Program with 25 programs, 89 businesses are participating in the programs with 600 students enrolled. A total of \$1,147,310 job credits were awarded.

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

AREA I

NORTHEAST IOWA COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM (260F) CASE STUDY



Team Training Builds Success (and sofas) at Flexsteel

Dubuque-based manufacturer Flexsteel, in coordination with NICC and training firm Ahrens and Affiliates, recently completed two training programs utilizing the 260F Iowa Jobs Training Program. “The company feels strongly that lifelong learning is an important facet of good management” says Flexsteel Human Resources Manager Diane Thoma. “Whether the individuals participating are manager, staff members, or bargaining unit, education opens the mind and allows the participants to tap into their greater potential. The 260F training program allowed us the ability to pick and choose the type of training programs for which we felt the greatest need, and the variety of topics available was extensive” said Thoma.

Flexsteel chose to participate in two training programs, *Success Skills for the 21st Century Workplace* and *mastering the Performance Appraisal Process*. The Success Skills training not only provided the participants with new knowledge but also the opportunity to practice techniques, simulate problem solving, and understand character traits that affect team building. The training has given participants a greater level of self-confidence and open-mindedness, and contributed to a spirit of camaraderie. “The participants see the bigger picture and how their performance affects the business beyond their own work area. Their focus has changed from ‘my job’ to ‘our business’” says Thoma.

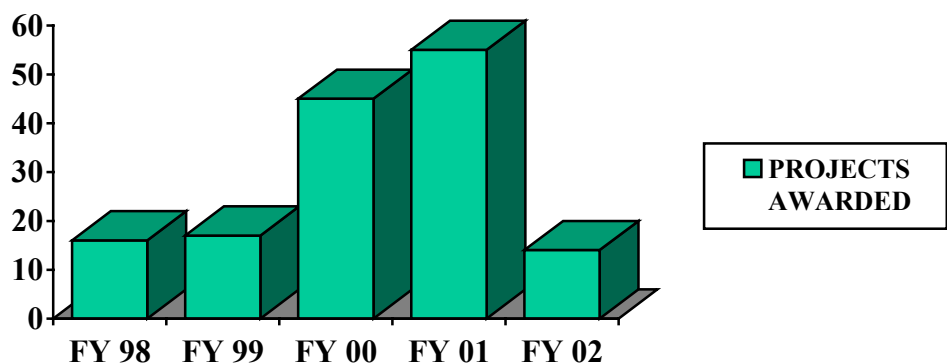
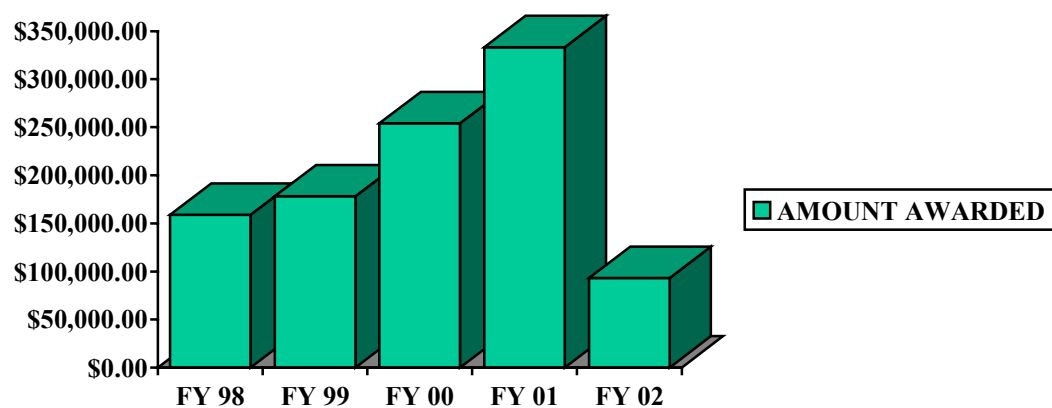
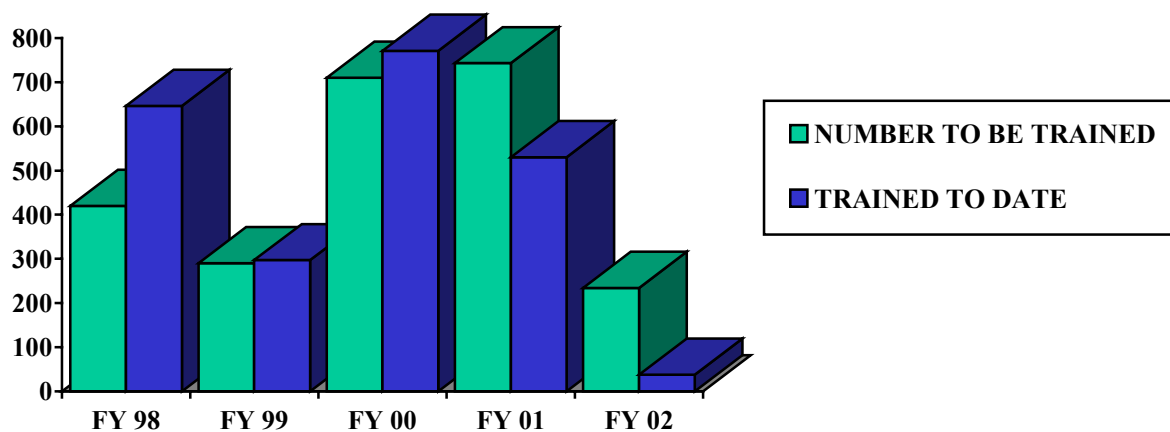
The *Performance Appraisal* training involved the entire top management team, including CEO Pat Crahan. The training helped managers and supervisors to prepare, conduct, and follow-up the appraisal process, what pitfalls to avoid, and the proper documentation in the appraisal process. The training introduced Flexsteel to new performance measurement systems, development and feedback tools, and positive reinforcement techniques.

Thoma identifies four important assets of the 260 F program: First, the funding made it possible to train a larger number of people; Second, the flexibility and diversity made it possible to provide exactly what was needed; Third, instructor flexibility made it possible to maximize the number of participants; Fourth, the high quality of instruction amplified the positive results.

Thoma states that the 260F program “is an incontestable benefit for industry, the workers and their families, and ultimately for Iowa”.

AREA I NORTHEST IOWA COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
NORDSTROM DISTRIBUTION CENTER	DUBUQUE	DUBUQUE	\$4,859.00	5/28/2002	5		1b
FLEXSTEEL INDUSTRIES INC	DUBUQUE	DUBUQUE	\$20,180.00	5/28/2002	80		1b
EAGLE POINT INC	DUBUQUE	DUBUQUE	\$4,999.00	5/28/2002	7		1b
CAPTIVE PLASTICS	DUBUQUE	PEOSTA	\$11,134.00	5/28/2002	4		1b
WEITZ SIGN COMPANY	DUBUQUE	DUBUQUE	\$4,250.00	5/28/2002	18		1b
ITW FLUID PRODUCTS GROUP	DELAWARE	MANCHESTER	\$4,700.00	5/28/2002	12		1b
AY MCDONALD MANUFACTURING CO	DUBUQUE	DUBUQUE	\$4,999.00	5/11/2002	20		1b
SEEDORFF MASONRY INDUSTRIES CO	HOWARD	CRESO	\$6,754.00	5/11/2002	2		1b
GRAPHICS INC	WINNESHIEK	CALMAR	\$6,283.00	5/9/2002	6		1b
DECO PRODUCTS	WINNESHIEK	DECORAH	\$4,999.00	5/7/2002	10		1b
TRIMARK CORPORATIN	CHICKASAW	NEW HAMPTON	\$7,500.00	4/18/2002	30		1b
LYNCH LIVESTOCK INC dba SPILLVILLE MILL	WINNESHIEK	SPILLVILLE	\$4,999.00	1/17/2002	5		1b
FARMERS COOPERATIVE	CHICKAWAW	NEW HAMPTON	\$4,999.00	12/10/2001	20		1a
WEITZ SIGN COMPANY	DUBUQUE	DUBUQUE	\$2,558.00	12/10/2001	15	38	2b
TEXTRON INC	WINNESHIEK	DECORAH	\$13,875.00	6/30/2001	40		1b
LUND MANUFACTURING COMPANY INC	DUBUQUE	FARLEY	\$24,689.00	5/3/2001	50		1a
EAST IOWA MACHINE COMPANY	DUBUQUE	FARLEY	\$4,999.00	5/2/2001	60	62	2b
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		1a
ALLIANT ENERGY DUBUQUE POWER PLANT	DUBUQUE	DUBUQUE	\$4,999.00	4/25/2001	3	3	2a
EAST IOWA MACHINE COMPANY EIMCO	DUBUQUE	FARLEY	\$24,689.00	4/24/2001	50		1b
PEERLESS CHAIN OF IOWA INC	DELAWARE	MANCHESTER	\$6,969.00	4/24/2001	30	34	2b
FEATHERLITE INC	HOWARD	CRESO	\$22,087.00	4/5/2001	64		1a
CJ MOYNA AND SONS INC	CLAYTON	ELKADER	\$4,853.00	3/13/2001	75	110	2b
GEISLER BROTHERS COMPANY	DUBUQUE	DUBUQUE	\$3,521.00	3/9/2001	4	5	2b
ALLIANT ENERGY LANSING POWER PLANT	ALLAMAKEE	LANSING	\$17,463.00	3/8/2001	9	10	2b
ALLIANT ENERGY LANSING POWER PLANT	ALLAMAKEE	LANSING	\$9,038.00	3/2/2001	3		1a
KANN MANUFACTURING CORPORATION	CLAYTON	GUTTENBERG	\$25,000.00	2/24/2001	40		1b
JOSEPH L ERTL INC	DUBUQUE	DYERSVILLE	\$25,000.00	2/20/2001	36		1b
FEATHERLITE INC	HOWARD	CRESO	\$4,965.00	2/7/2001	20	40	2b
GUTTENBERG INDUSTRIES INC	CLAYTON	GUTTENBERG	\$7,680.00	2/1/2001	13		1a
TRI MARK CORPORATION	CHICKASAW	NEW HAMPTON	\$10,324.00	1/10/2001	12	43	2b
RITE HITE CORPORATION	DUBUQUE	DUBUQUE	\$13,223.00	12/8/2000	20	50	2b
IL NORPLEX	ALLAMAKEE	POSTVILLE	\$1,998.00	11/1/2000	15	19	2b
ROSS MARKETING INC	CHICKASAW	NEW HAMPTON	\$12,765.00	10/26/2000	8	16	2b
NET SMART INC	DUBUQUE	DUBUQUE	\$3,335.00	9/7/2000	1	1	2a
G & S MACHINE	ALLAMAKEE	WAUKON	\$14,213.00	9/1/2000	3		1a
MONONA WIRE CORPORATION	CLAYTON	MONONA	\$4,999.00	6/21/2000	20	34	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		1a
DUBUQUE STAMPING & MFG INC	DUBUQUE	DUBUQUE	\$10,084.00	4/14/2000	10	16	2b
PATTISON BROS MISSISSIPPI RIVER TERMINAL INC	FAYETTE	FAYETTE	\$6,942.00	4/6/2000	6	6	2a
UNIQUE BALANCE	DUBUQUE	DUBUQUE	\$4,999.00	4/4/2000	15	21	2b
MEDICAL ASSOCIATES HEALTH PLANS	DUBUQUE	DUBUQUE	\$4,999.00	3/31/2000	15	15	2a
RITE HITE CORPORATION	DUBUQUE	DUBUQUE	\$5,682.00	3/30/2000	20	29	2b
TRI MARK CORPORATION	CHICKASAW	NEW HAMPTON	\$9,927.00	3/29/2000	18	29	2b
DUBUQUE STAMPING & MFG INC	DUBUQUE	DUBUQUE	\$5,692.00	3/6/2000	25	30	2b
CJ MOYNA AND SONS INC	CLAYTON	ELKADER	\$15,741.00	2/10/2000	75	105	2b
SWEET COMPUTER SERVICES INC	FAYETTE	WEST UNION	\$25,000.00	2/7/2000	15	15	2a
FH UELNER PRECISION TOOLS AND DIES INC	DUBUQUE	DUBUQUE	\$25,000.00	2/2/2000	55	70	2b
DE SMITH INC	DUBUQUE	DUBUQUE	\$15,829.00	2/1/2000	15		1a
IL NORPLEX	ALLAMAKEE	POSTVILLE	\$5,982.00	1/24/2000	90	90	2a
KENDRICK FOREST PRODUCTS, DBA KENDRICK INC	DELAWARE	EDGEWOOD	\$10,500.00	1/14/2000	3	4	2b
SEEDORFF MASONRY INDUSTRIES INC	HOWARD	CRESO	\$15,000.00	1/5/2000	35	58	2b
MONONA WIRE CORPORATION	CLAYTON	MONONA	\$4,999.00	1/4/2000	10	10	2a
JOSEPH L ERTL INC	DUBUQUE	DYERSVILLE	\$2,864.00	11/18/1999	8	8	2a
DYERSVILLE COMMERCIAL	DUBUQUE	DYERSVILLE	\$4,999.00	11/10/1999	6	6	2a
MS MACHINE & MFG CO INC	CLAYTON	MONONA	\$4,999.00	9/28/1999	3	4	2b
OSTRICH PRODUCERS COOP OF THE MIDWEST	WINNESHIEK	DECORAH	\$4,147.00	9/24/1999	4	3	4a
WEBBER METAL PRODUCTS INC	DUBUQUE	CASCADE	\$11,312.00	9/24/1999	150	150	2a
ELEVATED CONSTRUCTION SERVICES	FAYETTE	OELWEIN	\$4,999.00	4/27/1999	2	1	3b
GUTTENBERG INDUSTRIES INC	CLAYTON	GUTTENBERG	\$4,345.00	4/19/1999	5	5	2a
EXIDE CORP	DELAWARE	MANCHESTER	\$9,929.00	2/10/1999	33	39	2c
TEXTRON INC	WINNESHIEK	DECORAH	\$6,953.00	2/3/1999	18	25	2b
KOL-GOL INC	ALLAMAKEE	LANSING	\$2,208.00	2/3/1999	5	8	2b
ADAMS COMPANY, THE	DUBUQUE	DUBUQUE	\$17,580.00	1/25/1999	60	69	2c
DONALDSON COMPANY INC	FAYETTE	OELWEIN	\$10,725.00	12/4/1998	25		3b
TRINITY FABRICATORS	ALLAMAKEE	LANSING	\$2,208.00	11/19/1998	3	3	2a
GUTTENBERG INDUSTRIES INC	CLAYTON	GUTTENBERG	\$20,655.00	11/10/1998	14	19	2b
GRAPHICS INC	WINNESHIEK	CALMAR	\$5,855.00	11/10/1998	3	5	2b

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
HENDERSON MFG	DELAWARE	MANCHESTER	\$10,500.00	8/10/1998	40	41	2c
PLUM BUILDING SYSTEMS	CHICKASAW	NEW HAMPTON	\$4,635.00	8/10/1998	4	15	2b
DECO PRODUCTS	WINNESHIEK	DECORAH	\$20,394.00	8/10/1998	20		1a
GUTTENBERG INDUSTRIES INC	CLAYTON	GUTTENERG	\$4,999.00	8/5/1998	15		3a
IL NORPLEX	ALLAMAKEE	POSTVILLE	\$2,700.00	7/8/1998	9	21	2b
B & E SEWING CONTRACTORS LLC	DUBUQUE	DYERSVILLE	\$4,545.00	6/29/1998	7	7	2a
HENDERSON MFG	DELAWARE	MANCHESTER	\$9,990.00	5/20/1998	2	2	2c
ELITE VISIONS LLC	ALLAMAKEE	WAUKON	\$3,366.00	4/29/1998	2		1a
METRIX CO, THE	DUBUQUE	DUBUQUE	\$25,000.00	4/29/1998	70	95	2b
DUBUQUE STAMPING & MFG INC	DUBUQUE	DUBUQUE	\$6,075.00	4/20/1998	25	30	2b
DONALDSON CO INC	HOWARD	CRESCO	\$20,000.00	4/13/1998	90	205	2b
CASCADE LUMBER & MFG CO	DUBUQUE	CASCADE	\$12,093.00	2/23/1998	45	54	2b
DONALDSON CO	FAYETTE	OELWEIN	\$7,800.00	11/13/1997	8	19	2b
SHEPHERD INC	DUBUQUE	DUBUQUE	\$2,858.00	11/13/1997	21	21	2c
UNITED FARM TOOLS	FAYETTE	OELWEIN	\$9,520.00	11/13/1997	9	10	2b
RTG CORP	ALLAMAKEE	LANGING	\$4,999.00	11/10/1997	3	5	2b
PLUM BUILDING SYSTEMS	CHICKASAW	NEW HAMPTON	\$3,197.00	9/2/1997	50	65	2b
PLUM BUILDING SYSTEMS	CHICKASAW	NEW HAMPTON	\$8,625.00	9/2/1997	10	14	2b
OSTRICH PRODUCERS COOP OF THE MIDWEST	WINNESHIEK	DECORAH	\$3,811.00	9/2/1997	4	6	2b
DUBUQUE STAMPING & MFG INC	DUBUQUE	DUBUQUE	\$25,000.00	8/11/1997	50	113	2b
PIEKENBROCK CO INC, THE	DUBUQUE	DYERSVILLE	\$12,240.00	7/15/1997	24		3a
GRAND TOTAL			\$882,918.00		2136	2060	

IOWA JOBS TRAINING PROGRAM (260F) COMMUNITY COLLEGE CONSORTIUM PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
NICC 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	WINNESHIEK	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
CLARK COLLEGE CONSORTIUM	DUBUQUE	DUBUQUE	\$25,000.00	1/17/2001	50		1b
JOHN DEERE DUBUQUE WORKS	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
CIGNA	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
CARTEGRAPH SYSTEMS INC	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
MCKESSON HBOC	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
MCCULLOUGH CREATIVE GROUP INC	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
WOODWARD COMMUNICATINS INC	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
WOODWARD INTERNET SERVICES	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
MCGRAW HILL HIGHER EDUCATION	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
CARLISLE COMMUNICATIONS	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
KENDALL HUNT PUBLISHING	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
HARCOURT RELIGIOUS PUBLISHERS	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
QUEBECOR WORLD	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
UNION HOERMAN	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
FLYNN PRINTING	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
COLOR BOX	DUBUQUE	DUBUQUE	\$0.00	1/17/2001			1b
JULIN PRINTING	JONES	MONTICELLO	\$0.00	1/17/2001			1b
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

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
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	HOWARD	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
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
EAGLE TOOL CO	DUBUQUE	DYERSVILLE	\$49,500.00	4/7/1999	18	25	2b
PRECISION TOOL & ENGINEERING INC	DUBUQUE	DUBUQUE	\$0.00	4/7/1999	16	21	2b
GRAND TOTAL			\$134,702.00		261	222	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



Britz-Heidbrink Benefits From 260E Program

Two years ago Britz-Heidbrink, Inc., a Wyoming company, purchased the assets of the Double L Group building division in Monona, Iowa. Because the business was new in the State of Iowa and creating 30 new jobs in the local economy it qualified for the 260E Iowa New Jobs Training Program. Northeast Iowa Community College worked with the company to design the program to fit the company's needs.

As the employee group was hired and developed, it was apparent that additional training would be required to create a culture dedicated to on-time delivery, superior quality, and cost effectiveness. Dan Palmer, Vice President-Manufactured Building Division states that "In order to meet these goals we found that the most cost effective means to our objectives was a process know as 'lean manufacturing'". The 260E program allowed the company to train all of its employees in an awareness class "Lean 101". It also provided the resources to run training for Kaizen teams which ultimately established standard work procedures which cut lead times, reduced inventory levels, and improved throughput and quality within the plant. The program met additional training needs of the employees in the areas of accounting, personal computing, electrical codes, and purchasing. Northeast Iowa Community College, the IMEP(Iowa Manufacturing Extension Partnership), and CIRAS(Center for Industrial Research And Service) partnered to provide the needed training.

Palmer states that "Without the 260E training program we would not have been able to afford this level of training so soon after starting our Iowa facility. I am delighted with the level of training that we have had access to and the amount of training that we have been able to finance through the 260E program. The benefits of the training were almost immediate".

INDUSTRIAL NEW JOBS TRAINING PROGRAM 260E PROJECTS

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
NICC	ENGINEERING SERVICES & PRODUCTS	DELAWARE	DYERSVILLE	\$90,000.00	7/1/1997	45	45
	AVEKA MANUFACTURING	CHICKASAW	FREDERICKSBURG	\$170,000.00	7/12/1997	50	40
	US TRANSCRIPTION INC	DUBUQUE	DUBUQUE	\$70,000.00	5/26/1998	14	20
	KEY CITY DIE-CASTING	DUBUQUE	PEOSTA	\$75,000.00	5/26/1998	50	23
	PREMIER TOOLING INC	DUBUQUE	PEOSTA	\$115,000.00	5/26/1998	44	44
	ELITE VISIONS LLC	ALLAMAKEE	WAUKON	\$20,000.00	5/27/1998	15	2
	TEXTRON INC	WINNESHIEK	DECORAH	\$55,000.00	5/27/1998	30	30
	WATLOW	WINNESHIEK	DECORAH	\$140,000.00	5/27/1998	13	10
	DONALDSON CO INC	HOWARD	CRESCO	\$290,000.00	6/19/1998	50	10
	FEATHERLITE MFG INC	HOWARD	CRESCO	\$250,000.00	6/19/1998	146	146
	FH UELNER PRECISION TOOLS AND DIES INC	DUBUQUE	DUBUQUE	\$105,000.00	6/24/1998	17	17
	MORRISON BROTHERS COMPANY	DUBUQUE	DUBUQUE	\$85,000.00	6/24/1998	24	24
	HENRY M GREEN & ASSOCIATES INC	DELAWARE	MANCHESTER	\$75,000.00	6/29/1998	68	68
	MODERNFOLD INC	DUBUQUE	DYERSVILLE	\$145,000.00	6/29/1998	30	30
	BODINE ELECTRIC CO	DUBUQUE	PEOSTA	\$70,000.00	6/29/1998	23	23
	LJW MACHINING INC	CHICKASAW	FREDERICKSBURG	\$45,000.00	1/8/1999	20	15
	BERTCH CABINET MFG INC	FAYETTE	OELWEIN	\$200,000.00	1/8/1999	100	70
	CARTE'GRAPH	DUBUQUE	DUBUQUE	\$445,000.00	3/29/1999	60	60
	CASCADE LUMBER & MFG. CO.	DUBUQUE	CASCADE	\$100,000.00	3/31/1999	27	27
	NORTHWEST TELEMARTETING OF IOWA INC	DYERSVILLE	DYERSVILLE	\$195,000.00	5/28/1999	150	90
	SCHIEFFER CO INTERNATIONAL LC	DUBUQUE	PEOSTA	\$70,000.00	6/11/1999	26	26
	COTTINGHAM AND BUTLER INSURANCE SERVICE INC	DUBUQUE	DUBUQUE	\$80,000.00	11/20/1999	14	14
	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	--
	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	CHICKASAW	NEW HAMPTON	\$40,000.00	10/5/2000	20	18
	DECKER ACQUISITIONCORP DBA BLESSING INDUSTRIES	FAYETTE	FAYETTE	\$795,000.00	10/5/2000	125	70
	AMERICAN INJECTION MOLDING INC	DUBUQUE	CASCADE	\$10,000.00	10/25/2000	10	2
	CASCADE LUMBER COMPANY DBA 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	8
	CAMOPLAST ROCKLAND LTD	DUBUQUE	PEOSTA	\$25,000.00	3/23/2001	11	11
	TRINITY FABRICATORS INC	ALLAMAKEE	NEW ALBIN	\$30,000.00	6/14/2001	6	6
	ROSS MARKETING	CHICKASAW	NEW HAMPTON	\$135,000.00	6/14/2001	127	65
	BRITZ HEIDBRINK	CLAYTON	MONONA	\$75,000.00	6/14/2001	20	20

INDUSTRIAL NEW JOBS TRAINING PROGRAM 260E PROJECTS

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
	PREMIER BANK	DUBUQUE	DUBUQUE	\$55,000.00	6/14/2001	19	9
	SWEET COMPUTER SERVICES INC	FAYETTE	WEST UNION	\$265,000.00	6/14/2001	12	50
	E-JECT SYSTEMS	CLAYTON	ELKADER	\$160,000.00	6/13/2002	20	0
	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	0
	COTTINGHAM AND BUTLER INSURANCE SERVICE INC	DUBUQUE	DUBUQUE	\$115,000.00	6/13/2002	15	0
	MEDLINE INDUSTRIES INC	DUBUQUE	DUBUQUE	\$70,000.00	6/13/2002	19	0
	PREMIER BANK	DUBUQUE	DUBUQUE	\$60,000.00	6/13/2002	7	0
	QUEBECOR WORLD DUBUQUE INC	DUBUQUE	DUBUQUE	\$815,000.00	6/13/2002	109	0
	SELF INSURED SERVICE CO	DUBUQUE	DUBUQUE	\$155,000.00	6/13/2002	34	0
	CRESCO FOOD TECHNOLOGIES	HOWARD	CRESCO	\$105,000.00	6/13/2002	26	0
Totals for 52 Contracts :				\$9,645,000.00		2,511	1,907

AREA II

NORTH IOWA AREA COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM (260F) Case Study

Winnebago Industries, Inc. Forest City, Iowa

Winnebago Industries, Inc. is the leading manufacturer of motor homes; self-contained recreation vehicles used primarily in leisure travel and outdoor recreation activities. Other products manufactured by the Company consist principally of a variety of component products for other manufacturers. The Company builds quality products with state-of-the-art computer-aided design and manufacturing systems on automotive-styled assembly lines. The Company believes its products are subjected to the most rigorous quality testing in the RV industry. Winnebago Industries, Inc. currently employs approximately 3,700 workers.

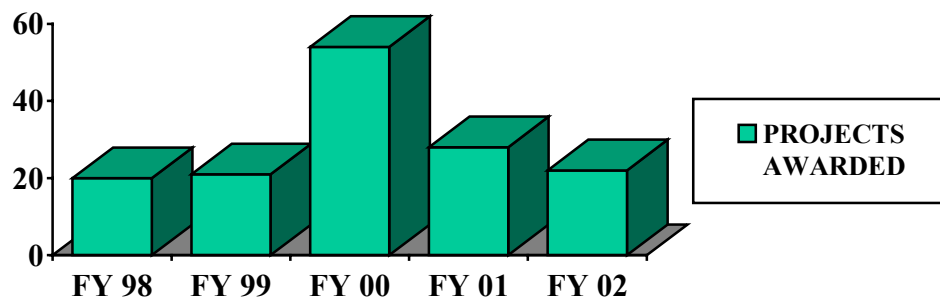
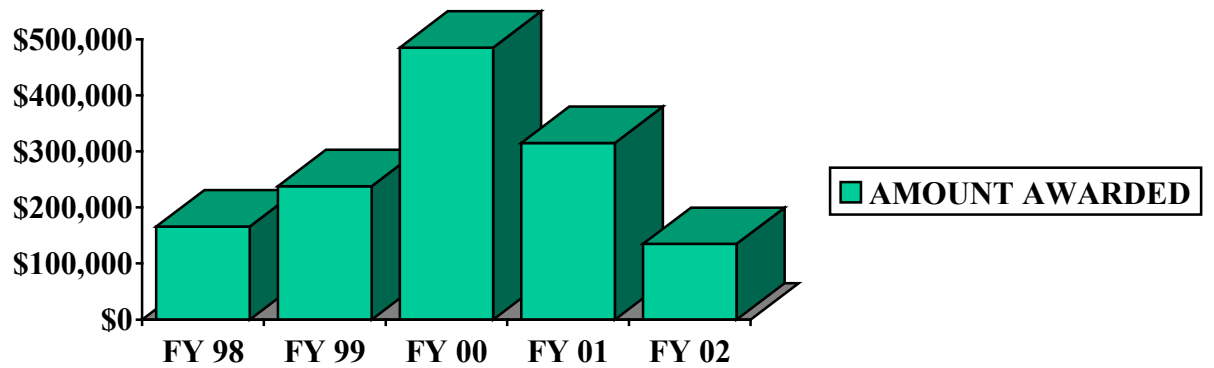
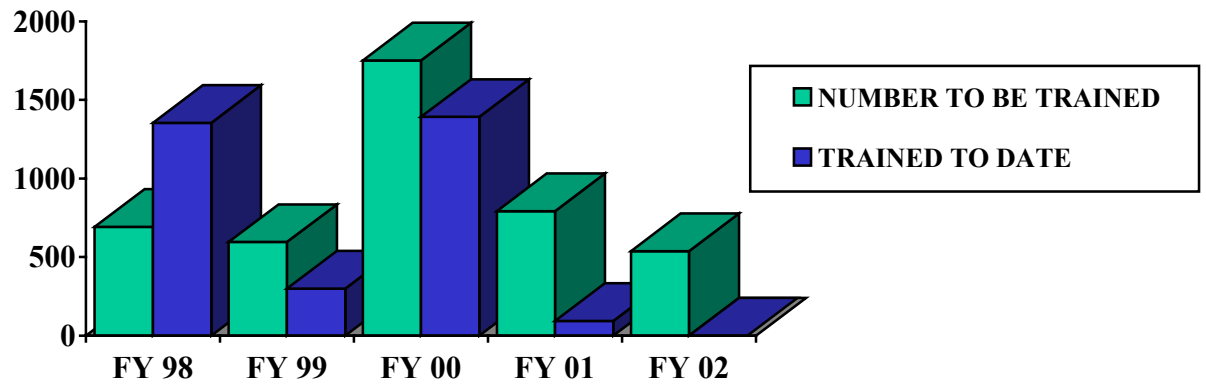
The Iowa Jobs Training Program (260F) training dollars were utilized for Lean Manufacturing training. One hundred fifty (150) Winnebago Industries employees were trained with the program dollars. Specifically two Lean Manufacturing workshops with simulations were conducted - Lean 101 Overview and Lean 5S/Workplace Organization. An example of a Lean Manufacturing training success was at Winnebago Industries Lorimor, Iowa facility. Implementation of Lean Manufacturing in the Lorimor soft goods facility resulted in a 34 percent reduction in the number of machines needed, elimination of 5-10 hours of overtime per employee per week, reduction in work space, waste, and inventory, as well as improved material flow.

The availability of 260F money and North Iowa Area Community College (NIACC) assistance made it possible for Winnebago Industries, Inc. to kickoff their efforts for Lean Manufacturing training throughout the entire organization.



AREA II NORTH IOWA AREA COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
STOYLES GRAPHIC SERVICE	CERRO GORDO	MASON CITY	\$4,999.00	5/28/2002	6		1b
FLEETGUARD INC	WINNEBAGO	LAKE MILLS	\$25,000.00	5/9/2002	100		1b
MACHINE TOOL ENGINEERING	FLOYD	CHARLES CITY	\$4,999.00	5/9/2002	20		1b
STELLAR INDUSTRIES INC	HANCOCK	GARNER	\$25,000.00	3/16/2002	80		1b
FOX RIVER MILLS INC	MITCHELL	OSAGE	\$25,000.00	1/17/2002	200		1b
ASSA ABLOY DOOR GROUP LLC GRAHAM DIVISION	CERRO GORDO	MASON CITY	\$25,000.00	11/6/2001	30		1b
WINNEBAGO INDUSTRIES INC	HANCOCK	FOREST CITY	\$25,000.00	6/30/2001	60		1a
METALCRAFT INC	CERRO GORDO	MASON CITY	\$16,260.00	5/8/2001	50		1b
HEARTLAND ASPHALT INC	CERRO GORDO	MASON CITY	\$19,883.00	5/8/2001	55		1a
ADVANCED COMPONENT ECHNOLOGIES INC	WORTH	NORTHWOOD	\$25,000.00	5/2/2001	40		1b
WELBORN INDUSTRIES LTD	CERRO GORDO	MASON CITY	\$23,363.00	4/20/2001	80		1b
DIVERSIFIED FASTENING SYSTEMS INC	FLOYD	CHARLES CITY	\$22,464.00	4/10/2001	35		1b
HAWKEYE STATE SCALE	CERRO GORDO	MASON CITY	\$13,760.00	4/10/2001	2		1b
NORTH IOWA FABRICATION INC	FLOYD	ROCKFORD	\$4,999.00	2/27/2001	4	4	2a
KRAFT FOODS	CERRO GORDO	MASON CITY	\$25,000.00	2/24/2001	180		1b
TEAMQUEST CORPORATION	CERRO GORDO	CLEAR LAKE	\$20,559.00	2/16/2001	21	27	2b
EATON CORPORATION	WRIGHT	BELMOND	\$25,000.00	1/26/2001	50	50	2a
GILBERTSON TOOL & DIE	WINNEBAGO	LAKE MILLS	\$4,999.00	1/12/2001	3		1a
ALEXANDER TECHNOLOGIES	CERRO GORDO	MASON CITY	\$25,000.00	1/3/2001	32		1a
SERTA MATTRESS	CERRO GORDO	CLEAR LAKE	\$7,712.00	12/5/2000	50		1a
MOBILITY RV	WORTH	HANLONTOWN	\$4,999.00	11/29/2000	12	13	2b
FRC COMPONENT PRODUCTS INC	CERRO GORDO	MASON CITY	\$25,000.00	9/21/2000	75		1a
IOWA MOLD TOOLING INC	HANCOCK	GARNER	\$25,000.00	6/2/2000	300		1b
LEHIGH PORTLAND CEMENT	CERRO GORDO	MASON CITY	\$25,000.00	5/12/2000	25	26	2b
WALLACE COMPUTER SERVICES INC	MITCHELL	OSAGE	\$25,000.00	5/8/2000	20	28	2b
UNICOVER INC	HANCOCK	BRITT	\$4,999.00	5/4/2000	25	57	2b
CUSTOMCRAFT IOWA	HANCOCK	KANAWHA	\$4,999.00	5/4/2000	12		1a
MCT MANUFACTURING	WORTH	JOICE	\$4,999.00	5/2/2000	3		1a
HOLNAM INC	CERRO GORDO	MASON CITY	\$25,000.00	4/28/2000	40		1b
SEABEE CORPORATION	FRANKLIN	HAMPTON	\$25,000.00	4/28/2000	250		1b
3M LOGISTICS	HANCOCK	FOREST CITY	\$25,000.00	4/28/2000	100		1a
JACKSON STREET PRESS	FLOYD	CHARLES CITY	\$4,999.00	4/5/2000	4	3	2c
FARMLAND INDUSTRIES	HANCOCK	GARNER	\$4,999.00	4/4/2000	4	5	2b
IMI CORNELIUS	CERRO GORDO	MASON CITY	\$25,000.00	3/29/2000	17	24	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	1/18/2000	30	48	2b
WOODHARBOR DOORS AND CABINETRY	CERRO GORDO	MASON CITY	\$25,000.00	1/14/2000	260	260	2a
FLEETGUARD, INC	WINNEBAGO	LAKE MILLS	\$25,000.00	12/21/1999	40	112	2b
CF INDUSTRIES INC	HANCOCK	GARNER	\$4,995.00	8/12/1999	6	7	2b
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
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	2b
KIEFER BUILT INC	HANCOCK	KANAWHA	\$25,000.00	7/22/1999	70	165	2b
MIDWEST COMPUTER REGISTER	FRANKLIN	HAMPTON	\$3,305.00	4/26/1999	7	12	2b
CREATIVE SOLUTIONS UNLIMITED INC	FRANKLIN	SHEFFIELD	\$24,750.00	4/7/1999	11	28	2b
COLE SEWELL CORP	CERRO GORDO	CLEAR LAKE	\$4,995.00	3/17/1999	20	20	2a
EATON CORP	WRIGHT	BELMOND	\$25,000.00	3/9/1999	90	114	2b
SWIFT-ECKRICH INC DBA ARMOUR-SWIFT-ECKRICH	CERRO GORDO	MASON CITY	\$25,000.00	3/9/1999	70	71	2b
STOYLES GRAPHICS SERVICES	CERRO GORDO	MASON CITY	\$25,000.00	9/23/1998	45	45	2a
KIEFER BUILT INC	HANCOCK	KANAWHA	\$4,995.00	8/10/1998	10	10	2a
WINNEBAGO INDUSTRIES	HANCOCK	FOREST CITY	\$25,000.00	5/8/1998	150	422	2b
ARMOUR SWIFT ECKRICH	HANCOCK	BRITT	\$25,000.00	5/8/1998	140	183	2b
MIDWEST PRAIRIE CANDLE INC	FRANKLIN	HAMPTON	\$4,995.00	4/29/1998	12	15	2b
METALCRAFT INC	CERRO GORDO	MASON CITY	\$17,227.00	4/29/1998	40	51	2b
SALSBURY CHEMICALS INC	FLOYD	CHARLES CITY	\$25,000.00	2/25/1998	75	99	2b
DIMENSIONAL GRAPHICS CORP	CERRO GORDO	MASON CITY	\$7,661.00	2/4/1998	4	9	2a
TITAN DISTRIBUTION	CERRO GORDO	VENTURA	\$9,679.00	12/31/1997	25	29	2b
WINNEBAGO INDUSTRIES	HANCOCK	FOREST CITY	\$22,275.00	9/2/1997	175	422	2b
GRAND TOTAL			\$1,073,081.00		3708	2932	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
NIACC CONSTRUCTION TRAINING CONSORTIUM			\$13,513.00	4/25/2001			1b
HENKEL CONSTRUCTION CO	CERRO GORDO	MASON CITY	\$0.00	4/25/2001	5		1b
HENNINGSSEN COMPANY	CERRO GORDO	MASON CITY	\$0.00	4/25/2001	6		1b
DEAN SNYDER CONSTRUCTION	CERRO GORDO	CLEAR LAKE	\$0.00	4/25/2001	4		
KEN PETERSEN BUILDERS INC	CERO GORDO	MASON CITY	\$0.00	4/25/2001	3		1b
LARRY ELWOOD CONSTRUCTION	CERRO GORDO	MASON CITY	\$0.00	4/25/2001	2		1b
NORTH IOWA AREA COMMUNITY COLLEGE CONSORTIUM			\$35,449.00	5/9/2000			1a
IMI CORNELIUS	CERRO GORDO	MASON CITY	\$0.00	5/9/2000	4		1a
IOWA MOLD TOOL INC	HANCOCK	GARNER	\$0.00	5/9/2000	4		1a
WINNEBAGO INDUSTRIES INC	HANCOCK	FOREST CITY	\$0.00	5/9/2000	4		1a
MIDWEST METERS INC	FRANKLIN	HAMPTON	\$12,750.00	5/18/1998	3	4	2b
NORTH CENTRAL FS INC	FRANKLIN	HAMPTON	\$0.00	5/18/1998	2	9	2b
PROFISEED INC	FRANKLIN	HAMPTON	\$0.00	5/18/1998	2	2	2a
LATHAM SEED CO	FRANKLIN	ALEXANDER	\$0.00	5/18/1998	11	24	2b
SEABEE CORP	FRANKLIN	HAMPTON	\$0.00	5/18/1998	4	14	2b
TWIN STATE ENG & CHEM CO	FRANKLIN	HAMPTON	\$0.00	5/18/1998	3	3	2a
GRAND TOTAL			\$61,712.00		57	56	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
NIACC COMMAND SPANISH TRAINING			\$20,122.00	11/6/2001			1b
ARMOUR SWIFT ECKRICK	HANCOCK	BRITT	\$0.00	11/6/2001	2		1b
FOX RIVER MILLS INC	MITCHELL	OSAGE	\$0.00	11/6/2001	10		1b
ADVANCED COMPONENT TECHNOLOGIES	WORTH	NORTHWOOD	\$0.00	11/6/2001	10		1b
FLEETGUARD INC		LAKE MILLS	\$0.00	11/6/2001	10		1b
CESSFORD CONSTRUCTION CO	MARSHALL	LE GRAND	\$0.00	11/6/2001	10		1b
SWIFT AND COMPANY	MARSHALL	MARSHALLTOWN	\$0.00	11/6/2001	50		1b
AMERICAN SOCIETY FOR QUALITY TRAINING	CERRO GORDO	MASON CITY	\$12,723.00	8/15/2000			1a
CURRIES MFG	CERRO GORDO	MASON CITY	\$0.00	8/15/2000	5		1a
FEATHERLITE INC	HOWARD	CRESCO	\$0.00	8/15/2000	3		1a
IOWA MOLD TOOLING COMPANY	HANCOCK	GARNER	\$0.00	8/15/2000	2		1a
GRAHAM MFG	CERRO GORDO	MASON CITY	\$0.00	8/15/2000	4		1a
WINNEBAGO INDUSTRIES INC	HANCOCK	FOREST CITY	\$0.00	8/15/2000	9		1a
SAUER-SUNDSTRAND	STORY	AMES	\$15,244.00	12/21/1999	1	1	2a
SEABEE CORP	FRANKLIN	HAMPTON	\$0.00	12/21/1999	1	1	2a
EATON CORP	WRIGHT	BELMOND	\$0.00	12/21/1999	1	1	2a
FLEETGUARD INC		LAKE MILLS	\$0.00	12/21/1999	1	1	2a
ARMOUR SWIFT-ECKRICH	HANCOCK	BRITT	\$0.00	12/21/1999	1	1	2a
CARROLL GEORGE INC	WORTH	NORTHWOOD	\$0.00	12/21/1999	1	1	2a
MINNESOTA RUBBER	CERRO GORDO	MASON CITY	\$0.00	12/21/1999	1	1	2a
SNAP ON TOOLS	KOSSUTH	ALGONA	\$0.00	12/21/1999	2	2	2a
3M COMPANY	HANCOCK	FOREST CITY	\$0.00	12/21/1999	1	1	2a
ROSE ACRE FARMS	MADISON	WINTERSET	\$0.00	12/21/1999	1	1	2a
NEW COLE SEWELL CORP	CERRO GORDO	CLEAR LAKE	\$0.00	12/21/1999	2	2	2a
IOWA MOLD TOOLING CO	HANCOCK	GARNER	\$0.00	12/21/1999	1	0	3c
KIEFER BUILT INC	HANCOCK	KANAWHA	\$0.00	12/21/1999	1	1	2a
GLOBE-GAZETTE	CERRO GORDO	MASON CITY	\$0.00	12/21/1999	1	1	2a
SMITHWAY MOTOR EXPRESS INC	WEBSTER	FORT DODGE	\$0.00	12/21/1999	1	1	2a
BUILDING TRADES			\$10,588.00	12/21/1999			2c
THE HENNINGSSEN COMPANY	CERRO GORDO	MASON CITY	\$0.00	12/21/1999	12	11	2c
LARRY ELWOOD CONSTRUCTION	CERRO GORDO	MASON CITY	\$0.00	12/21/1999	8	6	2c
KIM PETERSON BUILDERS INC	CERRO GORDO	MASON CITY	\$0.00	12/21/1999	10	9	2c
MASON CITY OVERHEAD DOOR	CERRO GORDO	MASON CITY	\$0.00	12/21/1999	1	1	2c
DEAN SNYDER CONSTRUCTION	CERRO GORDO	CLEAR LAKE	\$0.00	12/21/1999	10	9	2c
LARSON CONTRACTING	WINNEBAGO	LAKE MILLS	\$0.00	12/21/1999	6	4	2c
HENKEL CONSTRUCTION CO	CERRO GORDO	MASON CITY	\$0.00	12/21/1999	15	18	2c
KENISON CONSTRUCTION INC	WORTH	KENSETT	\$0.00	12/21/1999	2	0	3c
RANDALL CONSTRUCTION	MITCHELL	OSAGE	\$0.00	12/21/1999	2	2	2c
PAUL KOENIGS CONSTRUCTION	MICHELL	STANSGAR	\$0.00	12/21/1999	2	3	2c
HENKEL CONSTRUCTION CO	STORY	AMES	\$0.00	12/21/1999	5	5	2c

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
BUSINESS NETWORK SUPPLIER TRAINING PROJECT			\$125,000.00	2/3/1999			1a
COOPER MANUFACTURING COMPANY	MARSHALL	MARSHALLTOWN	\$0.00	2/3/1999	10		1a
KIOWA CORPORATION	MARSHALL	MARSHALLTOWN	\$0.00	2/3/1999	9		1a
NORTHERN IOWA DIE CASTING INC	DICKINSON	LAKE PARK	\$0.00	2/3/1999	20		1a
VOGEL PAINT INC	SIOUX	ORANGE CITY	\$0.00	2/3/1999	40		1a
IOWA INDUSTRIAL PRODUCTS INC	POLK	DES MOINES	\$0.00	2/3/1999	40		1a
ROSENBOOM MACHINE & TOOL INC	SIOUX	SHELDON	\$0.00	2/3/1999	40		1a
K PRODUCTS INC	SIOUX	ORANGE CITY	\$0.00	2/3/1999	10		1a
GENESIS SYSTEMS GROUP	SCOTT	DAVENPORT	\$0.00	2/3/1999	50		1a
GRIMM BROTHERS PLASTICS CORP	LOUISA	WAPELLO	\$0.00	2/3/1999	13		1a
IOWA MACHINERY AND SUPPLY	POLK	DES MOINES	\$0.00	2/3/1999	40		1a
TRAER MANUFACTURING	TAMA	TRAER	\$0.00	2/3/1999	30		1a
GEATER MACHINING & MFG	BUCHANN	INDEPENDENCE	\$0.00	2/3/1999	8		1a
DONALDSON CO INC	FAYETTE	OELWEIN	\$0.00	2/3/1999	33		1a
DAVID MFG CO	CERRO GORDO	MASON CITY	\$16,360.00	9/19/1997	10	15	2b
CURRIES CO	CERRO GORDO	MASON CITY	\$0.00	9/19/1997	6	8	2b
IOWA MOLD TOOLING CO INC	HANCOCK	GARNER	\$0.00	9/19/1997	3	5	2b
SNAP-ON TOOLS	KOSSUTH	ALGONA	\$0.00	9/19/1997	10	15	2b
WINNEBAGO INDUSTRIES	HANCOCK	FOREST CITY	\$0.00	9/19/1997	15	20	2b
IMI CORNELIUS INC	CERRO GORDO	MASON CITY	\$0.00	9/19/1997	2	5	2b
GRAND TOTAL			\$200,037.00		594	152	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



Creative Solutions Unlimited, Inc. Sheffield, Iowa

Creative Solutions Unlimited, Inc. (CSU) is a developer and manufacturer of computer software and a provider of support and educational services and materials for non-acute healthcare providers. This includes nursing and skilled nursing facilities, assisted living, home health care, and rehabilitation providers. CSU currently has sixteen full-time employees.

The Iowa New Jobs Training Program (260E) training dollars were used to help support a company expansion. The funds were used in a variety of ways including, on-the-job training, credit course work, professional training, and equipment. CSU has trained ten individuals thus far. The types of training utilized under the (260E) program have included traditional classroom-style education, hands-on computer lab training, one-on-one mentoring, content related to general business needs, and content very specific to CSU's proprietary software development activities.

The results and/or benefits, i.e. return on investment, include, intangible results such as increased self-confidence and professionalism in employees trained, increased solidarity within CSU's management staff, and increased sense of employee appreciation that CSU would invest in employee training to the extent it has. In addition there is now less out-sourcing of jobs and training activities and the acquisition of new technical skills has resulted in the creation of new software to generate additional revenue. The structure offered by the (260E) process itself helped CSU articulate its plans and set specific goals for expansion in terms of human resource needs and involved a commitment to make deliberate efforts to "grow the business" in spite of uncertainty in the technology sector. It gave the company a framework to think through how they could diversify and yet maintain the high standards they have set for their core business.

CSU was also able to meet some of their highly technical and very specialized training needs in the Sybase development platform. Additionally, industry-specific training has helped CSU stay abreast of government mandates and technology trends which impact the direction of CSU's software development activity

Sooner or later, every business owner comes to the realization that the business will *always* be a work in progress. In addition to the obvious benefits of receiving monies to help defray the cost of new employee training, the (260E) program was a boon to CSU as they formalized their strategic planning. Ten-plus years after a classic entrepreneurial start-up, it was time to invest not only in increasing high-level, state-of-the-art software development expertise, but also in strengthening CSU's business infrastructure. The (260E) program helped make this possible.

Lastly, the company would like to commend the North Iowa Area Community College (NIACC) staff that made it so easy to reap the benefits of this wonderful jobs training program. They offered timely advice and assistance throughout the experience.

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	GRAHAM MANUFACTURING CORP	CERRO GORDO	MASON CITY	\$30,000.00	5/8/1998	20	95
	WOODHARBOR MOLDING AND MILLWORKS INC	CERRO GORDO	MASON CITY	\$290,000.00	5/8/1998	100	245
	IMPERIAL INC	FRANKLIN	HAMPTON	\$75,000.00	5/8/1998	42	42
	SUKUP MANUFACTURING CO	FRANKLIN	SHEFFIELD	\$85,000.00	5/8/1998	45	55
	STELLAR INDUSTRIES INC	HANCOCK	GARNER	\$255,000.00	5/8/1998	50	81
	AMERICAN CRANE	HANCOCK	GARNER	\$80,000.00	3/29/1999	25	15
	COLE SEWELL CORP	CERRO GORDO	CLEAR LAKE	\$330,000.00	4/29/1999	80	71
	CURRIES COMPANY	CERRO GORDO	MASON CITY	\$240,000.00	4/29/1999	89	89
	WINNEBAGO INDUSTRIES INC	FLOYD	CHARLES CITY	\$420,000.00	4/29/1999	102	121
	NORTHWOOD FOODS INC	WORTH	NORTHWOOD	\$70,000.00	4/29/1999	16	16
	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	88
	KINGLAND SYSTEMS CORPORATION	CERRO GORDO	CLEAR LAKE	\$300,000.00	5/8/2000	30	30
	AMERICAN TOOL & ENGINEERING	BUTLER	GREENE	\$65,000.00	5/8/2000	17	--
	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	89
	FLEETGUARD INC	WINNEBAGO	LAKE MILLS	\$235,000.00	5/8/2000	31	30
	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
	GL 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	49
	SEABEE CORPORATION	FRANKLIN	HAMPTON	\$255,000.00	5/7/2001	50	0
	WINNEBAGO INDUSTRIES INC	FRANKLIN	HAMPTON	\$100,000.00	5/7/2001	40	40
	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	8
	STELLAR INDUSTRIES INC	HANCOCK	GARNER	\$265,000.00	5/7/2001	50	27
	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	9
	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	9
	TEAMQUEST CORPORATION	CERRO GORDO	CLEAR LAKE	\$80,000.00	5/1/2002	10	0
	NORTHWOOD FOODS INC	WORTH	NORTHWOOD	\$195,000.00	5/1/2002	45	0
	Totals for 33 Contracts :			\$5,870,000.00		1,400	1,536

AREA III

IOWA LAKES COMMUNITY COLLEGE

Clark Marshall
Iowa Lakes Community College
19 South 7th Street
Estherville, Iowa 51334
712.632.0431

THE IOWA JOBS TRAINING PROGRAM Case Study



NOLIN MILLING, INC., DICKENS, IA

Nolin Milling, Inc., located in an Iowa town with a population of approximately 200, is home to a company that advertises the world's largest inventory of grain spouting equipment and accessories. Nolin Milling manufactures complete lines of stock and customized spouting, valves, slide gates, liners and all accessories of any size in galvanized and stainless steel for the grain handling industry. Primary customers are grain elevators and farmer cooperatives, and no job is too big or too small. Products are shipped on a daily basis, usually the same day the order is received, and customers are located throughout the United States and more than 30 countries.

Nolin Milling has a workforce of 50 employees and depends on a regular training schedule to maintain efficiency among its workers and provide for the highest quality products possible.

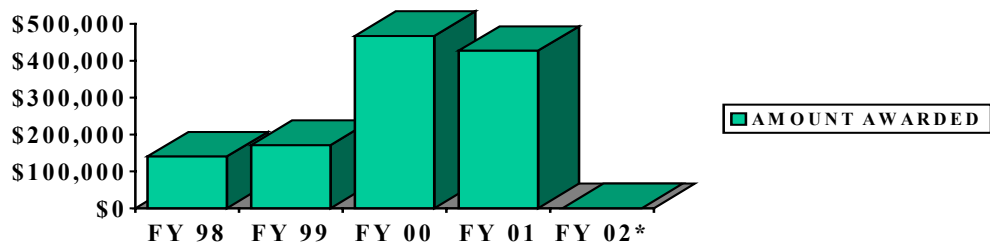
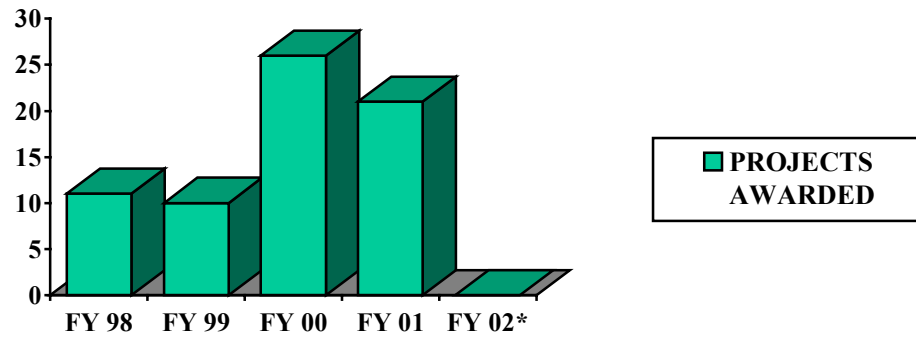
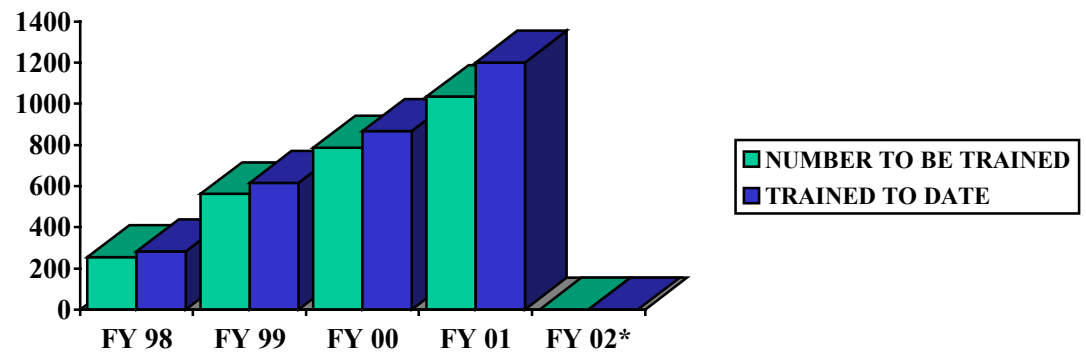
Karl Nolin, one of the company owners, indicates that their skilled workforce and team efforts have been two main reasons for the company's success.

"We encourage our employees to be problem-solvers," said Karl, "and they have been instrumental in helping us overcome some major production obstacles.

Our early-on involvement with the community college and their programs have helped our company implement an extensive training effort related to total quality management, process control, and aspects of welding and metal fabrication. The assistance provided by the state through its economic development network has been excellent."

AREA III IOWA LAKES COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



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

IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
ALL STAR PRO GOLF INC	CLAY	SPENCER	\$25,000.00	3/7/2001	19	22	2b
LAKES ENTERPRISES INC	CLAY	SPENCER	\$4,500.00	3/2/2001	10	15	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
CALL CONCEPTS MULTIMEDIA PRODUCTIONS	DICKINSON	MILFORD	\$21,000.00	12/15/2000	5	6	2b
SBEMCO INTERNATIONAL INC	KOSSUTH	ALGONA	\$25,000.00	12/7/2000	24	26	2b
STYLECRAFT FURNITURE INC	DICKINSON	MILFORD	\$25,000.00	11/16/2000	341	378	2b
EATON CORPORATION	CLAY	SPENCER	\$25,000.00	11/15/2000	250	286	2b
HOLIDAY EXPRESS	EMMET	ESTHERVILLE	\$16,000.00	9/20/2000	12	15	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
PHARMACISTS MUTUAL INSURANCE COMPANY	KOSSUTH	ALGONS	\$25,000.00	9/7/2000	76	83	2b
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
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 COMPANY INC	DICKINSON	SPIRIT LAKE	\$12,500.00	8/30/2000	9	9	2a
BROWN MEDICAL INDUSTRIES	DICKINSON	SPIRIT LAKE	\$17,000.00	8/29/2000	20	26	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
MEDIEVAL GLASS INDUSTRIES INC	EMMET	ESTHERVILLE	\$25,000.00	6/13/2000	50	53	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
JERICHO FOODS COMPANY	EMMET	ESTHERVILLE	\$25,000.00	5/5/2000	11	12	2b
LAKES PRINTING COMPANY INC	DICKINSON	SPIRIT LAKE	\$10,000.00	3/1/2000	9	9	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
COUNTRY MAID INC	KOSSUTH	WEST BEND	\$10,000.00	2/24/2000	15	15	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
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
SNAP-ON TOOLS	KOSSUTH	ALGONA	\$25,000.00	7/30/1999	95	116	2b
ENERGY PANEL STRUCTURES INC	PALO ALTO	GRAETTINGER	\$25,000.00	7/27/1999	15	18	2b
EATON CORP	CLAY	SPENCER	\$19,500.00	4/23/1999	68	72	2b
SMARTS BROADCASTING SYSTEMS	PALO ALTO	EMMETSBURG	\$6,309.00	4/23/1999	4	5	2b
MAURER MANUFACTURING CO INC	CLAY	SPENCER	\$22,000.00	4/12/1999	45	49	2b
STYLECRAFT FURNITURE INC	DICKINSON	MILFORD	\$20,560.00	4/12/1999	265	293	2b
BROWN MEDICAL INDUSTRIES	DICKINSON	SPIRIT LAKE	\$12,000.00	1/20/1999	24	25	2b
HEARTLAND PRESS INC	CLAY	SPENCER	\$25,000.00	11/10/1998	33	39	2b
NORTHERN IOWA DIE CASTING INC	DICKINSON	LAKE PARK	\$21,000.00	11/10/1998	49	51	2b
METAL WORKS INC	CLAY	SPENCER	\$4,800.00	8/10/1998	6	6	2a
HOLIDAY EXPRESS CORP	EMMET	ESTHERVILLE	\$15,000.00	8/10/1998	21	22	2b
OUTDOOR TECHNOLOGIES GROUP	DICKINSON	SPIRIT LAKE	\$25,000.00	8/10/1998	47	53	2b
GENERAL MACHINE WORKS CO	CLAY	SPENCER	\$9,056.00	4/20/1998	16	17	2b
HEARTLAND PRESS INC	CLAY	SPENCER	\$15,480.00	4/20/1998	46	49	2b
ARTS WAY MFG CO INC	EMMET	ARMSTRONG	\$9,500.00	4/20/1998	22	29	2b
NORTHERN IOWA DIE CASTING INC	DICKINSON	LAKE PARK	\$24,000.00	4/20/1998	38	41	2b
PHARMACISTS MUTUAL INSURANCE CO	KOSSUTH	ALGONA	\$4,900.00	1/27/1998	8	12	2b
COUNTRY MAID INC	KOSSUTH	WEST BEND	\$8,000.00	1/27/1998	20	22	2b
OUTDOOR TECHNOLOGIES GROUP/BERKLEY & CO	DICKINSON	SPIRIT LAKE	\$10,401.00	1/27/1998	45	48	2b
ALL STAR PRO GOLF INC	CLAY	SPENCER	\$24,000.00	1/26/1998	12	12	2a
SMARTS BROADCASTING SYSTEMS	PALO ALTO	EMMETSBURG	\$12,000.00	11/18/1997	24	27	2b
HOLIDAY EXPRESS CORP	EMMET	ESTHERVILLE	\$12,000.00	9/22/1997	22	23	2b
HANDY ENVELOPE CO	KOSSUTH	ALGONA	\$11,332.00	8/7/1997	3	3	2a
GRAND TOTAL			\$1,109,338.00		2292	2593	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	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	\$0.00	1/18/2000	93	112	2b
NOLIN MILLING INC	CLAY	DICKENS	\$0.00	1/18/2000	38	41	2b
NORTHERN IOWA DIE CASTING INC	DICKINSON	LAKE PARK	\$0.00	1/18/2000	36	39	2b
DETHMERS MANUFACTURING CO	SIOUX	BOYDEN	\$0.00	1/18/2000	156	156	2a
A & I PRODUCTS	SIOUX	ROCK VALLEY	\$0.00	1/18/2000	18	18	2a
OSCEOLA ELECTRIC	OSCEOLA	SIBLEY	\$0.00	1/18/2000	7	7	2a
GRAND TOTAL			\$96,208.00		348	373	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



BROWN MEDICAL INDUSTRIES SPIRIT LAKE, IA

Brown Medical Industries was started in Hartley, IA, in 1965, by Dr. Ivan Brown, Sr. Dr. Brown was a practicing physician and entrepreneur who invented the Plastalume Finger Splint, and for many years the company operated on a limited scale. In 1997, one of Dr. Brown's sons (Dr. Ivan Brown) was faced with a decision to move the company out of state or expand within Iowa to another community that could more easily support a growing workforce. The decision was made to move the company to Spirit Lake, IA. Brown Medical Industries moved and expanded into a modern facility in Spirit Lake's industrial park area in 1997.

The company currently designs and manufactures dozens of separate medical products in over 300 models and sizes and markets these products worldwide. The company has a workforce of approximately 30 employees and plans for continuous growth.

"Our decision to remain in Iowa was based in part on the quality of job training provided through the state and the community college system," says Dr. Brown. "Local economic development efforts combined with critical training programs have made a difference."

Brown Medical Industries has constructed a modern training room within their plant, and has implemented an extensive employee training program. Components of the program include family learning and support, certification, effective teamwork, product safety and design, job-specific skill training, and sales management. Sales of company products and market penetration have increased annually since 1997, and the company continues to hire and train new employees.

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	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	69
	EATON CORPORATION	CLAY	SPENCER	\$205,000.00	11/1/2000	40	42
	VERIDIAN LIMITED	CLAY	SPENCER	\$105,000.00	11/1/2000	60	38
	GKN ARMSTRONG WHEELS	EMMET	ARMSTRONG	\$140,000.00	11/1/2000	50	55
	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	26
	GKN ARMSTRONG WHEELS	EMMET	ARMSTRONG	\$200,000.00	3/15/2002	40	59
	AFECO INC	KOSSUTH	ALGONA	\$130,000.00	3/15/2002	25	16
	MIDWEST GRAIN PROCESSORS COOP	KOSSUTH	LAKOTA	\$225,000.00	3/15/2002	30	19
	Totals for 17 Contracts :			\$3,185,000.00		910	994

AREA IV

NORTHWEST IOWA COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM

Case Study



Demco Manufacturing Company - Boyden, IA

For over 40 years, Dethmers Manufacturing Company has been in the manufacturing business in Boyden, Iowa. Their product line is widely diversified – from agricultural sprayers, gravity flow wagons, grain carts, lawn and garden products, brakes, appliance carts, towing equipment, trailers, boat lifts to commercial printing.

In 1999, the decision was made to refresh all their supervisors' leadership and communication skills. In view of the fact that Demco is located only seven miles west of the NCC campus, their employees were not inconvenienced with traveling time. Don Damstra, Vice President of Finance, Demco, stated that, "The quality of training presented by Northwest Iowa Community College was exceptional!"

After the initial training of supervisors, NCC conducted an employee survey to determine the level of satisfaction of all employees regarding communication, their job, benefits, wages, supervisors and management.

NCC compiled the results and presented this information to the management team. According to Don, the results were very valuable to their company as a tool to help the company continue to grow. The next step in Demco's training plan was to offer "Interpersonal Relationships Workshops" to all their employees. Information regarding skills with leadership, teamwork, communication, motivation, decision making/problem solving was presented in an up-beat and interesting way. Their employees had many complimentary statements about these workshops, which were conducted in Boyden.

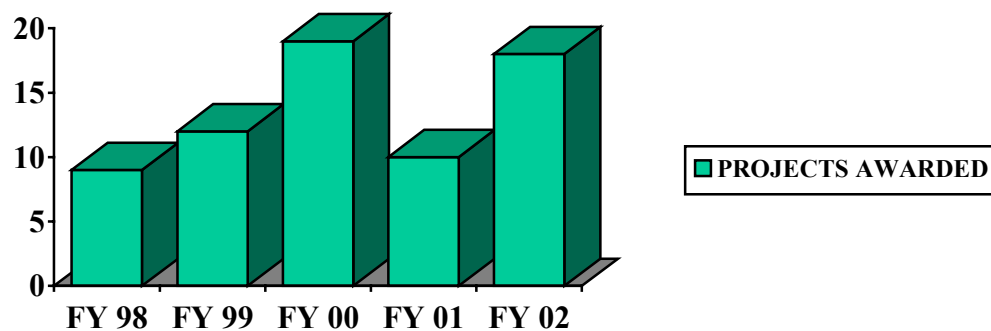
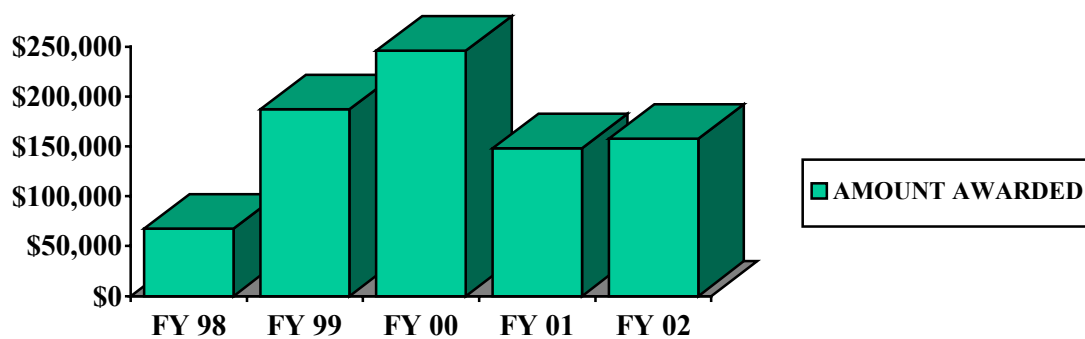
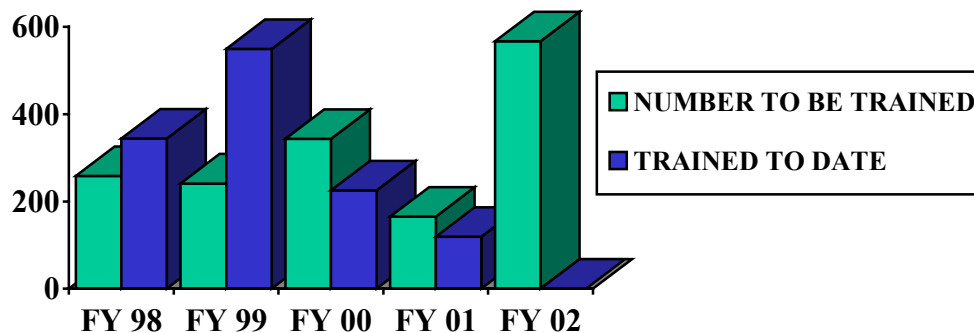
Because of the 260F Grant Program, Demco also provided training programs in computer software, welding, and machining. One of their computer specialists, an NCC graduate, attended a special software workshop and then provided training in-house for other employees. Some of their welders were able to attend classes to become certified. Their machinists were able to take advantage of courses in Machine Shop Basics, Manual Machining – Lathes and Mills, and CNC Programming Operations. Additionally, two of their employees attended a training session at NCC on Quality Control Procedures. After this training session, they were instrumental in assisting with the process of "fine-tuning" their quality control procedures.

This summer, Demco decided to update their employee review forms. NCC assisted with this process, as well as presenting a "How to" seminar for supervisors and the management team on utilization of their re-designed form.

Don Damstra sums up the Demco/NCC partnership in the following way, "In reality, our capital investment is an investment *in people* because of the level of skills necessary to operate high tech equipment to manufacture our products. With the assistance of Northwest Iowa Community College and the 260F Grant Program, we were able to offer excellent training programs to our employees. We greatly value the educational support we receive through our local community college."

AREA IV NORTHWEST IOWA COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
DOUBLE HH MFG/DIV HOPE HAVEN INC	SIoux	ROCK VALLEY	\$4,445.00	5/28/2002	20		1b
SANDS SEED SERVICE INC	CHEROKEE	MARCUS	\$6,755.00	4/2/2002	20		1b
VBS INC	SIoux	SIoux CENTER	\$6,755.00	4/2/2002	10		1b
ECHO GROUP INC.	SIoux	SIoux CENTER	\$6,775.00	3/5/2002	5		1b
COILCRAFT	SIoux	HAWARDEN	\$6,755.00	1/17/2002	18		1b
MED TEC IOWA INC	SIoux	ORANGE CITY	\$6,755.00	1/7/2002	18		1b
VANDE BERG SCALES INC	SIoux	SIoux CENTER	\$5,404.00	10/9/2001	10		1b
AG PARTNERS LLC	OBRIEN	SHELDON	\$6,415.00	9/21/2001	12		1b
HARVARD INDUSTRIES	SIoux	ROCK VALLEY	\$6,755.00	9/14/2001	10		1b
ASSOCIATED MILK PRODUCERS INC	OBRIEN	SANBORN	\$3,378.00	9/14/2001	12		1b
SIouxLAND OPHTHALMIC LABORATORIES INC	SIoux	SHELDON	\$13,408.00	4/13/2001	18		1a
A & I PRODUCTS	SIoux	ROCK VALLEY	\$20,182.00	4/10/2001	30		1a
GRAND LABORATORIES INC	LYON	LARCHWOOD	\$14,040.00	3/8/2001	20		1b
MARKS LAWN SERVICE INC	SIoux	GRANVILLE	\$17,935.00	2/14/2001	6	9	2b
SIoux DAIRY EQUIPMENT INC	SIoux	ROCK VALLEY	\$11,934.00	1/3/2001	10		1b
DIVERSIFIED TECHNOLOGIES INC	LYON	GEORGE	\$24,987.00	1/3/2001	26		1a
HARVARD INDUSTRIES	SIoux	ROCK VALLEY	\$16,234.00	12/13/2000	16	55	2b
MED TEC IOWA INC	SIoux	ORANGE CITY	\$17,726.00	11/28/2000	20	23	2b
AG PARTNERS LLC	OBRIEN	SHELDON	\$6,651.00	11/16/2000	10	14	2b
VANDE BERG SCALES INC	SIoux	SIoux CENTER	\$4,825.00	10/27/2000	9	18	2b
SIoux PREME PACKING COMPANY	SIoux	SIoux CENTER	\$21,795.00	5/26/2000	25		1b
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 AUTOMATION CENTER INC	SIoux	SIoux CENTER	\$24,415.00	4/14/2000	25		1b
MARKS LAWN SERVICE INC	SIoux	GRANVILLE	\$12,380.00	3/15/2000	9	9	2a
VALLEY MACHINING	SIoux	ROCK VALLEY	\$24,415.00	3/6/2000	12	17	2b
GRAND LABORATORIES INC	LYON	LARCHWOOD	\$10,460.00	2/24/2000	20	23	2b
LYON RURAL ELECTRIC COOPERATIVE	LYON	ROCK RAPIDS	\$11,082.00	1/19/2000	8	12	2b
MOTORVATION ENGINEERING	OSCEOLA	SIBLEY	\$3,488.00	1/9/2000	8		1a
MED-TEC INC	SIoux	ORANGE CITY	\$16,350.00	1/5/2000	30	30	2a
COILCRAFT	SIoux	HAWARDEN	\$10,460.00	12/22/1999	30	74	2b
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
MIDWEST FARMERS COOPERATIVE	O'BRIEN	SHELDON	\$18,275.00	5/5/1999	50	93	2b
SIouxLAND FARMERS COOPERATIVE	O'BRIEN	SHELDON	\$24,688.00	4/23/1999	35	46	2b
ASSOCIATED MILK PRODUCERS INC	O'BRIEN	SANBORN	\$5,242.00	4/23/1999	12	14	2b
COILCRAFT	SIoux	HAWARDEN	\$21,250.00	4/15/1999	18	20	2b
MED-TEC INC	SIoux	ORANGE CITY	\$15,765.00	11/10/1998	10	50	2b
FARMERS COOPERATIVE EXCHANGE	LYON	ROCK RAPIDS	\$11,910.00	8/10/1998	18	18	2a
GROSCHOPP INC	SIoux	SIoux CENTER	\$16,119.00	5/8/1998	40	65	2b
WEST LYON COOPERATIVE	LYON	INWOOD	\$4,575.00	4/29/1998	21	24	2b
HAWARDEN MACHINE INC	SIoux	HAWARDEN	\$7,610.00	4/29/1998	15	15	2a
MED-TEC INC	SIoux	ORANGE CITY	\$3,945.00	4/29/1998	4	9	2b
NORTHWEST IOWA COOPERATIVE	LYON	GEORGE	\$3,768.00	4/29/1998	30	35	2b
ASSOCIATED MILK PRODUCERS INC	OBRIEN	SANBORN	\$3,295.00	4/29/1998	15	20	2b
BOEHRINGER INGELHEIM	SIoux	SIoux CENTER	\$8,775.00	4/29/1998	53	55	2b
SIouxLAND FARMERS COOPERATIVE	OBRIEN	SHELDON	\$14,230.00	11/10/1997	40	56	2b
HARVARD INDUSTRIES KOOIMA DIV	SIoux	ROCK VALLEY	\$5,291.00	10/8/1997	40	65	2b
GRAND TOTAL			\$539,344.00		908	929	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
NCC SUPERVISORY EMPLOYEE TRAINING			\$97,277.00	8/30/2001			1b
GROSCHOPP INC	SIOUX	SIOUX CENTER	\$0.00	8/30/2001	62		1b
MAINTAINER CORPORATION OF IOWA	OBRIEN	SHELDON	\$0.00	8/30/2001	43		1b
POLARIS INDUSTRIES INC	DICKINSON	SPIRIT LAKE	\$0.00	8/30/2001	165		1b
DIVERSIFIED TECHNOLOGIES	LYON	GEORGE	\$0.00	8/30/2001	47		1b
LINK MANUFACTURING	SIOUX	SIOUX CENTER	\$0.00	8/30/2001	54		1b
CALL CONCEPTS MULTIMEDIA	DICKINSON	MILFORD	\$0.00	8/30/2001	5		1b
NORTHERN IOWA DIECASTING INC	DICKINSON	LAKE PARK	\$0.00	8/30/2001	56		1b
MANAGEMENT SUPERVISORY LEADERSHIP SKILLS			\$79,260.00	4/27/2000			1a
FARMERS COOPERATIVE EXCHANGE	LYON	ROCK RAPIDS	\$0.00	4/27/2000	15		1a
SANDS SEED SERVICE INC	CHEROKEE	MARCUS	\$0.00	4/27/2000	15		1a
FARMERS COOPERATIVE ELEVATOR COMPANY	PALO ALTO	RUTHVEN	\$0.00	4/27/2000	40		1a
CS AGROW SERVICE COMPANY INC	OBRIEN	CALUMET	\$0.00	4/27/2000	11		1a
FARMERS COOPERATIVE ELEVATOR COMPANY	CLAY	EVERLY	\$0.00	4/27/2000	55		1a
SNAP ON TOOLS	KOSSUTH	ALGONA	\$0.00	4/23/1999	16	28	2b
HARVARD INDUSTRIES, KOOIMA DIVISION	SIOUX	ROCK VALLEY	\$0.00	4/23/1999	30	37	2b
VALLEY MACHINING	SIOUX	ROCK VALLEY	\$0.00	4/23/1999	30	34	2b
PHARMACISTS MUTUAL INSURANCE CO	KOSSUTH	ALGONA	\$0.00	4/23/1999	12	22	2b
KOOIMA COMPANY	SIOUX	ROCK VALLEY	\$0.00	4/23/1999	10	33	2b
NORTHWEST IOWA BUSINESS NETWORK			\$89,729.00	2/21/1999		154	2b
GRAND TOTAL			\$266,266.00		666	308	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



Pella Corporation, Sioux Center Operations – Sioux Center, IA

On August 20, 1999, The Pella Corporation broke ground for their new ARCHITECT SERIES – casement windows plant on the north edge of Sioux Center, Iowa. The construction started on September 30, 1999 and the plant began full production on July 10, 2000. As of October 2002, Pella Corporation, Sioux Center Operations, had employed just over 500 team members.

Doc Van Leeuwen, their training coordinator, developed a partnership with Northwest Iowa Community College in Sheldon, Iowa to assist the Pella Sioux Center facility in providing hands-on skill building programs for their team members. Doc stated that, “The management style at the Pella Sioux Center plant can best be demonstrated by one of their core values: *Pella Corporation is primarily a human institution that values teamwork, safety, and respect for the individual and promotes total integrity in everything we do.*”

The training programs at Sioux Center are guided by a philosophy that the training and quality assurance programs must insure that their employees can provide the most knowledgeable, quality, and consistent decisions while performing their function as a Pella Team member.

Pella has received two 260E grants since starting their Sioux Center Operation. They have utilized the training dollars to establish a “state of the art” training “hot” lab to provide the necessary hands-on skill building needed to remain technically up-to-date. In addition, NCC has provided maintenance, safety, PC operations, math, measurements, programmable logic training, manager training and many other special, site-specific workshops.

Doc Van Leeuwen stated that working with NCC has been a real asset to the Pella Sioux Center training program. He rates the facilities as “first rate,” the staff as “very professional” and the close proximity and prompt service as exceeding Pella’s 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
NCC	MAINTAINER CORP	OBRIEN	SHELDON	\$130,000.00	11/10/1997	30	30
	NEMSCHOFF CHAIRS INC	SIOUX	SIOUX CENTER	\$140,000.00	11/10/1997	40	40
	VET PHARM INC	SIOUX	SIOUX CENTER	\$75,000.00	11/10/1997	12	12
	MILLER LOADERS INC	LYON	LARCHWOOD	\$95,000.00	3/2/1998	21	0
	DETHMERS MFG CO	SIOUX	BOYDEN	\$105,000.00	3/2/1998	30	30
	THE FOREIGN CANDY CO INC	SIOUX	HULL	\$70,000.00	3/2/1998	25	25
	LINK MANUFACTURING LTD	SIOUX	SIOUX CENTER	\$200,000.00	3/2/1998	54	54
	THE HARBOR GROUP	SIOUX	SIOUX CENTER	\$265,000.00	3/2/1998	38	38
	THE CONVEYOR CO INC	OSCEOLA	SIBLEY	\$320,000.00	7/10/1998	70	70
	ROSENBOOM MACHINE AND TOOL INC	SIOUX	SHELDON	\$385,000.00	7/10/1998	80	80
	THE FOREIGN CANDY CO INC	SIOUX	HULL	\$275,000.00	6/18/1999	36	36
	ADVANCE BRANDS	SIOUX	ORANGE CITY	\$535,000.00	6/18/1999	150	150
	MED-TEC IOWA INC	SIOUX	ORANGE CITY	\$115,000.00	6/18/1999	30	30
	DATA DIMENSIONS CORP	SIOUX	SHELDON	\$10,000.00	6/18/1999	10	10
	LINK MANUFACTURING LTD	SIOUX	SIOUX CENTER	\$275,000.00	1/19/2000	50	50
	HAYES ALBION 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
	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	21
	Totals for 20 Contracts :			\$4,955,000.00		1,037	1,016

AREA V

IOWA CENTRAL COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM Case Study



Arrow-Acme, Inc.

1603 East 2nd St. Webster City, Iowa 50595 Phone: (515) 832-3120 Fax: (515) 832-3145
ISO 9002 Certified 1995

November 15, 2002

Dear Carolyn:

I would like to take this opportunity to thank you and your staff for helping us establish the Iowa Jobs Training Program (260F) here at Arrow Acme Inc.

We have used the \$25,000 in training most of our tooling and maintenance personnel in welding. This created a lot of talent and flexibility for Arrow Acme Inc. in our tooling and maintenance department.

We are currently using more of this money for ISO training to comply with the December 2003 deadline for 9002 – 2000. This has encouraged us to be proactive in completing this achievement.

We would like to again thank you and your staff for all your efforts in helping us accomplish this training.

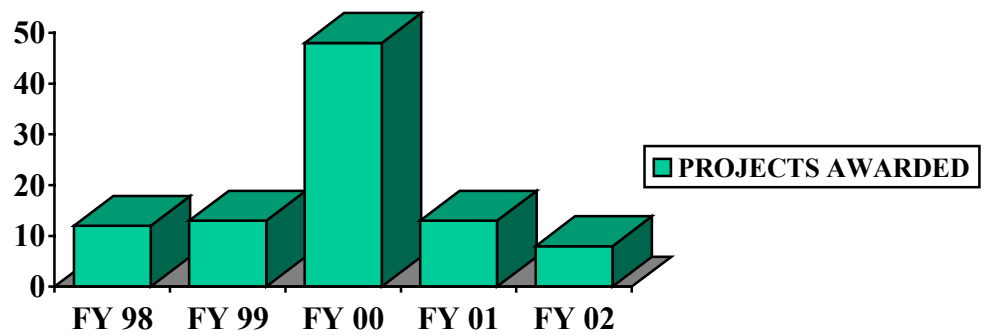
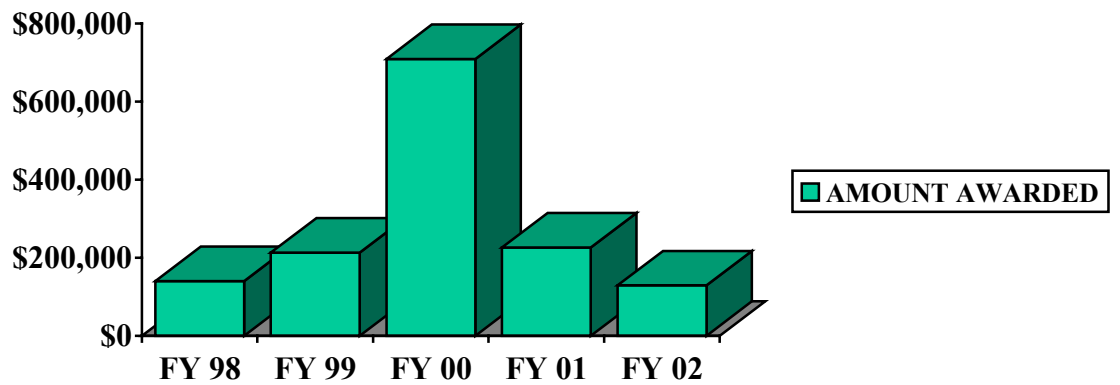
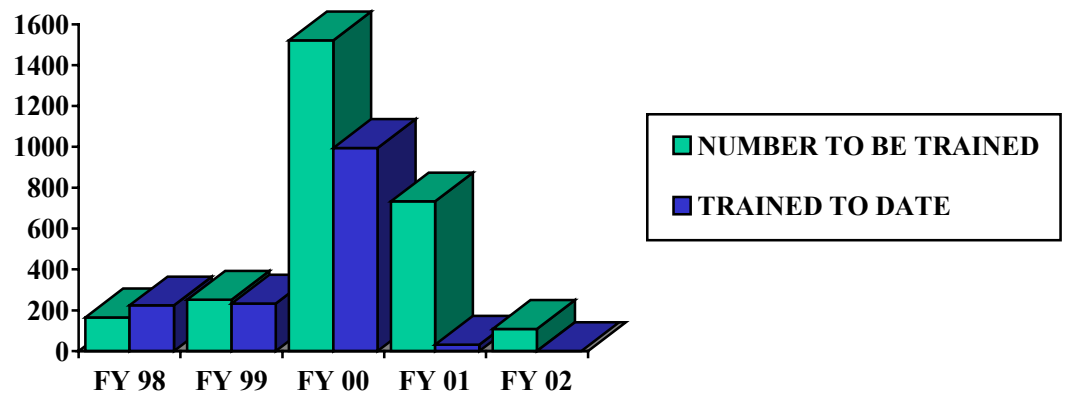
Sincerely,

Donna Downs
Controller



AREA V
IOWA CENTRAL COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
BPB CELOTEX	WEBSTER	FORT DODGE	\$16,883.00	5/28/2002	18		1b
ELECTROLUX HOME PRODUCTS INC	HAMILTON	WEBSTER CITY	\$25,000.00	5/28/2002	30		1b
NEW COOP/NEW FEEDS LLC	WEBSTER	FORT DODGE	\$25,000.00	5/7/2002	14		1b
RANCO FERTISERVICE INC	BUENA VISTA	SIOUX RAPIDS	\$7,331.00	5/7/2002	8		1b
HUNTER ROSS PUBLICATIONS LTD	WEBSTER	FORT DODGE	\$4,999.00	5/7/2002	4		1b
EVAPCO INC IOWA	SAC	LAKE VIEW	\$25,000.00	1/28/2002	10		1b
BUFFCO MANUFACTURING	POCAHONTAS	LAURENS	\$4,999.00	1/7/2002	5		1b
CORN MELT POWER COOPERATIVE	HUMBOLDT	HUMBOLDT	\$19,853.00	1/7/2002	20		1b
TEAM EFFORT INCORPORATED	WRIGHT	CLARION	\$4,999.00	5/3/2001	12		1a
WEST CENTRAL COOPERATIVE	CARROLL	RALSTON	\$25,000.00	5/2/2001	180		1a
ARROW ACME CO	HAMILTON	WEBSTER CITY	\$25,000.00	5/2/2001	18		1b
SMITHWAY MOTOR EXPRESS INC	WEBSTER	FORT DODGE	\$25,000.00	4/13/2001	72		1b
C & S PRODUCTS CO INC	WEBSTER	FORT DODGE	\$25,000.00	4/4/2001	45		1b
UNITED STATES GYPSUM COMPANY	WEBSTER	FORT DODGE	\$25,000.00	3/23/2001	50		1b
GULL WING INDUSTRIES INC	BUENA VISTA	ALTA	\$8,625.00	3/13/2001	7		1a
GOLD EAGLE COOPERATIVE	WRIGHT	GOLDFIELD	\$15,000.00	3/9/2001	19		1b
FARMERS COOPERATIVE CO	CALHOUN	FARNHAMVILLE	\$25,000.00	3/7/2001	150		1b
HEARTLAND COMMUNICATIONS GROUP INC	WEBSTER	FORT DODGE	\$4,999.00	2/28/2001	20	20	2a
SCRANTON MANUFACTURING	GREENE	SCRANTON	\$14,231.00	2/21/2001	50		1a
DON'S FARM SUPPLY	BUENA VISTA	NEWELL	\$11,500.00	12/6/2000	10	12	2b
CELOTEX CORPORATION	WEBSTER	FORT DODGE	\$16,664.00	7/26/2000	100		1b
BEAM INDUSTRIES	HAMILTON	WEBSTER CITY	\$25,000.00	6/14/2000	12	17	2b
GEORGIA PACIFIC CORP GYPSUM DIV	WEBSTER	FORT DODGE	\$25,000.00	5/9/2000	7		1a
BIL MAR FOODSVUENA VISTA	STORM LAKE		\$25,000.00	5/9/2000	26		1b
FISHER HYDRAULICS INC	POCAHONTAS	LAURENS	\$25,000.00	5/4/2000	8		1b
FLEMING MILLWRIGHT	HAMILTON	WEBSTER CITY	\$11,555.00	4/26/2000	6		1a
HAGIE MNUFACTURING COMPANY	WRIGHT	CLARION	\$25,000.00	4/24/2000	20	20	2a
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
SMITHWAY MOTOR XPRESS INC	WEBSTER	FORT DODGE	\$25,000.00	4/16/2000	190	295	2b
LAND O LAKES INC	WEBSTER	FORT DODGE	\$25,000.00	4/14/2000	300		1b
HAWKEYE LEISURE TRAILERS LTD	HUMBOLDT	HUMBOLDT	\$12,938.00	4/14/2000	12		1b
HEARTLAND COMMUNICATIONS GROUP INC	WEBSTER	FORT DODGE	\$7,702.00	4/14/2000	5		1a
AG PARTNERS LLC	BUENA VISTA	ALBERT CITY	\$25,000.00	4/13/2000	145	145	2a
BOBALEE HYDRAULICS	POCAHONTAS	LAURENS	\$9,914.00	4/7/2000	113	113	2a
BODHOLDT BROTHERS	BUENA VISTA	STORM LAKE	\$3,450.00	4/6/2000	5	9	2b
STOCK POPCORN COMPANY	SAC	LAKE VIEW	\$2,875.00	3/2/2000	2	2	2a
UNITED STATES GYPSUM COMPANY	WEBSTER	FORT DODGE	\$25,000.00	12/21/1999	50	50	2a
TEAM EFFORT INCORPORATED	WRIGHT	CLARION	\$4,999.00	11/9/1999	8	8	2a
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
SILGAN CONTAINERS MFG CORP	WEBSTER	FORT DODGE	\$25,000.00	8/20/1999	6	20	2b
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
MANGOLD ENVIRONMENTAL TESTING INC	BUENA VISTA	STORM LAKE	\$4,621.00	8/10/1999	3	3	2a
CELOTEX CORP WEBSTER	FORT DODGE		\$19,122.00	7/22/1999	10	10	2a
HEARTLAND COMMUNICATIONS GROUP INC	WEBSTER	FORT DODGE	\$1,500.00	5/5/1999	3	3	2a
GULL WING INDUSTRIES INC	BUENA VISTA	ALTA	\$4,600.00	5/5/1999	8	8	2a
MILLS FINANCIAL MARKETING	BUENA VISTA	STORM LAKE	\$21,391.00	4/23/1999	9	12	2b
DOBSON PIPE ORGAN BUILDERS LTD	CALHOUN	LAKE CITY	\$11,437.00	4/15/1999	1	1	2a
AMERICAN MEAT PROTEIN CORP	SAC	LYTTON	\$16,733.00	4/15/1999	3	11	2b
GEORGIA PACIFIC CORP GYPSUM DIV	WEBSTER	FORT DODGE	\$25,000.00	3/31/1999	10		1a
WEST CENTRAL COOPERATIVE	BOONE	BOXHOLM	\$4,999.00	3/31/1999	3	3	2a
AG PROCESSING INC	WRIGHT	EAGLE GROVE	\$24,187.00	1/29/1999	40	43	2b
FRIGIDAIRE CO LAUNDRY PRODUCTS DIV	HAMILTON	WEBSTER CITY	\$25,000.00	11/18/1998	10	15	2b
UMTHUN TRUCKING CO	WRIGHT	EAGLE GROVE	\$23,906.00	11/18/1998	30	32	2b
MERIAL LIMITED	WEBSTER	FORT DODGE	\$25,000.00	11/18/1998	100	100	2a
FARMLAND INDUSTRIES	WEBSTER	FORT DODGE	\$25,000.00	11/18/1998	30		1a
JENSEN ENTERPRISES LTD ADA JENSEN TRAILERS	HUMBOLDT	HUMBOLDT	\$4,738.00	8/10/1998	5	5	2a
DOBSON PIPE ORGAN BUILDING LTD	CALHOUN	LAKE CITY	\$13,267.00	5/21/1998	1	1	2a
BIL MAR FOODSBUENA VISTA	STORM LAKE		\$25,000.00	5/21/1998	10	26	2b
BODHOLDT BROTHERS	BUENA VISTA	STORM LAKE	\$4,999.00	5/21/1998	6	7	2b
HEARTLAND COMMUNICATIONS GROUP INC	WEBSTER	FORT DODGE	\$9,290.00	5/20/1998	6	6	2a
TEAM EFFORT INC	WRIGHT	CLARION	\$4,999.00	5/20/1998	10	52	2b
RANCO FERTISERVICE INC	BUENA VISTA	SIOUX RAPIDS	\$23,950.00	4/30/1998	35	35	2a
BOBALEE HYDRAULICS	POCAHONTAS	LAURENS	\$7,350.00	2/5/1998	15	15	2a
FORT DODGE ANIMAL HEALTH	WEBSTER	FORT DODGE	\$15,000.00	10/2/1997	20	20	2a
BEAM INDUSTRIES	HAMILTON	WEBSTER CITY	\$25,000.00	8/11/1997	40	40	2a
GRAND TOTAL			\$1,194,742.00		2386	1462	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
WEBSTER CITY CONSORTIUM			\$40,538.00	5/9/2000			1b
ARROW ACME	HAMILTON	WEBSTER CITY	\$0.00	5/9/2000	2		1b
BEAM INDUSTRIES	HAMILTON	WEBSTER CITY	\$0.00	5/9/2000	2		1b
FRIGIDAIRE	HAMILTON	WEBSTER CITY	\$0.00	5/9/2000	15		1b
HELLERS CARBONIC	HAMILTON	WEBSTER CITY	\$0.00	5/9/2000	6		1b
SENECA FOUNDRY INC	HAMILTON	WEBSTER CITY	\$0.00	5/9/2000	4		1b
TASLER	HAMILTON	WEBSTER CITY	\$0.00	5/9/2000	15		1b
ARROW ACME CO DIV OF LINDBERG CORP	HAMILTON	WEBSTER CITY	\$11,643.00	12/4/1997	4	4	2a
RAMSGATE CORP DBA HELLER'S CARBONIC	HAMILTON	WEBSTER CITY	\$0.00	12/4/1997	10	10	2a
UNCLE B'S BAGELS	HAMILTON	WEBSTER CITY	\$0.00	12/4/1997	8	8	2a
GRAND TOTAL			\$52,181.00		66	22	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
IOWA CENTRAL CONSTRUCTION BUSINESS NETWORK			\$83,017.00	5/18/2000			1a
RH GRABAU CONST INC	BOONE	BOONE	\$0.00	5/18/2000	4		1a
KOLACIA CONST INC	WEBSTER	FORT DODGE	\$0.00	5/18/2000	5		1a
PETERSON CONSTRUCTION	HAMILTON	WEBSTER CITY	\$0.00	5/18/2000	2		1a
SANDE CONSTRUCTION	HUMBOLDT	HUMBOLDT	\$0.00	5/18/2000	6		1a
STORY CONSTRUCTION	STORY	AMES	\$0.00	5/18/2000	30		1a
WOODRUFF CONSTRUCTION	WEBSTER	FORT DODGE	\$0.00	5/18/2000	31		1a
NORTH CENTRAL IOWA AGRIBUSINESSES			\$88,234.00	1/18/2000			1b
NEW COOPERATIVE INC	WEBSTER	FORT DODGE	\$0.00	1/19/2000	50		1b
FARMERS COOPERATIVE COMPANY	CALHOUN	FARNHAMVILLE	\$0.00	1/19/2000	50		1b
WEST CENTRAL COOPERATIVE	CARROLL	RALSTON	\$0.00	1/19/2000	50		1b
GOLD EAGLE COOPERATIVE	WRIGHT	GOLDFIELD	\$0.00	1/19/2000	50		1b
AG PROCESSING INC	WRIGHT	EAGLE GROVE	\$0.00	1/19/2000	50		1b
GRAND TOTAL			\$171,251.00		328		

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



EVAPCO, INC.
925 Quality Drive
Lake View, Iowa
Telephone: 507-446-8005
Facsimile: 507-446-8239
Email: bpaulson@evapcomn.com

October 28, 2002

Dear Carolyn,

I just wanted to write to express our appreciation to Iowa Central Community College and to you for assisting us with the New Jobs Training Program. As you know, our first three employees received the specially designed coil welding training at the College and we are glad to say they have now moved on to leader positions in our company. Then a year later, three additional welders received the same training and now along with their welding duties are now acting as trainers for new coil welders. This initial training, along with the on the job training funds, have allowed us to progress and expand faster than we had initially planned. In fact, we are now in the process of constructing an addition to our Lake View plant which will double our production area.

This program, along with others, was reasons we chose to locate our new plant in Iowa.

Bruce A. Paulson
General Manager



INDUSTRIAL NEW JOBS TRAINING PROGRAM 260E PROJECTS

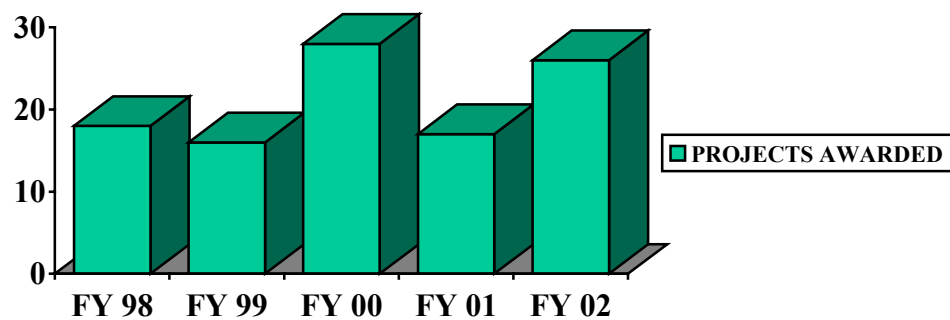
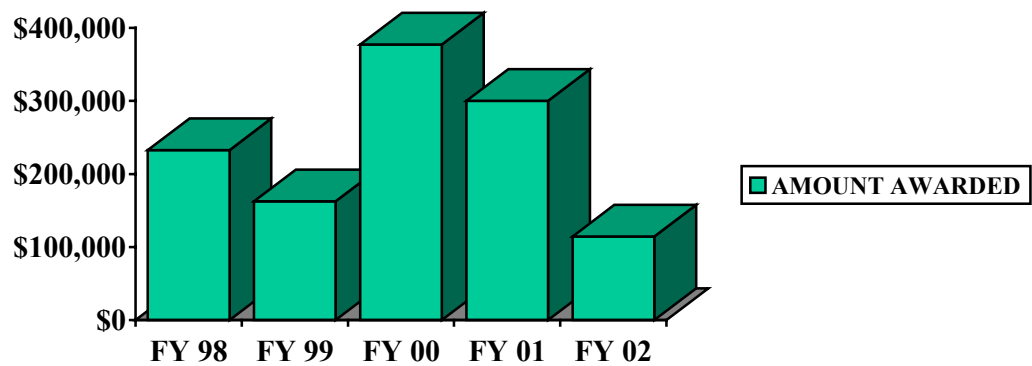
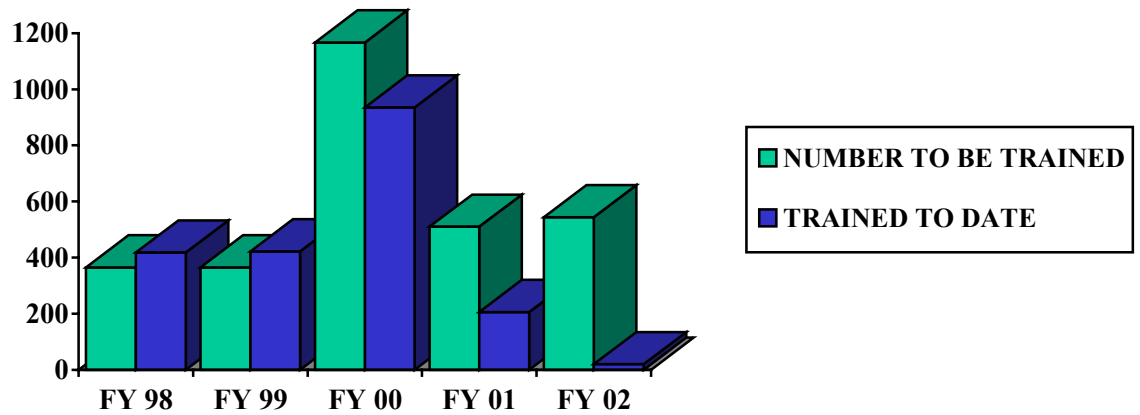
COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
ICCC	FRIESEN OF IOWA INC	BUENA VISTA	STORM LAKE	\$115,000.00	5/4/1998	48	48
	MARKETLINK INC	BUENA VISTA	STORM LAKE	\$115,000.00	5/4/1998	107	85
	TRINITY CORRECTIONS INT	CALHOUN	ROCKWELL CITY	\$180,000.00	5/4/1998	35	15
	BEAM INDUSTRIES	HAMILTON	WEBSTER CITY	\$355,000.00	5/4/1998	92	92
	FRIGIDAIRE CO	HAMILTON	WEBSTER CITY	\$860,000.00	5/4/1998	150	150
	CHANTLAND - PVS CO	HUMBOLDT	HUMBOLDT	\$2,565,000.00	5/4/1998	391	391
	SCRANTON MFG CO INC	JEFFERSON	SCRANTON	\$125,000.00	5/4/1998	35	35
	IOWA INDUSTRIAL HYDRAULICS	POCAHONTAS	POCAHONTAS	\$250,000.00	5/4/1998	42	42
	AG PROCESSING INC	WOODBURY	SERGEANT BLUFF	\$65,000.00	5/4/1998	11	11
	FRISKIES PET CARE PRODUCTS	WEBSTER	FORT DODGE	\$280,000.00	6/14/1998	45	45
	IBP INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$225,000.00	2/16/1999	46	46
	FORT DODGE LABORATORIES	WEBSTER	FORT DODGE	\$1,075,000.00	2/16/1999	148	148
	AMERICAN SPORTS INTERNATIONAL LTD	GREENE	JEFFERSON	\$355,000.00	11/7/2000	46	--
	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	\$4,300,000.00	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	\$15,000.00	4/15/2002	18	18
	SCRANTON MANUFACTURING	GREENE	SCRANTON	\$110,000.00	6/13/2002	0	20
	Totals for 27 Contracts :			\$15,210,000.00		2,158	2,085

THE IOWA JOBS TRAINING PROGRAM Case Study

Brownells is a direct marketing distributor of gunsmithing tools and supplies, and firearms accessories. The company has been in business for approximately 65 years, and is one of the main employers in the town of Montezuma, Iowa with an employee base of approximately 150 employees. Brownells staff consists of a large variety of occupations including gunsmiths, computer programmers, graphic artists, technical writers, marketers, web specialists, as well as the traditional occupations such as accounting, purchasing, clerical, call center personnel, warehouse personnel, etc. Brownells is the world leader in supplying gunsmithing tools and supplies. Recently, however, Brownells is facing aggressive direct competition from a firm in a neighboring state. Brownells strength in marketing is directly related to its marketing position, (Selection, Service, Satisfaction). Employee education is a key component in Brownells' ability to maintain its market position. As an example, Brownells is known as the "go to" company for product knowledge. In addition, Brownells is known for its excellent customer service as well as speedy order fulfillment. In order to maintain its position in the market and ensure its future viability, continuing education is essential. Now, more than ever, since Brownells' competitor has recently recruited a number of its employees away from the company as a means of "buying" the knowledge.

Iowa Valley, through the 260F program has played a key role in helping Brownells maintain its position in the marketplace. The training received from the 260F program has had an impact on the success of the business. For example, last summer Brownells had Spanish classes for its Call Center personnel to assist our customers in placing a call. Being easy to do business with is one way Brownells supports 2 of the 3 legs of the stool in its market positioning, those being excellent customer service and customer satisfaction. Another example would be the customer service training Brownells has received. Future plans for training include enhancing the technical knowledge of Brownells gunsmiths to better serve our customer base, and additional computer/web training to promote our web sales. Over the past 3 years since Brownells began utilizing the 260F programs, our employee base has increased by 17%, and turnover has been reduced by 50%. In addition, Brownells wage increases have been in the 4-5% range for hourly and 5+% range for salaried personnel at a time when other businesses have been roughly 1 ½ to 2 percentage points lower, and other firms have been laying employees off. Education is a key component of Brownells future success. Loss of its market leadership position would not only have negative effects on Brownells employees, it would also affect the towns of Montezuma, Grinnell, New Sharon, and Pella. The strength of our business is based on the quality of our workforce, and therefore the 260F program has great value to Brownells. We urge your continued support of this program.

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

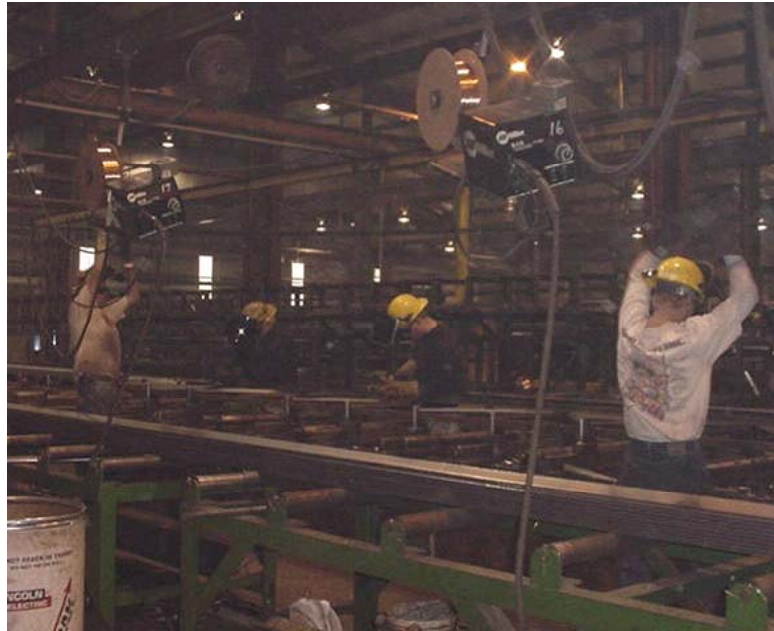
BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
CMC STEEL FABRICATORS INC dba SMI JOIST	HARDIN	IOWA FALLS	\$13,500.00	5/22/2002	120		1b
MODULEX US MANUFACTURING LLC	POWESHIEK	GRINNELL	\$4,945.00	5/22/2002	3		1b
BROWNELLS	POWESHIEK	MONTEZUMA	\$4,999.00	5/22/2002	10		1b
DONALDSON COMPANY INC	POWESHIEK	GRINNELL	\$13,250.00	5/22/2002	120		1b
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		1b
METAL TECH INDUSTRIES INC	HARDIN	IOWA FALLS	\$4,830.00	4/18/2002	10		1b
BERRY IOWA CORPORATION	HARDIN	IOWA FALLS	\$8,625.00	4/2/2002	70		1b
FISHER CONTROLS INTL, INC	MARSHALL	MARSHALLTOWN	\$4,945.00	3/16/2002	20		1b
WENCO OF IOWA	POWESHIEK	GRINNELL	\$9,269.00	2/9/2002	15		1b
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		1b
POE CONSTRUCTION & MANUFACTURING INC	POWESHIEK	MONTEZUMA	\$4,945.00	9/27/2001	20		1b
CENTRAL COUNTIES COOPERATIVE	GRUNDY	REINBECK	\$25,000.00	5/23/2001	82		1b
MID IOWA COOPERATIVE	GRUNDY	BEAMAN	\$25,000.00	5/23/2001	60		1b
HEARTLAND PORK ENTERPRISES	HARDIN	ALDEN	\$25,000.00	5/12/2001	25		1b
BROWNELLS	POWESHIEK	MONTEZUMA	\$25,000.00	5/8/2001	20		1b
COOPER MANUFACTURING CO	MARSHALL	MARSHALLTOWN	\$25,000.00	5/3/2001	20		1b
IOWA TELECOMMUNICATIONS SERVICES INC	POWESHIEK	GRINNELL	\$25,000.00	5/3/2001	12		1b
SWIFT & COMPANY	MARSHALL	MARSHALLTOWN	\$25,000.00	5/3/2001	20		1b
POE CONSTRUCTION & MAUNUFACTURING INC	POWESHIEK	MONTEZUMA	\$4,887.00	4/27/2001	23	23	2a
PRAIRIE LAND COOPERATIVE	HARDIN	HUBBARD	\$25,000.00	4/24/2001	60		1b
MIDWEST HARVEST CORPORATION	POWESHIEK	GRINNELL	\$25,000.00	2/16/2001	5		1b
WHINK PRODUCTS COMPANY	HARDIN	ELDORA	\$4,999.00	11/16/2000	15	15	2a
PLASTIC RECYCLING OF IOWA FALLS INC	HARDIN	IOWA FALLS	\$25,000.00	10/5/2000	20	20	2a
FISHER CONTROLS INTL INC	MARSHALL	MARSHALLTOWN	\$10,294.00	9/7/2000	50	50	2a
MID IOWA COOPERATIVE	GRUNDY	BEAMAN	\$25,000.00	7/6/2000	28	28	2a
UNITED SUPPLIERS	HARDIN	ELDORA	\$25,000.00	5/16/2000	45	105	2b
BERRY IOWA CORPORATION	HARDIN	IOWA FALLS	\$25,000.00	5/12/2000	60	70	2b
DAYCO PRODUCTS INC	HARDIN	ELDORA	\$17,250.00	5/9/2000	175		3a
DOORCRAFT OF IOWA	POWESHIEK	GRINNELL	\$25,000.00	5/5/2000	85		1b
RIVERSIDE BOOK AND BIBLE HOUSE INC	HARDIN	IOWA FALLS	\$25,000.00	5/2/2000	25		1b
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
ASI SIGN SYSTEMS	POWESHIEK	GRINNELL	\$25,000.00	1/25/2000	50	50	2a
HEARTLAND PORK ENTERPRISES INC	HARDIN	ALDEN	\$25,000.00	1/14/2000	60	60	2a
MIDLAND TRANSPORTATION	MARSHALL	MARSHALLTOWN	\$4,999.00	1/9/2000	6		3b
HANDY INDUSTRIES	MARSHALL	MARSHALLTOWN	\$25,000.00	12/21/1999	50		1b
ENGINEERED PLASTIC COMPONENTS INC	POWESHIEK	GRINNELL	\$25,000.00	12/2/1999	7	7	2a
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
FISHER CONTROLS INTERNATIONAL INC	MARSHALL	MARSHALLTOWN	\$14,706.00	7/29/1999	40	40	2c
KIOWA CORP	MARSHALL	MARSHALLTOWN	\$25,000.00	7/28/1999	15	15	2a
CAPITAL ELECTRONICS INC	FRANKLIN	ACKLEY	\$25,000.00	4/19/1999	15	15	2a
TIMES CITIZEN COMMUNICATION	HARDIN	IOWA FALLS	\$4,999.00	4/15/1999	4	5	2b
UNITED SUPPLIERS	HARDIN	ELDORA	\$25,000.00	1/25/1999	60	60	2a
KIOWA CORP	MARSHALL	MARSHALLTOWN	\$25,000.00	1/25/1999	20	20	2a
COOPER MANUFACTURING INC	MARSHALL	MARSHALLTOWN	\$19,324.00	11/18/1998	40	40	2a
FISHER CONTROLS INTERNATIONAL INC	MARSHALL	MARSHALLTOWN	\$25,000.00	11/18/1998	16	16	2a
COOPER MFG CO	MARSHALL	MARSHALLTOWN	\$3,318.00	9/23/1998	5	7	2c
GRINNELL MUTUAL REINSURANCE CO	POWESHIEK	GRINNELL	\$25,000.00	8/10/1998	160	208	2b
ELDORA PLASTICS	HARDIN	ELDORA	\$20,518.00	6/4/1998	20	24	2b
RIVERSIDE BOOK AND BIBLE HOUSE INC.	HARDIN	IOWA FALLS	\$25,000.00	6/4/1998	45	45	2a
DAYCO PRODUCTS INC	HARDIN	ELDORA	\$25,000.00	6/4/1998	12	12	2a
RITCHIE INDUSTRIES INC	GRUNDY	CONRAD	\$25,000.00	6/1/1998	20	24	2b
GMI INDUSTRIES INC	HARDIN	UNION	\$4,999.00	5/18/1998	2	5	2b
GMI INDUSTRIES INC	HARDIN	UNION	\$4,999.00	5/18/1998	5	2	2c
MARSHALL ENGINEERED PRODUCTS CO LLC	MARSHALL	MARSHALLTOWN	\$25,000.00	4/20/1998	40	40	2a
GARWIN ENTERPRISES	TAMA	GARWIN	\$4,235.00	4/20/1998	3	3	2c
CAPITAL ELECTRONICS	FRANKLIN	ACKLEY	\$25,000.00	4/20/1998	14	14	2a
TENNECO PACKAGING	MARSHALL	MARSHALLTOWN	\$4,999.00	3/19/1998	4	23	2b
DONALDSON CO INC	POWESHIEK	GRINNELL	\$25,000.00	1/27/1998	150	150	2a
ENGINEERED PLASTIC COMPONENTS INC	POWESHIEK	GRINNELL	\$25,000.00	11/18/1997	10	31	2b
HAMMERS PLASTIC RECYCLING CORP	HARDIN	IOWA FALLS	\$4,999.00	11/13/1997	5	6	2c
CHASE HOME IMPROVEMENTS	MARSHALL	MARSHALLTOWN	\$4,646.00	9/30/1997	10		3a
TENNECO PACKAGING	MARSHALL	MARSHALLTOWN	\$3,231.00	7/16/1997	3	3	2a
GRAND TOTAL			\$1,107,814.00		2627	1754	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
IVCC LEAN MFG TRAINING			\$4,945.00	5/22/2002			1b
MODULEX US MANUFACTURING	POWESHIEK	GRINNELL	\$0.00	5/22/2002	2		1b
ASI SIGN SYSTEMS	POWESHIEK	GRINNELL	\$0.00	5/22/2002	4		1b
DONALDSON COMPANY	POWESHIEK	GRINNELL	\$0.00	5/22/2002	30		1b
IVCC MICROSOFT TRAINING			\$4,999.00	5/22/2002			1b
METAL TECH INDUSTRIES INC	HARDIN	IOWA FALLS	\$0.00	5/22/2002	6		1b
BERRY IOWA CORPORATION	HARDIN	IOWA FALLS	\$0.00	5/22/2002	15		1b
IVCC FRONTLINE SUPERVISORS PHASE II CONSORTIUM			\$4,370.00	5/9/2002			1b
MARSHALLTOWN TROWEL COMPANY	MARSHALL	MARSHALLTOWN	\$0.00	5/9/2002	10		1b
COOPER MANUFACTURING	MARSHALL	MARSHALLTOWN	\$0.00	5/9/2002	10		1b
IVCC LEADERSHIP DEVELOPMENT CONSORTIUM			\$4,370.00	11/14/2001	20		1b
MARSHALLTOWN TROWEL COMPANY	MARSHALL	MARSHALLTOWN	\$0.00	11/14/2001	10	10	2a
COOPER MANUFACTURING	MARSHALL	MARSHALLTOWN	\$0.00	11/14/2001	10	10	2a
MONTEZUMA CONSORTIUM			\$4,999.00	10/13/2000	35	35	2a
BROWNELLS	POWESHIEK	MONTEZUMA	\$0.00	10/13/2000	25	25	2a
POE CONSTRUCTION AND MANUFACTURING INC	POWESHIEK	MONTEZUMA	\$0.00	10/13/2000	10	10	2a
GERVICH & RIVERSIDE CONSORTIUM			\$15,525.00	5/16/2000	10	10	2a
GERVICH & SONS INC	MARSHALL	MARSHALLTOWN	\$0.00	5/16/2000	5	5	2a
RIVERSIDE DISTRIBUTORS INC	HARDIN	IOWA FALLS	\$0.00	5/16/2000	5	5	2a
IA VALLEY COMMUNITY COLLEGE CONSORTIUM			\$25,000.00	2/10/2000	25	25	2a
DAYCO PRODUCTS INC	HARDIN	ELDORA	\$0.00	2/10/2000	5	5	2a
LENNOX MANUFACTURING INC	MARSHALL	MARSHALLTOWN	\$0.00	2/10/2000	5	5	2a
FISHER CONTROLS INTERNATIONAL INC	MARSHALL	MARSHALLTOWN	\$0.00	2/10/2000	5	5	2a
COOPER MANUFACTURING	MARSHALL	MARSHALLTOWN	\$0.00	2/10/2000	5	5	2a
KIOWA CORPORATION	MARSHALL	MARSHALLTOWN	\$0.00	2/10/2000	5	5	2a
ELDORA LEADERSHIP TRAINING CONSORTIUM	HARDIN	ELDORA	\$4,999.00	4/26/1999	19	12	2c
DODGER INDUSTRIES INC	HARDIN	ELDORA	\$0.00	4/26/1999	3	3	2a
ELDORA PLASTICS INC	HARDIN	ELDORA	\$0.00	4/26/1999	1	4	2b
UNITED SUPPLIERS	HARDIN	ELDORA	\$0.00	4/26/1999	3	5	2b
DAYCO PRODUCTS INC	HARDIN	ELDORA	\$4,999.00	4/26/1999	5	5	
DODGER INDUSTRIES INC	HARDIN	ELDORA	\$0.00	4/26/1999	3	3	2a
ELDORA PLASTICS INC	HARDIN	ELDORA	\$0.00	4/26/1999	1	9	2b
UNITED SUPPLIERS	HARDIN	ELDORA	\$0.00	4/26/1999	10	10	2a
ELDORA COMPUTER TRAINING CONSORTIUM	HARDIN	ELDORA	\$4,999.00	5/18/1998	12	23	2b
DODGER INDUSTRIES INC	HARDIN	ELDORA	\$0.00	5/18/1998	5	6	2b
ELDORA PLASTICS INC	HARDIN	ELDORA	\$0.00	5/18/1998	5	7	2b
GRAND TOTAL			\$79,205.00		324	247	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



SMI Joist and Iowa Valley Community College District Partner to Staff New \$5.6 Million Plant

With its state-of-the-art equipment, SMI Joist's new \$5.6 million Iowa Falls manufacturing facility is dedicated to making steel joists for the commercial construction industry. The 73,000 square-foot facility employs 175 workers in a continuous operation.

The Iowa New Jobs Training Program and Iowa Valley Community College District, located in Marshalltown, Iowa were important partners with SMI Joist by providing funding for training the company's workforce. Funding provided by Iowa Valley was used for specialized welding training of the SMI Joist employees to accommodate their need for production welders. Additionally, Iowa Valley funding was used to help train office personnel, detailers and managers.

The safety of its employees is the number one priority at SMI Joist and the company was able to use Iowa Valley's assistance to provide every employee safety training. In addition to safety, employees received extensive training in computers, drafting, design and welding. Management received supervisory training. Training has been an ongoing process at SMI Joist and Iowa Valley's assistance has been a significant part of the company's success.

Overall, Iowa Valley assisted SMI Joist in developing a highly trained and highly productive workforce. In its first operating year, SMI Joist was able to generate a profit, which is quite remarkable when you consider the complexity involved in starting a new manufacturing facility and the current economic conditions.

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	JCD INC DBA BOYT	HARDIN	IOWA FALLS	\$220,000.00	7/16/1997	101	67
	TUNNEL MILL POLYMER INC	HARDIN	JEWEL	\$70,000.00	7/22/1997	12	12
	ACCESS DIRECT TELEMARKETING INC	POLK	DES MOINES	\$440,000.00	10/25/1997	189	195
	SJR INDUSTRIES INC	POWESHIEK	BROOKLYN	\$120,000.00	10/25/1997	58	11
	ENGINEERED PLASTIC COMPONENTS INC	POWESHIEK	GRINNELL	\$50,000.00	10/25/1997	15	15
	DONALDSON CO INC	POWESHIEK	GRINNELL	\$185,000.00	10/25/1997	25	228
	HEARTLAND PORK ENTERPRISES INC	HARDIN	IOWA FALLS	\$470,000.00	3/13/1998	92	92
	HAWKEYE GLOVE MFG INC	HARDIN	BUCKEYE	\$40,000.00	9/30/1998	18	18
	PACKAGING CORP OF AMERICA	GRUNDY	CONRAD	\$215,000.00	10/2/1998	36	35
	RITCHIE INDUSTRIES INC	GRUNDY	CONRAD	\$110,000.00	10/2/1998	29	20
	BUCKEYE COOPERATIVE ELEVATOR COMPANY	HARDIN	BUCKEYE	\$70,000.00	10/2/1998	14	8
	DAYCO PRODUCTS INC	HARDIN	ELDORA	\$125,000.00	10/2/1998	25	25
	TRANSGLOBAL RAIL INC	MARSHALL	MARSHALLTOWN	\$625,000.00	10/2/1998	97	10
	TASLER INC	POWESHIEK	GRINNELL	\$55,000.00	10/2/1998	22	15
	IOWA OAT PROCESSORS INC	TAMA	CHELSEA	\$30,000.00	10/2/1998	8	4
	CAPITAL ELECTRONICS INC	HARDIN	ACKLEY	\$55,000.00	5/25/1999	21	0
	AGRIGENETICS INC	MARSHALL	MARSHALLTOWN	\$120,000.00	5/25/1999	19	14
	SPECIAL PACKAGING INC	MARSHALL	MARSHALLTOWN	\$30,000.00	5/25/1999	11	7
	SWIFT (CON AGRA)	MARSHALL	MARSHALLTOWN	\$470,000.00	5/25/1999	135	135
	EPC INC	POWESHIEK	GRINNELL	\$60,000.00	5/25/1999	12	12
	GRINNELL BEVERAGE CO INC	POWESHIEK	GRINNELL	\$45,000.00	5/25/1999	5	5
	TRIPLE T SPECIALTY MEATS	HARDIN	ACKLEY	\$15,000.00	5/19/2000	11	10
	MIRENCO INC	HARDIN	RADCLIFFE	\$65,000.00	5/19/2000	7	9
	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
	JELD WEN INC DBA WENCO	POWESHIEK	GRINNELL	\$85,000.00	5/19/2000	16	16
	CMC STEEL FABRICATORS INC dba SMI JOIST CO	HARDIN	IOWA FALLS	\$975,000.00	5/14/2001	180	143
	MODULEX USMANUFACTURING LLC	POWESHIEK	GRINNELL	\$160,000.00	3/7/2002	22	0
	DIEOMATIC INC	POWESHIEK	MONTEZUMA	\$870,000.00	3/7/2002	120	0
Totals for 32 Contracts :				\$6,335,000.00		1,443	1,276

AREA VII

HAWKEYE COMMUNITY COLLEGE

Al Clausen
Hawkeye Community College
5330 Nordic Drive
Cedar Falls, Iowa 50613
319.277.3806 ex 403

THE IOWA JOBS TRAINING PROGRAM Case Study



Iowa Metal Spinners Case Study

Iowa Metal Spinners, Inc. (IMS), owned by Kevin Harberts, began operations in 1980 on Ackermant Street in Waterloo. In 1983, it moved to Lincoln Street in Cedar Falls. After three initial successful years, IMS was hit hard by the 1980 recession. Company officials decided to diversify from its focus on agricultural equipment and expanded in 1990, 1993, and 1996.

IMS shapes and bends metal for building contractors and other clients around the country. The company also does welding and subassembly work. Major customers include ventilation contractors and companies in the lighting industry. As a subcontractor, their work is displayed at Walt Disney World in Orlando, Florida and at the Mormon Tabernacle in Salt Lake City, Utah.

The company presently employs 50-to-55 people. IMS began a training partnership with Hawkeye Community College with an \$18,000, 260E New Jobs Training Grant in 1996. This grant enabled them to expand and provide on-the-job training for their employees.

In 1998, IMS received a \$25,000, 260F Jobs Training Grant to assist with training for ESL/communication, quality, AutoCAD, computer skills, supervisory, and safety. In 2000, they received a \$12,600, 260F Jobs Training Grant to assist with writing and safety training.

Safety has been a top priority since IMS moved to its new \$2.6 million, 105,000-square foot location in 1999, which tripled the size of their facility on Lincoln Street. IMS took a pro-active approach to meeting OSHA training requirements. While employees in many workplaces receive periodic OSHA training, Iowa Metal Spinners shut down production for a day to allow their employees to receive all their required training at one time. Training included recording keeping; communications dealing with hazardous chemicals; issues specific to the work site; review of the company's action plan for a weather or disaster emergency; and sessions on blood-borne pathogens and use of protective equipment. Workers also were trained to use fire extinguishers and other safety equipment.

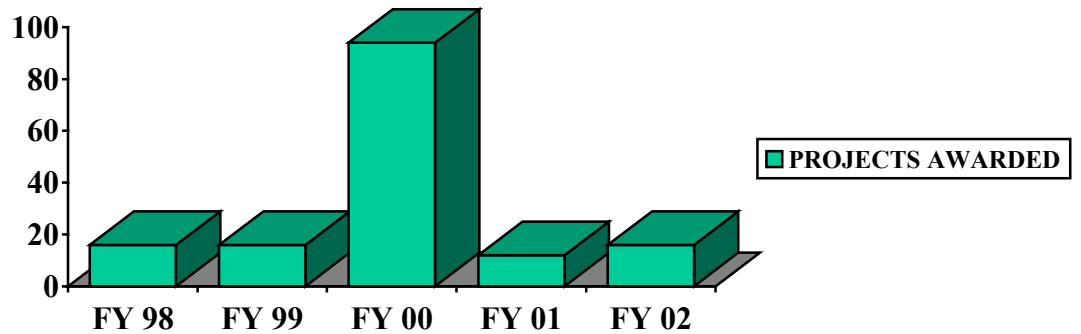
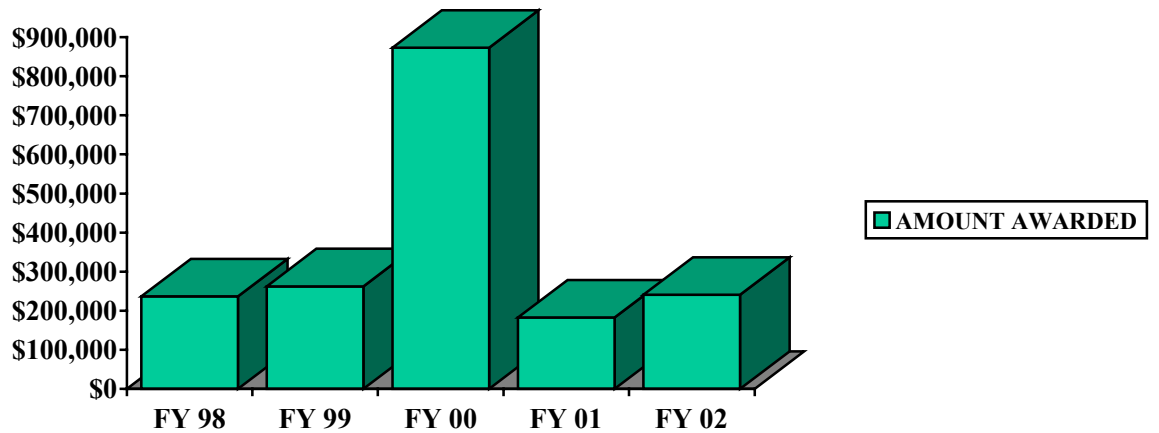
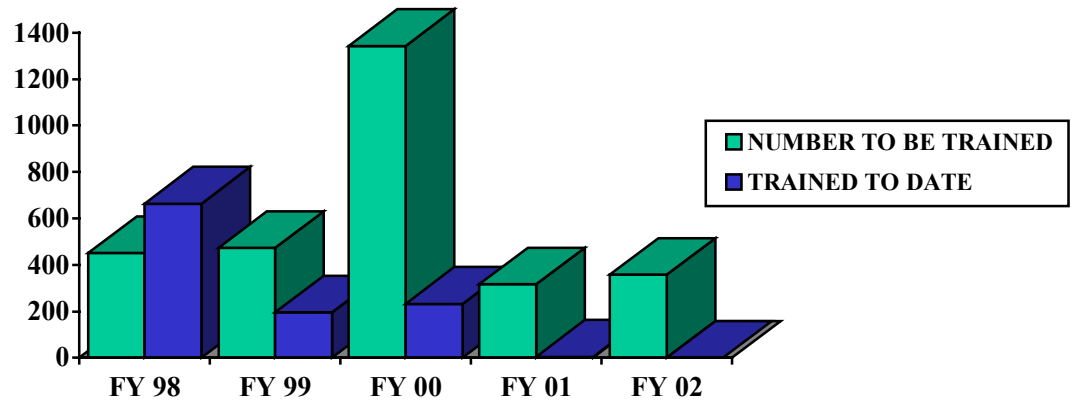
Hawkeye retained a private company, Twin City Safety, to handle the all-day workshop. "We specifically put together the program for IMS. Customized training has been a main focus of Hawkeye's Cedar Falls Center allowing area businesses to concentrate their employee training on their specific needs," said Rich Schmitz, Hawkeye program manager.

Owner, Kevin Harberts believes the training programs with Hawkeye have improved employee skill levels, productivity, and safety. "One example of a positive outcome of the daylong safety training occurred when we changed to a different type of lubricant for one of our operations. We had an employee come to us and ask about the labeling of the material and the Material Safety Data Sheet. Eventually, we would have gotten the information, but I thought that it was good that the employee came to us right away, so that we could get the required documentation for the new product," explained Harberts. "It shows me that the employee came away from the safety class with knowledge and then was able to apply what he had learned on the shop floor," said Harberts.

When asked for suggestions to improve his training programs with Hawkeye, Harberts replied, "I have no complaints, and I can't think of any needed improvements. We feel that we have a good working relationship with Hawkeye and I would recommend Hawkeye and their training programs to other companies in the area," he said.

AREA VII HAWKEYE COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
ORTHOTICS AND PROSTHETICS ONE INC	BLACK HAWK	WATERLOO	\$25,000.00	5/28/2002	13		1b
VIKING 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
BASIC MATERIALS CORP	BLACK HAWK	ELK RUN HEIGHTS	\$4,999.00	5/9/2002	55		1b
ROWLEY EQUIPMENT	BUCHANAN	ROWLEY	\$4,999.00	4/2/2002	15		1b
WATERLOO INDUSTRIES	BLACK HAWK	WATERLOO	\$25,000.00	4/2/2002	10		1b
DUNKERTON COOPERATIVE ELEVATOR	BLACK HAWK	DUNKERTON	\$4,999.00	3/4/2002	15		1b
BLOOM INC dba BLOOM MFG INC	BUCHANAN	INDEPENDENCE	\$25,000.00	1/28/2002	14		1b
NETWORK CONTROL INC	BREMER	WAVERLY	\$4,999.00	1/28/2002	5		1b
PROFESSIONAL OFFICE SERVICES INC	BLACKHAWK	WATERLOO	\$15,245.00	1/7/2002	8		1b
AERIAL SERVICES INC	BLACK HAWK	CEDAR FALLS	\$15,000.00	10/9/2001	6		1a
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		1b
NORTH EAST MACHINE AND TOOL COMPANY	BLACK HAWK	JANESVILLE	\$11,750.00	9/27/2001	10		1b
SCHUMACHER ELEVATOR COMPANY	BREMER	DENVER	\$25,000.00	9/14/2001	64		1b
BEHR HEAT TRANSFER SYSTEMS INC	BLACKHAWK	CEDAR FALLS	\$4,313.00	8/27/2001	3		1b
ZEIDLERS CONCRETE PIPE INC	BLACK HAWK	WATERLOO	\$10,870.00	6/30/2001	25		1b
ROSS MARKETING INC	BLACK HAWK	CEDAR FALLS	\$4,380.00	6/30/2001	6		1a
VIKING PUMP INC	BLACK HAWK	CEDAR FALLS	\$25,000.00	5/3/2001	50		1b
FEATHERLITE INC	IOWA	CHICKASAW	\$4,999.00	12/1/2000	4	5	2c
CENTRAL COUNTIES COOPERATIVE	GRUNDY	REINBECK	\$25,000.00	8/30/2000	28		1a
IOWA METAL SPINNERS	BLACK HAWK	CEDAR FALLS	\$12,600.00	8/25/2000	6		1a
RON WEBER AND ASSOCIATES OF IOWA INC	BLACK HAWK	WATERLOO	\$24,400.00	7/25/2000	50		1b
WAVERLY PLASTICS	BREMER	WAVERLY	\$25,000.00	7/21/2000	8		1b
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
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		1b
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		1b
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		1a
CONTROL O FAX EXPRESS BILL	BLACK HAWK	WATERLOO	\$14,505.00	5/2/2000	20		1a
UNIVERSAL INDUSTRIES INC	BLACK HAWK	CEDAR FALLS	\$25,000.00	5/2/2000	45		1b
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		1b
JOHN DEERE DONALD STREET SITE	BLACK HAWK	WATERLOO	\$25,000.00	4/28/2000	8		1a
JOHN DEERE DONALD STREET SITE	BLACK HAWK	WATERLOO	\$25,000.00	4/28/2000	8		1b
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
PROGRESSIVE TOOL COMPANY	BLACK HAWK	WATERLOO	\$24,855.00	3/30/2000	20		1b
IOWA HAM CANNING INC	BUCHANAN	INDEPENDENCE	\$20,312.00	3/1/2000	30		1b
IBP INC	BLACKHAWK	WATERLOO	\$25,000.00	2/24/2000	20		1b
STAINLESS PLUSS LLC	BLACK HAWK	WATERLOO	\$11,429.00	2/15/2000	3		1b
CONTROL O FAX EXPRESS BILL	BLACK HAWK	WATERLOO	\$25,000.00	2/3/2000	25	25	2a
ENRON TRANSPORTATION & STORAGE	BLACK HAWK	WATERLOO	\$25,000.00	11/18/1999	25	26	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	2c
EAST IOWA PLASTICS INC	BUCHANAN	INDEPENDENCE	\$3,765.00	9/20/1999	3	4	2b
HOBSON MOULD WORKS INC	BUTLER	SHELL ROCK	\$21,000.00	7/29/1999	34	63	2b
TRAER MANUFACTURING/ DIV OF DIOMATIC INC	TAMA	TRAER	\$25,000.00	4/15/1999	15		1b
J & J METAL SPINNING	BUTLER	NEW HARTFORD	\$24,000.00	4/15/1999	4	19	2b
D C INDUSTRIES	BLACK HAWK	WATERLOO	\$13,515.00	4/15/1999	10		1b
GEATER MACHINING AND MANUFACTURING CO	BUCHANAN	INDEPENDENCE	\$21,628.00	4/15/1999	90		1b
PROFESSIONAL OFFICE SERVICES	BLACK HAWK	BURTON AVE	\$4,999.00	4/15/1999	6	8	2b
NEWCOR INC - BLACKHAWK ENGINEERING DIVISION	BLACK HAWK	CEDAR FALLS	\$4,999.00	3/16/1999	8	20	2b
IOWA METAL SPINNERS	BLACK HAWK	CEDAR FALLS	\$25,000.00	1/20/1999	40		1b
QUAMACO	BUCHANAN	QUASQUETON	\$17,001.00	1/20/1999	9		1b
QUALITY CRAFT CORP	BUCHANAN	INDEPENDENCE	\$4,999.00	1/20/1999	6	8	2b
CRYSTAL DISTRIBUTION SERVICES INC	BLACK HAWK	WATERLOO	\$4,930.00	1/20/1999	20		1b
GM MANUFACTURING	GRUNDY	REINBECK	\$21,975.00	12/28/1998	20	27	2c
POWERS MANUFACTURING CO, THE	BLACK HAWK	WATERLOO	\$14,393.00	11/19/1998	50		1b
VIKING PUMP INC	BLACK HAWK	CEDAR FALLS	\$25,000.00	11/10/1998	15	40	2b
UNIVERSAL INDUSTRIES	BLACKHAWK	CEDAR FALLS	\$4,999.00	8/10/1998	10	14	2b
IBP INC	BLACKHAWK	WATERLOO	\$25,000.00	8/10/1998	20	60	2b
GMT CORP	BREMER	WAVERLY	\$24,968.00	8/10/1998	150		1a
CEDAR METAL WORKS CORP	BLACKHAWK	WATERLOO	\$19,742.00	5/20/1998	60	93	2c
NORTH EAST MACHINE & TOOL	BLACKHAWK	JANESVILLE	\$4,999.00	5/4/1998	6	7	2b

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
QUAD STATE GAUGING & MEASUREMENT	BLACKHAWK	CEDAR FALLS	\$23,219.00	4/20/1998	7		1b
VIKING PUMP INC	BLACK HAWK	CEDAR FALLS	\$25,000.00	4/20/1998	40	93	2b
ROCKWELL AUTOMATION	BREMER	SUMNER	\$23,430.00	3/27/1998	40		1a
QUAMACO	BUCHANAN	QUASQUETON	\$4,800.00	3/27/1998	6	7	2b
HOBSON MOULD WORKS INC	BUTLER	SHELL ROCK	\$25,000.00	2/16/1998	92	95	2b
LIFELINE EMERGENCY VEHICLES	BREMER	SUMNER	\$4,997.00	12/11/1997	8	13	2b
TRAER MFG	TAMA	TRAER	\$14,304.00	11/13/1997	6	48	2b
GEATER MACHINING AND MFG CO	BUCHANAN	INDEPENDENCE	\$23,738.00	10/8/1997	50	71	2b
WATERLOO TENT & TARP CO INC	BLACK HAWK	WATERLOO	\$19,976.00	8/25/1997	25	43	2c
R.S. BACON VENEER CO	GRUNDY	GRUNDY CENTER	\$24,994.00	8/25/1997	65	111	2c
VIKING PUMP INC	BLACK HAWK	CEDAR FALLS	\$11,025.00	7/17/1997	25	64	2b
GRAND TOTAL			\$1,493,685.00		2412	1064	

**IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS**

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
HCC LEAN MANUFACTURING CONSORTIUM			\$50,000.00	5/3/2001			1b
NEWCOR INC BLACKHAWK ENGINEERING DIV	BLACKHAWK	CEDAR FALLS	\$0.00	5/3/2001	100		1b
GMT CORPORATION	BREMER	WAVERLY	\$0.00	5/3/2001	14		3a
POWERS MANUFACTURING COMPANY	BLACKHAWK	WATERLOO	\$0.00	5/3/2001	25		1b
LEADERSHIP DEVELOPMENT			\$50,000.00	5/16/2000	30		1b
NEWCOR BLACKHAWK ENGINEERING DIVISION	BLACK HAWK	CEDAR FALLS	\$0.00	5/16/2000	1		1b
NESTLE USA BEVERAGE DIVISION	BREMER	WAVERLY	\$0.00	5/16/2000	5		1b
UNIVERSAL INDUSTRIES INC	BLACK HAWK	CEDAR FALLS	\$0.00	5/16/2000	1		1b
ROCKWELL AUTOMATION	BREMER	SUMNER	\$0.00	5/16/2000	3		1b
JOHN DEERE WATERLOO WORKS	BLACK HAWK	WATERLOO	\$0.00	5/16/2000	3		1b
STANDARD GOLF COMPANY	BLACK HAWK	CEDAR FALLS	\$0.00	5/16/2000	2		1b
BERTCH CABINET MANUFACTURING INC	BLACK HAWK	WATERLOO	\$0.00	5/16/2000	2		1b
IOWA METAL SPINNERS INC	BLACK HAWK	CEDAR FALLS	\$0.00	5/16/2000	1		1b
POWERS MANUFACTURING COMPANY	BLACK HAWK	WATERLOO	\$0.00	5/16/2000	1		1b
WOOLVERTON PRINTING COMPANY	BLACK HAWK	CEDAR FALLS	\$0.00	5/16/2000	2		1b
PROFESSIONAL OFFICE SERVICES INC	BLACK HAWK	WATERLOO	\$0.00	5/16/2000	2		1b
ASI COMPUTERS	BLACK HAWK	CEDAR FALLS	\$0.00	5/16/2000	1		1b
RON WEBER AND ASSOCIATES	BLACK HAWK	WATERLOO	\$0.00	5/16/2000	2		1b
IBP INC	BLACK HAWK	WATERLOO	\$0.00	5/16/2000	4		1b
VIKING PUMP INC	BLACK HAWK	CEDAR FALLS	\$0.00	5/16/2000	5		1b
EFFECTIVE SUPERVISION			\$28,690.00	5/2/2000			1b
GEATER MACHINING & MANUFACTURING	BUCHANAN	INDEPENDENCE	\$0.00	5/2/2000	1		1b
QUALITY CRAFT	BUCHANAN	INDEPENDENCE	\$0.00	5/2/2000	1		1b
IOWA HAM	BUCHANAN	INDEPENDENCE	\$0.00	5/2/2000	4		1b
DCC CABINETS INC	BUCHANAN	INDEPENDENCE	\$0.00	5/2/2000	2		1b
FEATHERLITE INC	CHICKASAW	NASHUA	\$0.00	5/2/2000	5	5	2a
HAWKEYE TOOL & DIE INC	BUCHANAN	JESUP	\$0.00	5/2/2000	5		1b
WAPSIE VALLEY CREAMERY INC	BUCHANAN	INDEPENDENCE	\$0.00	5/2/2000	12		1b
IIP BOSSARD	BLACKHAWK	CEDAR FALLS	\$0.00	5/2/2000	3		1b
BLOOM INC	BUCHANAN	INDEPENDENCE	\$0.00	5/2/2000	10		1b
SHELL ROCK PRODUCTS	IOWA	SHELL ROCK	\$0.00	5/2/2000	2		1b
VIKING PUMP	BLACKHAWK	CEDAR FALLS	\$0.00	5/2/2000	3		1b
VIKING PUMP INC	BLACKHAWK	CEDAR FALLS	\$11,250.00	2/2/1998	8	8	2a
BERTCH CABINET MFG INC	BLACKHAWK	WATERLOO	\$0.00	2/2/1998	8	8	2a
IOWA LASER TECHNOLOGY	BLACKHAWK	CEDAR FALLS	\$0.00	2/2/1998	6	3	2a
GRAND TOTAL			\$139,940.00		274	24	

IOWA JOBS TRAINING PROGRAM (260F)

COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
HAWKEYE COMMUNITY COLLEGE BUSINESS NETWORK			\$150,000.00	5/31/2000	77		1b
ROCKWELL AUTOMATION	BREMER	SUMNER	\$0.00	5/31/2000	6		1b
KANN MFG CORP	CLAYTON	GUTTENBERG	\$0.00	5/31/2000	1		1b
LANDS END	CLAYTON	ELKADER	\$0.00	5/31/2000	1		1b
TEXTRON FASTENING SYSTEMS	WINNESHIEK	DECORAH	\$0.00	5/31/2000	40		1b
COLOR BOX LLC	DUBUQUE	DUBUQUE	\$0.00	5/31/2000	16		1b
IL NORPLEX INC	ALLAMABEE	POSTVILLE	\$0.00	5/31/2000	3		1b
MI T M CORPORATION	DUBUQUE	PEOSTA	\$0.00	5/31/2000	10		1b
SCHIEFFER C INTL PL	DUBUQUE	PEOSTA	\$0.00	5/31/2000	2		1b
DONALDSON COMPANY INC	HOWARD	CRESO	\$0.00	5/31/2000	3		1b
BODINE ELECTRIC COMPANY	DUBUQUE	PEOSTA	\$0.00	5/31/2000	3		1b
UELNER PRECISION TOOLS & DIES INC	DUBUQUE	DUBUQUE	\$0.00	5/31/2000	3		1b
SKW NATURE PRODUCTS	DUBUQUE	DUBUQUE	\$0.00	5/31/2000	5		1b
PREMIER TOOLING INC	DUBUQUE	PEOSTA	\$0.00	5/31/2000	2		1b
FLEXSTEEL INDUSTRIES INC	DUBUQUE	DUBUQUE	\$0.00	5/31/2000	1		1b
KLAUER MFG	DUBUQUE	DUBUQUE	\$0.00	5/31/2000	5		1b
AY MCDONALD MFG	DUBUQUE	DUBUQUE	\$0.00	5/31/2000	5		1b
AMERICAN INJECTION MOLDING CO INC	DUBUQUE	CASCADE	\$0.00	5/31/2000	1		1b
EXIDE CORPORATION	DELAWARE	MANCHESTER	\$0.00	5/31/2000	8		1b
DAYCO PRODUCTS INC	HARDIN	ELDORA	\$0.00	5/31/2000	5		1b
IBP INC	BLACK HAWK	WATERLOO	\$0.00	5/31/2000	12		1b
ROCKWELL COLLINS	DELAWARE	MANCHESTER	\$0.00	5/31/2000	3		1b
NESTLE USA BEVERAGE DIVISION	BREMER	WAVERLY	\$0.00	5/31/2000	3		1b
DUBUQUE STAMPING & MFG	DUBUQUE	DUBUQUE	\$0.00	5/31/2000	3		1b
IOWA HAM CANNING INC	BUCHANAN	INDEPENDENCE	\$0.00	5/31/2000	2		1b
BERTCH CABINET MANUFACTURING INC	BLACK HAWK	WATERLOO	\$0.00	5/31/2000	2		1b
HENDERSON MFG INC	DELAWARE	MANCHESTER	\$0.00	5/31/2000	1		1b
VIKING PUMP	BLACK HAWK	CEDAR FALLS	\$0.00	5/31/2000	15		1b
AVEKA MANUFACTURING	CHICKASAW	FREDERICKSBURG	\$0.00	5/31/2000	1		1b
ITW FLUID PRODUCTS	DELAWARE	MANCHESTER	\$0.00	5/31/2000	5		1b
DURA AUTOMOTIVE SYSTEMS	FAYETTE	WEST UNION	\$0.00	5/31/2000	1		1b
ASSOCIATED MILK PRODUCERS INC	FAYETTE	ARLINGTON	\$0.00	5/31/2000	1		1b
HCC BUSINESS NETWORK MEASUREMENT UNCERTAINTY	BUCHANAN	INDEPENDENCE	\$11,250.00	12/9/1999			2a
GEATER MACHINING AND MANUFACTURING CO	BUCHANAN	INDEPENDENCE	\$0.00	12/9/1999	1	1	2a
QUAD STATE GAUGING AND MEASUREMENT	BLACK HAWK	CEDAR FALLS	\$0.00	12/9/1999	3	3	2a
ADVANCED HEAT TREAT	BLACK HAWK	WATERLOO	\$0.00	12/9/1999	1	1	2a
IOWA INDUSTRIAL PRODUCTS INC	BLACKHAWK	CEDAR FALLS	\$0.00	12/9/1999	3	3	2a
DURA AUTOMOTIVE SYSTEMS INC	FAYETTE	WEST UNION	\$0.00	12/9/1999	2	2	2a
GRAND TOTAL			\$161,250.00		256	10	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study

VGM & Associates Case Study



Van G. Miller & Associates, Inc., known as the VGM Group is headquartered in Waterloo, Iowa. It started in 1986 as a buying group for independently owned Durable Medical Equipment companies. During the last 15 years, VGM has evolved from a buying group into a Member Service Organization. Membership services available through VGM include: communications technology, marketing, banking, consulting, insurance, advertising, networking, education, and legal and regulatory advice.

The VGM Group comprises 14 companies, 12 of which are involved either directly or indirectly with Home Medical Care. VGM has grown from 276 employees in 1999, to its present 362 employees. In the past 2 years alone, their HOMELINK® Division, organized in 1993, has added 85 new positions. This Division is the largest national network of HME, IV therapy, O and P, Home Health Nursing and Physical Therapy companies, with more than 5,000 locations serving all 50 states.

In 2000, the Iowa New Jobs Training Program (260E) awarded \$275,000 to VGM to assist in training 50 new employees. Later that year, as company expansion continued and new jobs were created, the Iowa New Jobs Training Program (260E) awarded them an additional \$470,000 to train 108 new employees.

VGM focuses mainly on soft skills training. Their employees are awarded a certificate in management after completing six, 15-hour courses. These courses are delivered onsite at VGM after working hours with their employees volunteering their time to attend courses.

Hawkeye Community College has delivered American Management Association courses including Managing & Resolving Conflict, Fair Square & Legal, and several communications courses including both verbal and written communications courses. A majority of VGM's employees attended "FISH! Philosophy," one of Hawkeye's most popular courses on customer service.

VGM Personnel Director Nancy Demro says, "The program (260E) allows us to offer excellent education opportunities. Our employees realize their value to VGM when they see us invest money and time to maximize their potential and to help them develop their future with us." Ms. Demro feels that one of the great benefits to VGM is that Hawkeye comes to their site to conduct the training sessions. She says that both Hawkeye and the program have met and exceeded their expectations and that without hesitation; she would recommend the program for companies like theirs that are growing rapidly.

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	CASTING CLEANING INC	BLACK HAWK	CEDAR FALLS	\$125,000.00	9/29/1997	59	43
	APAC TELESERVICES	BLACK HAWK	WATERLOO	\$435,000.00	9/29/1997	341	--
	GEATER MACHINING AND MANUFACTURING CO	BUCHANAN	INDEPENDENCE	\$40,000.00	9/29/1997	21	21
	HEARTLAND WINDOWS MFG	BUTLER	APLINGTON	\$35,000.00	9/29/1997	12	74
	DIEOMATIC INC	IOWA	WILLIAMSBURG	\$60,000.00	9/29/1997	31	79
	ALLEN BRADLEY INC	BREMER	SUMNER	\$445,000.00	10/26/1997	125	--
	OMEGA CABINETS LTD	BLACK HAWK	WATERLOO	\$525,000.00	8/17/1998	320	320
	IOWA LASER TECHNOLOGY INC	BLACK HAWK	CEDAR FALLS	\$170,000.00	8/17/1998	61	83
	HUNT-WESSON INC	BLACK HAWK	WATERLOO	\$800,000.00	8/17/1998	88	81
	PRINCIPAL MUTUAL LIFE INS CO	BLACK HAWK	WATERLOO	\$315,000.00	8/17/1998	60	156
	RUPPMAN MARKETING TECHNOLOGIES	BLACK HAWK	WATERLOO	\$185,000.00	8/17/1998	105	0
	DIEOMATIC INC dba TRAER MFG	TAMA	TRAER	\$55,000.00	8/17/1998	31	0
	WYLE LABORATORIES INC	BLACK HAWK	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 CO	BLACK HAWK	WATERLOO	\$65,000.00	12/6/1999	50	26
	SCHUMACHER ELEVATOR CO	BREMER	DENVER	\$165,000.00	12/23/1999	36	33
	HOBSON MOULD WORKS INC	BUTLER	SHELL ROCK	\$150,000.00	1/15/2000	44	--
	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
	GMT CORPORATION	BREMER	WAVERLY	\$815,000.00	10/11/2000	145	94
	ALLAN INC	BLACK HAWK	ALLISON	\$200,000.00	9/17/2001	52	36
	AERIAL SERVICES INC	BLACK HAWK	CEDAR FALLS	\$30,000.00	9/17/2001	10	4
	AG SERVICES OF AMERICA INC	BLACK HAWK	CEDAR FALLS	\$375,000.00	9/17/2001	72	0
	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	28
	CUNA MUTUAL LIFE INSURANCE CO	BUTLER	WAVERLY	\$855,000.00	9/17/2001	186	0
	Totals for 29 Contracts :			\$8,195,000.00		2,223	1,328

AREA IX

EASTERN IOWA COMMUNITY COLLEGE

Mark Kapfer
Eastern Iowa Community College
306 West River Drive
Davenport, Iowa 52801
563.336.3315

THE IOWA JOBS TRAINING PROGRAM Case Study



Tri-State Graphics Maquoketa

Tri-State Graphics is a family owned business, with its main plant located in Maquoketa, Iowa, about halfway between Davenport and Dubuque. Like most graphic arts-based firms, Tri-State Graphics has been scrambling to evolve with the industry's technology-based changes. This was a struggle, explains owner Kelvin Sohl, as the industry has been experiencing "a decade of change, each year, for the past few years." With Tri-State's plant located in a smaller community, finding people with training, or getting training for existing employees, has been an on-going challenge.

"Quality issues are crucial today. As I see it, people have so many more choices of where to get their printing done today. In order for us to get and keep business, we have to be able to do things we've never done before. And do them better than ever.

Staying competitive requires on-going technology training. The luxury of building life-time skilled craftsmen has gone. We need a training program that is consistent and insures success. We must be able to use technology to insure quality standards and consistency. We are looking for technology to help our company develop consistent quality and less spoilage. Employees need guidance and procedures to help them work efficiently with their own equipment.

"As a small company, we can't afford to have someone gone for days or weeks of training. We don't have the depth of staff to cover for that person while they're gone. Our departments aren't large enough to train people coming up through the ranks, either." Kelvin said they tried utilizing the training provided at industry expos, but found that it was hard to retain the information provided and the return on investment just wasn't there. He added, getting technical support from vendors' 800 numbers didn't cut it either. "First you wait and wait on hold, then you don't get satisfaction. It seems that if the support person isn't right there, seeing the same thing you're seeing, it's often hard to get a good answer from them." Sohl comments while in-house training seemed like the ideal solution, in reality, organizations which provided in-house training were prohibitively expensive.

Tri-State Graphics' management was quite willing to listen when personnel from the Eastern Iowa Community College District and the Graphic Arts Training and Consulting Group stopped to talk to them about providing solutions for their technology training needs.

"Prior to them calling on us, we were not aware that the State of Iowa had funds available for training through the Iowa Department of Economic Development. In fact, even now when I talk to members of our trade association from elsewhere in the country, I find that Iowa is unique in its support of industry. No other state that I'm aware of has a program to support the cost of training.

"The press quality control instructor used practical examples for training. His ability to assess the skill level of the trainees and give them guidance specific for their success was very impressive. He also helped us establish Standard Operating Procedures (SOPs).

"Certainly in-house training was the best solution for our facility, but before learning of the Graphic Arts Training and Consulting Group and the State's funding programs, I never thought we could afford in-house training. I believe that we have cut six months of the training cycle with GATC training," says Sohl.

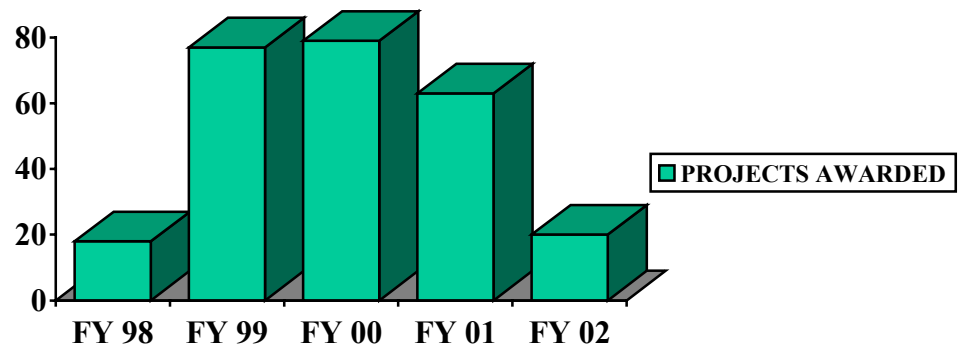
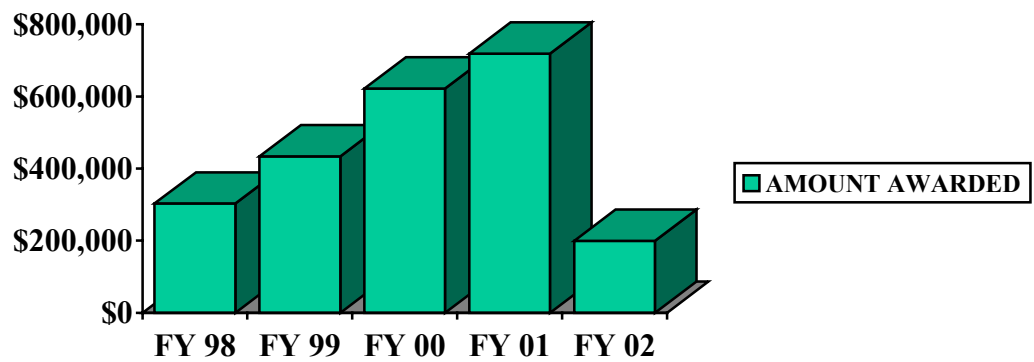
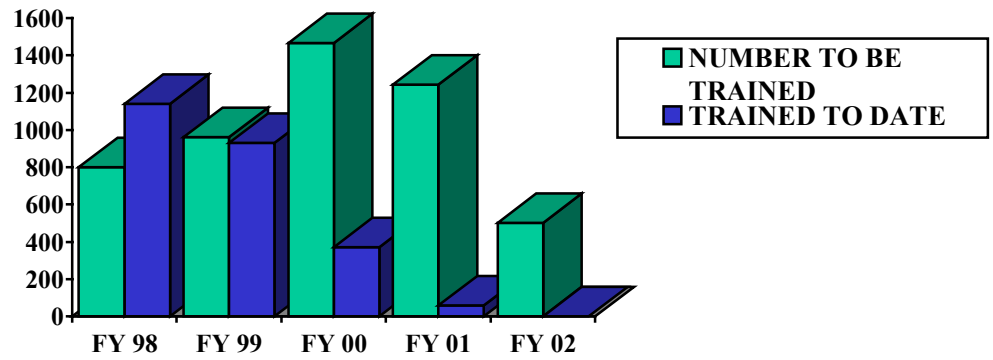
"Learning is much better when our employees are working with live jobs and our own equipment. When an operator is running his own equipment, comprehension is so much better. It enhances the whole learning experience. Especially because the situations they train with are not stages, we see results right away. And that means our return on investment comes so much faster."

"Ninety-five percent of the time, the employees are just waiting to grab onto new information and techniques. They really appreciate the learning opportunity. There are employees, who with proper training can improve their skill level from borderline failure to success. It is to our advantage to assist our employees in reaching their highest potential."

To date, GATC has trained somewhere between ten and twenty people for Tri-State Graphics, in everything from prepress to press and finishing, and quality control. "We don't look at this as a one time training situation. For us, it's on-going. We're evolving all the time. In this digital environment, the only constant is change."

AREA IX EASTERN IOWA COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
ARCHER DANIELS MIDLAND COMPANY	CLINTON	CLINTON	\$20,000.00	5/28/2002	39		1b
VOSS PATTERN CO	SCOTT	DAVENPORT	\$5,258.00	5/28/2002	12		1b
AIR CONTROL INC	CLINTON	CLINTON	\$8,030.00	5/28/2002	15		1b
PACKAGING TECHNOLOGIES	SCOTT	DAVENPORT	\$19,536.00	5/9/2002	100		1b
IPSCO TUBULARS INC	CLINTON	CAMANACHE	\$20,000.00	5/9/2002	20		1b
EL DU PONT DE NEMOURS & CO INC	CLINTON	CLINTON	\$13,938.00	5/9/2002	40		1b
LAMSON & SESSIONS CO	CLINTON	CLINTON	\$20,000.00	5/7/2002	95		1b
SHAW ELECTRIC INC	SCOTT	DAVENPORT	\$20,000.00	2/5/2002	60		1b
PROMOTION FULFILLMENT CENTER	CLINTON	CAMANACHE	\$20,000.00	1/17/2002	90		1b
EAGLE ENGINEERING INC	SCOTT	ELDRIDGE	\$15,928.00	1/7/2002	8		1b
SOHL INC dba TRI STATE GRAPHICS	JACKSON	MAQUOKETA	\$3,492.00	1/7/2002	7		1b
OSCAR MAYER FOODS	SCOTT	DAVENPORT	\$12,375.00	11/14/2001	7		1b
CARVER PUMP COMPANY	MUSCATINE	MUSCATINE	\$12,550.00	9/14/2001	25		1b
BT PRIME MOVER	MUSCATINE	MUSCATINE	\$20,000.00	5/21/2001	25		1b
LAFARGE CORPORATION	SCOTT	BUFFALO	\$23,183.00	5/9/2001	24		3a
JANCY ENGINEERING CO	SCOTT	DAVENPORT	\$4,999.00	5/9/2001	1		1b
OLSEN ENGINEERING LP	SCOTT	ELDRIDGE	\$23,715.00	5/8/2001	15		1b
KATUN CORPORATION	SCOTT	DAVENPORT	\$25,000.00	5/2/2001	80		1b
T & WA OF IOWA INC	SCOTT	DAVENPORT	\$14,400.00	5/2/2001	4		3a
INTERSTATE BRANDS CORPORATION	SCOTT	DAVENPORT	\$25,000.00	5/2/2001	250		1b
MISSISSIPPI VALLEY REGIONAL BLOOD CENTER	SCOTT	DAVENPORT	\$24,255.00	4/25/2001	100		1b
BLUE RIDGE PAPER PRODUCTS INC	CLINTON	CLINTON	\$23,595.00	4/25/2001	6		1b
IOWA MUTUAL INSURANCE COMPANY	CLINTON	DEWITT	\$21,945.00	4/25/2001	80		1a
THE HORIZON GROUP	SCOTT	DAVENPORT	\$9,273.00	4/25/2001	30		1b
GRAIN PROCESSING CORPORATION	MUSCATINE	MUSCATINE	\$3,740.00	4/25/2001	12		1b
BT PRIME MOVER	MUSCATINE	MUSCATINE	\$25,000.00	4/20/2001	25		1b
M A FORD MANUFACTURING	SCOTT	DAVENPORT	\$22,155.00	4/12/2001	35		1b
ESCALATOR HANDRAIL COMPANY	SCOTT	DAVENPORT	\$6,256.00	4/6/2001	20		1b
WENDLING QUARRIES INC	CLINTON	DEWITT	\$21,380.00	4/6/2001	45		1b
OLSEN ENGINEERING LP	SCOTT	ELDRIDGE	\$24,709.00	4/4/2001	20		1b
SHAW ELECTRIC INC	SCOTT	DAVENPORT	\$25,000.00	3/27/2001	25		1b
EC & PMS	CLINTON	CLINTON	\$4,425.00	3/23/2001	5		1b
ALLIANT ENERGY ML KAPP	CLINTON	CLINTON	\$14,437.00	3/23/2001	7	7	2a
TRI STATE GRAPHICS INC	JACKSON	MAQUOKETA	\$10,053.00	3/20/2001	3		1b
ENNIS BUSINESS FORMS INC	CLINTON	DE WITT	\$17,236.00	12/13/2000	6		1a
REFRACTORY & INSULATION SUPPLY INC	SCOTT	ELDRIDGE	\$11,170.00	12/6/2000	12		1b
SUPERIOR TUB PRODUCTS	SCOTT	DAVENPORT	\$21,920.00	12/1/2000	20		1b
MUSCATINE CENTER FOR STRATEGIC ACTION	MUSCATINE	WILTON	\$14,475.00	10/10/2000	15		1b
CUSTOM PAK INCORPORATED	CLINTON	DEWITT	\$10,438.00	8/25/2000	22		1b
EC & PMS	CLINTON	CLINTON	\$4,930.00	8/2/2000	9		1b
RYERSON TULL RA LON PLANT 31	SCOTT	BETTENDORF	\$6,996.00	8/1/2000	6		1a
THE BRANDT COMPANY	SCOTT	DAVENPORT	\$4,999.00	7/21/2000	10		1b
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		1b
ALCOA INC	SCOTT	BETTENDORF	\$25,000.00	5/26/2000	80		1b
MINUTEMAN PRESS	SCOTT	DAVENPORT	\$3,330.00	5/25/2000	1	1	2a
BOWE MACHINE COMPANY	SCOTT	BETTENDORF	\$11,781.00	5/11/2000	50		1b
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
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		1b
DOUGLAS INDUSTRIES INC	SCOTT	ELDRIDGE	\$4,994.00	4/18/2000	5	5	2a
INTERNATIONAL PAPER COMPANY	CLINTON	CLINTON	\$25,000.00	4/17/2000	110		3c
HARDI INC	SCOTT	DAVENPORT	\$14,029.00	3/23/2000	5		1b
E TECH INC	SCOTT	DAVENPORT	\$25,000.00	3/22/2000	5		1b
AIR CONTROL INC	CLINTON	CLINTON	\$20,621.00	3/21/2000	40		1b
MIDFIELD PATTERN CORP	SCOTT	WALCOTT	\$6,518.00	3/14/2000	6		1b
BLUE RIDGE PAPER PRODUCTS INC	CLINTON	CLINTON	\$25,000.00	12/23/1999	95	246	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
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
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
ROCK TENN COMPANY	CLINTON	CLINTON	\$25,000.00	8/9/1999	10	28	2b
NORTH SCOTT PRESS INC	SCOTT	ELDRIDGE	\$3,285.00	7/28/1999	4		1a
MIDLAND PRESS CORP	SCOTT	DAVENPORT	\$17,638.00	5/11/1999	60	94	2b
ROGAN INCORPORATED	SCOTT	BETTENDORF	\$23,809.00	5/11/1999	10		1a
NORTH STAR STEEL IOWA	MUSCATINE	WILTON	\$25,000.00	5/11/1999	320	349	2b
QUAD CITY TESTING LABORATORY	SCOTT	DAVENPORT	\$10,197.00	2/22/1999	7	7	2a

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
THREADED PRODUCTS INC	SCOTT	DAVENPORT	\$11,666.00	1/29/1999	20		1b
SEARS MANUFACTURING CO	SCOTT	DAVENPORT	\$25,000.00	1/20/1999	8	8	2a
PRESTON TIMES NEWSPAPER	JACKSON	PRESTON	\$4,999.00	11/19/1998	3	3	2a
GRAPHIC IMAGE INC	SCOTT	DAVENPORT	\$9,714.00	10/15/1998	15		1a
SIVYER STEEL CORP	SCOTT	BETTENDORF	\$14,640.00	9/25/1998	60		1a
IBP INC	LOUISA	COLUMBUS	\$24,948.00	9/25/1998	20		3a
INTERNATIONAL PAPER CO	CLINTON	CLINTON	\$25,000.00	9/25/1998	100	165	2b
DYNAGEAR	JACKSON	MAQUOKETA	\$9,557.00	6/2/1998	7	23	2b
CUSTOM PAK	CLINTON	CLINTON	\$19,140.00	6/1/1998	50		1a
SWAN ENGINEERING	SCOTT	BETTENDORF	\$10,944.00	4/23/1998	57		1a
TRI STATE GRAPHICS INC	JACKSON	MAQUOKETA	\$16,549.00	4/20/1998	4		1a
OSCAR MAYER FOODS	SCOTT	DAVENPORT	\$25,000.00	4/20/1998	186	521	2b
DYNAGEAR	JACKSON	MAQUOKETA	\$23,488.00	4/20/1998	125	125	2a
COMMUNICATIONS DATA SERVICES INC	MUSCATINE	WILTON	\$25,000.00	4/20/1998	70	258	2b
MARTHENS CO, THE MARCO	SCOTT	DAVENPORT	\$24,202.00	2/5/1998	24	33	2b
ENNIS BUSINESS FORMS	CLINTON	DE WITT	\$25,000.00	2/5/1998	125		1a
HORIZON GROUP, THE	SCOTT	DAVENPORT	\$9,784.00	11/18/1997	5	5	2a
TRI CITY FABRICATING AND WELDING COMPANY INC	SCOTT	DAVENPORT	\$21,615.00	11/18/1997	25	21	2a
NICHOLS ALUMINUM DAVENPORT	SCOTT	DAVENPORT	\$20,625.00	11/10/1997	16	34	2b
D R PARTNERS DBA CLINTON HERALD	CLINTON	CLINTON	\$13,629.00	10/8/1997	18	25	2b
DROP SHIP EXPRESS	SCOTT	DAVENPORT	\$5,074.00	7/17/1997	10	11	2b
METAL TECH MFG INC	CLINTON	CLINTON	\$8,925.00	7/14/1997	12	12	2a
GRAND TOTAL			\$1,456,538.00		3967	2072	

**IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS**

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
EICC MUSCATINE LEARNING CONSORTIUM			\$50,000.00	5/2/2001			1b
H J HEINZ	MUSCATINE	MUSCATINE	\$0.00	5/2/2001	25		1b
ALLSTEEL INC	MUSCATINE	MUSCATINE	\$0.00	5/2/2001	10		1b
VARIED INVESTMENTS INC	MUSCATINE	MUSCATINE	\$0.00	5/2/2001	25		1b
MONSANTO	MUSCATINE	MUSCATINE	\$0.00	5/2/2001	25		1b
THE HON COMPANY OFFICE BLDG	MUSCATINE	MUSCATINE	\$0.00	5/2/2001	15		1b
BANDAG INCORPORATED	MUSCATINE	MUSCATINE	\$0.00	5/2/2001	25		1b
ZENGER MILLER FRONTLINE LEADERSHIP TRAINING			\$25,641.00	10/13/2000			1a
MA FORD MFG CO INC	SCOTT	DAVENPORT	\$0.00	10/13/2000	18	20	2b
KATUN CORPORATION	SCOTT	DAVENPORT	\$0.00	10/13/2000	20	20	2a
THE BRANDT COMPANY	SCOTT	DAVENPORT	\$0.00	10/13/2000	10		1a
HARDI MIDWEST INC	SCOTT	DAVENPORT	\$0.00	10/13/2000	6	10	2b
SUPERVISORY TRAINING			\$19,305.00	5/11/2000			1a
DOUGLAS INDUSTRIES INC	SCOTT	ELDRIDGE	\$0.00	5/11/2000	10		1a
WEST LIBERTY FOODS	MUSCATINE	WEST LIBERTY	\$0.00	5/11/2000	4		1a
PLASTICRAFT MFG CO INC	MUSCATINE	WILTON	\$0.00	5/11/2000	4		1a
MCCRABB PROBE A LOAD INC	MUSCATINE	WEST LIBERTY	\$0.00	5/11/2000	1		1a
STUHR ENTERPRISES INC	MUSCATINE	WILTON	\$0.00	5/11/2000	3		1a
WILTON TELEPHONE COMPANY	MUSCATINE	WILTON	\$0.00	5/11/2000	7		1a
NORTH STAR STEEL CO	MUSCATINE	WILTON	\$0.00	5/11/2000	6		1a
COMMUNITY COLLEGE SUPERVISORY CONSORTIUM			\$40,478.00	1/19/2000			1a
KINGS MATERIAL INC	SCOTT	BETTENDORF	\$0.00	1/19/2000	1		1a
MUSCO LIGHTING INC	MUSCATINE	MUSCATINE	\$0.00	1/19/2000	4		1a
BEE LINE COMPANY	SCOTT	BETTENDORF	\$0.00	1/19/2000	4		1a
BAYLERS ORNAMENTIAL IRON INC	SCOTT	BETTENDORF	\$0.00	1/19/2000	4		1a
SIVYER STEEL	SCOTT	BETTENDORF	\$0.00	1/19/2000	54		1a
HOFFMANN INC	MUSCATINE	MUSCATINE	\$0.00	1/19/2000	10		1a
CARVER PUMP COMPANY	MUSCATINE	MUSCATINE	\$0.00	1/19/2000	14		1a
MCKEE BUTTON CO	MUSCATINE	MUSCATINE	\$0.00	1/19/2000	5		1a
DEWITT CONSORTIUM	CLINTON	DEWITT	\$32,970.00	4/1/1999			1a
CAR FRESHNER CORP	CLINTON	DEWITT	\$0.00	4/1/1999	7	7	2a
CUSTOM PAK INC	CLINTON	DEWITT	\$0.00	4/1/1999	4		1a
JRP CPMPANY INC	CLINTON	DEWITT	\$0.00	4/1/1999	8	8	2a
SEVENTH AVE INC	CLINTON	DEWITT	\$0.00	4/1/1999	3		1a
IOWA MUTUAL INSURANCE CO	CLINTON	DEWITT	\$0.00	4/1/1999	43	44	2b

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
FRONTLINE LEADERSHIP BUSINESS CONSORTIUM	JACKSON	MAQUOKETA	\$50,000.00	2/3/1999	40		1a
DYNAGEAR OIL PUMPS	JACKSON	MAQUOKETA	\$0.00	2/3/1999	10	11	2b
JACKSON INDUSTRIES	JACKSON	MAQUOKETA	\$0.00	2/3/1999	5		1a
M-C INDUSTRIES	JACKSON	MAQUOKETA	\$0.00	2/3/1999	1	1	2a
PACIFIC COAST FEATHER CO	JACKSON	MAQUOKETA	\$0.00	2/3/1999	6		1a
PLASTICS UNLIMITED INC	JACKSON	PRESTON	\$0.00	2/3/1999	2	4	2b
PRECISION METAL WORKS	JACKSON	MAQUOKETA	\$0.00	2/3/1999	9		1a
BUNDY S & H	JACKSON	MAQUOKETA	\$0.00	2/3/1999	6		1a
SPARTAN CO	JACKSON	MAQUOKETA	\$0.00	2/3/1999	1		1a
WOODFORM INC	JACKSON	MAQUOKETA	\$0.00	2/3/1999	5		1a
EASTERN IOWA COMMUNITY COLLEGE	SCOTT	DAVENPORT	\$6,750.00	1/15/1999	200		2b
APAC TELESERVICES	SCOTT	DAVENPORT	\$0.00	1/15/1999	2		2b
STANLEY CONSULTANTS INC	MUSCATINE	MUSCATINE	\$0.00	1/15/1999	2		2b
HAHN READY MIX	MUSCATINE	MUSCATINE	\$0.00	1/15/1999	1		2b
TEMP ASSOCIATES	MUSCATINE	MUSCATINE	\$0.00	1/15/1999	2		2b
NEW AVENUES INC	SCOTT	DAVENPORT	\$0.00	1/15/1999	1		2b
MIDWEST JANITORIAL SERVICE INC	SCOTT	DAVENPORT	\$0.00	1/15/1999	1		2b
BRENTON BANK	POLK	DES MOINES	\$0.00	1/15/1999	1		2b
DAC INC	JACKSON	MAQUOKETA	\$0.00	1/15/1999	1		2b
FARM BUREAU FINANCIAL SERVICES	SCOTT	ELDRIDGE	\$0.00	1/15/1999	1		2b
MIDWEST THERMAL INSULATION	SCOTT	DAVENPORT	\$0.00	1/15/1999	3		2b
COMMUNICATIONS DATA SERVICES INC	MUSCATINE	WILTON	\$0.00	1/15/1999	3		2b
FIRSTAR BANK IOWA NA	LINN	CEDAR RAPIDS	\$0.00	1/15/1999	1		2b
COLLIS INC	CLINTON	CLINTON	\$0.00	1/15/1999	2		2b
GUARDIAN INDUSTRIES	CLINTON	DEWITT	\$0.00	1/15/1999	1		2b
CENTRAL DYNAMICS	SCOTT	DAVENPORT	\$44,352.00	6/2/1998	5		3b
COLLIS TOOL CORP	CLINTON	CAMACHE	\$0.00	6/2/1998	50	58	2b
MARTHENS CO, THE	SCOTT	DAVENPORT	\$0.00	6/2/1998	10	13	2b
GRAND TOTAL			\$269,496.00		547	396	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
EICC WEB PRESS OPERATOR TRAINING			\$8,745.00	10/31/2001			1a
TRIBUNE NEWSPAPERS INC	SHELBY	HARLAN	\$0.00	10/31/2001	1		1a
HERALD PUBLISHING CO	CARROLL	CARROLL	\$0.00	10/31/2001	1		1a
THE TRIBUNE	STORY	AMES	\$0.00	10/31/2001	2		1a
THE DENISON BULLETIN & REVIEW	CRAWFORD	DENISON	\$0.00	10/31/2001	1		1a
GUTHRIE CENTER NEWSPAPER	GUTHRIE	GUTHRIE CENTER	\$0.00	10/31/2001	1		1a
LEMARS DAILY SENTINEL	PLYMOUTH	LE MARS	\$0.00	10/31/2001	1		1a
BANDAG TRAINING & DEVELOPMENT			\$49,450.00	10/10/2000			1b
KYTGER TRUCK TIRE CENTER	POLK	DES MOINES	\$0.00	10/10/2000	3		1b
KYGER TRUCK TIRE CENTER	LINN	CEDAR RAPIDS	\$0.00	10/10/2000	3		1b
T & W TIRE AND RETREADING	WOODBURY	SIOUX CITY	\$0.00	10/10/2000	3		1b
ROGERS TIRE SERVICES	WEBSTER	FORT DODGE	\$0.00	10/10/2000	3		1b
JACKS OK TIRE SERVICE	KOSSUTH	ALGONA	\$0.00	10/10/2000	3		1b
EASTERN IOWA TIRE	SCOTT	DAVENPORT	\$0.00	10/10/2000	3		1b
EASTERN IOWA TIRE	POLK	DES MOINES	\$0.00	10/10/2000	3		1b
BANDAG INC	MUSCATINE	MUSCATINE	\$0.00	10/10/2000	19		1b
PREPRESS SOFTWARE			\$128,685.00	10/6/2000			1b
CLARINDA COMPANY	PAGE	CLARINDA	\$0.00	10/6/2000	56		1b
TRIBUNE NEWSPAPER INC	SHELBY	HARLAN	\$0.00	10/6/2000	1		1b
SOUTHWESTERN IOWA PUBLISHING CO	POTTAWATTAMIE	COUNCIL BLUFFS	\$0.00	10/6/2000	15		1b
DEMOCRAT CORP	LEE	FORT MADISON	\$0.00	10/6/2000	6		1b
MT PLEASANT NEWS	HENRY	MT PLEASANT	\$0.00	10/6/2000	3		1b
LOUISE PUBLISHING CO LTD	LOUISE	WAPALLO	\$0.00	10/6/2000	3		1b
DORAN WARD PRINTING CO	DES MOINES	BURLINGTON	\$0.00	10/6/2000	3		1b
SMURFIT STONE CONTAINER CORP	WOODBURY	SIOUX CITY	\$0.00	10/6/2000	4		1b
SIOUX CITY JOURNAL	WOODBURY	SIOUX CITY	\$0.00	10/6/2000	10		1b
AMERICAN IDENTITY	SIOUX	ORANGE CITY	\$0.00	10/6/2000	6		1b
LYON SIOUX PRESS INC	LYON	ROCK RAPIDS	\$0.00	10/6/2000	3		1b
PLUM PUBLISHING INC	SIOUX	ORANGE CITY	\$0.00	10/6/2000	2		1b

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
CERTIFIED RETREADING TECHNICAL PROGRAM			\$77,335.00	5/10/200			1b
KYGER TRUCK TIRE CENTER	POLK	DES MOINES	\$0.00	5/10/2000	2		1b
KYGER TRUCK TIRE CENTER	LINN	CEDAR RAPIDS	\$0.00	5/10/2000	2		1b
T & W TIRE AND RETREADING	WOODBURY	SIOUX CITY	\$0.00	5/10/2000	2		1b
ROGERS TIRE SERVICE	WEBSTER	FORT DODGE	\$0.00	5/10/2000	3		1b
JACKS OK TIRE SERVICE	KOSSUTH	ALGONA	\$0.00	5/10/2000	3		1b
EASTERN IOWA TIRE	SCOTT	DAVENPORT	\$0.00	5/10/2000	10		1b
EASTERN IOWA TIRE	POLK	DES MOINES	\$0.00	5/10/2000	10		1b
BANDAG INC	MUSCATINE	MUSCATINE	\$0.00	5/10/2000	1		1b
GRAPHICS INC	WINNESHIEK	CALMAR	\$134,914.00	9/30/1999	2		1a
TIMES CITIZEN COMMUNICATIONS	HARDIN	IOWA FALLS	\$0.00	9/30/1999	11		1a
FLYNN PRINTING & GRAPHICS	DUBUQUE	DUBUQUE	\$0.00	9/30/1999	2		1a
NEWS PUBLISHING CO	CLAYTON	ELKADER	\$0.00	9/30/1999	4		1a
TIMES PLAIN DEALER	HOWARD	CRESCO	\$0.00	9/30/1999	2		1a
GENERAL PUBLISHING & BINDING	HARDIN	IOWA FALLS	\$0.00	9/30/1999	2		1a
NEWSPAPERS OF FAYETTE CO. INC	FAYETTE	ELGIN	\$0.00	9/30/1999	3		1a
ANTIQUE TRADER PUBLICATIONS INC	DUBUQUE	DUBUQUE	\$0.00	9/30/1999	13		1a
TIMES REPUBLICAN	MARSHALL	MARSHALLTOWN	\$0.00	9/30/1999	6		1a
OUTLOOK PUBLISHING	CLAYTON	MONONA	\$0.00	9/30/1999	2		1a
EDDIE BOWERS PUBLISHING INC	DUBUQUE	DUBUQUE	\$0.00	9/30/1999	2		1a
LORAS COLLEGE	DUBUQUE	DUBUQUE	\$0.00	9/30/1999	3		1a
COPYWORKS DUBUQUE		DUBUQUE	\$0.00	9/30/1999	2		1a
K&K LOGO DESIGNS LTD	IOWA	DYERSVILLE	\$0.00	9/30/1999	1		1a
MAIN ST OFFICE SUPPLY & PRINTING	DELAWARE	MANCHESTER	\$0.00	9/30/1999	1		1a
SUTHERLAND CO	POWESHIEK	MONTEZUMA	\$0.00	9/30/1999	1		1a
PRINT SOURCE	LINN	CEDAR RAPIDS	\$0.00	9/30/1999	3		1a
SLECHTA COMMUNICATIONS INC	WASHINGTON	KALONA	\$0.00	9/30/1999	7		1a
ACME GRAPHICS INC	LINN	CEDAR RAPIDS	\$0.00	9/30/1999	3		1a
JULIN PRINTING CO INC	JONES	MONTICELLO	\$0.00	9/30/1999	5		1a
STEADMAN GRAPHICS INC	LINN	CEDAR RAPIDS	\$0.00	9/30/1999	2		1a
WAUKON STANDARD	ALLAMAKEE	WAUKON	\$0.00	9/30/1999	6		1a
HERITAGE PRINTING	DUBUQUE	DYERSVILLE	\$0.00	9/30/1999	2		1a
TECHNIGRAPHICS INC	JOHNSON	IOWA CITY	\$0.00	9/30/1999	1		1a
GAZETTE COMMUNICATIONS	LINN	CEDAR RAPIDS	\$0.00	9/30/1999	21		1a
CONGDON PRINTING & IMAGING	BLACK HAWK	CEDAR FALLS	\$0.00	9/30/1999	7		1a
CAR PAC PUBLISHING	BENTON	VINTON	\$0.00	9/30/1999	3		1a
SPEED PRINT	LINN	CEDAR RAPIDS	\$0.00	9/30/1999	2		1a
MCCLEERY CUMMING CO INC	WASHINGTON	WASHINGTON	\$0.00	9/30/1999	2		1a
PRINTERS TRAINING			\$151,425.00	12/4/1998			1a
DIMENSIONAL GRAPHICS CORP	CERRO GORDO	MASON CITY	\$0.00	12/4/1998	1		1a
BAWDEN PRINTING	SCOTT	ELDRIDGE	\$0.00	12/4/1998	10		1a
MANLY SIGNAL	WORTH	MANLY	\$0.00	12/4/1998	1		1a
STANDARD REGISTER	ADAMS	CORNING	\$0.00	12/4/1998	4		1a
BELMOND INDEPENDENT	WRIGHT	BELMOND	\$0.00	12/4/1998	2		1a
STONE TABLETS SPEC PR	TAYLOR	BEDFORD	\$0.00	12/4/1998	2		1a
WINNEBAGO INDUSTRIES	HANCOCK	FOREST CITY	\$0.00	12/4/1998	5		1a
RED OAK EXPRESS	MONTGOMERY	RED OAK	\$0.00	12/4/1998	3		1a
BENJAMIN F CARTER JR	WINNEBAGO	FOREST CITY	\$0.00	12/4/1998	1		1a
WINTERSET MADISONIAN	MADISON	WINTERSET	\$0.00	12/4/1998	10		1a
THOMPSON COURIER & RAKE REGISTER	WINNEBAGO	THOMPSON	\$0.00	12/4/1998	1		1a
MITCHELL COUNTY PRESS NEWS	MITCHELL	OSAGE	\$0.00	12/4/1998	5		1a
K-T INDUSTRIES	O'BRIEN	SHELDON	\$0.00	12/4/1998	3		1a
BURG STUDIOS	SIOUX	ORANGE CITY	\$0.00	12/4/1998	1		1a
UNION CAMP CORP	OSCEOLA	SIBLEY	\$0.00	12/4/1998	2		1a
MED-TEC INC	SIOUX	ORANGE CITY	\$0.00	12/4/1998	1		1a
KEITH M MERRICK CO	OSCEOLA	SIBLEY	\$0.00	12/4/1998	6		1a
DEMCO	SIOUX	BOYDEN	\$0.00	12/4/1998	14		1a
K-PRODUCTS	SIOUX	ORANGE CITY	\$0.00	12/4/1998	20		1a
PLUIM PUBLISHING	SIOUX	ORANGE CITY	\$0.00	12/4/1998	8		1a
SOUTHEASTERN COMMUNITY COLLEGE	DES MOINES	WEST	\$0.00	12/4/1998	3		1a
CRESTON PUBLISHING CO	UNION	CRESTON	\$0.00	12/4/1998	4		1a
ADAMS COUNTY FREE PRESS	ADAMS	CORNING	\$0.00	12/4/1998	3	11	2b
MOUNT AYR RECORD NEWS	RINGOLD	MT AYR	\$0.00	12/4/1998	5	8	2b
VILLISCA REVIEW	MONTGOMERY	VILLISCA	\$0.00	12/4/1998	1	4	2b
BEDFORD TIMES PRESS	TAYLOR	BEDFORD	\$0.00	12/4/1998	2	5	2b
MIDWEST PUBLISHING & MARKETING CO	SCOTT	DAVENPORT	\$0.00	12/4/1998	3		1a
MINUTEMAN PRESS	SCOTT	DAVENPORT	\$0.00	12/4/1998	1		1a
MAQUOKETA WEB PRESS	JACKSON	MAQUOKETA	\$0.00	12/4/1998	10		1a
NORTH SCOTT PRESS INC	SCOTT	ELDRIDGE	\$0.00	12/4/1998	6		1a
MIDLAND PRESS CORP	SCOTT	DAVENPORT	\$0.00	12/4/1998	8		1a
MUSCATINE JOURNAL	MUSCATINE	MUSCATINE	\$0.00	12/4/1998	16		1a
PINNEY PRINTING CO	CLINTON	CLINTON	\$0.00	12/4/1998	2		1a
CLINTON PRINTING CO	CLINTON	CLINTON	\$0.00	12/4/1998	1		1a
GRAND TOTAL			\$550,554.00		478	28	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



Guardian Industries Corp. **DeWitt, Iowa**

Guardian Industries Corp. is an international glass manufacturer, with 18,000 employees in 19 countries. In 1996 Guardian established the DeWitt, Iowa, plant after carefully examining several other options in the Midwest. "Our customer base is a key part of selecting where Guardian locates plants," said Doug Petersma, human resources manager. "There were several places we could have gone in the Midwest, but we narrowed it down to two or three. Training partnership opportunities with the Eastern Iowa Community College District (EICCD) played a critical role in selecting the site for this facility."

The availability of training funds in the form of Iowa New Jobs Training Program (260E) was another important factor in the company's decision to locate in the DeWitt Industrial Park. Because the company prides itself on being a training-oriented facility using advanced manufacturing processes, funding and employee development to meet high technology was a priority.

After the DeWitt site was chosen, Guardian and EICCD personnel began making plans for workforce and training needs. Harry DeBourcy, associate director of technical training for EICCD's Business and Industry Center (BIC), along with partner agencies, Iowa Workforce Development and Eastern Iowa Job Training, headed up the call for employees. More than 5,000 people applied for approximately 260 jobs at the new plant. "We went through every application and refined the pile to the number of people we thought had the skills that were needed for the new plant to become operational quickly," DeBourcy said.

ACT WorkKeys skills testing was used to further refine the applications, and then the applicants were ready to be interviewed by Guardian's management team.

At the same time, Peggy Garrison, assistant dean of special projects at EICCD, was at the Guardian plant in California conducting job profiling. Peggy studied the skills needed for four different types of jobs and then translated them into the specific skills that would be needed at the new plant in Iowa.

The Guardian Industries Iowa plant has been fully operational since May of 1996. There are now approximately 300 employees, the majority of which can be categorized into operations and maintenance personnel. The need for training is ongoing and critical, especially in the areas of maintenance and safety.

"Safety is imperative in our plant," Petersma said. "We are in a business that deals with glass, and safety has to be our top priority. We have used the college for safety training many times over the years. Our safety record has been very good at the DeWitt plant."

"There has been a tremendous amount of training in maintenance and OSHA requirements," said DeBourcy. "It's been very customized. For example, in the beginning, before the plant was completed, we asked for the original robotic equipment to be shipped to and set up at the Rock Island Arsenal. That way, we could bring the new employees there to be trained on the actual equipment they would be using on the job."

"We will continue to look for people who have the ability to operate highly technical equipment and can understand some of the more complex areas," said Petersma. "As our business grows, we will continue to become more and more automated, and technology will be critical. This will be important both with operators and our maintenance team. The operator does not perform a simple task; it's not an assembly line. Our positions require an emphasis on math. Working in a team environment is also important."

According to Petersma, Guardian would also like to explore more supervisory training or group leader training in the future. As human resources manager, he will continue to conduct the screening and testing processes that were set up in the beginning and made more stringent in the past few years since he took over his position at the plant.

Like most manufacturing plants, Guardian Industries sets high standards for its employees, but those standards benefit employees, too. "One of the things people like about working here is that there is some thinking involved, and they feel challenged."

The future of Guardian Industries is tied to job training in both the hard and soft skill areas. The partnership between Guardian and the Eastern Iowa Community College District will continue to prove a valuable asset to the economy of eastern Iowa.

INDUSTRIAL NEW JOBS TRAINING PROGRAM 260E PROJECTS

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
EICC	METAL-TECH MFG INC	CLINTON	CLINTON	\$35,000.00	5/14/1998	18	10
	CAR FRESHNER CORP	CLINTON	DEWITT	\$35,000.00	5/14/1998	30	30
	HAWKEYE IRON LLC	CLINTON	DEWITT	\$265,000.00	5/14/1998	160	258
	MAGNAFLUX A DIVISION OF ITW	CLINTON	DEWITT	\$35,000.00	5/14/1998	20	20
	THE MAQUOKETA CO	JACKSON	MAQUOKETA	\$20,000.00	5/14/1998	15	15
	ELECTRO HYDRAULIC AUTOMATION	MUSCATINE	MUSCATINE	\$60,000.00	5/14/1998	10	10
	HEINZ CO	MUSCATINE	MUSCATINE	\$720,000.00	5/14/1998	128	128
	M A FORD MANUFACTURING INC	SCOTT	DAVENPORT	\$90,000.00	5/14/1998	50	50
	THE MARLEY PUMP CO	SCOTT	DAVENPORT	\$180,000.00	5/14/1998	33	33
	EAGLE ENGINEERING INC	SCOTT	ELDRIDGE	\$230,000.00	5/14/1998	39	24
	IPSCO TUBULARS INC	CLINTON	CAMANCHE	\$295,000.00	5/15/1998	50	50
	KALOT INDUSTRIES INC	CLINTON	CAMANCHE	\$65,000.00	5/15/1998	20	20
	JRB CO INC	CLINTON	DE WITT	\$40,000.00	5/15/1998	10	10
	HON COMPANY, THE	MUSCATINE	MUSCATINE	\$185,000.00	5/15/1998	56	56
	MILLTECH ISI LLC	MUSCATINE	MUSCATINE	\$615,000.00	5/15/1998	77	80
	MONSANTO CO	POLK	ANKENY	\$440,000.00	5/15/1998	53	53
	APAC TELESERVICES INC	SCOTT	DAVENPORT	\$75,000.00	5/15/1998	100	--
	LITTON SYSTEMS INC	SCOTT	DAVENPORT	\$310,000.00	5/15/1998	41	41
	PCT INC	SCOTT	DAVENPORT	\$230,000.00	5/15/1998	42	10
	PER MAR SECURITY	SCOTT	DAVENPORT	\$120,000.00	5/15/1998	55	55
	OLSEN ENGINEERING INC	SCOTT	ELDRIDGE	\$100,000.00	5/15/1998	50	40
	KALOT INDUSTRIES INC	CLINTON	CAMANCHE	\$45,000.00	7/9/2001	25	25
	MAVERICK INDUSTRIES INC	CLINTON	CAMANCHE	\$40,000.00	7/9/2001	27	0
	COLLIS INC	CLINTON	CLINTON	\$200,000.00	7/9/2001	95	95
	DATA DIMENSIONS	CLINTON	CLINTON	\$115,000.00	7/9/2001	30	30
	ROCK TENN COMPANY	CLINTON	CLINTON	\$620,000.00	7/9/2001	90	90
	ROCK TENN COMPANY	CLINTON	CLINTON	\$90,000.00	7/9/2001	16	16
	BRAZEWAY INC	CLINTON	DEWITT	\$290,000.00	7/9/2001	96	83
	CAR FRESHER	CLINTON	DEWITT	\$50,000.00	7/9/2001	30	30
	PLASTI PAINT INC	CLINTON	DEWITT	\$110,000.00	7/9/2001	60	40
	DYNAGEAR OIL PUMPS INC	JACKSON	MAQUOKETA	\$105,000.00	7/9/2001	18	18
	HEINZ CO	MUSCATINE	MUSCATINE	\$135,000.00	7/9/2001	20	20
	HON2 INDUSTRIES INC	MUSCATINE	MUSCATINE	\$905,000.00	7/9/2001	113	113
	HON2 INDUSTRIES INC	MUSCATINE	MUSCATINE	\$2,295,000.00	7/9/2001	390	390
	ENGINEERED RUBBER PRODUCTS	MUSCATINE	WEST LIBERTY	\$18,000.00	7/9/2001	86	75
	WEST LIBERTY FOODS	MUSCATINE	WEST LIBERTY	\$265,000.00	7/9/2001	116	116
	PACKAGIN TECHNOLOGIES	SCOTT	DAVENPORT	\$25,000.00	7/9/2001	35	35
	PER MAR SECURITIES	SCOTT	DAVENPORT	\$305,000.00	7/9/2001	152	152
	PHOENIX CLOSURES INC	SCOTT	DAVENPORT	\$125,000.00	7/9/2001	43	32
	SEARS MANUFACTURING CO	SCOTT	DAVENPORT	\$675,000.00	7/9/2001	138	138
	SENTRY INSURANCE A MUTUAL CO	SCOTT	DAVENPORT	\$1,735,000.00	7/9/2001	200	0
	SOLAR PLASTICS (UPPER MIDWEST INDUSTRIES)	SCOTT	DAVENPORT	\$215,000.00	7/9/2001	79	79
	VON MAUR INC	SCOTT	DAVENPORT	\$325,000.00	7/9/2001	95	95
	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
	Totals for 45 Contracts :			\$13,438,000.00		3,116	2,770

AREA X

KIRKWOOD COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM Case Study

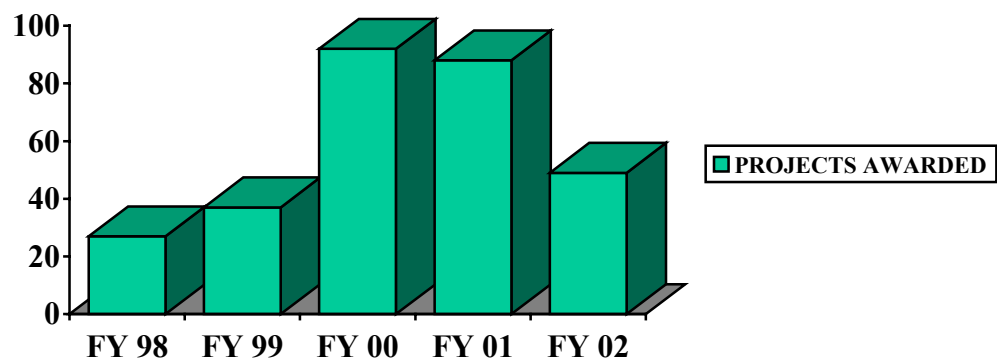
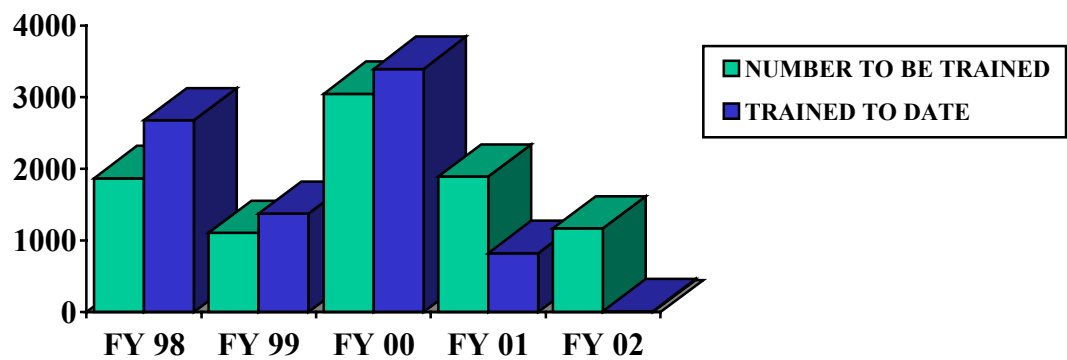


Diamond V Mills is an international feed ingredient company with entities in China and Mexico. Diamond V Mills utilized the 260F funds by collaborating with 4 other companies to utilize the Community College Business Network funds. During the summer of 2001, a Conversational Spanish class was held for 70 employees of Diamond V Mills. The goal of the class was to enable employees to effectively communicate with their distribution center in Mexico as well as the growing diversified Spanish speaking population in Iowa.

Realizing the benefit of using the 260F funds to offer Conversational Spanish training, Diamond V Mills pursued an individual 260F application for training needs of other employees. In November 2001, Diamond V submitted an application to train over 50 employees for various training activities such as computer training, CPR, First Aid, Bloodborne Pathogens, Forklift, OSHA, import and export training as well as essential skills training. As is true with other companies, essential skills training, such as effective communication, teamwork and the fundamentals of managing, often takes a back seat to other training necessary to keep current with the fast pace of business today; and usually there are not the monetary resources available to the company once required training is completed to do essential skills training.

Mary Kaye Nath is the Director of Human Resources at Diamond V Mills in Cedar Rapids. She worked closely with Kirkwood Community College in applying for the 260F funds. Mary Kaye has seen the benefits of this program and the necessity of this training. "We recognize that our employees are our greatest resource and that without consistent training; we would lack the ability to attract and retain quality people that ultimately make or break a business. We are using the 260F funds for a multitude of training, from computer to microbiology to managing change. Without the 260F funds, we would not be able to offer this training, training that is critical to the success of Iowa businesses."

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
CRANE VALVE NORTH AMERICA	WASHINGTON	WASHINGTON	\$15,698.00	5/22/2002	30		1b
GENENCOR INTERNATIONAL	LINN	CEDAR RAPIDS	\$12,925.00	5/22/2002	85		1b
GENENCOR INTERNATIONAL #2	LINN	CEDAR RAPIDS	\$14,668.00	5/22/2002	15		1b
IN TOLERANCE	LINN	CEDAR RAPIDS	\$10,450.00	5/22/2002	24		1b
PREMIER SHEEP SUPPLIERS LTD	WASHINGTON	WASHINGTON	\$12,177.00	5/22/2002	12		1b
HAWKEYE FOODSERVICE DISTRIBUTION INC	JOHNSON	CORALVILLE	\$18,150.00	5/22/2002	10		1a
MSI MOLD BUILDERS	LINN	CEDAR RAPIDS	\$20,000.00	5/9/2002	30		1b
WEYERHAEUSER	LINN	CEDAR RAPIDS	\$15,950.00	4/2/2002	30		1b
AMERICAN PROFOL	LINN	CEDAR RAPIDS	\$12,972.00	3/16/2002	40		1b
THE FREEDOM GROUP INC	LINN	CEDAR RAPIDS	\$20,000.00	3/16/2002	50		1b
DIAMOND V MILLS INC	LINN	CEDAR RAPIDS	\$18,361.00	3/16/2002	50		1b
EVERGREEN PACKAGING EQUIPMENT	LINN	CEDAR RAPIDS	\$6,014.00	3/16/2002	37		1a
IOWA WIRELESS SERVICES LP	POLK	URBANDALE	\$3,616.00	3/5/2002	4		1a
WENDLER ENGINEERING & CONSTRUCTIN INC	IOWA	SOUTH AMANA	\$2,970.00	3/5/2002	48		1b
LIL DRUG STORE PRODUCTS INC	LINN	CEDAR RAPIDS	\$20,000.00	1/17/2002	15		1b
PMX INDUSTRIES INC #1	LINN	CEDAR RAPIDS	\$20,000.00	12/10/2001	126		1b
PMX INDUSTRIES INC #2	LINN	CEDAR RAPIDS	\$20,000.00	12/10/2001	71		1b
PENWEST PHARMACEUTICAL	LINN	CEDAR RAPIDS	\$11,000.00	12/10/2001	26		3a
HIRAIL CORPORATION	LINN	LISBON	\$11,880.00	12/10/2001	17		1b
TIEDT ENTERPRISES INC	JOHNSON	IOWA CITY	\$20,000.00	12/10/2001	12		1b
HAWKEYE FOODSERVICE DISTRIBUTION INC	JOHNSON	CORALVILLE	\$15,025.00	10/10/2001	25		1b
ORAL B LABORATORIES	JOHNSON	IOWA CITY	\$8,484.00	9/27/2001	12	14	2b
KEANE INC #1	LINN	CEDAR RAPIDS	\$5,754.00	6/8/2001	2		1a
J & P CYCLES	JONES	ANAMOSA	\$14,355.00	5/12/2001	23		1b
DAD MANUFACTURING INC	LINN	HIAWATHA	\$24,872.00	5/8/2001	40	55	2b
KEANE INC #2	LINN	CEDAR RAPIDS	\$9,037.00	5/8/2001	7		3c
IOWA FLUID POWER	LINN	CEDAR RAPIDS	\$5,831.00	5/3/2001	25	31	2b
ROSS MARKETING INC	LINN	HIAWATHA	\$4,576.00	4/19/2001	13		1a
M C INDUSTRIES	JONES	MONTICELLO	\$14,674.00	4/17/2001	28		1b
IMAGE MEDIA GROUP INC	LINN	CEDAR RAPIDS	\$25,000.00	4/10/2001	25		1b
J-TEC ASSOCIATES INC	LINN	CEDAR RAPIDS	\$9,983.00	4/10/2001	18		3a
PENFORD PRODUCTS COMPANY	LINN	CEDAR RAPIDS	\$25,000.00	4/5/2001	150		1b
ROCKWELL COLLINS #1	LINN	CEDAR RAPIDS	\$25,000.00	3/27/2001	50		1a
ROCKWELL COLLINS #2	LINN	CEDAR RAPIDS	\$25,000.00	3/27/2001	50		1a
ROCKWELL COLLINS #3	LINN	CEDAR RAPIDS	\$24,750.00	3/27/2001	50		1a
ROCKWELL COLLINS #4	LINN	CEDAR RAPIDS	\$25,000.00	3/27/2001	50		1a
ROCKWELL COLLINS #5	LINN	CEDAR RAPIDS	\$25,000.00	3/27/2001	50		1a
ROCKWELL COLLINS #6	LINN	CEDAR RAPIDS	\$25,000.00	3/27/2001	50		1a
SIEMENS TRANSPORTATION SYSTEM #2	LINN	CEDAR RAPIDS	\$25,000.00	3/20/2001	5		1a
SIEMENS TRANSPORTATION SYSTEMS INC #2	LINN	CEDAR RAPIDS	\$25,000.00	3/20/2001	5		1a
DKM MANUFACTURING INC	IOWA	VICTOR	\$13,150.00	3/20/2001	10		1a
AHMANN DESIGN INC	LINN	HIAWATHA	\$4,840.00	3/13/2001	3		1a
MCI WORLDCOM	LINN	CEDAR RAPIDS	\$24,832.00	3/7/2001	20		1b
THE QUAKER OATS COMPANY	LINN	CEDAR RAPIDS	\$9,547.00	2/20/2001	10	15	2b
S & C MACHINING INC	CEDAR	TIPTON	\$5,501.00	2/14/2001	20		1b
STAMATS COMMUNICATIONS INC	LINN	CEDAR RAPIDS	\$25,000.00	2/7/2001	28		1b
STAMATS COMMUNICATION INC #2	LINN	CEDAR RAPIDS	\$25,000.00	2/7/2001	11		1b
ACT INC	JOHNSON	IOWA CITY	\$25,000.00	2/7/2001	28	28	2a
CCB PACKAGING	LINN	HIAWATHA	\$25,000.00	1/3/2001	75		1b
ACME ELECTRIC COMPANY	LINN	CEDAR RAPIDS	\$13,150.00	1/3/2001	16	16	2a
IMAGE MEDIA GROUP INC	LINN	CEDAR RAPIDS	\$25,000.00	12/19/2000	40		1a
HAWKEYE STATE SCALE	LINN	CEDAR RAPIDS	\$25,000.00	12/1/2000	5		1b
CEDAR GRAPHICS INC	LINN	HIAWATHA	\$7,425.00	10/5/2000	7	10	2b
RIVERSTONE INC	LINN	LISBON	\$21,895.00	9/29/2000	35		
ROCKWELL COLLINS	LINN	HIAWATHA	\$25,000.00	8/1/2000	45	45	2a
JOHNSON GAS APPLIANCE CO	LINN	CEDAR RAPIDS	\$25,000.00	7/21/2000	75		1b
SOUVENIR INC	LINN	CEDAR RAPIDS	\$25,000.00	7/21/2000	250	250	2a
THE QUAKER OATS COMPANY	LINN	CEDAR RAPIDS	\$25,000.00	7/20/2000	10	32	2b
PURETHANE INC #1	CEDAR	WEST BRANCH	\$25,000.00	6/1/2000	19		3c
REXAM RELEASE	JOHNSON	IOWA CITY	\$17,409.00	5/24/2000	150	150	2a
AMK COMPUTERS AND TECHNOLOGY	LINN	CEDAR RAPIDS	\$25,000.00	5/16/2000	3	3	2a
PROCTOR & GAMBLE	JOHNSON	IOWA CITY	\$22,308.00	5/5/2000	166		1a
SQUARE D COMPANY	LINN	CEDAR RAPIDS	\$8,685.00	5/5/2000	19	19	2a
AMERICAN COLOR GRAPHICS	IOWA	MARENGO	\$19,755.00	5/5/2000	180	196	2b
CARGILL INC CORN MILLING	LINN	CEDAR RAPIDS	\$25,000.00	5/4/2000	50		1b
THE QUAKER OATS COMPANY	LINN	CEDAR RAPIDS	\$5,857.00	4/28/2000	25	25	2a
IOWA FLUID POWER INC	LINN	CEDAR RAPIDS	\$16,889.00	4/18/2000	18	23	2b
MIDLAND FORGE DIVISION	LINN	CEDAR RAPIDS	\$25,000.00	4/18/2000	150	177	2b
IOWA WIRELESS SERVICES LOP	POLK	URBANDALE	\$11,073.00	4/12/2000	35	35	2a
FANSTEEL WASHINGTON MANUFACTURING	WASHINGTON	WASHINGTON	\$8,840.00	4/5/2000	60	41	2c

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
MC INDUSTRIES	JONES	MONTICELLO	\$9,716.00	4/5/2000	12		1a
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		1b
VICTOR PLASTICS INC	IOWA	VICTOR	\$7,672.00	3/29/2000	10		1b
IMAGE MEDIA GROUP INC	LINN	CEDAR RAPIDS	\$25,000.00	3/22/2000	30	30	2a
IN TOLERANCE	LINN	CEDAR RAPIDS	\$22,853.00	3/21/2000	20	25	2b
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		1b
IOWA SOY SPECIALITIES	BENNTON	VINTON	\$25,000.00	3/6/2000	3	5	2b
DKM MANUFACTURING INC	IOWA	VICTOR	\$12,077.00	3/6/2000	10		1a
FROG LEGS INC	BENTON	VINTON	\$20,837.00	3/3/2000	10		1a
DAKOTA RED CORPORATION	LINN	CEDAR RAPIDS	\$25,000.00	3/3/2000	155	155	2a
SHEY SYSTEMS INC	LINN	HIAWATHA	\$8,043.00	2/7/2000	5	5	2a
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	2c
CEDAR GRAPHICS INC	LINN	HIAWATHA	\$25,000.00	1/18/2000	150	152	2b
FISERV SOLUTIONS, INC DBA FISERV NDP	LINN	CEDAR RAPIDS	\$6,374.00	1/13/2000	1	1	2a
ACT INC	JOHNSON	IOWA CITY	\$25,000.00	1/9/2000	180	195	2b
HIRAIL CORPORATION	LINN	LISBON	\$25,000.00	12/23/1999	17	17	2a
ROCKWELL COLLINS	LINN	HIAWATHA	\$25,000.00	12/23/1999	20	252	2b
SOUVENIR INC	LINN	CEDAR RAPIDS	\$25,000.00	12/21/1999	20	32	2b
ORBIS	JONES	MONTICELLO	\$5,940.00	12/15/1999	5	5	2a
MCI WORLDCOM	LINN	CEDAR RAPIDS	\$16,571.00	12/2/1999	50	51	2b
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	2b
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	2a
JULIN PRINTING COMPANY INC	JONES	MONTICELLO	\$20,484.00	11/18/1999	25	35	2b
CIVCO MEDICAL INSTRUMENTS	WASHINGTON	KALONA	\$25,000.00	11/18/1999	40	46	2b
WHOLESALE FEEDS INC	LINN	MARION	\$4,999.00	11/18/1999	11		1a
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	2b
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	2a
MCI WORLDCOM	LINN	CEDAR RAPIDS	\$24,750.00	11/18/1999	30	30	2a
GE CAPITAL - VENDOR FINANCIAL SERVICES	LINN	CEDAR RAPIDS	\$25,000.00	11/7/1999	100	100	2a
THE GAZETTE COMPANY	LINN	CEDAR RAPIDS	\$25,000.00	7/29/1999	54	59	2b
GAZETTE CO, THE	LINN	CEDAR RAPIDS	\$25,000.00	7/27/1999	217	217	2a
MCI TELECOMMUNICATIONS	JOHNSON	IOWA CITY	\$24,077.00	6/7/1999	40	100	2b
J & A PRINTING	LINN	HIAWATHA	\$17,694.00	5/5/1999	82	84	2b
WENDLER ENGINEERING & CONSTRUCTION INC	IOWA	SOUTH AMANA	\$4,863.00	5/5/1999	25	35	2b
HAWKEYE FOOD SYSTEMS INC	JOHNSON	CORALVILLE	\$24,224.00	4/26/1999	20	35	2b
KEANE INC	LINN	CEDAR RAPIDS	\$16,005.00	4/26/1999	6	9	2b
QUAKER OATS CO, THE	LINN	CEDAR RAPIDS	\$4,300.00	4/26/1999	16	16	2a
CORNERSTONE PRESS	LINN	HIAWATHA	\$24,590.00	4/19/1999	9	12	2b
PREMIER SHEEP SUPPLIES LTD	WASHINGTON	WASHINGTON	\$10,209.00	4/19/1999	8	8	2a
ACME ELECTRIC CO	LINN	CEDAR RAPIDS	\$20,497.00	4/19/1999	8	10	2b
CEDARAPIDS INC	LINN	CEDAR RAPIDS	\$23,625.00	4/19/1999	150	184	2b
ALTER SCRAP PROCESSING	LINN	CEDAR RAPIDS	\$25,000.00	4/16/1999	6	6	2a
GENENCOR INTERNATIONAL	LINN	AVENUE DR SW	\$25,000.00	4/15/1999	50	85	2b
AMERICAN PROFOL INC	LINN	CEDAR RAPIDS	\$25,000.00	3/17/1999	70	78	2b
FISHER PRINTERS IMC	LINN	CEDAR RAPIDS	\$18,318.00	3/16/1999	28	0	3a
IOWA FLUID POWER INC	LINN	CEDAR RAPIDS	\$18,850.00	2/26/1999	10	43	2b
XERXES CORP	LINN	TIPTON	\$25,000.00	2/25/1999	25	45	2b
HEARTLAND EXPRESS OF IOWA	JOHNSON	CORALVILLE	\$12,750.00	1/12/1999	30		1a
IN TOLERANCE	LINN	CEDAR RAPIDS	\$18,112.00	11/19/1998	20	20	2a
CASCADE DIE & MOLD INC	JONES	MONTICELLO	\$25,000.00	11/19/1998	150	226	2b
WEYERHAEUSER	LINN	CEDAR RAPIDS	\$25,000.00	11/10/1998	30	30	2a
OAKDALE SYSTEMS INC	JOHNSON	OAKDALE	\$11,420.00	11/10/1998	2	2	2a
ACCESS DIRECT TELEMARTETING	LINN	CEDAR RAPIDS	\$2,500.00	9/23/1998	40	0	3c
LIFE INVESTORS COMPANY INC	LINN	CEDAR RAPIDS	\$4,962.00	9/23/1998	21	0	3a
CEDAR GRAPHICS INC	LINN	HIAWATHA	\$3,892.00	9/23/1998	5	10	2b
WEYERHAEUSER	LINN	CEDAR RAPIDS	\$25,000.00	8/10/1998	30	38	2b
MCI MASS MARKETS	LINN	CEDAR RAPIDS	\$4,600.00	8/10/1998	20	20	2a
PROTEK MEDICAL PRODUCTS INC	JOHNSON	IOWA CITY	\$18,150.00	8/10/1998	2	0	3c
IOWA PRECISION	LINN	CEDAR RAPIDS	\$4,995.00	8/10/1998	25	25	2a
RFK TRANSPORTATION INC	LINN	CEDAR RAPIDS	\$13,875.00	8/10/1998	3	0	3b
WESTERN FRATERNAL LIFE ASSOCIATION	LINN	CEDAR RAPIDS	\$2,500.00	8/10/1998	8	33	2b
ROCKWELL COLLINS	LINN	CEDAR RAPIDS	\$25,000.00	5/19/1998	17	17	2a
HAWKEYE FOOD SYSTEMS INC	JOHNSON	CORALVILLE	\$18,787.00	5/19/1998	15	34	2b
TITRONICS RESEARCH & DEVELOPMENT CO	JOHNSON	OXFORD	\$15,000.00	5/19/1998	5	5	2a
VIDEA LTD & SUBSIDARY BVS PERFORMANCE SYSTEMS	LINN	CEDAR RAPIDS	\$4,896.00	5/19/1998	9	5	2c
APACHE HOSE & BELTING INC	LINN	CEDAR RAPIDS	\$2,500.00	5/19/1998	8	27	2b
NATIONAL PROPANE	LINN	CEDAR RAPIDS	\$2,500.00	5/19/1998	25	25	2a

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
PROCTOR & GAMBLE	JOHNSON	IOWA CITY	\$10,612.00	5/8/1998	10	11	2b
WHOLESALE FEEDS INC	LINN	CEDAR RAPIDS	\$4,965.00	5/8/1998	10	10	2a
KEANE INC	LINN	CEDAR RAPIDS	\$3,150.00	5/8/1998	10	10	2a
AMANA CO LP	LINN	AMANA	\$21,215.00	5/6/1998	59	64	2b
ROCKWELL COLLINS	LINN	CEDAR RAPIDS	\$25,000.00	5/6/1998	10	10	2a
XERXES CORP	LINN	TIPTON	\$21,783.00	5/6/1998	25	25	2a
FANSTEEL WASHINGTON MFG	WASHINGTON	WASHINGTON	\$11,156.00	5/6/1998	150	150	2a
NATIONAL COMPUTER SYSTEMS (NCS)	JOHNSON	IOWA CITY	\$18,750.00	4/29/1998	10	11	2b
ORAL B LABORATORIES	JOHNSON	IOWA CITY	\$25,000.00	4/20/1998	6	180	2b
AMERICAN PROFOL	LINN	CEDAR RAPIDS	\$15,977.00	4/20/1998	30	65	2b
CEDARAPIDS INC	LINN	CEDAR RAPIDS	\$24,987.00	4/20/1998	600	600	2a
WILLIAMS FASTENER & SUPPLY CO\	LINN	CEDAR RAPIDS	\$4,900.00	3/24/1998	10	16	2b
JULIN PRINTING CO INC	JONES	MONTICELLO	\$14,828.00	2/25/1998	15	25	2b
IN TOLERANCE	LINN	CEDAR RAPIDS	\$8,625.00	2/25/1998	20	21	2b
QUAKER OATS CO	LINN	CEDAR RAPIDS	\$7,500.00	1/26/1998	400	484	2b
ACT INC	JOHNSON	IOWA CITY	\$25,000.00	9/23/1997	300	693	2b
FANSTEEL WASHINGTON MFG	WASHINGTON	WASHINGTON	\$6,577.00	9/2/1997	44	56	2b
MCI COMMUNICATIONS	LINN	CEDAR RAPIDS	\$19,103.00	8/6/1997	70	94	2b
GRAND TOTAL			\$2,708,696.00		7265	6679	

**IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS**

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
KCC INFORMATION TECHNOLOGY TRAINING			\$16,816.00	1/17/2002			1b
ACT INC	JOHNSON	IOWA CITY	\$0.00	1/17/2002	1		1b
SIEMENS TRANSPORTATION SYSTEMS INC	LINN	CEDAR RAPIDS	\$0.00	1/17/2002	8		1b
KCC SUPERVISORY TRAINING CONSORTIUM PROJECT			\$16,500.00	12/10/2001			1b
QUAKER OATS	LINN	CEDAR RAPIDS	\$0.00	12/10/2001	9		1b
DIAMOND V MILLS	LINN	CEDAR RAPIDS	\$0.00	12/10/2001	15		1b
KCC CONSORTIUM TRAINING			\$6,325.00	6/30/2001			1a
CR WALLS INC	LINN	CEDAR RAPIDS	\$0.00	6/30/2001	10		1a
WEITZ ABELL HOWE	LINN	CEDAR RAPIDS	\$0.00	6/30/2001	40		1a
OF PAULSON CONSTRUCTION	LINN	CEDAR RAPIDS	\$0.00	6/30/2001	2		1a
JELINEK OLMSTEAD CONSTRUCTION	LINN	CEDAR RAPIDS	\$0.00	6/30/2001	30		1a
BLAHNIK CONSTRUCTION	LINN	CEDAR RAPIDS	\$0.00	6/30/2001	15		1a
KLEIMAN CONSTRUCTION	LINN	CEDAR RAPIDS	\$0.00	6/30/2001	20		1a
HARGERS ACOUSTICS	LINN	ELY	\$0.00	6/30/2001	17		1a
PRO WALL BUILDERS	JOHNSON	IOWA CITY	\$0.00	6/30/2001	15		1a
KCC A+ CERTIFICATIN TRAINING			\$7,823.00	4/24/2001			1a
APAC	LINN	CEDAR RAPIDS	\$0.00	4/24/2001	12		1b
NCS PEARSON	JOHNSON	IOWA CITY	\$0.00	4/24/2001	1		1a
ACT INC	JOHNSON	IOWA CITY	\$0.00	4/24/2001	3	3	2a
KIRKWOOD BUSINESS PARTNERS CONSORTIUM TRAINING			\$36,300.00	1/12/2001			1a
MOORE NORTH AMERICA INC	JOHNSON	IOWA CITY	\$0.00	1/12/2001	10	229	2b
ORAL B LABORATORIES	JOHNSON	IOWA CITY	\$0.00	1/12/2001	10		1a
DANS OVERHEAD DOORS & MOORE	JOHNSON	NORTH LIBERTY	\$0.00	1/12/2001	10		1a
AEGON	LINN	CEDAR RAPIDS	\$0.00	1/12/2001	15		1a
KIRKWOOD SUPERVISORY TRAINING CONSORTIUM			\$28,050.00	12/15/2000			1a
QUAKER OATS	LINN	CEDAR RAPIDS	\$0.00	12/15/2000	50	34	4a
HAWKEYE FOODSERVICE DIST INC	LINN	CORALVILLE	\$0.00	12/15/2000	10	25	2b
GAZETTE COMMUNICATIONS	LINN	CEDAR RAPIDS	\$0.00	12/15/2000	36		1a
IRONWORKERS CONSORTIUM			\$24,857.00	10/11/2000			2b
WELTZ ABELL HOWE CO	LINN	CEDAR RAPIDS	\$0.00	10/11/2000	3	3	2a
BLAHNIK CONSTRUCTION CO	LINN	CEDAR RAPIDS	\$0.00	10/11/2000	4	8	2b
KIRKWOOD CONSORTIUM	SCOTT	CEDAR RAPIDS	\$50,000.00	8/31/2000			2a
ABELL HOWE CO	LINN	CEDAR RAPIDS	\$0.00	8/31/2000	7	7	2a
JB DECK CORPORATION	LOUISE	MORNING SUN	\$0.00	8/31/2000	3	3	2a
CEDAR VALLEY STELL INC	LINN	MARION	\$0.00	8/31/2000	5	5	2a
BLAHNIK CONSTRUCTION CO	LINN	CEDAR RAPIDS	\$0.00	8/31/2000	8	8	2a
BROCKER ERECTION CO INC		BURLINGTON	\$0.00	8/31/2000	5	5	2a
BOWSENBERG CONSTRUCTION INC	IOWA	MIDDLE AMANA	\$0.00	8/31/2000	5		
J & J STEEL INC	DES MOINES	WEST BURLINGTON	\$0.00	8/31/2000	5	5	2a
ADVANCED PROGRAMMABLE LOGIC CONTROL TRAINING			\$14,250.00	7/27/2000			2c
VICTOR PLASTICS	IOWA	VICTOR	\$0.00	7/27/2000	6	5	2c
AMANA APPLIANCES	IOWA	AMANA	\$0.00	7/27/2000	7	5	2c

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
BASIC PROGRAMMABLE LOGIC CONTROLS			\$16,500.00	6/16/2000			2a
VICTOR PLASTICS	IOWA	VICTOR	\$0.00	6/16/2000	6	5	2c
AMANA APPLIANCES	IOWA	AMANA	\$0.00	6/16/2000	10	10	2a
WOODS QUALITY TRAINING (CARGILL INC)	LINN	CEDAR RAPIDS	\$14,397.00	12/23/1999	3	4	2b
DENTAL PROSTHETIC SERVICES	LINN	CEDAR RAPIDS	\$0.00	12/22/1999	1	1	2a
CENTRO INC	JOHNSON	NORTH LIBERTY	\$0.00	12/22/1999	3	3	2a
GUARANTY BANK	LINN	CEDAR RAPIDS	\$0.00	12/22/1999	1	1	2a
VAN METER INDUSTRIAL	LINN	CEDAR RAPIDS	\$0.00	12/22/1999	3	3	2a
ORACLE/ACT/GAZETTE			\$50,000.00	12/22/1999	67		3a
ORACLE CONSORTIUM			\$50,000.00	12/22/1999			2b
ROCKWELL COLLINS, INC	LINN	CEDAR RAPIDS	\$0.00	12/22/1999	11	17	2b
ACT INC	JOHNSON	IOWA CITY	\$0.00	12/22/1999	60	60	2a
ORACLE DATABASE TRAINING			\$43,767.00	12/21/1999	17		3a
ROCKWELL COLLINS INC	LINN	CEDAR RAPIDS	\$0.00	12/21/1999	11		3a
OAKDALE SYSTEMS INC	JOHNSON	CORALVILLE	\$0.00	12/21/1999	6		3a
BUSINESS PARTNER #1			\$31,875.00	12/8/1999	104	106	2b
CEDARAPIDS INC	LINN	CEDAR RAPIDS	\$0.00	12/8/1999	34	41	2b
NATIONAL PROPANE	LINN	CEDAR RAPIDS	\$0.00	12/8/1999	13	20	2b
CIVCO MEDICAL INSTRUMENTS	WASHINGTON	KALONA	\$0.00	12/8/1999	16	37	2b
WEYERHAEUSER CO	LINN	CEDAR RAPIDS	\$0.00	12/8/1999	3	8	2b
FROG LEGS INC	BENTON	VINTON	\$24,511.00	12/8/1999	7		1a
IOWA SOY SPECILTIES	BENTON	VINTON	\$0.00	12/8/1999	2		1a
CAR PAC INC	BENTON	VINTON	\$0.00	12/8/1999	7	25	2b
BUSINESS PARTNERS II CONSORTIUM			\$33,393.00	8/13/1999			2b
GAZETTE CO, THE	LINN	CEDAR RAPIDS	\$0.00	8/13/1999	37	41	2b
GENENCOR INTERNATIONAL	LINN	CEDAR RAPIDS	\$0.00	8/13/1999	16	21	2b
GENERAL ELECTRIC CAPITAL CORP-VENDOR FINANCIAL	LINN	CEDAR RAPIDS	\$0.00	8/13/1999	35	54	2b
LIFE INVESTORS INSURANCE CO OF AMERICA	LINN	CEDAR RAPIDS	\$0.00	8/13/1999	49	60	2b
MCCOMAS-LACINA CONSTRUCTION CO	JOHNSON	IOWA CITY	\$11,297.00	8/2/1999	2	2	2a
KNUTSON MID-AMERICAN CONSTRUCTION SERVICES	JOHNSON	IOWA CITY	\$0.00	8/2/1999	3	3	2a
SELZER-WERDERITSCH CONSTRUCTION CO	JOHNSON	IOWA CITY	\$0.00	8/2/1999	1		1a
MERIT CONSTRUCTION CO	LINN	CEDAR RAPIDS	\$0.00	8/2/1999	2		1a
H EUGENE SMITH CONSTRUCTION CO INC	HENRY	MOUNT PLEASANT	\$0.00	8/2/1999	3		1a
CRANE VALVES WASHINGTON	WASHINGTON		\$7,485.00	4/12/1999	4	6	2b
FANSTEEL WASHINGTON MFG.	WASHINGTON	WASHINGTON	\$0.00	4/12/1999	4	4	2a
CIVCO MEDICAL INSTRUMENT CO INC	WASHINGTON	KALONA	\$12,975.00	8/24/1998	5	36	2b
GAZETTE CO, THE	LINN	CEDAR RAPIDS	\$0.00	8/24/1998	50	52	2b
NATIONAL COMPUTER SYSTEMS (NCS)	JOHNSON	IOWA CITY	\$0.00	8/24/1998	50	50	2a
GENENCOR, INTERNATIONAL	LINN	CEDAR RAPIDS	\$0.00	8/24/1998	5	25	2b
CEDARAPIDS, INC	LINN	CEDAR RAPIDS	\$0.00	8/24/1998	50	50	2a
PAULSON CONSTRUCTION	LINN	CEDAR RAPIDS	\$17,850.00	5/19/1998	3	10	2b
KLEIMAN CONSTRUCTION	LINN	CEDAR RAPIDS	\$0.00	5/19/1998	7	21	2b
UNZEITIG CONSTRUCTION	LINN	CEDAR RAPIDS	\$0.00	5/19/1998	4	10	2b
GRAND TOTAL			\$514,971.00		1112	1131	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
KCC IOWA QUALITY CENTER TRAINING			\$100,000.00	10/31/2001			1b
CARGILL INC	LINN	CEDAR RAPIDS	\$0.00	10/31/2001	10		1b
GRAIN PROCESSING CORP	MUSCATINE	MUSCATINE	\$0.00	10/31/2001	8		1b
CENTRO INC	JOHNSON	NORTH LIBERTY	\$0.00	10/31/2001	15		1b
CEDAR RIVER PAPER COMPANY	LINN	CEDAR RAPIDS	\$0.00	10/31/2001	20		1b
NCS PEARSON	JOHNSON	IOWA CITY	\$0.00	10/31/2001	50		1b
HEARTH TECHNOLOGIES MT PLEASANT	HENRY	MT PLEASANT	\$0.00	10/31/2001	30		1b
GAZETTE COMMUNICATIONS	LINN	CEDAR RAPIDS	\$0.00	10/31/2001	30		1b
PMX INDUSTRIES	LINN	CEDAR RAPIDS	\$0.00	10/31/2001	25		1b
KCC SPANISH & ENGLISH CONVERSATIONAL TRAINING			\$36,979.00	10/16/2001			1b
VICTOR PLASTICS	IOWA	VICTOR	\$0.00	10/16/2001	33		1b
GAZETTE COMMUNICATIONS	LINN	CEAR RAPIDS	\$0.00	10/16/2001	6		1b
DIAMOND V MILLS INC	LINN	CEDAR RAPIDS	\$0.00	10/16/2001	70		1b
H J HEINZ	MUSCATINE	MUSCATINE	\$0.00	10/16/2001	60		1b
SIVYER STEEL CORPORATION	SCOTT	BETTENDORF	\$0.00	10/16/2001	7		1b

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
KIRKWOOD PRINTING BUSINESS NETWORK	LINN	CEDAR RAPIDS	\$114,160.00	8/8/2000	100		1b
GAZETTE COMMUNICATIONS	LINN	CEDAR RAPIDS	\$0.00	8/8/2000	14		1b
SERVICE PRESS & LITHO CO INC	LINN	CEDAR RAPIDS	\$0.00	8/8/2000	1		1b
CORNERSTONE PRESS INC	LINN	HIAWATHA	\$0.00	8/8/2000	2		1b
AMERICAN COLOR GRAPHICS	IOWA	MARENGO	\$0.00	8/8/2000	49		3c
TIDEWATER PUBLISHING CORP	CEDAR	WEST BRANCH	\$0.00	8/8/2000	8		1b
TECHNIGRAPHICS INC	JOHNSON	IOWA CITY	\$0.00	8/8/2000	2		1b
CEDAR GRAPHICS INC	LINN	HIAWATHA	\$0.00	8/8/2000	2		1b
JULIN PRINTING CO INC	MONTICELLO		\$0.00	8/8/2000	8		1b
TRUE ARTS	JOHNSON	IOWA CITY	\$0.00	8/8/2000	2		1b
J P GASWAY CO INC	LINN	CEDAR RAPIDS	\$0.00	8/8/2000	2		1b
IMAGE MEDIA	LINN	CEDAR RAPIDS	\$0.00	8/8/2000	4		1b
J&A PRINTING	LINN	HIAWATHA	\$0.00	8/8/2000	2		1b
WOOLVERTON PRINTING COMPANY	BLACKHAWK	CEDAR FALLS	\$0.00	8/8/2000	2		1b
TRI STATE GRAPHICS	JACKSON	MAQUOKETA	\$0.00	8/8/2000	1		1b
PIONEER GRAPHICS	BLACK HAWK	WATERLOO	\$0.00	8/8/2000	3		1b
WOODS QUALITY CENTER INC	LINN	CEDAR RAPIDS	\$149,162.00	8/24/1999	40	56	2b
CENTRO INC	JOHNSON	NORTH LIBERTY	\$0.00	8/24/1999	30	80	2b
ROCKWELL COLLINS	LINN	CEDAR RAPIDS	\$0.00	8/24/1999	15	12	4a
CEDAR RIVER PAPER CO	LINN	CEDAR RAPIDS	\$0.00	8/24/1999	10	134	2b
HAWKEYE RUBBER MFG CO	LINN	CEDAR RAPIDS	\$0.00	8/24/1999	6	6	2a
CARGILL INC CORN MILLING DIV	MONROE	EDDYVILLE	\$0.00	8/24/1999	20	94	2b
NATIONAL COMPUTER SYSTEMS	JOHNSON	IOWA CITY	\$0.00	8/24/1999	10	10	2a
PMX INDUSTRIES	LINN	CEDAR RAPIDS	\$0.00	8/24/1999	12	89	2b
GRAND TOTAL			\$400,301.00		709	481	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



Siemens Transportation Systems, Inc.

125 Employees Trained

Results of the Training: Direct application on the job to loading computers, configuring computers, network design and network administration. Improved leadership and essential skills to provide better results for our customers.

Quote from Ron Menti Engineering Director at STS: “The training supported by the state training funds was highly beneficial in helping Siemens Transportation in developing and maintaining its high technology workforce. This program gives Iowa employers a much needed competitive edge over the competition.”

Training Done:

Training Tactics, Handling Customers, MCSE Certification, Microsoft Project, Microsoft Windows 2000, Professional Workstation & Server and SQL, Microsoft Outlook 2000 Advanced, Strategic Management Planning, Leadership Principles, Resolving Conflict Through Problem Solving, Team Building, Group Process Blueprint Reading

INDUSTRIAL NEW JOBS TRAINING PROGRAM 260E PROJECTS

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
KCC	STARTER GALT INC	LINN	CEDAR RAPIDS	\$190,000.00	11/14/1997	70	70
	NEON LIGHT COMPANY INC	LINN	CEDAR RAPIDS	\$90,000.00	11/15/1997	33	33
	IOWA MOLD & ENGINEERING INC	BRENTON	BELLE PLAINE	\$100,000.00	11/24/1997	12	12
	SAUER-DANFOSS (US) COMPANY	CEDAR	WEST BRANCH	\$215,000.00	11/24/1997	60	60
	PRIDE OF IOWA LTD	IOWA	MARENGO	\$75,000.00	11/24/1997	37	37
	DIEOMATIC INC	IOWA	WILLIAMSBURG	\$220,000.00	11/24/1997	40	40
	APPLIED SYSTEMS INC	JOHNSON	CORALVILLE	\$435,000.00	11/24/1997	108	110
	GOVERNMENT EMPLOYEES INSURANCE CO	JOHNSON	CORALVILLE	\$285,000.00	11/24/1997	60	60
	APAC TELESERVICES INC	LINN	CEDAR RAPIDS	\$170,000.00	11/24/1997	215	254
	GREAT AMERICA LEASING CORP	LINN	CEDAR RAPIDS	\$110,000.00	11/24/1997	19	19
	MANUFACTURING SPECIALTIES INC	LINN	CEDAR RAPIDS	\$90,000.00	11/24/1997	25	25
	MCLEOD USA PUBLISHING CO	LINN	CEDAR RAPIDS	\$645,000.00	11/24/1997	154	154
	MCLEOD USA TELECOMMUNICATIONS SERVICES INC	LINN	CEDAR RAPIDS	\$110,000.00	11/24/1997	20	20
	NORDSTROM INC	LINN	CEDAR RAPIDS	\$1,295,000.00	11/24/1997	288	288
	TOYOTA MOTOR ICREDIT CORPORATION	LINN	CEDAR RAPIDS	\$405,000.00	11/24/1997	83	83
	CARGILL INC	WOODBURY	SIOUX CITY	\$60,000.00	11/24/1997	9	9
	NORMAN SCOTT COMPANY INC dba IN TOLERANCE	LINN	CEDAR RAPIDS	\$0.00	4/8/1998	0	--
	OAKDALE SYSTEMS INC	JOHNSON	CORALVILLE	\$80,000.00	7/5/1998	9	9
	IOWA MOLD & ENGINEERING INC	BRENTON	BELLE PLAINE	\$20,000.00	8/7/1998	3	3
	GOVERNMENT EMPLOYEES INSURANCE CO	JOHNSON	CORALVILLE	\$1,280,000.00	8/7/1998	288	255
	CENTRO INC	JOHNSON	NORTH LIBERTY	\$260,000.00	8/7/1998	57	57
	QUALITY CHEF FOODS INC	LINN	CEDAR RAPIDS	\$425,000.00	8/7/1998	64	64
	DIEOMATIC INC / WILLIAMSBURG MFG DIV	IOWA	WILLIAMSBURG	\$280,000.00	9/24/1998	50	50
	PROTEK MEDICAL PRODUCTS INC	JOHNSON	IOWA CITY	\$60,000.00	9/24/1998	25	21
	AMERICAN PROFOL INC	LINN	CEDAR RAPIDS	\$100,000.00	9/24/1998	18	18
	CEDARAPIDS INC	LINN	CEDAR RAPIDS	\$1,400,000.00	9/24/1998	187	187
	FASTEK INTERNATIONAL LTD	LINN	CEDAR RAPIDS	\$265,000.00	9/24/1998	25	25
	FREEDOM GROUP INC	LINN	CEDAR RAPIDS	\$465,000.00	9/24/1998	44	44
	MCLEOD USA TELECOMMUNICATIONS SERVICES INC	LINN	CEDAR RAPIDS	\$60,000.00	9/24/1998	8	8
	NATIONAL COMPUTER SYSTEMS INC	LINN	CEDAR RAPIDS	\$265,000.00	9/24/1998	73	73
	TOYOTA MOTOR CREDIT CORP	LINN	CEDAR RAPIDS	\$565,000.00	9/24/1998	120	120
	GREAT AMERICA LEASING CORP	LINN	CEDAR RAPIDS	\$140,000.00	10/19/1998	42	42
	HUPP ELECTRICAL MOTORS	LINN	CEDAR RAPIDS	\$355,000.00	10/19/1998	66	66
	IMAGE MEDIA GROUP INC	LINN	CEDAR RAPIDS	\$55,000.00	10/19/1998	10	10
	IOWA GLASS DEPOT INC	LINN	CEDAR RAPIDS	\$145,000.00	10/19/1998	11	14
	LIFE INVESTORS INSURANCE CO OF AMERICA	LINN	CEDAR RAPIDS	\$775,000.00	10/19/1998	114	120
	POWER-LIFT INC	LINN	CEDAR RAPIDS	\$75,000.00	10/19/1998	14	14
	CIVCO MEDICAL INSTRUMENTS CO INC	WASHINGTON	KELONA	\$210,000.00	10/19/1998	29	26
	3M AMES	STORY	AMES	\$420,000.00	11/16/1998	73	11
	TOYOTA MOTOR CREDIT CORP	LINN	CEDAR RAPIDS	\$600,000.00	8/9/1999	127	76
	SUNRISE ENERGY COOPERATIVE	BENTON	BLAIRSTOWN	\$150,000.00	8/30/1999	14	14
	OAKDALE SYSTEMS INC	JOHNSON	CORALVILLE	\$80,000.00	9/1/1999	9	9

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
	GENERAL MILLS INC	JOHNSON	IOWA CITY	\$155,000.00	9/1/1999	35	35
	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
	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	56
	PMX INDUSTRIES INC	LINN	CEDAR RAPIDS	\$0.00	9/9/2000	0	--
	PROCEND INC	LINN	CEDAR RAPIDS	\$0.00	9/17/2000	0	--
	LIFE INVESTORS INS CO OF AMERICA	LINN	CEDAR RAPIDS	\$1,875,000.00	9/26/2000	383	383
	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	23
	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
	NATIONAL COMPUTER SYSTEMS INC	LINN	CEDAR RAPIDS	\$0.00	1/1/2001	0	--
	MODINE MANUFACTURING COMPANY	WASHINGTON	WASHINGTON	\$0.00	2/16/2001	0	--
	MCLEODUSA INCORPORATED	LINN	CEDAR RAPIDS	\$0.00	5/1/2001	0	--
	MCLEODUSA NETWORK SERVICES INC	LINN	CEDAR RAPIDS	\$0.00	6/18/2001	0	--
	COOPER TIRE & RUBBER CO	LINN	CEDAR RAPIDS	\$150,000.00	7/1/2001	22	22
	MIDWEST METAL PRODUCTS CO	LINN	CEDAR RAPIDS	\$55,000.00	7/1/2001	11	--
	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	8/24/2001	6	6
	QUALITY CHEF FOODS INC	LINN	CEDAR RAPIDS	\$0.00	10/1/2001	0	0
	CENTRO INCORPORATED	JOHNSON	NORTH LIBERTY	\$310,000.00	10/3/2001	49	0
	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	10/19/2001	101	90
	INTEGRATED DNA TECHNOLOGIES INC	JOHNSON	CORALVILLE	\$1,045,000.00	10/19/2001	140	153

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
	J & A PRINTING CO	LINN	HIAWATHA	\$90,000.00	10/19/2001	10	10
	DIEOMATIC INCORPORATED BENCO MANUFACTURING DIVISION	BENTON	BELLE PLAINE	\$350,000.00	11/8/2001	50	50
	HEINZ CO	LINN	CEDAR RAPIDS	\$90,000.00	11/8/2001	60	60
	IMAGE MEDIA GROUP INC	LINN	CEDAR RAPIDS	\$150,000.00	11/8/2001	25	11
	GREAT AMERICA LEASING CORP	LINN	CEDAR RAPIDS	\$165,000.00	11/19/2001	35	35
	PLASTIC PRODUCTS COMPANY INC	CEDAR	WEST BRANCH	\$535,000.00	6/21/2002	115	0
	LOPAREX INC	JOHNSON	IOWA CITY	\$125,000.00	6/21/2002	25	0
	OWEN BROCKWAY PLASTIC PRODUCTS INC	JOHNSON	IOWA CITY	\$95,000.00	6/21/2002	17	0
	OWENS BROCKWAY PLASTICS PRODUCTS INC	JOHNSON	IOWA CITY	\$535,000.00	6/21/2002	115	0
	Totals for 96 Contracts :			\$37,530,000.00		7,092	6,626

AREA XI

DES MOINES AREA COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM Case Study

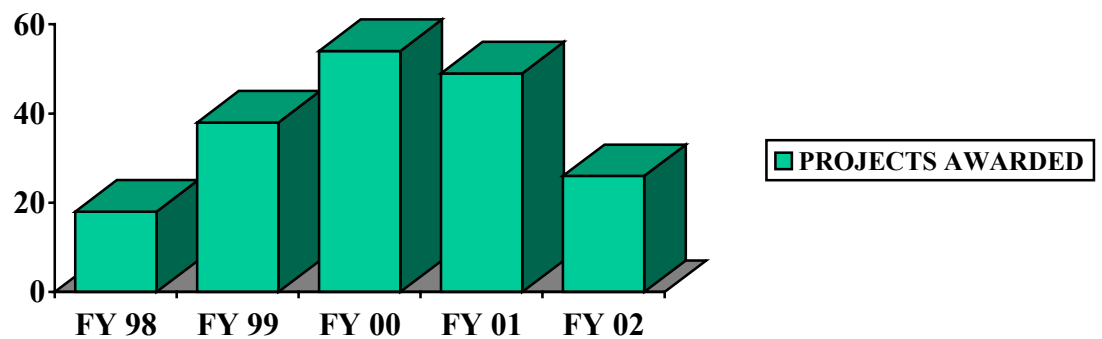
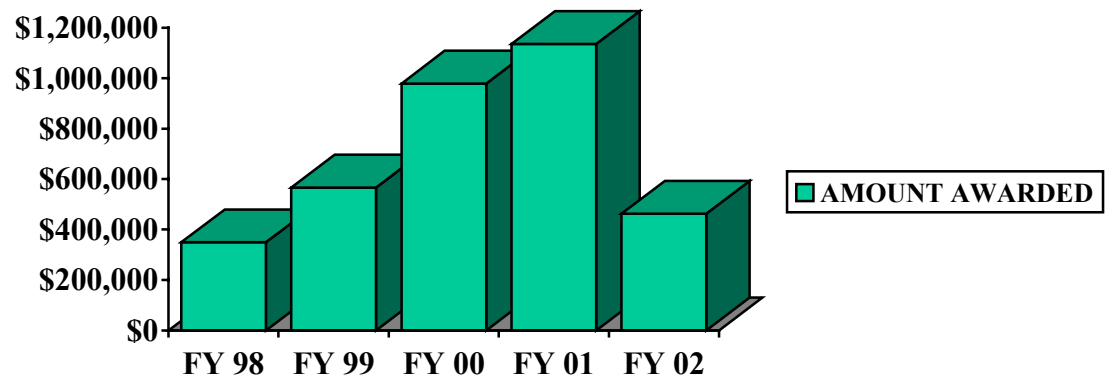
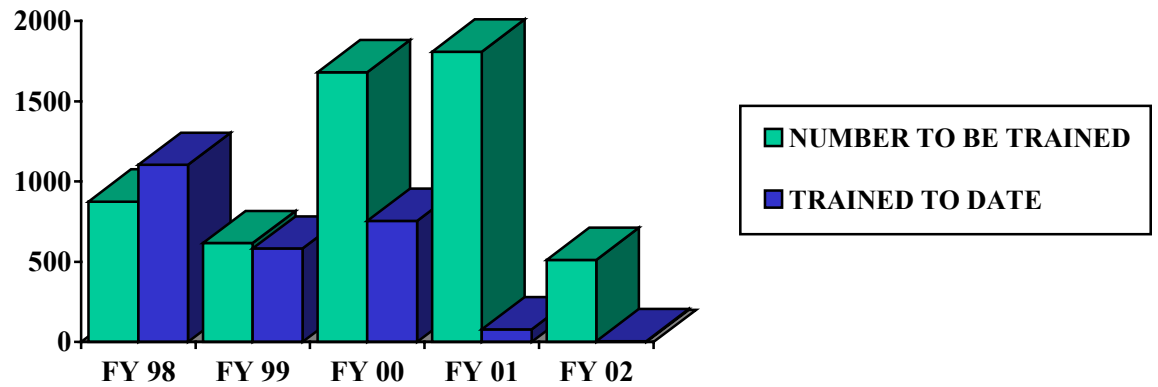


Iowa Coolers is a small manufacturer of customized walk-in coolers located in Westside, Iowa. In 2001, the company was approved for their first 260F project of \$25,000 to train 20 employees. According to Galen “Barney” Bornhoft, president of the company, “last year at this time we were profitable, but just barely. We knew we had problems and needed to do something, but we had no idea what to do or where to start.” With the help of DMACC consultants and 260F funding, Iowa Coolers was able to identify a plan of action and begin implementation of business improvements. In December the entire workforce participated in their first training class, Lean 101, offered by DMACC. The training helped employees identify low/no cost improvements to improving their manufacturing processes. According to Bornhoft, the training impact was “instantly beneficial to our bottom line”. Immediately following the training, employees helped to implement a new plant layout, reorganize workstations, and eliminate redundant production steps. “They realized that change is good” says Bornhoft. In less than 10 months the company has seen a significant reduction in the cost of labor. They’ve increased productivity by more than 30% without increasing the number of employees, and have added a second product line (insulated building panels), which is continuing to grow.

“I don’t know where we’d be today without the help”, comments Bornhoft. “They (DMACC and 260F funding) have helped us to identify problems, made recommendations on how to address those problems and provided direction and assistance in making necessary changes.”

Iowa Cooler employees are scheduled to attend more classes in the next few months as they continue looking for improvements. “They’re ready to make more changes and they own the changes” says Bornhoft. He also comments “it wasn’t as difficult as we thought, to make the changes.”

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
PRECISION INC #2	MARION	PELLA	\$25,000.00	5/11/2002	100		1b
KLK CONSTRUCTION INC	MARION	PELLA	\$4,999.00	5/11/2002	30		1b
NEXGEN INTEGRATED COMMUNICATIONS LLC	POLK	URBANDALE	\$25,000.00	5/11/2002	12		1b
AMERICAN PACKAGING CORPORATION #3	STORY	STORY CITY	\$25,000.00	5/9/2002	7		1b
PERFECTION LEARNING CORPORATION	POLK	URBANDALE	\$19,000.00	5/9/2002	15		1b
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		1b
BREDA TELEPHONE CORP dba WESTERN IOWA	CARROLL	BREDA	\$25,000.00	5/7/2002	17		1b
ALLIED CONSTRUCTION SERVICES INC	POLK	DES MOINES	\$4,999.00	4/30/2002	15		1b
ELECTRICAL POWER PRODUCTS INC #2	POLK	DES MOINES	\$25,000.00	4/30/2002	7		1b
MORTON CUSTOM PLASTICS #2	POLK	WEST DES MOINES	\$25,000.00	4/30/2002	60		1b
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		1b
BURKE CORPORATION	STORY	NEVADA	\$25,000.00	3/4/2002	15		1b
LIGHTHOUSE COMMUNICATIONS	POLK	DES MOINES	\$25,000.00	3/4/2002	25		1b
VODACI TECHNOLOGIES #2	POLK	DES MOINES	\$25,000.00	1/17/2002	7		1b
PROFILE FOODS INC	POLK	WEST DES MOINES	\$25,000.00	1/17/2002	18		1b
GUIDEONE INSURANCE	POLK	WEST DES MOINES	\$16,050.00	1/17/2002	19		1b
ELECTRICAL POWER PRODUCTS INC	POLK	DES MOINES	\$25,000.00	12/10/2001	15		1b
HICKLIN ENGINEERING LC	POLK	URBANDALE	\$25,000.00	10/23/2001	10		1b
RUAN TRANSPORTATION CORPORATION #3	POLK	DES MOINES	\$25,000.00	10/9/2001	40		1b
MAHLE PARR FILTER SYSTEMS INC	POLK	DES MOINES	\$25,000.00	6/30/2001	30		1b
MAHLE PARR FILTER SYSTEMS INC #2	POLK	DES MOINES	\$25,000.00	6/15/2001	20		1b
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		1b
DIAMOND ANIMAL HEALTH INC #2	POLK	DES MOINES	\$25,000.00	5/8/2001	10		1b
AMERICAN PACKAGING CORPORATION	STORY	STORY CITY	\$25,000.00	5/8/2001	20		1b
PECHINEY PLASTIC PACKAGING INC	POLK	DES MOINES	\$12,881.00	5/8/2001	5		1b
PROGRESSIVE FOUNDRY INC	DALLAS	PERRY	\$25,000.00	5/1/2001	8		1b
QUEBECOR WORLD WAUKEE	DALLAS	WAUKEE	\$25,000.00	5/1/2001	30		1b
SCHAFFER SYSTEMS INC	ADAIR	ADAIR	\$25,000.00	5/1/2001	60		1b
THE PRINTING STATION CORPORATION #4	POLK	DES MOINES	\$9,544.00	5/1/2001	5		1b
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		1b
FIVE STAR INDUSTRIES	MARION	KNOXVILLE	\$25,000.00	5/1/2001	12		1b
INTERSTATE ELECTRIC SUPPLY COMPANY	CARROLL	CARROLL	\$3,795.00	5/1/2001	4		1b
MEDICAL INDUSTRIES AMERICA INC	DALLAS	ADEL	\$25,000.00	5/1/2001	20		1b
AHRENS LASER SCREED COMPANY INC	DALLAS	ADEL	\$4,999.00	4/24/2001	5	7	2b
THE GATES RUBBER COMPANY #2	BOONE	BOONE	\$25,000.00	4/10/2001	35		1b
FLIGG HOLDING COMPANY dba L & L INSULATION &	POLK	ANKENY	\$25,000.00	4/10/2001	25		1b
MICROWARE SYSTEMS CORPORATION	POLK	CLIVE	\$25,000.00	4/10/2001	50		1b
IBP INC PERRY IOWA PLANT	DALLAS	PERRY	\$25,000.00	2/16/2001	100		1b
NIKKEL & ASSOCIATES INC #2	STORY	AMES	\$20,360.00	2/16/2001	45		1b
TRANS LUX MIDWEST CORPORATION #2	POLK	DES MOINES	\$25,000.00	2/16/2001	10		1b
RAMARK INDUSTRIAL	DALLAS	DEXTER	\$22,589.00	11/29/2000	12		1a
GENERAL MILLS OPERATIONS INC	POLK	CARLISLE	\$25,000.00	11/28/2000	50		1b
SCHAFFER SYSTEMS INC	ADAIR	ADAIR	\$25,000.00	10/11/2000	30		1a
CLEMENT CLAIBOURNE CORPORATION #2	DALLAS	ADEL	\$25,000.00	10/11/2000	4		1a
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		1a
HOUSBY MIXER GROUP LLC	POLK	DES MOINES	\$25,000.00	8/31/2000	25	25	2a
DIAMOND CRYSTAL BRANDS INC	POLK	BONDURANT	\$25,000.00	8/31/2000	5		1b
MRS CLARKS FOOD LC	POLK	ANKENY	\$25,000.00	8/31/2000	25		1a
QUALITY MACHINES INC	AUDUBON	AUDUBON	\$25,000.00	7/21/2000	15		1b
ANE COMPUTER SERVICES PROJECT #1	POLK	JOHNSTON	\$25,000.00	5/26/2000	10		1b
UNITED BRICK & TILE PROJECT #1	DALLAS	ADEL	\$25,000.00	5/26/2000	12		1b
IT PROFESSIONAL STAFFING	POLK	DES MOINES	\$4,999.00	5/11/2000	1	1	2c
CONSUMER SAFETY TECHNOLOGY INC	POLK	CLIVE	\$21,582.00	5/9/2000	11		1b
MIDWEST MFG CO #3	JASPER	KELLOGG	\$25,000.00	5/9/2000	150		1a
INTERVET INC #2	DALLAS	DALLAS CENTER	\$25,000.00	5/9/2000	40	65	2b
ANE COMPUTER SERVICES	POLK	JOHNSTON	\$25,000.00	5/5/2000	4		1a
UNITED BRICK & TILE #2	DALLAS	ADEL	\$25,000.00	5/3/2000	60		1b
WARREN FROZEN FOODS #4	POLK	ALTOONA	\$16,856.00	5/3/2000	100		3a
WEBSOLV INC DBA ECFIRST COM	POLK	CLIVE	\$22,752.00	5/3/2000	4		1a
SAUER SUNDSTRAND #5	STORY	AMES	\$25,000.00	5/3/2000	60		1b
KEMIN INDUSTRIES INC PROJECT #3	POLK	DES MOINES	\$25,000.00	5/3/2000	120		1a
MONARCH MANUFACTURING COMPANY	DALLAS	WAUKEE	\$25,000.00	5/3/2000	30		1a
MORTON CUSTOM PLASTICS #1	POLK	WEST DES MOINES	\$25,000.00	5/3/2000	125		1b
FAWN ENGINEERING CORPORATION #2	POLK	CLIVE	\$25,000.00	5/2/2000	50		1b
FAWN ENGINEERING CORPORATION #3	POLK	CLIVE	\$25,000.00	5/2/2000	50		1b

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
CLEMENT CLAIBOURNE CORPORATION	DALLAS	ADEL	\$25,000.00	4/28/2000	7		1a
TENSION ENVELOPE CORPORATION	POLK	DES MOINES	\$25,000.00	4/28/2000	18		1b
DIAMONDHEAD DOCUMENTATION INC	GUTHRIE	STUART	\$4,999.00	4/27/2000	2		1a
IOWACOM BUSINESS INTERNET SYSTEMS	MADISON	EARLHAM	\$4,999.00	4/27/2000	1		1b
TRI LITE DODI INC	BOONE	BOONE	\$25,000.00	4/27/2000	50		1b
MODERN SOLUTIONS INC	POLK	WEST DES MOINES	\$25,000.00	4/26/2000	6		1b
COMBINED SYSTEMS TECHNOLOGY INC #2	POLK	CLIVE	\$25,000.00	4/26/2000	17		1b
CHROMA COMMUNICATIONS/DBA QUANTUM IMAGING	POLK	DES MOINES	\$20,161.00	4/26/2000	10		1b
AURA CONSULTING INC	POLK	URBANDALE	\$25,000.00	4/25/2000	12		1b
MODULAR PRODUCTS INC	POLK	DES MOINES	\$25,000.00	4/13/2000	10		1b
AG LEADER TECHNOLOGY INC	STORY	AMES	\$24,500.00	4/11/2000	50	71	2b
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		1a
PERFECTION LEARNING CORPORATION	POLK	URBANDALE	\$17,516.00	4/7/2000	20		1b
OUEBECOR WORLD WAUKEE	DALLAS	WAUKEE	\$25,000.00	4/7/2000	12	12	2a
TECHNICALDOCS COM INC	POLK	DES MOINES	\$4,999.00	4/7/2000	1		1a
THE PRINTING STATION CORPORATION	POLK	DES MOINES	\$24,676.00	3/31/2000	8	8	2c
MIDWEST MOLD AND ENGINEERING INC	MARION	PELLA	\$25,000.00	3/29/2000	10		3b
COMBINED SYSTEMS TECHNOLOGY INC	POLK	DES MOINES	\$25,000.00	3/21/2000	15		1a
PRECISION INC	MARION	PELLA	\$25,000.00	3/14/2000	210	210	2a
MID STATES STEEL CORPORATION	BOONE	BOONE	\$25,000.00	2/24/2000	29		1b
RR DONELLEY & SONS PRINTING COMPANY	POLK	DES MOINES	\$25,000.00	12/23/1999	7	11	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
PRINCIPAL RESIDENTIAL MORTGAGE INC	POLK	DES MOINES	\$25,000.00	11/7/1999	100	125	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
RUAN TRANSPORT CORP	POLK	DES MOINES	\$25,000.00	7/29/1999	20	26	2b
WARREN FROZEN FOODS	POLK	ALTOONA	\$12,033.00	5/7/1999	27	100	2b
GILCREST-JEWETT LUMBER CO	POLK	DES MOINES	\$15,693.00	5/7/1999	50	50	2a
HEINRICH ENVELOPE INC	BOONE	BOONE	\$25,000.00	5/7/1999	20	20	2a
AGRI DRAIN CORP	GUTHRIE	ADAIR	\$25,000.00	5/7/1999	22		1b
JOHN DEERE DES MOINES WORKS	POLK	DES MOINES	\$25,000.00	5/6/1999	38		1a
R R DONNELLEY	POLK	DES MOINES	\$25,000.00	5/6/1999	26	28	2b
COPY CONNECTION	MARION	PELLA	\$4,999.00	5/5/1999	3	3	2a
ETREMA PRODUCTS INC	STORY	AMES	\$24,506.00	5/5/1999	17	36	2b
NGUYEN INFORMATION CONSULTING	POLK	WEST DES MOINES	\$18,372.00	5/5/1999	4	7	2b
PLAIN TALK PRINTING	POLK	DES MOINES	\$25,000.00	5/5/1999	73		3a
PUTCO INC	STORY	STORY CITY	\$25,000.00	5/5/1999	40	20	2c
VERNON COMPANY, THE	JASPER	NEWTON	\$25,000.00	5/5/1999	28	31	2b
INTERVET	DALLAS	DALLAS CENTER	\$25,000.00	4/12/1999	35	35	2a
TMC TRANSPORTATION INC	POLK	DES MOINES	\$8,403.00	4/7/1999	10	10	2a
VERNON CO, THE	JASPER	NEWTON	\$25,000.00	4/7/1999	25	29	2b
SPECIALTY LEATHERS INC	BOONE	BOONE	\$4,999.00	4/7/1999	3	3	2a
EXCEL BUSINESS SUPPLIES INC	POLK	WEST DES MOINES	\$3,738.00	2/26/1999	3	3	2a
PRINTING STATION CORP, THE	POLK	DES MOINES	\$4,999.00	2/25/1999	2	2	2a
DES MOINES REGISTER & TRIBUNE COMPANY INC, THE	POLK	DES MOINES	\$18,551.00	2/3/1999	6	6	2a
GATES RUBBER COMPANY, THE	BOONE	BOONE	\$25,000.00	12/23/1998	40	40	2a
MIDLAND MANUFACTURING CO INC	JASPER	MONROE	\$25,000.00	9/25/1998	8	8	2c
NIKKEL & ASSOCIATES INC	STORY	AMES	\$9,728.00	9/16/1998	20	39	2b
WARREN FROZEN FOODS	POLK	ALTOONA	\$12,540.00	9/16/1998	25	25	2a
SWAN CREEK CABINETRY	BOONE	BOONE	\$25,000.00	9/16/1998	7	9	2c
OAKLAND CORPORATION	STORY	STORY CITY	\$4,882.00	8/28/1998	6	6	2a
IOWA QUALITY MEATS LTD	POLK	CLIVE	\$4,999.00	8/28/1998	3	4	2b
QUALITY MACHINE INC	AUDUBON	AUDUBON	\$4,999.00	8/10/1998	3	3	2a
FLIGG HOLDING CO DBA L&L INSULATION AND SUPPLY	POLK	DES MOINES	\$9,375.00	5/7/1998	20	20	2a
GARST SEED COBOONE	STORY	SLATER	\$25,000.00	5/6/1998	100	100	2a
ALLIED CONSTRUCTION SERVICES INC	POLK	DES MOINES	\$4,999.00	5/6/1998	10	25	2b
SAUER-SUNDSTRAND	STORY	AMES	\$24,000.00	5/6/1998	48	57	2b
RUAN TRANSPORT CORP	POLK	DES MOINES	\$25,000.00	5/4/1998	20	20	2a
AMERICAN HOME SHIELD CORP	CARROLL	CARROLL	\$25,000.00	5/4/1998	350	432	2b
TRANS-LUX MIDWEST CORP	POLK	DES MOINES	\$25,000.00	5/4/1998	20	56	2b
ETREMA PRODUCTS INC	STORY	AMES	\$25,000.00	5/4/1998	20	21	2b
TECHNICAL SERVICES INC	STORY	AMES	\$24,743.00	4/29/1998	16	23	2b
KYSOR/WARREN DES MOINES	POLK	DES MOINES	\$24,998.00	2/25/1998	24	69	2b
TOWNSEND/GLASFLEX PLASTICS	POLK	DES MOINES	\$4,830.00	1/20/1998	6	6	2a
STEELWORKS INC	POLK	DES MOINES	\$25,000.00	12/4/1997	50	50	2c
RELIASTAR MORTGAGE CO	POLK	WEST DES MOINES	\$25,000.00	11/13/1997	80	80	2c
AGRI DRAIN CORP	GUTHRIE	ADAIR	\$18,448.00	10/17/1997	25	32	2b
WARREN FROZEN FOODS INC	POLK	ALTOONA	\$7,849.00	9/3/1997	12	16	2b
TECHNIPLAS INC	POLK	ANKENY	\$25,000.00	8/28/1997	50	63	2b
YOUNKERS DISTRIBUTION CENTER	POLK	ANKENY	\$4,945.00	8/7/1997	14	14	2a
KEYSTONE ELECTRICAL MFG CO	POLK	DES MOINES	\$25,000.00	7/16/1997	10	20	2b
GRAND TOTAL			\$2,966,272.00		4336	2443	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
LEAN MANUFACTURING			\$400,000.00	11/14/2000			1b
JOHN DEERE WESTFIELD AVENUE SITE	BLACK HAWK	WATERLOO	\$0.00	11/14/2000	100		1b
PLASTICS UNLIMITED	JACKSON	PRESTON	\$0.00	11/14/2000	6		1b
JOHN DEERE DES MOINES WORKS	POLK	ANKENY	\$0.00	11/14/2000	50		1b
SIVYER STEEL CORPORATION	SCOTT	BETTENDORF	\$0.00	11/14/2000	16		1b
SEARS MANUFACTURING COMPANY	SCOTT	DAVENPORT	\$0.00	11/14/2000	450		1b
ROSENBOOM MACHINE & TOOL INC	DICKINSON	SPIRIT LAKE	\$0.00	11/14/2000	100		1b
LENNOX MANUFACTURING INC	MARSHALL	MARSHALLTOWN	\$0.00	11/14/2000	150		1b
HAGIE MANUFACTURING	WRIGHT	CLARION	\$0.00	11/14/2000	32		1b
FLIGG HOLDING CO DBA L & L INSULATION	POLK	ANKENY	\$0.00	11/14/2000	18		1b
CHANTLAND PVS	HUMBOLDT	HUMBOLDT	\$0.00	11/14/2000	10		1b
BEAM INDUSTRIES	HAMILTON	WEBSTER CITY	\$0.00	11/14/2000	2		1b
ADVANCED COMPONENT TECHNOLOGIES	WORTH	NORTHWOOD	\$0.00	11/14/2000	20		1b
LINK MANUFACTURING LTD	SIOUX	SIOUX CENTER	\$0.00	11/14/2000	50		1b
MAINTAINER CORPORATION OF IOWA	OBRIEN	SHELDON	\$0.00	11/14/2000	50		1b
JOSEPHSON MFG CO	WEBSTER	FORT DODGE	\$0.00	11/14/2000	14		1b
CONSTRUCTION CAREERS TRAINING INC			\$8,111.00	12/20/1999			2a
PRARIE CONSTRUCTION	BLACK HAWK	WATERLOO	\$0.00	12/20/1999	1	1	2a
CARL A NELSON & CO	DES MOINES	BURLINGTON	\$0.00	12/20/1999	1	1	2a
DICKINSON CO	MAHASKA	OSKALOOSA	\$0.00	12/20/1999	1	1	2a
FORREST & ASSOCIATE	POLK	DES MOINES	\$0.00	12/20/1999	1	1	2a
STORY CONSTRUCTION	STORY	AMES	\$0.00	12/20/1999	2	2	2a
PETERSON CONTRACTORS	GRUNDY	REINBECK	\$0.00	12/20/1999	2	2	2a
CONLON CONSTRUCTION	DUBUQUE	DUBUQUE	\$0.00	12/20/1999	1	1	2a
BROCKWAY MECHANICAL	DES MOINES	BURLINGTON	\$0.00	12/20/1999	1	1	2a
AM COHRON & SON INC	CASS	ATLANTIC	\$0.00	12/20/1999	2	2	2a
PLUMBERS & STEAMFITTERS BUINES NETWORK PROJECT			\$45,489.00	2/14/1999			2a
WINGER MECHANICAL COMPANY	WAPELLO	OTTUMWA	\$0.00	2/14/1999	34	34	2a
PAYNE PLUMBING & HEATING	CERRO GORDO	MASON CITY	\$0.00	2/14/1999	4	4	2a
ACCURATE MECHANICAL	POLK	DES MOINES	\$0.00	2/14/1999	18	18	2a
KUIDERA COMPANY	WOODBURY	SIOUX CITY	\$0.00	2/14/1999	2	6	2b
GADBURY PLUMBING & HEATING	WEBSTER	FORT DODGE	\$0.00	2/14/1999	4	4	2a
CENTRAL IOWA SHEET METAL WORKERSLOCAL 45			\$67,711.00	2/12/1999			1b
MIDSTATES PLUMBING & HEATING INC	WEBSTER	FORT DODGE	\$0.00	2/12/1999	1		1b
HALO ENGINEERING CO	WOODBURY	SIOUX CITY	\$0.00	2/12/1999	2		1b
LADCO INC	LINN	CEDAR RAPIDS	\$0.00	2/12/1999	6		1b
MEYERS SHEET METAL WORKERS	BLACK HAWK	WATERLOO	\$0.00	2/12/1999	2		1b
GRAND TOTAL			\$521,311.00		1153	78	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



ING Equitable Life Insurance Company of Iowa, a wholly owned subsidiary of the International Netherlands Group, is a financial holding company conducting business in the annuity, insurance, and investment markets. The company's Des Moines operations target the growing demand for retirement saving products. Chris Welp, Head of Annuity Services and ING Des Moines site Manager, stated "ING and DMACC have had a long partnership working with the 260E program, with our current project being the fourth since 1994. This program has allowed us to establish a first-class training program for all new employees. Well-trained employees improve our customer relationships at the same time improving our financial strength in the community. Additionally, it has truly allowed ING to attract new employees into the financial services industry and develop them rather than hiring from our competitors." These four 260E projects have supported the addition of 713 jobs to Des Moines.

The 260E training projects have allowed ING to focus on the development of front-line employees through the enhancement of their customer service skills, including phone skills, PC applications skills, problem solving, accurate transfer of data, documentation and reporting, time management, and conflict management.

ING managers and supervisors have been provided new skills in project management and more advanced technical skills in their respective areas of finance, information technology, training, strategic planning, customer service and call center implementation. Additionally, managers have increased their management effectiveness by acquiring new skills in leadership, including goal setting, mentoring, coaching, addressing performance issues, writing, listening, and general supervisory skills.

ING has facilities in multiple large metropolitan areas across the U.S. from which Des Moines was selected as its chief operations site in early 2002. "The 260E program along with the other incentives provided by the city and state of Iowa were certainly a factor ING considered in deciding to locate 400 jobs in Des Moines", commented Welp. "The incentives allowed us to offset the significant costs incurred to hire and train the new staff. Had we not received the incentives it is doubtful Des Moines would have been chosen as the new service center site."

INDUSTRIAL NEW JOBS TRAINING PROGRAM 260E PROJECTS

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
DMACC	MIDWEST MFG CO	JASPER	KELLOGG	\$209,000.00	7/7/1997	52	52
	KEMIN INDUSTRIES	POLK	DES MOINES	\$325,500.00	8/5/1997	50	50
	MEDICAL INDUSTRIES AMERICA INC	DALLAS	ADEL	\$59,000.00	11/13/1997	32	32
	WIESE CORP	DALLAS	PERRY	\$204,000.00	11/13/1997	47	47
	CO-LINE WELDING INC	JASPER	SULLY	\$44,500.00	11/13/1997	20	20
	MERCHANDISING FRONTIERS INC	MADISON	WINTERSET	\$70,500.00	11/13/1997	20	20
	PELLA CORP	PAGE	SHENANDOAH	\$1,895,500.00	11/13/1997	466	466
	APPLIED ART AND TECHNOLOGY	POLK	DES MOINES	\$41,500.00	11/13/1997	8	8
	COLOR CONVERTING INDUSTRIES	POLK	DES MOINES	\$150,500.00	11/13/1997	30	30
	RUAN TRANSPORTATION MANAGEMENT SYSTEM	POLK	DES MOINES	\$365,500.00	11/13/1997	100	100
	SR GRAPHICS INC	CARROLL	CARROLL	\$67,000.00	11/14/1997	25	25
	JOHN DEERE CREDIT SERVICES INC	POLK	W DES MOINES	\$1,106,000.00	12/19/1997	162	162
	SPRINT SPECTRUM	POLK	URBANDALE	\$439,000.00	1/26/1998	62	62
	PERCIVAL SCIENTIFIC INC	DALLAS	PERRY	\$43,000.00	4/28/1998	12	12
	PELLA PLASTICS INC	MARION	PELLA	\$235,000.00	4/28/1998	100	100
	ACCESS AIR INC	POLK	DES MOINES	\$1,293,500.00	4/28/1998	517	250
	ALLIED GROUP INC	POLK	DES MOINES	\$620,000.00	4/28/1998	150	150
	JOHN DEERE DES MOINES WORKS	POLK	DES MOINES	\$149,500.00	4/28/1998	30	30
	ALL-STATE INDUSTRIAL RUBBER CO INC	POLK	W DES MOINES	\$126,000.00	4/28/1998	40	40
	DELAVAN	POLK	W DES MOINES	\$295,500.00	4/28/1998	100	100
	BARILLA AMERICA INC	STORY	AMES	\$528,500.00	4/28/1998	105	105
	ENGINEERING ANIMATION INC	STORY	AMES	\$1,688,000.00	4/28/1998	239	239
	AMERICAN PACKAGING CORP	STORY	STORY CITY	\$384,000.00	4/28/1998	76	76
	JOHNSON & HIGGINS/KIRKE-VAN ORSDEL INC	POLK	W DES MOINES	\$711,500.00	6/15/1998	125	125
	MAYTAG CORP	JASPER	NEWTON	\$1,117,500.00	10/2/1998	285	285
	3M CO	MARION	KNOXVILLE	\$144,500.00	10/2/1998	23	23
	PELLA CORP	PAGE	SHENANDOAH	\$1,906,000.00	10/2/1998	455	455
	ACCESS DIRECT TELEMARKETING INC	POLK	DES MOINES	\$315,000.00	10/2/1998	151	151
	ACME PRINTING CO INC	POLK	DES MOINES	\$90,500.00	10/2/1998	16	16
	EQUITABLE LIFE INSURANCE CO OF IOWA	POLK	DES MOINES	\$961,500.00	10/2/1998	141	141
	TRANS-LUX MIDWEST CORP	POLK	DES MOINES	\$81,500.00	10/2/1998	28	28
	CEMEN TECH INC	WARREN	INDIANOLA	\$90,000.00	10/2/1998	27	27
	ITA GROUP INC	POLK	W DES MOINES	\$452,000.00	10/24/1998	106	106
	VERMEER MANUFACTURING COMPANY	MARION	PELLA	\$1,728,000.00	11/16/1998	325	325
	DELTA DENTAL	POLK	ANKENY	\$285,000.00	11/16/1998	40	40
	TMC TRANSPORTATION INC	POLK	DES MOINES	\$345,000.00	11/16/1998	75	75
	YELLOW FREIGHT SYSTEM INC	POLK	URBANDALE	\$388,500.00	11/16/1998	85	85
	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	W DES MOINES	\$418,000.00	10/7/1999	48	48
	JOHN WILLEMSSEN 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	W DES MONES	\$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	W 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	W DES MOINES	\$967,000.00	12/4/2000	100	100
	MODERN SOLUTIONS INC	POLK	W DES MOINES	\$193,500.00	12/4/2000	14	14

COLLEGE	BUSINESS	COUNTY	TOWN	AMOUNT OF AWARD	APPROVAL DATE	PLANNED # OF NEW JOBS	HIGHEST # OF NEW JOBS
	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	--
	PERISHABLE DISTRIBUTORS OF IOWA	POLK	ANKENY	\$125,000.00	4/23/2001	150	150
	KEYSTONE ELECTRICAL MANUFACTURING CO	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	W DES MOINES	\$260,500.00	4/23/2001	38	38
	QUALITY COUNSULTING INC	POLK	DES MOINES	\$490,500.00	1/4/2002	40	40
	Totals for 66 Contracts :			\$34,741,500.00		7,191	6,876

AREA XII

WESTERN IOWA TECH COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM Case Study



STOCKMEN'S – Lawton, Iowa

Stockmen's has been in business in Northwest Iowa for over 40 years. They originally opened in downtown Lawton, Iowa as a rope factory and have grown into a large manufacturer of nylon and rope products.

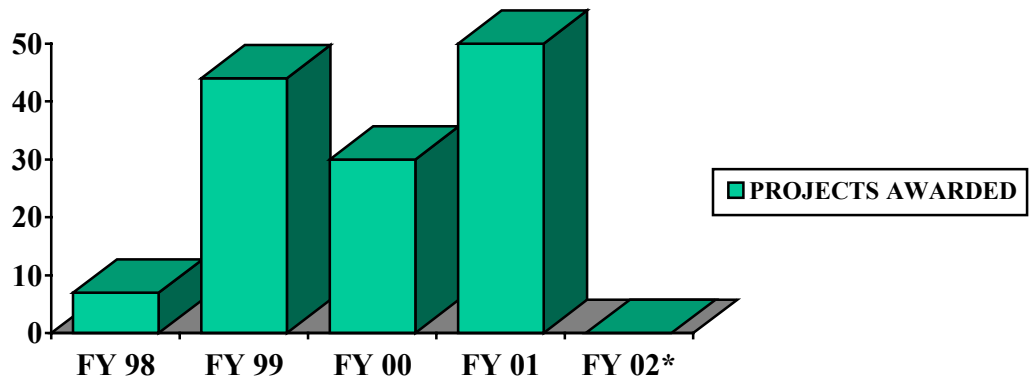
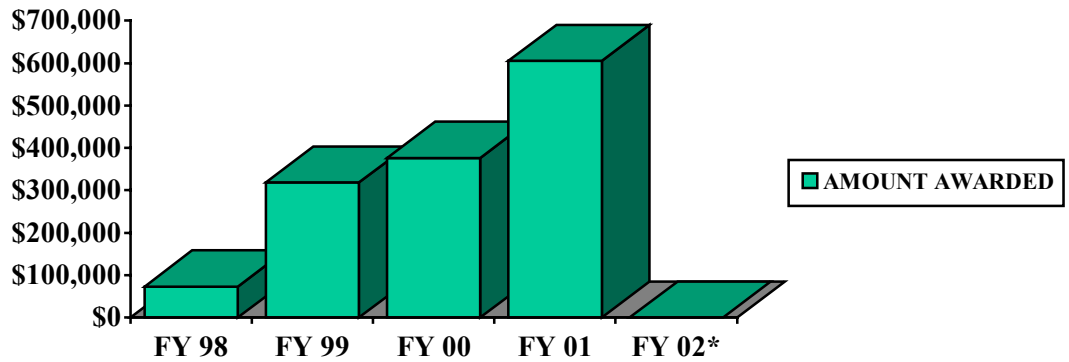
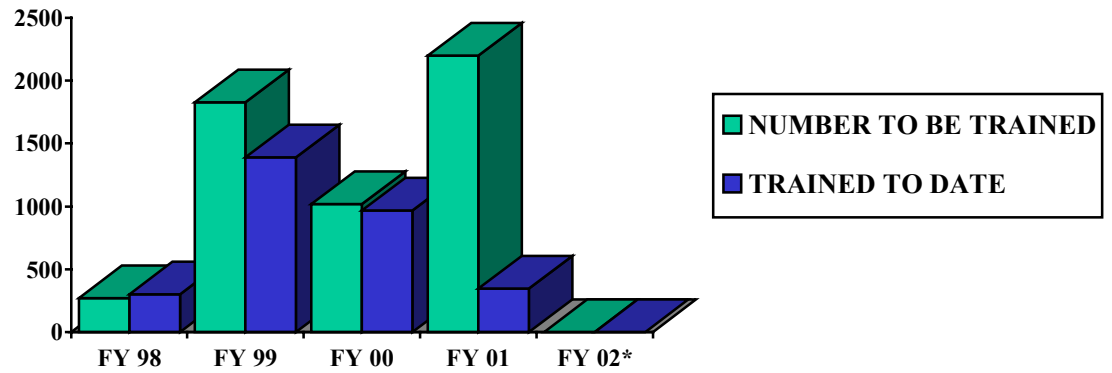
Stockmen's produces a large variety of nylon animal tack, small pet products and accessories that are wholesaled around the world. In the scheme of global economy, Stockmen's competes head to head with offshore manufacturing. It has remained successful in this environment by producing highest quality products.

The 260F, Iowa Jobs Training Program provided the opportunity for over 16 of the employees of this growing company to receive training in various areas. Software programming training was put to use to produce catalogs, price books, flyers and signage, as well as development of a website. Management was also provided training in communication, management of employees and professional development.

"The ease of using this program was especially important during a year of growth and new opportunities. Western Iowa Tech Community College provided our staff with needed training. The Iowa Jobs Training Program has been invaluable," according to Brad Williams, General Manager. **"The need to stay competitive not only locally and nationally, but globally, makes the programs like this one very attractive. We thank you!"**

AREA XII WESTERN IOWA TECH COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



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

IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
V T INDUSTRIES INC	IDA	HOLSTEIN	\$20,700.00	5/21/2001	50		1b
TERRA PORT NEAL PLANT	WOODBURY	SERGEANT BLUFFS	\$14,724.00	5/3/2001	25		1b
L & L BUILDERS CO	WOODBURY	SIOUX CITY	\$5,175.00	5/3/2001	10		1b
NUTRA FLO COMPANY	WOODBURY	SIOUX CITY	\$25,000.00	5/3/2001	58		1b
SABRE COMMUNICATIONS CORPORATION	WOODBURY	SIOUX CITY	\$12,472.00	5/3/2001	24		1b
EARTHGRAINS	WOODBURY	SIOUX CITY	\$20,045.00	5/3/2001	38		1b
HARKERS DISTRIBUTION INC	PLYMOUTH	LE MARS	\$21,390.00	5/3/2001	625		1b
HARKERS DISTRIBUTION INC	PLYMOUTH	LE MARS	\$20,766.00	5/3/2001	49		1b
JOHN MORRELL & CO	WOODBURY	SIOUX CITY	\$21,563.00	5/3/2001	35		1b
BODEANS BAKING COMPANY	PLYMOUTH	LE MARS	\$22,813.00	5/3/2001	21		1b
C W SUTER & SON INC	WOODBURY	SIOUX CITY	\$25,000.00	5/3/2001	25		1b
CYCLONE SECURITY GUARD SERVICE INC	WOODBURY	SERGEANT BLUFF	\$4,830.00	5/3/2001	7		1b
WELLS DAIRY INC	PLYMOUTH	LE MARS	\$25,000.00	5/3/2001	55		1b
WELLS DAIRY INC II	PLYMOUTH	LE MARS	\$25,000.00	5/3/2001	76		1a
WESTERN STATES MANUFACTURING COMPANY	WOODBURY	SIOUX CITY	\$4,945.00	5/3/2001	7		1b
SELECTIVE PETFOODS SERVICE	WOODBURY	SIOUX CITY	\$4,945.00	5/3/2001	7		1b
SOLAR PLASTICS INC	WOODBURY	SIOUX CITY	\$23,891.00	5/3/2001	42		1b
CONTINENTAL DELI FOODS INC	CHEROKEE	CHEROKEE	\$4,945.00	4/27/2001	70		1b
CHESTERMAN COMPANY	WOODBURY	SIOUX CITY	\$21,994.00	4/27/2001	32		1b
AMERICAN POP CORN COMPANY	WOODBURY	SIOUX CITY	\$25,000.00	4/27/2001	40		1b
SIOUXLAND RECOVERY	WOODBURY	SIOUX CITY	\$4,945.00	4/27/2001	9		1a
WESTERN IOWA CORP	WOODBURY	HORNICK	\$5,121.00	4/27/2001	70		1b
STOCKMANS LLC	WOODBURY	LAWTON	\$4,882.00	4/27/2001	10		1a
SIMONSON INDUSTRIES INC	CHEROKEE	QUIMBY	\$4,658.00	4/27/2001	56		1b
MIDWEST SHOP SUPPLIES INC dba MIDWEST TECH	WOODBURY	SIOUX CITY	\$12,092.00	4/27/2001	24		1b
JARCO BUILDERS LTD	WOODBURY	SIOUX CITY	\$12,938.00	4/27/2001	24		1a
IBP INC TRANSCONTINENTAL COLD STORAGE	WOODBURY	SIOUX CITY	\$21,563.00	4/27/2001	36		1b
SIOUX TOOLS INC	WOODBURY	SIOUX CITY	\$25,000.00	4/26/2001	18		1a
ANDERSON FOODS LTD dba VANDERMEER BAKERY	PLYMOUTH	LE MARS	\$4,997.00	4/26/2001	5		1a
CUSTOM RIB COMPANY	CRAWFORD	DENISON	\$25,000.00	4/4/2001	130		1a
WIS PAK PLASTICS	WOODBURY	SIOUX CITY	\$11,311.00	2/27/2001	28		1a
MIDWEST SHOP SUPPLIES INC DBA MIDWEST TECH	WOODBURY	SIOUX CITY	\$19,406.00	2/14/2001	19	19	2a
DIOSYNTH INC	WOODBURY	SIOUX CITY	\$4,904.00	2/14/2001	5		1b
NUTRA FLO COMPANY	WOODBURY	SIOUX CITY	\$18,910.00	2/7/2001	145	145	2a
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
BEKINS GROUP	WOODBURY	SIOUX CITY	\$3,182.00	9/15/2000	7	8	2b
VT INDUSTRIES INC	IDA	HOLSTEIN	\$14,847.00	8/3/2000	50	52	2b
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		1a
IBP INC TRANSCONTINENTAL COLD STORAGE	WOODBURY	SIOUX CITY	\$10,450.00	7/21/2000	40	40	2a
WILSON TRAILER COMPANY	WOODBURY	SIOUX CITY	\$9,476.00	7/6/2000	40	40	2a
SCHAEFF INC	WOODBURY	SIOUX CITY	\$4,945.00	5/26/2000	120	120	2a
LEMARS MUTUAL INSURANCE COMPANY OF IOWA	PLYMOUTH	LE MARS	\$10,730.00	4/26/2000	92		1b
OFFICE FURNITURE OUTLET INC	WOODBURY	SIOUX CITY	\$25,000.00	4/20/2000	14	16	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
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
AMERICAN POP CORN COMPANY	WOODBURY	SIOUX CITY	\$24,390.00	3/22/2000	42	76	2b
PARSONS EQUIPMENT CO	WOODBURY	SIOUX CITY	\$3,443.00	3/10/2000	17	17	2a
BESSER INTERNATIONAL PIP MACHINERY CORP	WOODBURY	SIOUX CITY	\$25,000.00	3/7/2000	116	128	2b
VT INDUSTRIES INC	IDA	HOLSTEIN	\$9,856.00	3/6/2000	55	55	2a
RW RICE COMPANY INC	WOODBURY	SIOUX CITY	\$19,342.00	3/2/2000	28	31	2b
BEKINS GROUP	WOODBURY	SIOUX CITY	\$4,025.00	3/1/2000	10	10	2a
MIDWEST SHOP SUPPLIES INC DBA MIDWEST	WOODBURY	SIOUX CITY	\$16,813.00	2/2/2000	26	26	2a
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 INDUSTRIES INC	IDA	IDA GROVE	\$12,938.00	1/6/2000	11	45	2b
PROFESSIONAL COMPUTER SYSTEMS CO	CRAWFORD	DENISON	\$24,323.00	11/13/1999	46	46	2a
SOLAR PLASTICS INC	WOODBURY	SIOUX CITY	\$11,868.00	9/27/1999	44	44	2a
CONTINENTAL DELI FOODS INC	CHEROKEE	CHEROKEE	\$4,334.00	7/27/1999	16	16	2a
R J THOMAS MFG CO INC	CHEROKEE	CHEROKEE	\$8,445.00	5/10/1999	40	44	2b
BEKINS GROUP	WOODBURY	SIOUX CITY	\$4,313.00	5/10/1999	50	51	2b
BEAR GRAPHICS INC	WOODBURY	SIOUX CITY	\$4,986.00	4/23/1999	18	20	2b
PIONEER INTERNET	WOODBURY	SERGEANT BLUFF	\$4,456.00	4/19/1999	5	5	2a
OBECO TRUCK EQUIPMENT COMPANY INC	CHEROKEE	CHEROKEE	\$4,996.00	4/19/1999	6	6	2a
STOCKMEN'S LLC	WOODBURY	LAWTON	\$4,997.00	4/12/1999	10	10	2a
CHESTERMAN CO	WOODBURY	SIOUX CITY	\$25,000.00	4/12/1999	77	77	2a

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
SELECTIVE PETFOODS SERVICES	WOODBURY	SIOUX CITY	\$4,999.00	4/12/1999	18	18	2a
VT INDUSTRIES INC	IDA	HOLSTEIN	\$4,313.00	4/12/1999	10	10	2a
SECURITY NATIONAL BANK	WOODBURY	SIOUX CITY	\$4,600.00	4/12/1999	8	8	2a
CYCLONE SECURITY GUARD SERVICES INC	WOODBURY	SERGEANT BLUFF	\$8,625.00	4/12/1999	230	365	2b
L & L BUILDERS CO	WOODBURY	SIOUX CITY	\$2,588.00	4/7/1999	15	15	2a
MIDWEST INDUSTRIES INC	IDA	IDA GROVE	\$4,313.00	3/31/1999	10	10	2a
SCHAEFF INC	WOODBURY	LAWTON	\$19,932.00	3/16/1999	50	50	2a
METZ BAKING CO	WOODBURY	SIOUX CITY	\$6,038.00	3/16/1999	14	14	2a
WILSON TRAILER CO	WOODBURY	SIOUX CITY	\$10,047.00	2/22/1999	60	60	2a
SCHOON CONSTRUCTION INC	CHEROKEE	CHEROKEE	\$24,309.00	2/8/1999	100	157	2b
MIDWEST OFFICE AUTOMATIONS INC	WOODBURY	SIOUX CITY	\$4,830.00	1/29/1999	18	18	2a
BOHLMANN INC	CRAWFORD	DENISON	\$4,500.00	11/18/1998	21	22	2b
TERRA EXPRESS INC	WOODBURY	SIOUX CITY	\$4,999.00	11/18/1998	20	22	2b
CONTINENTAL DELI FOODS INC	CHEROKEE	CHEROKEE	\$4,924.00	11/18/1998	30	31	2b
METZ BAKING CO	WOODBURY	SIOUX CITY	\$6,176.00	11/18/1998	14	14	2a
PORT NEAL WELDING CO INC	WOODBURY	SALIX	\$11,735.00	11/18/1998	7	0	3a
SIOUX-PREME PORK PRODUCTS	WOODBURY	SIOUX CITY	\$6,256.00	9/25/1998	82	84	2b
BURKE ENGINEERING SALES CO	WOODBURY	SIOUX CITY	\$4,830.00	9/23/1998	23	0	3a
SECURITY NATIONAL BANK	WOODBURY	SIOUX CITY	\$4,975.00	9/23/1998	24	25	2b
WESTERN STATES MFG CO	WOODBURY	SIOUX CITY	\$3,910.00	9/16/1998	50	53	2b
FABRICATORS INC	WOODBURY	SIOUX CITY	\$4,830.00	9/16/1998	25	0	3a
CAMION EQUIPMENT CO INC FLASCO	WOODBURY	LAWTON	\$4,945.00	9/16/1998	16	16	2a
MAU TRUCKING INC	IDA	IDA GROVE	\$4,715.00	9/16/1998	125	127	2b
WIS-PAK PLASTICS INC	WOODBURY	SIOUX CITY	\$11,000.00	2/16/1998	40	72	2b
JEFFERSON SMURFIT CORP	WOODBURY	SIOUX CITY	\$14,321.00	2/5/1998	25	25	2a
CYCLONE SECURITY GUARD INC	WOODBURY	SERGEANT BLUFF	\$4,999.00	1/23/1998	35	35	2a
SIOUX TOOLS INC	WOODBURY	SIOUX CITY	\$23,490.00	11/13/1997	110	110	2a
STONE CONTAINER CORP	WOODBURY	SIOUX CITY	\$4,999.00	11/13/1997	12	12	2a
METZ BAKING CO	WOODBURY	SIOUX CITY	\$3,100.00	9/30/1997	7	7	2a
WESTENDORF MFG CO INC	MONONA	ONAWA	\$11,304.00	8/25/1997	40	40	2a
GRAND TOTAL			\$1,150,921.00		4530	2947	

**IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS**

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
SIOUXLAND AUTO REPAIR ASSOCIATION	WOODBURY	SIOUX CITY	\$22,940.00	9/1/2000	37		1b
CHARLIE ZOOK COLLISION CENTER	WOODBURY	SIOUX CITY	\$0.00	9/1/2000	7		1b
DIVISION ST PAINT & BODY	WOODBURY	SIOUX CITY	\$0.00	9/1/2000	3		1b
HOAK MOTORS BODY SHOP	WOODBURY	SIOUX CITY	\$0.00	9/1/2000	4		1b
KNOEPFLER CHEVROLET CO	WOODBURY	SIOUX CITY	\$0.00	9/1/2000	9		1b
PATS BODY SHOP	CHEROKEE	MARCUS	\$0.00	9/1/2000	2		1b
PRESTIGE PAINT AND BODY SHOP	WOODBURY	SIOUX CITY	\$0.00	9/1/2000	10		1b
RON PIEPER BODY SHOP INC	WOODBURY	SIOUX CITY	\$0.00	9/1/2000	3		1b
INFORMATION TECHNOLOGY TRAINIG CONSORTIUM			\$100,000.00	2/3/2000			1b
CLARINDA COMPANY	PAGE	CLARINDA	\$0.00	2/3/2000	10		1b
PROFESSIONAL COMPUTER SYSTEMS	CRAWFORD	DENISON	\$0.00	2/3/2000	10		1b
BOMGAARS SUPPLY INC	WOODBURY	SIOUX CITY	\$0.00	2/3/2000	2		1b
SOSINC	WOODBURY	SIOUX CITY	\$0.00	2/3/2000	15		1b
NETWORK SYSTEMS INC	WOODBURY	SIOUX CITY	\$0.00	2/3/2000	6		1b
SECURITY NATIONAL BANK	WOODBURY	SIOUX CITY	\$0.00	2/3/2000	3		1b
BOND EQUIPMENT CORP	HARRISON	LOGAN	\$0.00	2/3/2000	4		1b
PARTNERS IN COMPUTING INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$0.00	2/3/2000	9		1b
GRAND TOTAL			\$122,940.00		134		

**IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS**

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
MIDWEST INDUSTRIES			\$99,326.00	6/23/1999			1a
MIDWEST INDUSTRIES	IDA	IDA GROVE	\$0.00	6/23/1999	70		1a
VT INDUSTRIES INC	WOODBURY	HOLSTEIN	\$0.00	6/23/1999	35		1a
COIL CRAFT INC	SIOUX	HAWARDEN	\$0.00	6/23/1999	120		1a
SELECTIVE PET FOODS	WOODBURY	SIOUX CITY	\$0.00	6/23/1999	40		1a
HARKERS DISTRIBUTION INC	PLYMOUTH	LE MARS	\$0.00	6/23/1999	12		1a
GROSCHOPP INC	SIOUX	SIOUX CENTER	\$0.00	6/23/1999	30	59	2b
WELLS DAIRY INC	PLYMOUTH	LE MARS	\$0.00	6/23/1999	200		1a
JOHN MORRELL	WOODBURY	SIOUX CITY	\$0.00	6/23/1999	46		1a
CUSTOM RIBS COMPANY	CRAWFORD	DENISON	\$0.00	6/23/1999	5		1a
SMURFIT STONE CONTAINER CORP	WOODBURY	SIOUX CITY	\$0.00	6/23/1999	40		1a
STATE STEEL COMPANY	WOODBURY	SIOUX CITY	\$0.00	6/23/1999	8		1a
CHESTERMAN COMPANY	WOODBURY	SIOUX CITY	\$0.00	6/23/1999	25		1a
IBP	CRAWFORD	DENISON	\$0.00	6/23/1999	20		1a
GRAND TOTAL			\$99,326.00		651	59	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study



BODEANS BAKING COMPANY – LeMars, Iowa

Dean Jacobson is the owner of BoDeans Baking Company, L.L.C. He served as President/CEO of Ace Baking from 1996 through 1999, and has managed the ice cream cone business, among others, for Sweetheart Corporation from 1987 through 1994. Mr. Jacobson had a vision to build a world class manufacturing facility that would produce sugar cones to serve the novelty ice cream industry. He came to Northwest Iowa and secured letters of intent to serve major processors.

BoDeans Baking Company started in 2000 with the construction of a new 25,000 square foot facility in the LeMars, Iowa industrial park next to the Wells Dairy Inc. ice cream plant. In two short years BoDeans Baking expanded to double its original size and production capacity has grown 150%. The workforce has expanded from 21 to 55 employees today.

As plant construction commenced, Mr. Jacobson sought the help of Western Iowa Tech Community College (WITCC) staff to assist in the human resource side of the business planning process. He wanted his new business to use the self-directed work team approach from the start of operations. WITCC staff worked with the BoDeans' management team to define processes, develop procedures and customize training. Prior to plant start up, instructors provided customized, on-site training for the 21 employees that were initially hired to run the plant. Self-directed work teams instruction gave employees communication and decision-making skills to manage themselves within the parameters of company operating procedures without the need for supervisors.

The college staff has continued the process over time, providing assessments and updates as the company grows. WITCC instructors will be providing the fourth 'team' instructional update in the near future. Additionally, WITCC instructors have helped to provide advanced industrial maintenance training and helped to establish a quality control process.

A key in making the baking company vision a reality was the Iowa New Jobs Training Program. "The Iowa New Jobs Training Program was instrumental in supporting the start-up of our company, not only from a funding point-of-view in respect to training dollars, but also importantly, in respect to providing personnel resources, through WITCC, in establishing our culture of self-directed teams and professional management techniques. The 260E Program was easy to understand, establish and administer. These are important attributes for a program to aid an entrepreneur in the start-up phase of a company.

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	PROFESSIONAL COMPUTER SYSTEMS CO INC	CRAWFORD	DENISON	\$170,000.00	1/14/1998	28	28
	SABRE COMMUNICATIONS CORP	WOODBURY	SIOUX CITY	\$220,000.00	1/14/1998	75	236
	HY-VEE INC	CHEROKEE	CHEROKEE	\$295,000.00	7/21/1998	67	214
	VT INDUSTRIES	IDA	HOLSTEIN	\$220,000.00	9/18/1998	53	45
	HARKERS DISTRIBUTION INC	PLYMOUTH	LE MARS	\$475,000.00	9/18/1998	70	43
	WELLS DAIRY INC	PLYMOUTH	LE MARS	\$680,000.00	9/18/1998	100	100
	AG PROCESSING INC	WOODBURY	SERGEANT BLUFF	\$50,000.00	9/18/1998	8	8
	GLOBAL FOODS GROUP INC	WOODBURY	SIOUX CITY	\$330,000.00	9/18/1998	90	125
	LTTD, LLC; KJM MARKETING INC & OFFICE FURNITURE OUTLET INC	WOODBURY	SIOUX CITY	\$230,000.00	9/18/1998	50	57
	TERRA INDUSTRIES INC	WOODBURY	SIOUX CITY	\$765,000.00	9/18/1998	70	55
	TUR PAK FOODS INC	WOODBURY	SIOUX CITY	\$310,000.00	9/18/1998	150	258
	DESIGN HOMES INC	WOODBUTY	SALIX	\$145,000.00	9/18/1998	60	77
	PETERSEN MFG CO	CRAWFORD	DENISON	\$25,000.00	7/21/1999	10	10
	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	15
	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
Totals for 20 Contracts :				\$6,150,000.00		1,180	1,471

AREA XIII

IOWA WESTERN COMMUNITY COLLEGE

Mark Stanley
Iowa Western Community College
2700 College Box 4C
Council Bluffs, Iowa 51502
712.325.3375

THE IOWA JOBS TRAINING PROGRAM Case Study



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.

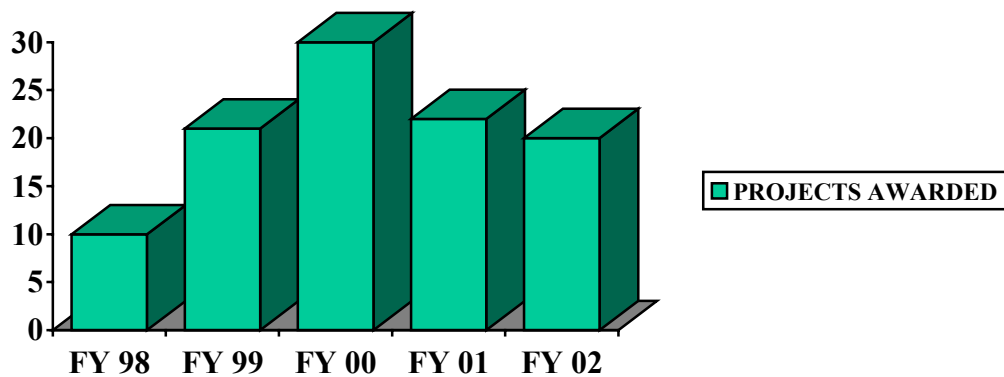
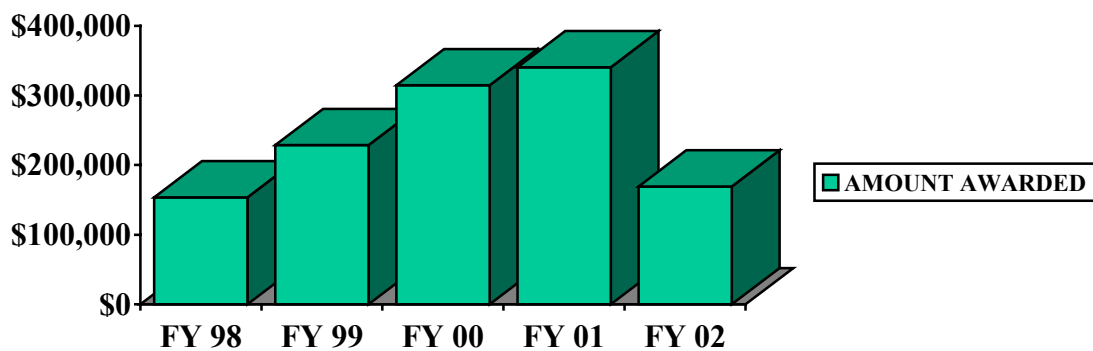
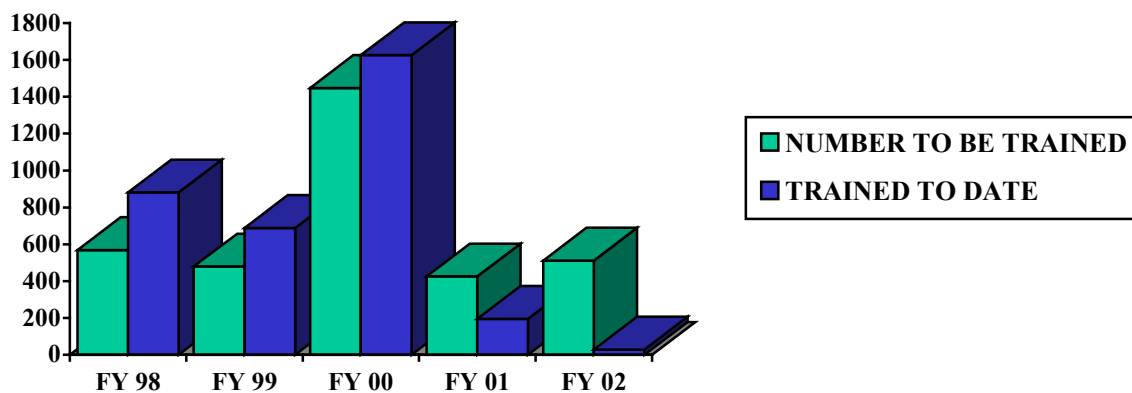
Lloyd Incorporated, in partnership with Iowa Western Community College, provides training programs from basic math to statistical analysis and from Microsoft Office to Millennium Software training. The company also provides training programs specific to the pharmaceutical industry, such as drug process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

AREA XIII IOWA WESTERN COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
PELLA WINDOWS	PAGE	SHENANDOAH	\$25,000.00	5/9/2002	40		1b
PHYTO TECHNOLOGIES INC	HARRISON	WOODBINE	\$14,763.00	4/30/2002	7	7	2a
PERFECTION LEARNING CORPORATION	HARRISON	LOGAN	\$4,587.00	3/17/2002	80		1b
PERFECTION PRESS	HARRISON	LOGAN	\$13,213.00	3/17/2002	50		1b
CONAGRA FROZEN FOODS	POTTAWATTAMIE	COUNCIL BLUFFS	\$25,000.00	3/16/2002	70		1b
VARIETY DISTRIBUTORS	SHELBY	HARLAN	\$25,000.00	3/5/2002	179		1b
INSUL-8	SHELBY	HARLAN	\$7,224.00	1/17/2002	53		1b
LIBERTY LABS INC	SHELBY	KIMBALLTON	\$25,000.00	1/7/2002	6		1b
GOLDEN VALLEY MICROWAVE FOODS	FREMONT	HAMBURG	\$25,000.00	9/14/2001	18	22	2b
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		1b
ELECTRICAL INTEGRATORS INCORPORATED	POTTAWATTOMIE	COUNCIL BLUFFS	\$2,450.00	4/19/2001	1	1	2a
ELECTRICAL INTEGRATORS INCORPORATED	POTTAWATTOMIE	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
PELLA WINDOWS	PAGE	SHENANDOAH	\$15,612.00	4/4/2001	45	55	2b
PHYTO TECHNOLOGIES INCORPORATED	HARRISON	WOODBINE	\$5,287.00	3/9/2001	12	12	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
INTERSTATE ELECTRIC SUPPLY COMPANY	POTTAWATTAMIE	COUNCIL BLUFFS	\$25,000.00	2/16/2001	40		1b
OWEN INDUSTRIES/PAXTON VIERLING STEEL	POTTAWATTOMIE	CARTER LAKE	\$13,717.00	1/17/2001	2	2	2a
OWEN INDUSTRIES PAXTON VIERLING STEEL	POTTAWATTAMIE	CARTER LAKE	\$25,000.00	1/12/2001	12		1b
OWEN INDUSTRIES PAXTON VIERLING STEEL	POTTAWATTAMIE	CARTER LAKE	\$7,803.00	1/12/2001	12	12	2a
ELECTRICAL INTEGRATORS INCORPORATED	POTTAWATTAMIE	COUNCIL BLUFFS	\$7,614.00	12/5/2000	6	6	2a
JACOBS CORPORATION	SHELBY	HARLAN	\$25,000.00	11/28/2000	50		1b
PHYTO TECHNOLOGIES INC	HARRISON	WOODBINE	\$7,537.00	8/31/2000	5	5	2a
YELLOW JACKET MANUFACTURING	CASS	GRISWOLD	\$20,309.00	5/9/2000	6	7	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	2c
GODLEN VALLEY MICROWAVE	FREMONT	HAMBURG	\$25,000.00	5/5/2000	14	32	2b
NSK AKS	PAGE	CLARINDA	\$24,928.00	5/3/2000	85	93	2b
WMC DISTRIBUTING	POTTAWATTAMIE	COUNCIL BLUFFS	\$5,481.00	4/20/2000	8		3b
MCNEILLYS	PAGE	SHENANDOAH	\$5,643.00	4/14/2000	7	8	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
PHYTO TECHNOLOGIES INC	HARRISON	WOODBINE	\$4,912.00	3/24/2000	5	7	2b
PERFECTION LEARNING CORPORATION	HARRISON	LOGAN	\$21,150.00	3/4/2000	59	74	2b
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
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
YELLOW JACKET MANUFACTURING	CASS	GRISWOLD	\$15,331.00	9/27/1999	10	11	2b
LLOYD INC OF IOWA	PAGE	SHENANDOAH	\$4,950.00	7/27/1999	15	15	2a
DANA GLACIER VANDERVELL	CASS	ATLANTIC	\$25,000.00	4/27/1999	45	71	2b
DANA GLACIER VANDERVELL	CASS	ATLANTIC	\$25,000.00	4/27/1999	56	142	2b
PELLA WINDOWS	PAGE	SHENANDOAH	\$22,350.00	4/15/1999	50	75	2b
VOGEL POPCORN CO	FREMONT	HAMBURG	\$10,350.00	3/16/1999	12	22	2b
VOGEL POPCORN CO	FREMONT	HAMBURG	\$25,000.00	3/16/1999	25	25	2a
VULCAN INDUSTRIES INC	HARRISON	MISSOURI VALLEY	\$11,550.00	3/16/1999	12	17	2b
CENTRAL SURVEY INC	PAGE	SHENANDOAH	\$9,878.00	3/9/1999	14	14	2a
PERFECTION PRESS	HARRISON	LOGAN	\$16,762.00	3/9/1999	19	19	2a
PERFECTION LEARNING CORP	HARRISON	LOGAN	\$25,000.00	3/9/1999	55	55	2a
JACOBS CORP	SHELBY	HARLAN	\$21,975.00	2/10/1999	50	56	2b
LISLE CORP	PAGE	CLARINDA	\$4,999.00	9/25/1998	100	149	2b
BOND EQUIPMENT CORP	HARRISON	LOGAN	\$21,000.00	8/19/1998	20	23	2b
LLOYD INC OF IOWA	PAGE	SHENANDOAH	\$3,600.00	8/10/1998	8	11	2b
INSUL-8 CORP	SHELBY	HARLAN	\$11,500.00	5/5/1998	40	253	2b
BOND EQUIPMENT CORP	HARRISON	LOGAN	\$25,000.00	4/29/1998	20		1b
VARIETY DISTRIBUTORS INC	SHELBY	HARLAN	\$25,000.00	4/20/1998	125	152	2b
CON AGRA FROZEN FOODS	POTTAWATTAMIE	COUNCIL BLUFFS	\$25,000.00	2/5/1998	250	261	2b
LLOYD INC OF IOWA	PAGE	SHENANDOAH	\$4,725.00	2/5/1998	9	11	2b
CON AGRA FROZEN FOODS	POTTAWATTAMIE	COUNCIL BLUFFS	\$25,000.00	11/13/1997	20	25	2b
JACOBS CORP	SHELBY	HARLAN	\$20,000.00	9/3/1997	30	54	2b
ACME OMAHA SPRINKLER CO	POTTAWATTAMIE	COUNCIL BLUFFS	\$4,600.00	9/3/1997	5	5	2a
LLOYD INC OF IOWA	PAGE	SHENANDOAH	\$4,999.00	7/16/1997	10	10	2a
FUTURE FOAM INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$7,950.00	7/14/1997	60	110	2b
GRAND TOTAL			\$1,082,236.00		3288	3382	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
IWCC INFORMATION TECHNOLOGY TRAINING			\$46,200.00	4/5/2001			1b
PELLA WINDOW CORPORATION	PAGE	SHENANDOAH	\$0.00	4/5/2001	25		1b
LLOYD INCORPORATED OF IOWA	PAGE	SHENANDOAH	\$0.00	4/5/2001	40		1b
IWCC LEAN MFG TRAINING			\$50,000.00	3/7/2001			1b
OMAHA STANDARD INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$0.00	3/7/2001	20		1b
YELLOW JACKET MFG	CASS	GRISWOLD	\$0.00	3/7/2001	3		1b
ENTREPRENEURIAL TRAINING			\$4,999.00	5/11/2000	8	9	2b
BOND EQUIPMENT	HARRISON	LOGAN	\$0.00	5/11/2000	1		2a
PEREGORY CABINETS	POTTAWATTAMIE	COUNCIL BLUFFS	\$0.00	5/11/2000	1		2a
YELLOW JACKET MANUFACTURING	POTTAWATTAMIE	GRISWOLD	\$0.00	5/11/2000	2		2b
LAUREL TREE RECORDS	HARRISON	WOODBINE	\$0.00	5/11/2000	2		2a
TAYLOR PLASTICS	POTTAWATTAMIE	COUNCIL BLUFFS	\$0.00	5/11/2000	2		2a
CUSTOMER SERVICE TRAINING			\$13,106.00	5/9/2000			2a
MCNEILLY	PAGE	SHENANDOAH	\$0.00	5/9/2000	10	10	2a
CITY NATIONAL BANK	PAGE	SHENANDOAH	\$0.00	5/9/2000	5	5	2a
FIRST NATIONAL BANK	PAGE	SHENANDOAH	\$0.00	5/9/2000	2	2	2a
ANTIQUE ALLEY	PAGE	SHENANDOAH	\$0.00	5/9/2000	3	3	2a
MCNEILLY'S	PAGE	SHENANDOAH	\$6,375.00	4/23/1999	2	10	2b
ACME COMPUTERS	PAGE	SHENANDOAH	\$0.00	4/23/1999	5		2a
HARVEST VALLEY	PAGE	SHENANDOAH	\$0.00	4/23/1999	1		2a
FARMERS NATIONAL CO	PAGE	SHENANDOAH	\$0.00	4/23/1999	1		2a
MATTHEW POWELL CREATIONS	HARRISON	MISSOURI VALLEY	\$0.00	4/23/1999	1		2a
MILCO	POTTAWATTAMIE	COUNCIL BLUFFS	\$0.00	4/23/1999	1		2a
PHYTO-TECHNOLOGY INC	HARRISON	WOODBINE	\$0.00	4/23/1999	2		2a
ELECTRICAL INTEGRATORS INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$0.00	4/23/1999	1		2a
GRAND TOTAL			\$120,680.00		138	39	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study

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	OMNIUM WORLDWIDE INC (ACCENT IRS)	PAGE	SHENANDOAH	\$30,000.00	7/7/1997	18	37
	ACCEPTANCE INSURANCE CO INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$1,355,000.00	7/7/1997	175	303
	INDEPENDENT PARTS DISTRIBUTION CENTER INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$530,000.00	7/7/1997	80	53
	OMAHA STANDARD INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$795,000.00	7/7/1997	164	285
	UHL SCALE SERVICES INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$120,000.00	7/7/1997	23	10
	OAKLAND FOODS LLC	POTTAWATTAMIE	OAKLAND	\$540,000.00	7/7/1997	181	142
	CRESCENT SYSTEMS LLC	POTTAWATTAMIE	OAKLAND	\$60,000.00	6/23/1998	39	65
	WARREN DISTRIBUTION INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$190,000.00	8/10/1998	73	99
	CONTINENTAL FINISHING INC	POTAWATTAMIE	COUNCIL BLUFFS	\$380,000.00	9/25/1998	52	65
	OAKLAND FOODS, LLC	POTAWATTAMIE	OAKLAND	\$270,000.00	9/25/1998	117	75
	BUNGE CORPORATION	POTTAWATAMIE	COUNCIL BLUFFS	\$980,000.00	9/25/1998	135	133
	AMERICAN GAMES INC	POTTAWATTAMIE	COUNCIL BLUFFS	\$525,000.00	9/25/1998	108	--
	SKYJACK EQUIPMENT INC	CASS	ATLANTIC	\$475,000.00	6/11/1999	65	65
	OMNIUM WORLDWIDE INC	PAGE	SHENANDOAH	\$25,000.00	6/11/1999	13	46
	AUTOMATED CONCEPTS	POTTAWATTAMIE	COUNCIL BLUFFS	\$170,000.00	6/11/1999	24	51
	BRO ENTERPRISES LLC(CONSORTIA INSURANCE)	SHELBY	HARLAN	\$610,000.00	6/11/1999	202	136
	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	0
	Totals for 28 Contracts :			\$13,300,000.00		3,352	4,423

AREA XIV

SOUTHWESTERN COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM Case Study

Iowa Tool and Manufacturing, Inc.

Tool and dye shop - Creston, Iowa



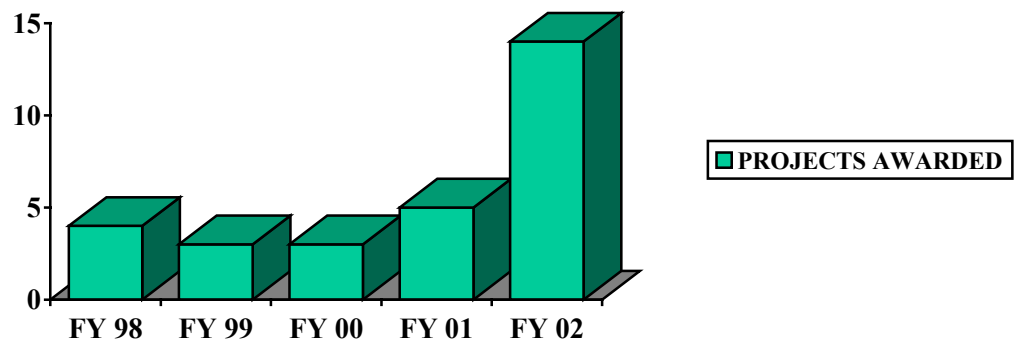
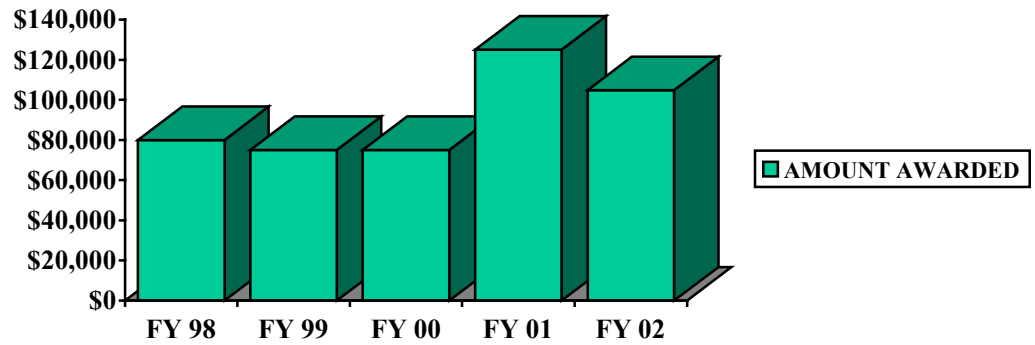
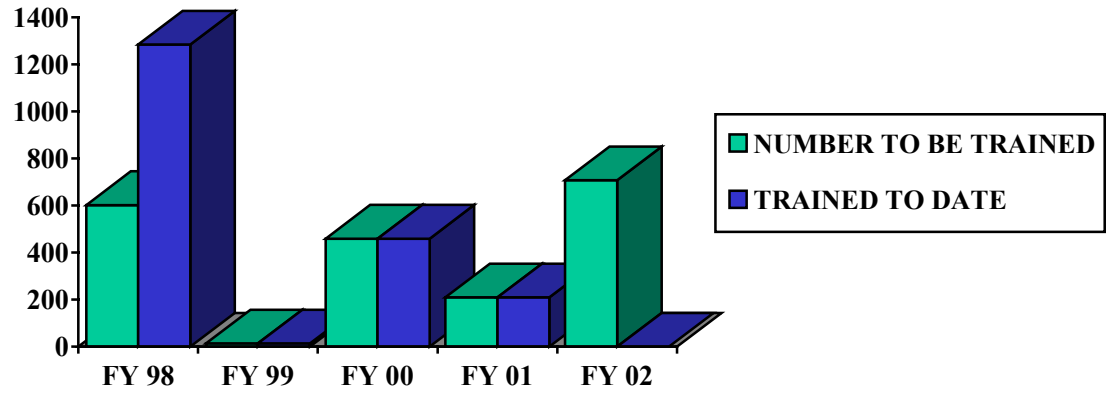
Photo above: Jim Matheny, machinist, programs a CNC lathe at Iowa Tool and Manufacturing, Inc. in Creston.

“Being a small tool and dye shop, we would not be able to complete training without the financial opportunities provided by the 260F program. We have utilized Southwestern Community College for training in welding, computers, electricity, CNC machining operation, and safety. It is easier to find people with aptitude rather than experience in southwest Iowa. With the 260F program we can train them to offset the lack of experience.”

Steve Johnston, Owner
Iowa Tool and Manufacturing, Inc.

AREA XIV
SOUTHWESTERN COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
PRECISION PULLEY AND IDLER LENOX AND CORNING	MARION	PELLA	\$25,000.00	5/11/2002	150		1b
BUNN O MATIC CORPORATION	UNION	CRESTON	\$25,000.00	5/7/2002	525		1b
KRAFT CRESTON	UNION	CRESTON	\$25,000.00	4/30/2002	30		1b
IOWA TOOL AND MFG INC	UNION	CRESTON	\$25,000.00	4/2/2002	3		1b
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
KRAFT NABISCO	UNION	CRESTON	\$25,000.00	3/27/2001	30	31	2b
PAUL MUELLER COMPANY	CLARKE	OSCEOLA	\$25,000.00	8/31/2000	150	150	2a
MG MACHINING	TAYLOR	BEDFORD	\$25,000.00	8/29/2000	6	6	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
SIEMENS & FURNAS CONTROLS	CLARKE	OSCEOLA	\$25,000.00	7/27/1999	380	380	2a
BOYT HARNESS COMPANY L.L.C.	CLARKE	OSCEOLA	\$25,000.00	5/5/1999	4	4	2a
JOHNSTON METAL LLC	UNION	CRESTON	\$25,000.00	5/5/1999	3	3	2a
MG MACHINING	TAYLOR	BEDFORD	\$25,000.00	11/10/1998	6	6	2a
BUNN-O-MATIC CORP	UNION	CRESTON	\$25,000.00	6/1/1998	338	1020	2b
FANSTEEL/WELLMAN DYNAMICS	UNION	CRESTON	\$25,000.00	4/23/1998	249	249	2a
JOHNSTON METAL LLC	UNION	CRESTON	\$4,950.00	4/20/1998	3	3	2a
PRECISION OPTICAL GROUP INC	UNION	CRESTON	\$25,000.00	12/16/1997	12	12	2a
GRAND TOTAL			\$454,950.00		1990	1965	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study

Precision Optical

**Optical lab specializing in grinding, polishing and assembling eyeglasses.
Creston, Iowa**



Photo above: Lacey Lamb, Southwestern Community College graduate and Precision Optical employee, operates a lens polisher at Precision Optical in Creston.

“The 260E funds have allowed us to expand more rapidly than we had planned. Because we are the only optical lab in the area, we have not had the luxury of hiring employees with experience. The 260E program provides us with the funds necessary to train our employees. Southwestern has always responded quickly and been there for us when a training need arises.”

Mike Tamerius, Vice President
Precision Optical

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	OSCEOLA FOODS	CLARKE	OSCEOLA	\$1,470,000.00	7/12/1997	476	476
	DEKKO AUTOMOTIVE TECHNOLOGIES INC	CLARKE	OSCEOLA	\$65,000.00	7/15/1997	43	51
	DEKKO AUTOMOTIVE TECHNOLOGIES INC	RINGGOLD	MOUNT AYR	\$30,000.00	7/29/1997	25	29
	BOYT HARNESS CO LLC	CLARKE	OSCEOLA	\$85,000.00	8/1/1997	25	27
	M G MACHINING	TAYLOR	BEDFORD	\$85,000.00	8/2/1997	25	20
	PENT PLASTICS	UNION	AFTON	\$15,000.00	8/15/1997	9	15
	POWER PACKAGING INC	CLARKE	OSCEOLA	\$200,000.00	5/14/1998	52	60
	PHOENIX PROMOTIONAL PRODUCTS INC	MONTGOMERY	RED OAK	\$70,000.00	5/14/1998	23	25
	THREE RIVERS ALUMINUM CO	MONTGOMERY	RED OAK	\$345,000.00	5/14/1998	90	104
	DEKKO ENGINEERING INC	UNION	AFTON	\$120,000.00	5/14/1998	46	42
	PRECISION OPTICAL GROUP INC	UNION	CRESTON	\$35,000.00	5/14/1998	25	27
	GEAR FOR SPORTS INC	TAYLOR	BEDFORD	\$420,000.00	6/15/1999	102	102
	C F PROCESSING LC	UNION	CRESTON	\$210,000.00	6/22/1999	24	26
	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
Totals for 16 Contracts :				\$4,695,000.00		1,224	1,241

AREA XV

INDIAN HILLS COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM Case Study

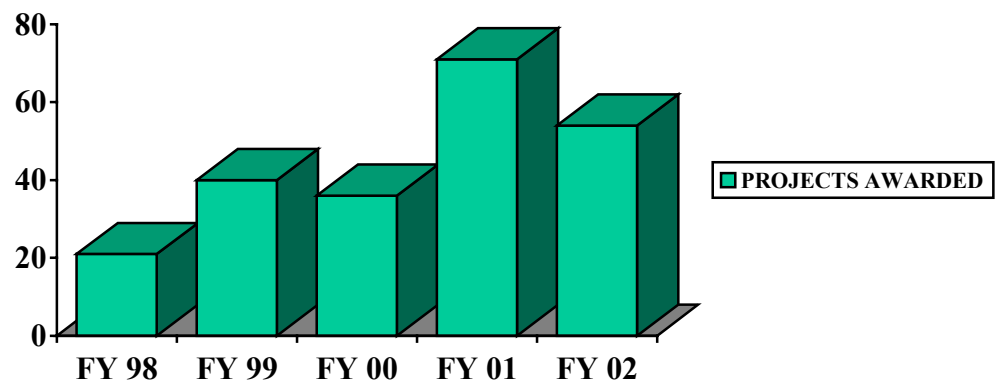
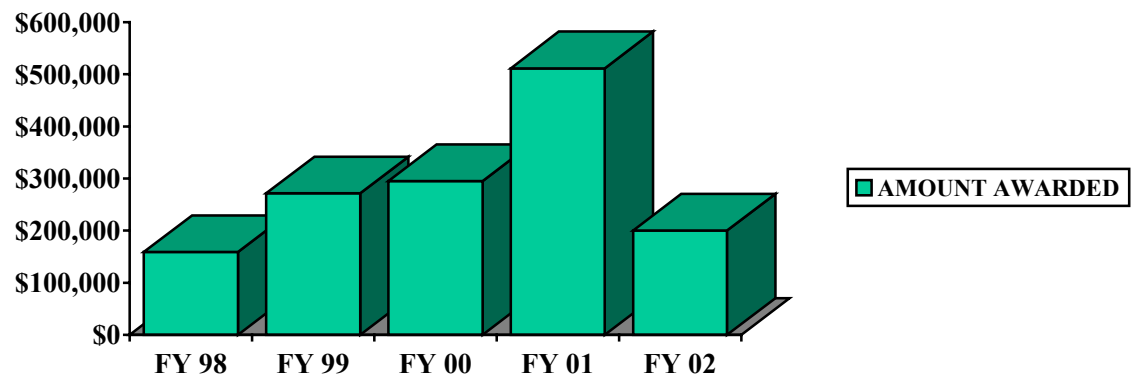
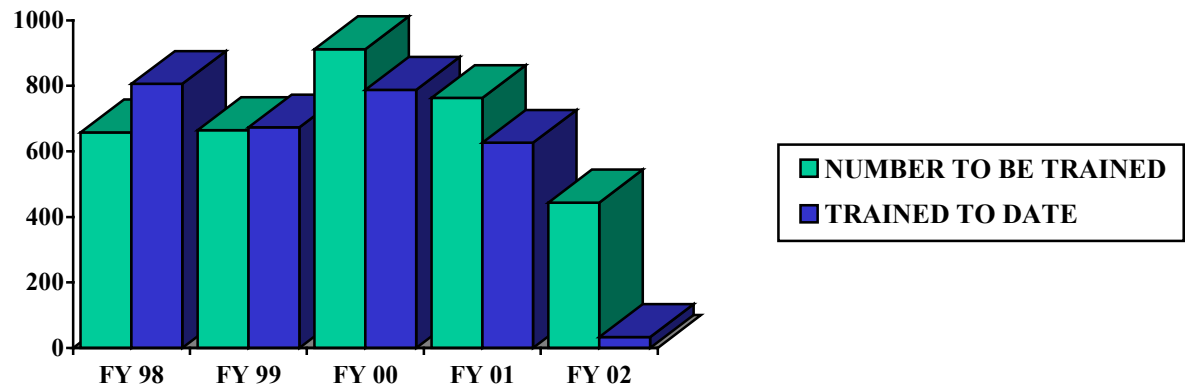


Al-Jon, Inc. Ottumwa, IA

Al-Jon, Inc. is an international business with 100 employees located in Ottumwa, Iowa. They manufacture Landfill Compactors for the solid waste industry and large “car-crushers” for the scrap recycling industry.

The company was trying to determine the benefits of implementing the ISO 9000 Quality System. They called the Business and Industry Resource Center at Indian Hills Community College for information about ISO 9000 and about other companies in the state who had implemented the system. IHCC’s IMEP account manager provided that information and arranged a meeting between the company and ISU’s CIRAS to discuss the quality system and potential implementation plans. A project was developed whereby CIRAS would train all of AL-Jon’s employees and help the company implement the ISO certification this year to the new standard. In addition to internal benefits, the company has set themselves in a position to increase their sales \$14,000,000 with a customer that will only purchase from ISO certified companies.

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
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		1b
BOVARD STUDIO INC	JEFFERSON	FAIRFIELD	\$17,595.00	5/11/2002	20		1b
THE DEXTER COMPANY	JEFFERSON	FAIRFIELD	\$12,420.00	5/9/2002	20		1b
NATURAL HEALTH TECHNOLOGIES	JEFFERSON	FAIRFIELD	\$7,625.00	5/9/2002	5		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		1b
THE DEXTER COMPANY	JEFFERSON	FAIRFIELD	\$18,113.00	4/30/2002	20		1b
PERFORMANCE PIPE DIVISION OF CHEVRON PHILLPS	DAVIS	BLOOMFIELD	\$18,889.00	4/16/2002	105		1b
FAIRFIELD ALUMINUM CASTINGS CO	JEFFERSON	FAIRFIELD	\$13,767.00	4/2/2002	7		1b
SPRING VALLEY MFG INC	MAHASKA	NEW SHARON	\$15,000.00	4/2/2002	5		1b
AJINOMOTO USA INC	MONROE	EDDYVILLE	\$2,600.00	3/5/2002	20		1b
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		1b
AJINOMOTO HEARTLAND INC	MONROE	EDDYVILLE	\$7,898.00	10/9/2001	60		1b
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		1b
CONCEPT FLOORING GROUP INC	JEFFERSON	FAIRFIELD	\$10,638.00	5/9/2001	24		1b
AL JON INC	WAPELLO	OTTUMWA	\$16,388.00	5/9/2001	32		1b
AJINOMOTO HEARTLAND INC	MONROE	EDDYVILLE	\$14,012.00	5/9/2001	55		1b
AL JON INC	WAPELLO	OTTUMWA	\$14,892.00	5/2/2001	90		1b
JOHNSON MACHINE WORKS II	LUCAS	CHARITON	\$12,100.00	4/19/2001	10		1b
JOHNSON MACHINE WORKS	LUCAS	CHARITON	\$24,236.00	4/17/2001	20		1b
COUNTRY SUPPLY INC	WAPELLO	OTTUMWA	\$1,821.00	4/10/2001	12		1b
SOIL TECHNOLOGIES CORP	JEFFERSON	FAIRFIELD	\$15,157.00	4/4/2001	5		1b
MIDWEST SERVICES INC	MAHASKA	EDDYVILLE	\$12,032.00	3/22/2001	11		3b
HARPER BRUSH WORKS	JEFFERSON	FAIRFIELD	\$25,000.00	3/20/2001	8		1b
CURWOOD INC	APPANOOSE	CENTERVILLE	\$23,030.00	2/8/2001	30	32	2b
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		1b
NEELY MFG CO INC	WAYNE	CORYDON	\$25,000.00	2/7/2001	10	14	2b
AJINOMOTO HEARTLAND INC	MONROE	EDDYVILLE	\$4,047.00	1/23/2001	2	2	2a
WELLS MFG CORP	APPANOOSE	CENTERVILLE	\$16,906.00	1/12/2001	24		1b
NATURE UNLIMITED INC DBA AMRITA AROMATHERAPY	JEFFERSON	FAIRFIELD	\$18,254.00	1/3/2001	13	13	2a
HEATLAND LYSINE INC	MONROE	EDDYVILLE	\$7,957.00	12/8/2000	55	232	2b
CONCEPT FLOORING GROUP INC	JEFFERSON	FAIRFIELD	\$21,530.00	11/29/2000	60	80	2b
SPRING VALLEY MFG INC	MAHASKA	NEW SHARON	\$7,659.00	11/15/2000	1	6	2b
SCHMITZ CUSTOM WOOD PRODUCTS #2	APPANOOSE	CENTERVILLE	\$7,659.00	11/9/2000	2		1b
TENCO INDUSTRIES INC	WAPELLO	OTTUMWA	\$2,038.00	10/27/2000	3		1b
WHITAKER FOODS	BLACKHAWK	WATERLOO	\$3,053.00	10/27/2000	4	4	2a
AMERICAN BOTTLING CO	WAPELLO	OTTUMWA	\$21,624.00	10/3/2000	14	15	2b
NATURE UNLIMITED INC DBA AMRITA AROMATHERAPY	JEFFERSON	FAIRFIELD	\$11,701.00	9/27/2000	2	2	2a
HEARTLAND LYSINE INC	MONROE	EDDYVILLE	\$8,056.00	9/13/2000	13	59	2b
WARWICK WOOD PRODUCTS INC	MAHASKA	OSKALOOSA	\$14,926.00	8/30/2000	3		1b
BIOVANCE TECHNOLOGIES INC	MAHASKA	OSKALOOSA	\$2,208.00	8/25/2000	8		1b
CENTERVILLE MACHINING INC III	APPANOOSE	CENTERVILLE	\$7,969.00	7/21/2000	2	2	2a
WELLS MFG CORP	APPANOOSE	CENTERVILLE	\$10,085.00	4/27/2000	17	41	2b
NZMP NORTH AMERICAN INC	WAYNE	ALLERTON	\$14,982.00	4/26/2000	45	47	2b
HUPP ELECTRIC MOTORS INC	MONROE	EDDYVILLE	\$18,944.00	4/25/2000	30		1b
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
OSKALOOSA FOOD PRODUCTS CORP	MAHASKA	OSKALOOSA	\$11,730.00	4/24/2000	55		1b
AL JON INC	WAPELLO	OTTUMWA	\$3,450.00	4/20/2000	8	12	2b
MERITOR AUTOMOTIVE INC	JEFFERSON	FAIRFIELD	\$4,693.00	4/17/2000	16	16	2a
MIDWEST OPTICAL STORAGE TECHNOLOGIES INC	JEFFERSON	FAIRFIELD	\$23,719.00	4/4/2000	5		1a
TELEGROUP PRIMUS	JEFFERSON	FAIRFIELD	\$2,070.00	3/31/2000	22	22	2a
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
SUPERIOR MACHINE INC	MONROE	ALBIA	\$10,007.00	3/21/2000	55		1b
SPRING VALLEY MFG INC	MAHASKA	NEW SHARON	\$3,989.00	3/21/2000	1	6	2b
PASLODE CORPORATION	MAHASKA	OSKALOOSA	\$6,900.00	3/14/2000	1	1	2a
SHIVVERS INC	WAYNE	CORYDON	\$19,584.00	3/9/2000	65	65	2a
CENTERVILLE MACHINING INC II	APPANOOSE	CENTERVILLE	\$3,985.00	3/1/2000	2	2	2a
UNIVERSAL RUNDLE	WAPELLO	OTTUMWA	\$16,163.00	3/1/2000	10	10	2a
SCHMITZ CUSTOM WOOD PRODUCTS I	APPANOOSE	CENTERVILLE	\$3,989.00	1/6/2000	2	2	2a
MUSCO SPORTS LIGHTING INC	MAHASKA	OSKALOOSA	\$19,406.00	12/23/1999	20	20	2a
CLOW VALVE COMPANY	MAHASKA	OSKALOOSA	\$5,496.00	11/9/1999	349	357	2b
JOHN DEERE OTTUMWA WORKS	WAPELLO	OTTUMWA	\$19,182.00	9/27/1999	75	75	2a
CENTERVILLE MACHINING INC	APPANOOSE	CENTERVILLE	\$4,102.00	8/9/1999	2	2	2a
VOLTMASER CO INC	WAYNE	CORYDON	\$2,553.00	5/7/1999	8	15	2b

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
WELLS MFG CORP	APPANOOSE	CENTERVILLE	\$14,915.00	5/7/1999	55	91	2c
CARGILL INC	MONROE	EDDYVILLE	\$19,658.00	5/7/1999	10	27	2b
JOHN DEERE OTTUMWA WORKS	WAPPELL	OTTUMWA	\$24,683.00	5/7/1999	24	24	2a
JOHNSON MACHINE WORKS	LUCAS	CHARITON	\$11,063.00	5/7/1999	7	12	2b
YOUNG RADIATOR COMPANY	APPANOOSE	CENTERVILLE	\$4,493.00	4/26/1999	10		3b
PRINCIPAL LIFE INSURANCE CO	WAPELLO	OTTUMWA	\$14,297.00	4/23/1999	12	12	2a
HARPER BRUSH WORKS	JEFFERSON	FAIRFIELD	\$2,383.00	3/9/1999	4	4	2a
FAIRFIELD ALUMINUM CASTINGS CO	JEFFERSON	FAIRFIELD	\$9,701.00	2/22/1999	7		1a
HEARTLAND LYSINE INC	MONROE	EDDYVILLE	\$9,438.00	2/10/1999	70	71	2b
EAGLE PLASTICS INC	VAN BUREN	KEOSAUQUA	\$6,545.00	1/6/1999	22	21	2c
VOLTMASER CO INC	WAYNE	CORYDON	\$4,289.00	12/28/1998	3	3	2a
IOWA BEVERAGE MANUFACTURERS INC	WAPELLO	OTTUMWA	\$25,000.00	12/28/1998	50		1b
DE JONG MANUFACTURING INC	MAHASKA	NEW SHARON	\$7,994.00	12/4/1998	24		1b
VISKASE CORP	APPANOOSE	CENTERVILLE	\$3,620.00	12/1/1998	121	121	2a
AL-JON	WAPELLO	OTTUMWA	\$3,558.00	11/2/1998	8	12	2b
BLOOMFIELD FOUNDRY INC	DAVIS	BLOOMFIELD	\$5,078.00	9/25/1998	75	75	2a
WARWICK WOOD PRODUCTS INC	MAHASKA	OSKALOOSA	\$9,067.00	8/28/1998	14	28	2b
HEARTLAND LYSINE INC	MONROE	EDDYVILLE	\$4,233.00	5/18/1998	8	34	2b
AJINOMOTO USA INC	MONROE	EDDYVILLE	\$4,070.00	5/18/1998	4	15	2b
BIOVANCE TECHNOLOGIES INC	MAHASKA	OSKALOOSA	\$6,211.00	5/18/1998	5	5	2a
NEW ZEALAND MILK PRODUCTS	WAYNE	ALLERTON	\$10,926.00	5/8/1998	40	48	2b
OTTUMWA COURIER, THE	WAPELLO	OTTUMWA	\$4,721.00	5/8/1998	5	5	2a
SUPERIOR MACHINE	MONROE	ALBIA	\$4,113.00	4/29/1998	40	40	2a
HUPP ELECTRIC MOTORS INC	MONROE	EDDYVILLE	\$19,674.00	4/29/1998	9	10	2b
CREATIVE EDGE CORP	JEFFERSON	FAIRFIELD	\$4,077.00	4/29/1998	60	60	2a
PASLODE CORP	MAHASKA	OSKALOOSA	\$6,406.00	3/30/1998	20	20	2a
HAWKEYE MOLDING ENGINEERS INC	MONROE	ALBIA	\$4,455.00	12/31/1997	4	6	2b
OTTUMWA COURIER, THE	WAPELLO	OTTUMWA	\$4,884.00	12/31/1997	13	13	2a
WELLS MFG CORP	APPANOOSE	CENTERVILLE	\$25,000.00	12/31/1997	180	241	2b
ASTORIA INDUSTRIES OF IOWA INC	LUCAS	CHARITON	\$5,515.00	12/15/1997	34		3b
CREATIVE EDGE CORP	JEFFERSON	FAIRFIELD	\$4,470.00	11/13/1997	10	10	2a
H & S AUTOSHOT	APPANOOSE	CENTERVILLE	\$4,455.00	10/23/1997	6	6	2a
USA GLOBAL LINK III	JEFFERSON	FAIRFIELD	\$4,478.00	10/23/1997	30	99	2b
HAWTHORNE COMMUNICATIONS INC	JEFFERSON	FAIRFIELD	\$14,707.00	9/2/1997	30	30	2a
TELEGROUP INC	JEFFERSON	FAIRFIELD	\$11,248.00	7/17/1997	45	45	2a
GRAND TOTAL			\$1,125,821.00		2846	2396	

**IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS**

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
IHCC MAINTENANCE PERSONNEL INDUSTRY SPECIFIC			\$13,397.00	4/18/2002			1b
FOODLINER INC	MAHASKA	EDDYVILLE	\$0.00	4/18/2002	3		1b
CARGILL INC	MONROE	EDDYVILLE	\$0.00	4/18/2002	25		1b
CANAC	MONROE	EDDYVILLE	\$0.00	4/18/2002	2		1b
IHCC LEAN MFG TRAINING CONSORTIUM			\$2,341.00	3/5/2002			1a
SCHAUS VOORHIES CONTRACTING INC	JEFFERSON	FAIRFIELD	\$0.00	3/5/2002	2		1a
TENCO INDUSTRIES	WAPELLO	OTTUMWA	\$0.00	3/5/2002	1		1a
IOWA ALUMINUM INC	MONROE	ALBIA	\$0.00	3/5/2002	1		1a
PERFORMANCE PIP DIV of CHEVRON PHILLIPS CHEM	DAVIS	BLOOMFIELD	\$0.00	3/5/2002	6		1a
IHCC LEAN MFG CONSORTIUM			\$1,872.00	12/10/2001			2a
AL JON INC	WAPELLO		\$0.00	12/10/2001	4	4	2a
HAWKEYE MOLDING ENGINEERS INC	MONROE	ALBIA	\$0.00	12/10/2001	4	4	2a
IHCC MAINTENANCE PERSONNEL TRAINING			\$13,330.00	10/23/2001			1a
CARGILL INC	MONROE	EDDYVILLE	\$0.00	10/23/2001	6	6	1a
ALLIED SERVICES GROUP INC	MONROE	EDDYVILLE	\$0.00	10/23/2001	14	14	1a
IHCC LEAN MFG TRAINING CONSORTIUM			\$3,511.00	4/26/2001			1a
HARPER BRUSH WORKS INC	JEFFERSON	FAIRFIELD	\$0.00	4/26/2001	3	3	1a
TENCO INDUSTRIES	WAPELLO	OTTUMWA	\$0.00	4/26/2001	2	2	1a
MUSCO LIGHTING LLC	MAHASKA	OSKALOOSA	\$0.00	4/26/2001	3	3	1a
PASLODE	MAHASKA	OSKALOOSA	\$0.00	4/26/2001	7	7	1a
IHCC SUPERVISORY TRAINING CONSORTIUM			\$18,216.00	4/4/2001			2a
ACCO CHAIN & LIFTING	JEFFERSON	FAIRFIELD	\$0.00	4/4/2001	5	5	2a
J & B PLASTICS	JEFFERSON	FAIRFIELD	\$0.00	4/4/2001	1	1	2a
ANGEL GIFTS INC	JEFFERSON	FAIRFIELD	\$0.00	4/4/2001	4	4	2a

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
IHCC INDUSTRY SPECIFIC TRAINING CONSORTIUM			\$2,463.00	4/4/2001			1a
AJINOMOTO HEARTLAND INC	MONROE	EDDYVILLE	\$0.00	4/4/2001	5		1a
CARGILL INC	MONROE	EDDYVILLE	\$0.00	4/4/2001	2		1a
IHCC INDUSTRY SPECIFIC WASTEWATER TREATMENT			\$8,389.00	3/15/2001			1a
AJINOMOTO HEARTLAND INC	MONROE	EDDYVILLE	\$0.00	3/15/2001	1	1	1a
CARGILL INC	MONROE	EDDYVILLE	\$0.00	3/15/2001	5	5	1a
AJINOMOTO USA INC	MONROE	EDDYVILLE	\$0.00	3/15/2001	1	1	1a
IHCC INDUSTRY SPECIFIC TRAINING CONSORTIUM			\$17,263.00	3/13/2001			2b
WINGER MECHANICAL	WAPELLO	OTTUMWA	\$0.00	3/13/2001	4	14	2b
CARGILL INC	MONROE	EDDYVILLE	\$0.00	3/13/2001	20	16	2c
HUPP ELECTRIC MOTORS	MAHASKA	OSKALOOSA	\$0.00	3/13/2001	2	2	2a
IHCC MICROBIOLOGICAL CONTROL TRAINING			\$2,262.00	12/1/2000			2b
HEARTLAND LYSINE INC	MONROE	EDDYVILLE	\$0.00	12/1/2000	3	4	2b
WACKER BIOCHEM CORPORATION	MONROE	EDDYVILLE	\$0.00	12/1/2000	2	2	2a
CARGILL, INC	MONROE	EDDYVILLE	\$0.00	12/1/2000	4	5	2b
IHCC ISO 9000 TRAINING			\$17,871.00	11/29/2000			1b
SCHAUS VORHIES CONTRACTING INC	JEFFERSON	FAIRFIELD	\$0.00	11/29/2000	20		1b
RAINTLINE INC	JEFFERSON	FAIRFIELD	\$0.00	11/29/2000	4		1b
INDIAN HILLS COMMUNITY COLLEGE CONSORTIUM	WAPELLO	OTTUMWA	\$7,405.00	8/31/2000			2b
CARGILL INC	MONROE	EDDYVILLE	\$0.00	8/31/2000	5	13	2b
THE AMERICAN BOTTLING CO	WAPELLO	OTTUMWA	\$0.00	8/31/2000	1	1	2a
EDDYVILLE SUPERVISOR CONSORTIUM			\$37,040.00	8/3/2000			2c
BOITNOTT ENTERPRISES	WAPELLO	OTTUMWA	\$0.00	8/3/2000	6	7	2b
AJINOMOTO USA INC	MONROE	EDDYVILLE	\$0.00	8/3/2000	2	2	2a
MEISNER ELECTRIC	JASPER	NEWTON	\$0.00	8/3/2000	18	18	2a
MIDWEST SERVICES INC	MONROE	EDDYVILLE	\$0.00	8/3/2000	5	5	
HEARTLAND LYSINE INC	MONROE	EDDYVILLE	\$0.00	8/3/2000	9	11	2b
WESTCON INDUSTRIES	MAHASKA	OSKALOOSA	\$0.00	8/3/2000	1	1	2a
FAGEN INC	WAPELLO	EDDYVILLE	\$0.00	8/3/2000	1	1	2a
BUD HECKART AND SONS INC	IOWA	OTTUMWA	\$0.00	8/3/2000	1	1	2a
HUPP ELECTRIC MOTORS	MAHASKA	OSKALOOSA	\$0.00	8/3/2000	4	4	2a
INDIAN HILLS SUPERVISORY TRAINING			\$38,966.00	4/28/2000			1a
CUNNINGHAM INC	MAHASKA	OSKALOOSA	\$0.00	4/28/2000	6	6	1a
CLOW VALVE CO	MAHASKA	OSKALOOSA	\$0.00	4/28/2000	11		
ITW PASLODE	MAHASKA	OSKALOOSA	\$0.00	4/28/2000	11	11	1a
WARWICK WOOD PRODUCTS INC	MAHASKA	OSKALOOSA	\$0.00	4/28/2000	5	5	1a
OSKALOOSA FOOD PRODUCTS CORP	MAHASKA	OSKALOOSA	\$0.00	4/28/2000	10	10	1a
BIOVANCE TECHNOLOGIES INC	MAHASKA	OSKALOOSA	\$0.00	4/28/2000	3	3	1a
INDIAN HILLS COMMUNITY COLLEGE			\$9,462.00	4/26/2000	0	0	2a
SCHAUS VORHIES CONTRACTING INC	JEFFERSON	FAIRFIELD	\$0.00	4/26/2000	33	33	2a
PAINTLINE INC	JEFFERSON	FAIRFIELD	\$0.00	4/26/2000	7	7	2a
BASIC SKILLS ENHANCEMENT TRAINING			\$4,744.00	4/26/2000			2a
HEARTLAND LYSINE	MONROE	EDDYVILLE	\$0.00	4/26/2000	8	8	2a
AJINOMOTO USA INC IOWA PLANT	MONROE	EDDYVILLE	\$0.00	4/26/2000	4	4	2a
AJINOMOTO USA INC	MONROE	EDDYVILLE	\$46,969.00	5/7/1999	2	4	2b
HEARTLAND LYSINE INC	MONROE	EDDYVILLE	\$0.00	5/7/1999	6	7	2b
WACKER BIOCHEM CORP	MONROE	EDDYVILLE	\$0.00	5/7/1999	3	5	2b
CARGILL INC	MONROE	EDDYVILLE	\$0.00	5/7/1999	30	31	2b
MEISNER ELECTRIC	JASPER	NEWTON	\$0.00	5/7/1999	6	12	2b
WINGER MECHANICAL CO	WAPELLO	OTTUMWA	\$0.00	5/7/1999	6	6	2a
ZIEGLER INDUSTRIES	WAPELLO	EDDYVILLE	\$0.00	5/7/1999	6	6	2a
YATES & YATES GLASS CO	WAPELLO	OTTUMWA	\$1,961.00	5/7/1999	5	7	1a
GROOMS & CO CONSTRUCTION INC	WAPELLO	OTTUMWA	\$0.00	5/7/1999	10	12	1a
AL-JON INC	WAPELLO	OTTUMWA	\$19,699.00	4/27/1999	2	2	2a
JOHN DEERE OTTUMWA WORKS	WAPELLO	OTTUMWA	\$0.00	4/27/1999	7	7	2a
WERTS CORP	DAVIS	BLOOMFIELD	\$0.00	4/27/1999	1	1	2a
JOHNSON MACHINE WORKS	LUCAS	CHARITON	\$0.00	4/27/1999	2	2	2a
AJINOMOTO USA INC	MONROE	EDDYVILLE	\$24,794.00	3/9/1999	4	4	2a
CARGILL INC	MONROE	EDDYVILLE	\$0.00	3/9/1999	10	10	2a
HARPER BRUSH WORKS	JEFFERSON	FAIRFIELD	\$0.00	3/9/1999	5	5	2a
ASTORIA INDUSTRIES OF IOWA	LUCAS	CHARITON	\$0.00	3/9/1999	5	5	2a
CO-LINE WELDING INC	MAHASKA	SULLY	\$0.00	3/9/1999	6	6	2a
HEARTLAND LYSINE INC	MONROE	EDDYVILLE	\$0.00	3/9/1999	12	12	2a
OTTUMWA COURIER	WAPELLO	OTTUMWA	\$0.00	3/9/1999	7	7	2a
PELLA PRODUCTS	MAHASKA	NEW SHARON	\$0.00	3/9/1999	1	1	2a
SHIVVERS INC	WAYNE	CORYDON	\$0.00	3/9/1999	5	5	2a
WELLS MFG CORP	APPANOOSE	CENTERVILLE	\$15,466.00	5/18/1998	20	29	2b
DURO-LAST ROOFING INC	KEOKUK	SIGOURNEY	\$0.00	5/18/1998	45	90	2b
RUBBERMAID HOME PRODUCTS	APPANOOSE	CENTERVILLE	\$0.00	5/18/1998	50		2c
GRAND TOTAL			\$307,421.00		573	530	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study

Sigourney Foods (Iowa Turkey Growers Cooperative)

The Keokuk County community of Sigourney (population 2,111) was hit hard in March of 1999 when Kraft Foods, Inc. announced the closing of its Louis Rich plant, resulting in a loss of 87 jobs. Nearly two years after that closing, the Iowa Turkey Growers Cooperative acquired the former Louis Rich facility to open Sigourney Foods. The primary function of Sigourney Foods is the processing, cooking, and slicing of turkey, pork, beef and chicken.

Indian Hills Community College and Sigourney Foods entered into an Iowa New Jobs Training Agreement and developed an extensive training plan for the 152 new jobs to be created. Since the majority of employees had no experience in the food processing industry, much of the training being provided through that program is in the area of safety training, including OSHA-related safety, food safety and Bio-safety. Several IHCC training groups have assisted Sigourney Foods in their training, including Iowa BioDevelopment, IMEP, and Customized Learning. A new employee orientation plan was developed, accompanied by a 15-minute orientation video produced by Indian Hills Video Production. Additional areas of training covered by the program included electrical and mechanical maintenance training, supervisory/leadership development, microcontrol, diversity and sexual harassment training, etc. Finally, job profiling was completed and detailed training plans were developed for several key positions in the plant.

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	EXCEL	WAPELLO	OTTUMWA	\$1,350,000.00	12/27/1997	318	318
	DURO LAST INC	KEOKUK	SIGOURNEY	\$135,000.00	5/27/1998	63	63
	CLEARPLASS CONTAINERS INC	MONROE	ALBIA	\$280,000.00	8/3/1998	60	43
	WACKER	MONROE	EDDYVILLE	\$145,000.00	11/6/1998	16	16
	JOHN DEERE	WAPELLO	OTTUMWA	\$675,000.00	11/14/1998	103	103
	THE STANDARD CASING CO INC dba EXCELLENT CASING CO	WAPELLO	OTTUMWA	\$70,000.00	11/16/1998	26	26
	CARGILL	MONROE	EDDYVILLE	\$1,600,000.00	11/19/1998	161	161
	MILLARD REFRIGERATED SERVICES INC	WAPELLO	OTTUMWA	\$530,000.00	11/27/1998	61	61
	EXCEL CORPORATION dba 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	0
	IOWA TURKEY GROWERS COOPERATIVE dba 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	44
	STRATFORD HOMES LP	LUCUS	CHARITON	\$140,000.00	6/7/2001	48	48
	SOY PROTIEEN TECHNOLOGIES	MAHASKA	OSKALOOSA	\$280,000.00	6/7/2001	39	22
	IOWA ALUMINUM INC	MONROE	ALBIA	\$65,000.00	6/7/2001	21	8
	AALFS MANUFACTURING CO	WOODBURY	SIOUX CITY	\$375,000.00	6/14/2001	30	0
	FAIRFIELD ALUMINUM CASTING CO	JEFFERSON	FAIRFIELD	\$205,000.00	2/5/2002	35	0
	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 dba EXCEL SPEC PROD	WAPELLO	OTTUMWA	\$2,250,000.00	2/5/2002	397	397
Totals for 21 Contracts :				\$11,425,000.00		2,206	1,988

AREA XVI

SOUTHEASTERN COMMUNITY COLLEGE

THE IOWA JOBS TRAINING PROGRAM

Case Study

Grimm

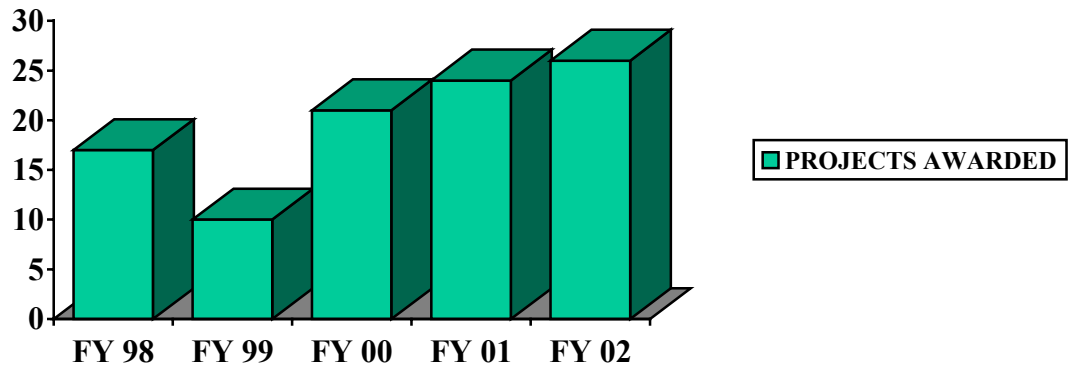
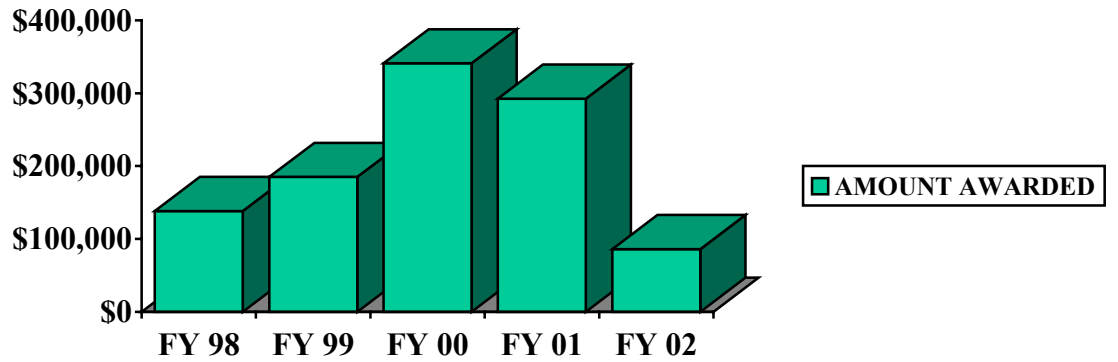
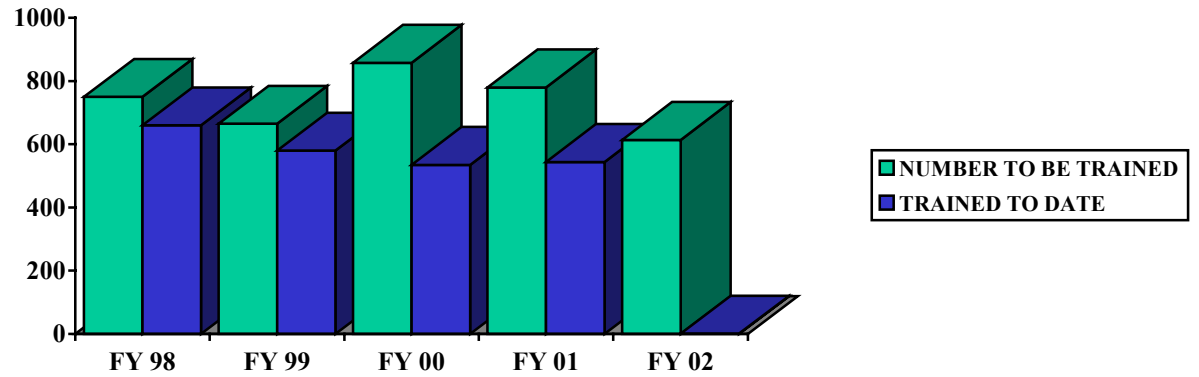
Grimm Brothers Plastic Corp. was incorporated in 1985. The company is a contract thermoformer and has major clients through eastern U.S. The company has grown rapidly through the years and has had three building additions which culminated in an 85,000 square foot plant in Wapello, Iowa. Over the last two years, the company saw a 30% growth in sales and currently employs 100 employees. The company is the second largest manufacturing facility in Louisa County.

The (260F) Iowa Jobs Training Program was utilized by Grimm Brothers for ISO certification and Kaizen training. Kaizen training made the company more cost competitive with their customers. The ISO certification has been a great help in attracting new businesses and meeting requirements of their current customers. The company would not have been able to continue business with some of their major clients if they had not received the training and certification. In addition to keeping current customers, the company has added three new customers, all outside of Iowa.

Bill Barrett, General Manager, writes "From our operations standpoint both ISO and Kaizen training helped formalize our operation and made it both more organized and efficient. Without outside help, it is difficult for small companies to have the time and money to do adequate training. The 260F funding is a great help in this area for Iowa small business."

AREA XVI SOUTHEASTERN COMMUNITY COLLEGE

IOWA JOBS TRAINING PROGRAM (260F)



IOWA JOBS TRAINING PROGRAM (260F) INDIVIDUAL BUSINESS PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
BOX USA LEE	FORT MADISON		\$11,020.00	5/11/2002	8		1b
VISTA BAKERY INC	DES MOINES	BURLINGTON	\$5,560.00	5/7/2002	8		1b
FEDERAL MOGUL IGNITION COMPANY	DES MOINES	BURLINGTON	\$6,172.00	5/7/2002	7		1b
ANDREW CORPORATION	DES MOINES	BURLINGTON	\$5,022.00	3/5/2002	15		1b
GRIFFIN WHEEL COMPANY	LEE	KEOKUK	\$3,679.00	3/5/2002	190		1b
GREGORY MANUFACTURING CO INC	LEE	FORT MADISON	\$5,877.00	2/5/2002	51		1b
THE DIAL CORPORATION	LEE	FORT MADISON	\$5,853.00	1/7/2002	125		1a
ROQUETTE AMERICA INC	LEE	KEOKUK	\$5,732.00	12/10/2001	90		1a
GE SWITCHGEAR OPERATIONS	DES MOINES	WEST	\$5,877.00	11/6/2001	14		1a
NYPRO IOWA INC	HENRY	MT PLEASANT	\$5,877.00	9/27/2001	8		1b
BOX USA	LEE	FORT MADISON	\$5,877.00	9/27/2001	5		1a
NORTHWESTERN PLASTICS LTD dba INDUSTRIAL	DES MOINES	BURLINGTON	\$5,877.00	9/27/2001	59		1a
BRINCK LUMBER INC	DES MOINES	BURLINGTON	\$4,999.00	9/27/2001	5		1a
ST LOUIS GEAR COMPANY INC	LEE	KEOKUK	\$13,614.00	5/9/2001	40		1a
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		1a
GRIMM BROTHERS PLASTICS CORPORATION	LOUISA	WAPELLO	\$25,000.00	4/27/2001	96	96	2c
BURROWS PAPER CORPORATION	LEE	FORT MADISON	\$10,273.00	3/22/2001	10		1a
LANGENBACH WOOD PRODUCTS	LEE	FORT MADISON	\$7,024.00	2/21/2001	24	24	2a
CASE CORPORATION	DES MOINES	BURLINGTON	\$9,157.00	2/15/2001	25	44	2b
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		1b
FLINT CLIFFS MANUFACTURING	DES MOINES	BURLINGTON	\$17,268.00	12/1/2000	6		1b
MISSISSIPPI BLENDING CO	LEE	KEOKUK	\$15,805.00	10/26/2000	10	10	2a
CECO BUILDING SYSTEMS	HENRY	MT PLEASANT	\$23,531.00	10/24/2000	40	40	2a
BTR SEALING SYSTEMS	LEE	KEOKUK	\$22,556.00	9/27/2000	25	28	2b
GENERAL ELECTRIC COMPANY SWITCHGEAR OPERATION	DES MOINES	WEST	\$7,221.00	9/27/2000	31	35	2b
NORTHWESTERN PLASTICS LTD DBA INDUSTRIAL	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
SOUTHEAST IOWA ALUMINUM FOUNDRY	LEE	KEOKUK	\$894.00	9/7/2000	1		1b
ROQUETTE AMERICA INC	LEE	KEOKUK	\$19,268.00	8/25/2000	120		1b
LANGENBACH WOOD PRODUCTS	LEE	FORT MADISON	\$4,971.00	5/5/2000	12	15	2b
CRAFTSMAN PRESS INC	DES MOINES	BURLINGTON	\$5,548.00	5/3/2000	2	4	2b
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		1a
ST LOUIS GEAR CO INC	LEE	KEOKUK	\$22,132.00	5/2/2000	39		1a
SILGAN CONTAINERS MANUFACTURING CORPORATION	LEE	FORT MADISON	\$25,000.00	4/20/2000	120		1a
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
NEW LONDON DAIRY LLC	HENRY	NEW LONDON	\$13,307.00	4/13/2000	10		1b
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
TUTHILL ENERGY SYSTEMS	DES MOINES	BURLINGTON	\$21,229.00	3/10/2000	16	16	2a
BTR SEALING SYSTEMS	LEE	KEOKUK	\$25,000.00	3/1/2000	45		3c
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
INDUSTRIAL TOOLING & FABRICATION INC	LEE	FORT MADISON	\$13,526.00	1/26/2000	26	46	2b
WOLF PACKAGING	LEE	FORT MADISON	\$20,109.00	12/23/1999	75		1b
ALANIZ & SONS INC	HENRY	MT PLEASANT	\$6,091.00	12/21/1999	120	120	2a
RIVER BASIN PUBLICATIONS	DES MOINES	BURLINGTON	\$4,999.00	11/18/1999	1	1	2a
THE DIAL CORPORATION	LEE	FORT MADISON	\$25,000.00	8/10/1999	75	115	2b
E I DUPONT DE NEMOURS & CO	LEE	FORT MADISON	\$25,000.00	7/27/1999	50		1b
EXPERIEN	HENRY	MT PLEASANT	\$13,486.00	4/23/1999	30	30	2a
CLIMAX MOLYBDENUM CO	LEE	FORT MADISON	\$25,000.00	4/23/1999	112	112	2a
RAIDER PRECAST CONCRETE INC	DES MOINES		\$7,389.00	4/19/1999	75	75	2a
MISSISSIPPI BLENDING CO	LEE	KEOKUK	\$2,447.00	2/12/1999	20	20	2a
HAWKEYE CONCRETE PRODUCTS CO	DES MOINES	MEDIAPOLIS	\$23,500.00	2/3/1999	61	75	2b
HAWKEYE STEEL	LEE	HOUGHTON	\$21,287.00	2/3/1999	81	109	2b
WABASH NATIONAL CORP	LEE	FORT MADISON	\$16,917.00	11/19/1998	24	24	2a
MONSANTO CO (SCOTT CO, THE)	LEE	FORT MADISON	\$25,000.00	11/10/1998	120		3a
HEATILATOR DIV/HEARTH TECHNOLOGIES INC	HENRY	MT PLEASANT	\$25,000.00	8/10/1998	15	5	2c
SCOTTS COMPANY THE	LEE	FORT MADISON	\$25,000.00	8/10/1998	127	130	2b
METROMAIL/EXPERIAN	HENRY	MT PLEASANT	\$25,000.00	5/4/1998	500	628	2b
KEOKUK STEEL CASTING CO INC	LEE	KEOKUK	\$25,000.00	5/4/1998	150		3a
TUTHILL CORP / MURRAY TURBOMACHINERY DIV	DES MOINES	BURLINGTON	\$25,000.00	4/29/1998	8	9	2b
DIAL CORPORATION, THE	LEE	FORT MADISON	\$25,000.00	1/26/1998	18	23	2b
GRAND TOTAL			\$980,640.00		3505	2306	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE CONSORTIUM PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
SECC Safety Training Consortium			\$3,997.00	3/5/2002			1a
BORGHI USA INC	DES MOINES	WEST BURLINGTON	\$0.00	3/5/2002	5		1a
VISTA BAKERY INC	DES MOINES	BURLINGTON	\$0.00	3/5/2002	2		1a
RAIDER PRECAST CONCRETE	DES MOINES	WEST BURLINGTON	\$0.00	3/5/2002	3		1a
GRIFFIN WHEEL COMPANY	LEE	KEOKUK	\$0.00	3/5/2002	8		1a
SECC SAFTEY TRAINING		WEST BURLINGTON	\$4,980.00	9/1/2000			2a
TUTHILL ENERGY STSEM	DES MONIES	BURLINGTON	\$0.00	9/1/2000	10	10	2a
RAIDER PRECAST CONCRETE	DES MOINES	WEST BURLINGTON	\$0.00	9/1/2000	3	3	2a
SECC ESL TRAINING CONSORTIUM	DES MOINES	WEST BURLINGTON	\$10,185.00	8/31/2000	23		1a
HEATILATOR	HENRY	MT PLEASANT	\$0.00	8/31/2000	3		1a
EXPERIAN	HENRY	MT PLEASANT	\$0.00	8/31/2000	20		1a
GRAND TOTAL			\$19,162.00		77	13	

IOWA JOBS TRAINING PROGRAM (260F)
COMMUNITY COLLEGE BUSINESS NETWORK PROJECTS

BUSINESS	COUNTY	TOWN	AMOUNT AWARD	APPROVAL DATE	# TO BE TRAINED	ACTUAL # TRAINED	CODING STATUS
SECC SAFETY TRAINING CONSORTIUM			\$3,997.00	3/5/2002			1a
BORGHI USA INC	DES MOINES	WEST BURLINGTON	\$0.00	3/5/2002	5		1a
VISTA BAKERY INC	DES MOINES	BURLINGTON	\$0.00	3/5/2002	2		1a
RAIDER PRECAST CONCRETE	DES MOINES	WEST BURLINGTON	\$0.00	3/5/2002	3		1a
GRIFFIN WHEEL COMPANY	LEE	KEOKUK	\$0.00	3/5/2002	8		1a
SECC SAFTEY TRAINING		WEST BURLINGTON	\$4,980.00	9/1/2000			2a
TUTHILL ENERGY STSEM	DES MOINES	BURLINGTON	\$0.00	9/1/2000	10	10	2a
RAIDER PRECAST CONCRETE	DES MOINES	WEST BURLINGTON	\$0.00	9/1/2000	3	3	2a
SECC ESL TRAINING CONSORTIUM	DES MOINES	WEST BURLINGTON	\$10,185.00	8/31/2000	23		1a
HEATILATOR	HENRY	MT PLEASANT	\$0.00	8/31/2000	3		1a
EXPERIAN	HENRY	MT PLEASANT	\$0.00	8/31/2000	20		1a
GRAND TOTAL			\$19,162.00		77	13	

IOWA NEW JOBS TRAINING PROGRAM (260E)

Case Study

Raider

Raider Precast Concrete, Inc. has participated in four agreements under the Iowa Industrial New Jobs Training Project in the past 11 years totaling over \$400,000 in funding. Their workforce has grown from 50 employees to over three hundred.

The Iowa Industrial New Jobs Training Projects have developed long term training programs that are delivered to new employees. Southeastern Community College has worked with Raider in the development of a comprehensive job guide and assessment of the production supervisors to determine the training needs. Raider has spent a considerable amount of time training their employees on how to manage their rapid growth. Participation in the program has clearly been a great help in facilitating this growth.

Joe Cochran, comptroller, states, “through the state income tax withholding repayment provision, the program provided us a “cost neutral” means to develop training programs for our employees that have significantly improved productivity and expanded our ability to serve our customers. I feel certain that we would not have been as successful as we have been, without the help provided by the program. The program represents the best kind of government involvement by partnering with business and developing good employees and good Iowa citizens. When this happens, we all win.”



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	VISTA BAKERY INC	DES MOINES	BURLINGTON	\$230,000.00	6/12/1998	76	76
	ICI EXPLOSIVES	DES MOINES	MIDDLETOWN	\$415,000.00	6/12/1998	63	63
	RAIDER PRECAST CONCRETE INC	DES MOINES	WEST BURLINGTON	\$45,000.00	6/12/1998	27	27
	RAIDER PRECAST CONCRETE	DES MOINES	WEST 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	30
	SILGAN CONTAINERS CORP	LEE	FT MADISON	\$55,000.00	5/30/2000	20	4
	ADVANCED ENVIRONMENTAL TECHNOLOGY	DES MOINES	MIDDLETOWN	\$215,000.00	11/28/2001	32	--
	BORCHI USA INC OIL HYDRAULIC CONDUITS	DES MOINES	WEST BURLINGTON	\$200,000.00	11/28/2001	53	--
	FOAM FABRICATORS INC	LEE	FT MADISON	\$95,000.00	11/28/2001	42	--
Totals for 13 Contracts :				\$4,045,000.00		935	755