

# EMPLOYEE TRAINING PROGRAMS



## INDUSTRIAL NEW JOBS TRAINING (260E)

The Industrial New Jobs Training Program provides businesses expanding its Iowa workforce with new employee training funds. Administered by Iowa's 15 community colleges, the program is financed through bonds sold by the colleges. Depending on wages paid, the business then diverts 1.5 or three percent of the Iowa state withholding taxes generated by the new positions to the community college to retire the bonds. Because of this structure, the training is available at essentially no cost, since the bonds are retired with dollars otherwise paid to the state as withholding taxes. In addition to increasing worker productivity and company profitability, businesses participating in the Iowa Industrial New Jobs Training Program may also be eligible for reimbursement up to 50 percent of the award amount for on-the-job training, as well as a corporate tax credit if Iowa employment is increased by at least 10 percent.

### Business Eligibility

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

### Employee Eligibility

To qualify for training services, employees:

- Must be in newly created positions.
- Must pay Iowa withholding tax.
- Must occupy positions that did not exist during the six months prior to the date that the business and community college agreed to pursue a training project.



### New Jobs Tax Credit

The Iowa New Jobs Tax Credit is an Iowa corporate income tax credit available to a company that has entered into a New Jobs Training Agreement (260E) and expands its Iowa employment base by ten percent or more.

The amount of this one-time tax credit depends upon the wages a company pays and the year in which the tax credit is first claimed. The maximum tax credit in 2019 is \$1,836 per new employee. Unused tax credits may be carried forward up to ten years. The tax credit may be claimed on Form IA 133 found on the Iowa Department of Revenue website: [tax.iowa.gov/form-types/corporation-income-tax](https://tax.iowa.gov/form-types/corporation-income-tax)

## IOWA ECONOMIC DEVELOPMENT AUTHORITY

200 East Grand Avenue  
Des Moines, Iowa 50309 USA

International: +1.515.348.6200

Domestic: 1.800.245.4692

## IOWA COMMUNITY COLLEGES



## JOBS TRAINING PROGRAM (260F)

The Iowa Jobs Training Program provides job training services to current employees of eligible businesses located in Iowa. Eligible businesses work with the local Iowa community college, to assess training needs, determine funds available, and to provide training. For participating businesses, the advantages include valuable employee training at a reduced - or no - cost.

### Business Eligibility

- Must be located in Iowa.
- Must be engaged in interstate or intrastate commerce for the purpose of manufacturing, processing, assembling products, warehousing, wholesaling, or conducting research and development.
- Service-providing businesses 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.

### Employee Eligibility

- Must be currently employed by the business.
- Must pay Iowa withholding tax.

## CONTACT US

Please contact [opportunities@iowaeda.com](mailto:opportunities@iowaeda.com) or visit [iowaeconomicdevelopment.com](http://iowaeconomicdevelopment.com) to find the latest information on Iowa's business climate, assistance programs, development news, available buildings and sites and much more.

For more information on job training opportunities, contact the Iowa Economic Development Authority (IEDA)

+1.515.348.6200

[opportunities@iowaeda.com](mailto:opportunities@iowaeda.com)

[iowaeconomicdevelopment.com](http://iowaeconomicdevelopment.com)