



STATE WORKFORCE DEVELOPMENT BOARD

swdb.iowa.gov

Mission:

The Iowa State Workforce Development Board oversees the development and implementation of the state workforce development plan. The SWDB ensures that state workforce regions have the resources to support employment programs across the state.

PUBLIC MEETING NOTICE

Date:

Thursday, September 3, 2026

Time:

11:00 a.m. – 1:00 p.m.

Place:

Security National Bank
Westfield Building
1080 Jordan Creek Parkway
1st Floor Multi-Purpose Room
West Des Moines, IA 50266

Zoom:

Join Zoom Meeting
<https://iowaworks.zoom.us/j/85204942935>

Meeting ID: 852 0494 2935

One tap mobile
+13126266799,,85204942935# US (Chicago)
+16468769923,,85204942935# US (New York)

Join instructions
https://iowaworks.zoom.us/meetings/85204942935/invitations?signature=q6oEgU915qpg2okiPS6JPtHMXp4u61ZefP2LRWoV_gk

TENTATIVE AGENDA

1. Call to Order.
2. Roll call to establish quorum by Shelly Evans, Board Administrator.
3. **Action Item:** Approval of Meeting Agenda. (Attachment 1 – Agenda dated 9/3/26)

4. **Action Item:** Approval of Minutes of June 11 State Workforce Development Board (SWDB) meeting. (Attachment 2 – Minutes dated 06/11/26)
5. Welcome by LuAnn Scholbrock, Chair.
6. Presentation on the Iowa Workforce Development (IWD) Foundation by Beth Townsend, Executive Director of IWD (Attachment 3, IWD Foundation Bylaws)
7. Ratification of Executive Committee approval of accepting grant funding from Quality Technology Services, LLC (QTS).

7.1 – Action Item: Motion to ratify Executive Committee approval of acceptance of grant funding opportunity with QTS.

8. Ratification of Executive Committee approval of entering into a Grant Agreement with QTS and the Iowa Workforce Development Foundation (IWD Foundation); approval of entering into a Service Agreement with IWD Foundation and Iowa Workforce Development (IWD); and recommendation to approve engagement with RSM, US, LLP to provide support services on behalf of the IWD Foundation. (Attachment 4, Grant Agreement; Attachment 5, Service Agreement)

8.1 – Action Item: Motion to ratify Executive Committee approval of entering into a Grant Agreement with QTS and the Iowa Workforce Development Foundation (IWD Foundation); approval of entering into a Service Agreement with IWD Foundation and Iowa Workforce Development (IWD); and recommendation to approve engagement with RSM, US, LLP to provide support services on behalf of the IWD Foundation.

9. Workforce Pell update from Amy Gieseke, Division Administrator, Higher Education and Postsecondary Readiness Division, Iowa Department of Education.
10. Consultation on the draft Iowa Administrative Code for 281-13 High-Demand, High-Skill, and High-Wage Process and Methodology as a result of changes made to Iowa Code 256 in House File 2610, Sec. 7. by Amy Gieseke, Division Administrator, Higher Education and Postsecondary Readiness Division, Iowa Department of Education.

11. Update from Iowa Plains Committee by Kent Heronimus, Committee Chair.
12. Update from Disability Access Committee by Brandy McOmber, Committee Chair.
13. Update from System and Policy Committee by Jack Hasken, Committee Chair.
14. Director's Report.
15. Public Comment. (Public comments will be limited to 3 minutes per speaker and should address only those items on the current meeting agenda.)
16. Adjourn.

ACCOMMODATION:

Accommodation is available upon request for individuals with disabilities. If you need an accommodation, please contact Shelly Evans, Board Administrator, shelly.evans@iwd.iowa.gov, (515) 587-0050.

UPCOMING CALENDAR EVENTS:

- State Workforce Development Board Quarterly Meetings:
 - December 4, 2026 – Virtual
 - February 19, 2027 – Virtual
 - May 6, 2027 – In Person TBD
 - September 9, 2027 – In Person TBD
 - December 2, 2027 -- Virtual



STATE WORKFORCE DEVELOPMENT BOARD

swdb.iowa.gov

BOARD MINUTES

Iowa Workforce Development Board Meeting

June 11, 2026

11:00 am – 1:00 pm

DMACC Urban Campus

Agenda Item 1. Call to Order

Chair LuAnn Scholbrock called to order the meeting of the Iowa Workforce Development Board (the Board) on June 11, 2026, at approximately 11:00 am.

Agenda Item 2. Roll Call

Chair Scholbrock asked Shelly Evans to call role for purposes of establishing a quorum of the Board.

Members in Attendance

- | | |
|------------------------------------|----------------------|
| 1. Dawn Driscoll | 9. Jack Hasken |
| 2. Barb Kniff McCulla | 10. LuAnn Scholbrock |
| 3. Beth Townsend | 11. Jessica Dunker |
| 4. Stacy Cervenka / Keri Osterhaus | 12. Brad Elliott |
| 5. Brandy McOmber | 13. Ofelia Rumbo |
| 6. Teresa Hovell | 14. Nick Glew |
| 7. Scott Naumann | 15. Charlie Wishman |
| 8. Kelly Barrick | 16. Pam Gonzales |

17. Jason Shanks

18. Kris Byam

19. Tiffany O'Donnell

20. Ryan Zantingh as Designee for

Director MacKenzie Snow

Members Absent

1. Jane Dufoe

2. Astra Ferris

3. Tiffany O'Donnell

Shelly Evans called roll and advised Chair Scholbrock that quorum was established.

Agenda Item 3. Approval of Agenda (Attachment 1)

Chair Scholbrock called the next order of business which was the approval of the meeting Agenda for June 11, 2026. The agenda was previously emailed to the Members of the Board.

- **ACTION ITEM: Motion to Approve the Agenda for 6/11/26.**

Dawn Driscoll motioned to approve the Agenda and Barb Kniff McCullough seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda Item 4. Approval of Minutes 3/2/26 (Attachment 2)

Chair Scholbrock called the next order of business which was the approval of the meeting Minutes for March 2, 2026. The minutes were previously emailed to the Members of the Board.

- **ACTION ITEM: Motion to Approve the Minutes for 3/2/26.**

Teresa Hovell motioned to approve the Minutes and Jack Hasken seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda Item 5. Approval of Minutes 3/12/26 (Attachment 3)

Chair Scholbrock called the next order of business which was the approval of the meeting Minutes for March 12, 2026. The minutes were previously emailed to the Members of the Board.

- **ACTION ITEM: Motion to Approve the Minutes for 3/12/26.**

Jason Shanks motioned to approve the Minutes and Kelly Barrick seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda Item 6. Welcome by LuAnn Scholbrock, Chair

Chair Scholbrock welcomes attendees.

- Welcome.
- Self-introduction of new members:
 - Pam Gonzales. IMAW District 6. Introduced by Carrie Duncan and resuming spot for Carrie Duncan.
 - Kris Byam. Executive Director, Great Oaks High School and Career Center. Public school in Des Moines. Previously worked at IWD with apprenticeship agency, teacher paraeducator, and registered apprenticeship, and health careers registered programs. Good connection between workforce and education. I look forward to working with all of you.
 - Niki Conrad. I am honored to sit on this board. Serves on Fort Dodge Webster County Board of Supervisors. Works as Director of Marketing and Public Relations at Friendship Haven, a continuing care retirement community.

Agenda Item 7. Ratification of Executive Committee Consultation of the State of Iowa Workforce Pell Grant Program Guidance draft and High-Demand, High-Wage, and High-Skill (H3-aligned) Standard Occupational Code (SOC) Regional Lists for Workforce Pell Grants by Michelle McNertney, Executive Director of the SWDB. (Attachment 4 – Draft Iowa Workforce Pell Grant Program Guidance; Attachment 5 – Workforce Pell H3-aligned SOC Regional Lists).

Michelle McNertney opened discussions. Working as a state on Workforce Pell Grant eligibility for the last several years. At the last board meeting the statewide H3, high-wage, high-skills, high-demand list, was voted on and approved to recommend that list to the Governor. Workforce Pell became law with HR1 on 7/4/26 and will be official as of 7/1/26. In order for Iowa to be the first state to take advantage of this, we are pushing to get our programs determined and eligible as quickly as possible. We are ahead of our federal partners in this because no final regulations have been provided yet. April timeframe expected. Board must consult on the policies, procedures, H3 lists, etc. Executive Committee held a meeting on 5/15/26. After the final regs were published a draft was put forth of polices and program guidance. Able to add beyond the H3 list previously approved for occupations that meet the high-wage, high-demand, high-skill definition across the state. Able to add a few additional to the regional list. Executive Committee consults on those two items (Attachments 4 and 5 in board packet). Bringing that decision to the full board today to consider and ratify their decisions. Ryan Zantingh, Department of Education, was a part of that process as well as Ryan Murphy with the Labor Market Information (LMI) division of IWD.

7.1 -- Action Item: Motion to ratify Executive Committee consultation and recommendation to the Governor's Office approval of the State of Iowa Workforce Pell Grant Program Guidance draft and High-Demand, High-Wage, and High-Skill (H3-aligned) SOC Regional Lists for Workforce Pell Grants.

Dawn Driscoll motioned to approve ratify Executive Committee consultation and recommendation to the Governor's Office on approval of the State of Iowa Workforce Pell Grant Program Guidance draft and High-Demand, High-Wage, and High-Skill (H3-aligned) SOC Regional Lists for Workforce Pell Grants and Teresa Hovell Teresa Hovell seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda Item 8. Discussion of Applications for Workforce Training Program Eligibility for Workforce Pell Grants for the 2026/2027 Award Year by Michelle McNertney, Division Administrator Workforce Services. (Attachment 6 – Applicant List)

Ryan Zantingh opened discussions on the applications.

Receiving and reviewing applications from April 1 opening date. Received 20 applications from 7 different community colleges (CC). Vetting applications for adherence to eligibility criteria.

- Programs align with H3 occupations.
- Program structure and length within parameters.
- By law producing high-quality outcomes for job placement and completion rates.
- Lead to recognized post-secondary credential.
- Stackable and portable.
- Meet hiring requirements of employers.
- All things true for at least 12 months.

Law requires Governor submit an attestation that the SWDB was consulted in evaluating whether a program is eligible. That is basis for discussion today. Will then forward the submitted applications and materials to the Governor the ultimate state approval for these programs. After state approval, submitted to the U.S. Department of Education, for ultimate approval. Going forward the implementation team will determine the best way to structure our process going forward for future applications and renewals. Programs do

need to be re-approved every year. Same process with website and program guide. Continue to make necessary updates as guidance is provided.

Summary of applications.

- 9 programs vetted and appear to meet all eligibility criteria. Breakout into 3 CDL programs, 3 EMT programs and 3 programs in manufacturing or trades.
- 5 programs that met all except for the weeks of instruction parameters. Code requires programs be at least 8 weeks of instruction but less than 15 weeks of instruction. Week of instruction is defined as any 7-day period where at least one of those days is scheduled instruction. Those 5 programs didn't currently meet in structure or haven't met for 12 months. Some redesigned or restructured to fit but just hasn't been 12 months so they could become approved within the next year.
- 4 applications for registered apprenticeship programs, all from Hawkeye CC. Not structured for workforce eligible and would need significant changes in structure.
- 1 application withdraw prior to review.
- 1 application did not align with state's H3 definition.

Jason Shanks – regarding the 8 weeks but less than 15, is that in a year or over the course of their training?

Ryan Zantingh – those weeks of instruction do not have to be consecutive. Can be broken out so length of the program, in terms of time span, can exceed that 15 weeks. Any 7 day period where there's instruction scheduled. Those can't be more than 15 weeks, actually 14 weeks.

Jason Shanks – if you have a program that lasts 5 years but you go to 6 weeks of training a year, would that qualify if it's over a period of 5 years? Essentially the total program would be 30 weeks.

Ryan Zantingh – I don't think so. Keep in mind how that would actually be paid out. Even if it was eligible, the amount of the Pell Grant is based on enrollment in a payment period so it might be quite small payments. I doubt it would be eligible.

8.1 -- Action Item: Motion to recommend approval of Applicant List for Workforce Training Programs to be Eligible for Workforce Pell Grants for the 2026/2027 Award Year.

Jessica Dunker motioned to approve recommendations of Application List for Workforce Training Program Eligibility for Workforce Pell Grants for 2026/2027 Award Year and Ofelia Rumbo seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda Item 9. Discussion on appointing Vice Chair for SWDB by LuAnn Scholbrock, Chair.

Chair Scholbrock opened discussions on appointing Vice Chair for the SWDB.

- Scott Naumann has volunteered to become the next Vice Chair. Thank you very much for your willingness to serve.

Scott Naumann – grateful for the opportunity to be a resource. I think it's important if we are needed to step up and fill the void. Happy to do it and appreciate support and collaboration.

- **ACTION ITEM:** Motion to appoint Scott Naumann as Vice Chair for the SWDB.

Teresa Hovell motioned to approve Scott Naumann as Vice Chair for the SWDB and Beth Townsend seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda Item 10. Discussion on appointing a SWDB member to the State Rehabilitation Council (SRC) by Brandy McOmber, Division Administrator Vocational Rehabilitation Services. (Attachment 7, Description of SRC and member requirements)

Brandy McOmber opened discussions on appointing a SWDB member. State Rehabilitation Council (SRC) is a federally required component of the vocational rehabilitation regulations and has specific requirements for members in the regulations which includes a SWDB member. SRC serves as advisor capacity as it relates to service to individuals with disabilities. Last member completed her term. Responsibilities include

advising IVRS on program performance. Focusing on business needs as well as advocacy for individuals with disabilities and policy consultation. It's wonderful to have a board member to bring the business perspective. Severely missing that right now. Members are typically appointed in July or later. If you are interested there is more information in your board packet with contact information.

Agenda Item 11. Discussion on Members for SWDB Committees by LuAnn Scholbrock, Chair. (Attachment 8, Committee Member Lists)

LuAnn Scholbrock opened discussions on members for SWDB committees.

Pathways to Employment committee members needed. Responsible for providing expertise to align with workforce strategies to assist individuals with barriers to gain the skills, education, and resources to find gainful employment while ensuring employers have a skilled workforce to grow with opportunities in Iowa. Opportunity for this board to serve.

Jessica Dunker – we have not convened. Encourage board members who know people outside of the board of serving would be very helpful. Education, skilled trades. If unable to serve interested in talking to anyone from career tech ed or post-secondary, anyone outside of this board. Must have a few members to get started.

Agenda Item 12. Update from Iowa Plains Committee by Kent Heronimus, Chair.

Kent Heronimus provided an update.

Make sure we have industry representation on our committee. Great job working with our business engagement and IWD. We have got every position has been filled except for one labor organization in Council Bluffs area. Gone from half to full in the last 3 months, it's been huge. Awesome to see number of employers who want to be involved and grow the workforce in Iowa Plains. Doing onboarding of new members, goals, objectives and sharing dashboard. Want to help employees and employers find the workforce they need. Large emphasis on work-based learning (WBL). Huge for me at Interstates and have individuals come in an experience what it is like. Working with Kathy and identified

several different organizations that would be great at getting involved with WBL. Spreading the word and getting more people involved and holding informational meetings. Want to get opportunities set up for Iowa residents to get in and experience industry. Sector partnership is huge opportunity for businesses to identify areas of struggle. Working with business engagement to identify potential leaders in sector partnership. Trying to find industry that's open to have sector partnerships in the area. Great things happening and Elziabeth, Linda, Omar, and Kathy – huge in helping us getting the committee where they are at today.

Agenda Item 13. Update from Disability Access Committee by Brandy McOmber, Chair.

Brandy McOmber provided an update.

Held meetings in January and April. Keep meetings quarterly and next in July. Last meeting had self-advocates join, Alex Waters, Hugh Kelly as well as rep from health and human services. SRC would love some business and industry on the committee.

- Working on having local DAC request one page business tool to help assist in hiring people with disabilities. Want perspective from business and industry on ways to assist with fears and unknowns of hiring individuals with disabilities.
- Reviewing current webpage and updating outdated materials. Last update was 10 years ago.
- Employer engagement discussions. Potential focus groups and surveys to understand needs of employee/employer. Working on proposal to submit to DAC and how to generate interest.
- Early planning for National Disability Employer Awareness Month (NDEAM) in October. Interest in continuing statewide webinars.
- Ideas generated of exploring panels with brown bag sessions. Team is working on streamlining these efforts.
- Delay in digital accessibility standards for websites. How Iowa Workforce can serve as partner in providing guidance.

Agenda Item 14. Update on Systems and Policy Committee by Jack Hasken, Chair.

Jack Hasken provided an update.

Was chair of System Committee. Recently voted to add policy to committee. Met for the first time on April 30. Members: Kelly Barrick, Nick Glew, Jack Hasken, Michelle McNertney, Ryan Murphy, Carolyn Farley, and Shelly Evans. Great ideas. Goal to make sure system is in fact working and effective. 5 priorities: 1) performance data, 2) core partnership program, 3) customer satisfaction, 4) American Job Center (AJC) branding, and 5) staff and training / integrated services. Got through 3 priorities. Putting AJC branding on hold. Election year and new administration. Want to tackle staff training and integrated services. Policy committee has a very low bar, never met. Talked about inventory of current policies, what programs are covered, state and federal. Develop recommendations for policy review, how they connect and impact the system. Hearing about AI. Very hot topic both state and federal. Ryan Murphy gave AI presentation just to get our feet wet. Need to look at for both system and policy. Hot topics: AI and training and workforce money CC and technical schools getting training funds. I recently sent one employee for a week of training shows commitment to employee by business. Next meeting June 24. Meet monthly to get traction.

Agenda Item 15. Director's Report.

Beth Townsend provides the following Director's report.

- Winding down the end of this administration. Getting things lined up for new Governor and staff when they come in in January.
- Working with DE on getting Workforce Pell program across the finish line and getting those 8-9 programs to the Governor's desk so she can recommend them to the U.S. Department of Education for approval and get the programs launched.
- Modernization is going very well. Got over bumps experienced when we went live. Been live with new system for over a year. Most part the knicks have been worked

out. From very beginning no disruption in payments of claims. Our number one goal was to continue to pay unemployment claims without disruption while we transitioned and we were successful in doing that. Unique situations did arise that we couldn't have prepared for and we made adjustments. People are understanding how to use the new system. Have had a large number of layoffs in 2026 and those have been processed very well with little difficulty for those affected by layoffs such as CNH and Whirlpool.

- Legislative session is over. Felt like it was a good one for IWD. Legislature codified Reemployment Case Management (RCM) which was our number 1 priority. The early intervention program will continue through the next administration. We continue to be the only state in the country that reaches out to individuals who file for unemployment the very first week they file. As seen in the last four years, claimants stay on unemployment far less than they otherwise would. We are happy with the success of this program and that we secured some funding for it regardless of who Governor is.
- Legislative actions clean up. Other challenges. Funding was secured for the Iowa Office of Apprenticeship through modification to language for the 84F program. Some rollover funds that we are going to be able to access to fill in gaps on the federal end. Some changes made to the Apprenticeship Act with a little additional money available for employers that can apply for funding under 84E program. Want to do better job of creating awareness to applicants who are eligible so we can increase the pool of eligibility. Oftentimes it is the same people apply for that funding but would like more people to take advantage of the program.
- Remainder of the year making sure we have everything in place so staff is in good position to talk with the new Governor and Directors. Confident they are going to be.
- Make sure SWDB can articulate what you are working on and what your priorities are and working with the new Governor.

Agenda Item 16. Public Comments.

Derek Ahrens, Federal Project Officer/Workforce Development Specialist, US Department of Labor.

- Works mostly with Michelle and WIOA team and federal grant programs. .
- Encouraging to see collaboration between state's workforce and education partners.
- Great to see implementation of Workforce Pell. Coordination has really been a focus with the administration and trying to create a more seamless system for everyone.
- DOL is focusing on building a skills-first workforce system through initiatives like WIOA, Career and Technical Education, Workforce Pell, and registered apprenticeship. Trying to create clearer pathways to get individuals into good paying jobs. Help employers find the talent they need. Key part of that effort is with America's Talent Strategy which was issued last summer. It has five pillars focusing on aligning the workforce, education, industry partners around skill development, expanding work-based training opportunities, and ensuring training investments are connected to labor market demand.
- Emphasize importance of AI literacy and building digital skills across every sector. AI continues to grow and enhance.
- Major priority is expanding registered apprenticeships. Administration's goal is to have 1 million active apprentices by the year 2029. Great to see Iowa is working to contribute to enhance those opportunities for job seekers and building roles in both traditional trades and emerging industries.

Great to see many of today's discussions in support of these national priorities and we appreciate the leadership this board continues to provide. Thanks for your commitment to enhancing the state's workforce system.

Agenda Item 17. Adjournment

Charlie Wishman motion to adjourn.

Chair Scholbrock adjourned the meeting of the Board at 11:53 am.



Shelly Evans - Executive Assistant to the SWDB

Equal opportunity employer/program. Accommodations are available upon request: workforce.iowa.gov/accessibility

GRANT AGREEMENT

THIS GRANT AGREEMENT (the “Agreement”) is made as of August 7, 2026 (the “Effective Date”), by and among QUALITY TECHNOLOGY SERVICES, LLC (“QTS”) and IOWA WORKFORCE DEVELOPMENT FOUNDATION (the “Grantee” and together with Grantor, the “Parties” and each, a “Party”).

WITNESSETH

WHEREAS, in furtherance of its charitable and educational purposes, the Grantee has established a comprehensive educational program that seeks to strengthen Iowa’s talent pipeline in the skilled trades, as more fully described in Exhibit A (the “Program”);

WHEREAS, in furtherance of its philanthropic activities, QTS wishes to provide a grant to support the Program; and

WHEREAS, the Grantee wishes to receive this generous support from QTS in accordance with the terms and conditions set forth in this Agreement.

NOW, THEREFORE, in consideration of the promises and of the mutual covenants contained herein, and for other good and valuable consideration the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows.

Section 1. The Grant. Subject to the conditions set forth in this Agreement, QTS agrees to make a grant to the Grantee in the aggregate amount of Five Million Dollars (\$5,000,000.00) (the “Grant”) and to make the proceeds of the Grant available to the Grantee to be used solely for the Program and substantially in accordance with the budget included in the proposal, each as set forth in Exhibit A, and for no other purpose. Without limiting the foregoing, the Grantee agrees that no part of the Grant will be used (i) to advance any purpose other than the one specified in section 170(c)(2)(B) of the Internal Revenue Code of 1986, as amended (the “Code”); (ii) to carry on propaganda, or otherwise attempt, to influence legislation, within the meaning of Code section 4945 or (iii) to influence the outcome of any specific public election, or carry on, directly or indirectly, any voter registration drive, within the meaning of Code section 4945(d) and except as provided in Code section 4945(f). The Grantee is responsible for the appropriate expenditure of all Grant funds and for the conduct of the Program activities funded by the Grant, including any funds paid to and activities carried out by contractors or subgrantees in connection with the Program.

Section 2. Payment of the Grant. QTS will pay the Grant to the Grantee in cash in installments as follows:

<u>Grant Installment Amount</u>	<u>Payment Date</u>
\$2,500,000.00	On or prior to September 15, 2026
\$2,500,000.00	On or prior to September 15, 2027

Section 3. Recognition. The Grantee will obtain the advance written approval of QTS of the text of any other public statement, press release or other announcement made by the Grantee substantively describing QTS or the Grant. QTS may publicly refer to the Grant and QTS's support of the Program.

Section 4. Publicity; Confidentiality.

a. *Publicity*. On a mutually-agreed upon date, the Grantee and QTS will host an event and issue a joint press release announcing the Grant (collectively, the "Announcement"), with the content and message of the Announcement to be agreed in writing by QTS and Grantee and/or their respective designated agents and representatives. The Grantee agrees that all publicity generated by the Grantee, as applicable, relating to the Announcement will be coordinated with, and subject to the prior written approval of, QTS. Following the Announcement, the Grantee may publicly acknowledge the Grant. The timing and content of all other press releases and public announcement relating to the Grant or QTS will be subject to prior written approval of the QTS. QTS may publicly refer to the Grant and QTS's support of the Program, and the Grantee will reasonably cooperate with QTS in connection with QTS's publicity related to the Grant and QTS's support of the Program. QTS recognizes that under Grantee policy the results of the work performed under this Agreement may be publishable. Grantee, its employees and students engaged in the performance of this Agreement will be free to present at symposia or professional meetings, and to publish in journals, theses or dissertations, or provide online, or otherwise of their own choosing, methods and results of the work performed under this Agreement.

b. *Confidentiality*. "Confidential Information" means any confidential, proprietary or non-public information provided by or on behalf of a Party (the "Disclosing Party") to the other Party (the "Receiving Party") in furtherance of this Agreement (whether before or after the Effective Date). Confidential Information does not include information that is: (i) already known to the Receiving Party at the time of disclosure by or on behalf of the Disclosing Party as evidenced by written record; (ii) generally available to the public or becomes available to the public through no fault of the Receiving Party as evidenced by written record; (iii) developed independently of and without reference to the Confidential Information as evidenced by written record; or (iv) received from a third party who had a legal right to disclose such information without restriction as evidenced by written record. The Receiving Party will safeguard the Confidential Information to the same extent it safeguards its own confidential and proprietary information of a similar nature, but in all cases exercising no less than a reasonable standard of care. Any and all Confidential Information received by the Receiving Party in connection with the performance of this Agreement must be used only in support of the performance of this Agreement, and may not be used for any other purpose or disclosed to any person except to the Receiving Party's employees and representatives on a need-to-know basis in connection with the performance of this Agreement. Notwithstanding the foregoing, Confidential Information may be disclosed by the Receiving Party pursuant to applicable law, regulation, or order with prior written notice to the Disclosing Party (to the extent legally permitted) in order to allow the Receiving Party to seek a protective order. Except as directed by a court of competent jurisdiction or required by law, this Agreement will be held in confidence by the Grantee.

c. This Section 4 will survive the termination of this Agreement.

Section 5. Reports; Access to Books and Records. The Grantee will provide formal reporting on the Program, which will include (i) detailed information, analytics and data collected by the Grantee in connection with the Program, which will include reporting against the goals set forth in the proposal on Exhibit A, (ii) a narrative report of the Grantee progress in achieving the purpose of the Program and (iii) an accounting of the use of the Grant funds to date (each, a “Report”) on or prior to each of October 1, 2027, and October 1, 2028. The Grantee will provide interim reports (metrics only) on a semi-annual basis and offer information as reasonably requested by the QTS from time to time, and will host meetings and site visits with QTS representatives upon reasonable request from time to time. The Grantee further agrees that its books and records, as related to this Agreement, will be made available for inspection by the Foundation, or any agent or representative of QTS, at reasonable times. The Grantee acknowledges and agrees that QTS will be entitled to use all information, analytics and data provided in the Reports for any purpose related to QTS’s charitable and educational activities, including, without limitation, in reporting and assessing the impact of QTS’s grantmaking activities.

Section 6. Intellectual Property. All rights to any copyrightable works provided by or on behalf of QTS to the Grantee shall be owned by QTS. The Grantee may not modify any such works without the prior written consent of QTS. If the Grantee adapts any copyrightable works provided by or on behalf of QTS to the Grantee, any such adaptation will reference and acknowledge “Quality Technology Services, LLC” (or any additional or successor name or branding determined by QTS in its sole discretion, upon written notice to the Grantee). This Section 6 will survive any termination of this Agreement.

Section 7. Representations and Warranties. The Grantee represents and warrants that (i) it is duly organized, validly existing and in good standing under the laws of its jurisdiction of organization, (ii) it is authorized to enter into, execute and fully perform all of the terms and conditions of this Agreement, (iii) it operates in compliance with all applicable federal, state, local and foreign laws and regulations, including, without limitation, those related to anti-bribery, anti-corruption and anti-terrorism and (iv) it has been recognized by the Internal Revenue Service (the “IRS”) as an organization described in Code section 501(c)(3). If the determination is revoked or modified by the IRS, or if the Grantee reasonably believes that the IRS is considering revoking or modifying the determination, the Grantee agrees to notify QTS immediately.

Section 8. Return of Unused Grant Funds; Termination.

a. *Return of Unused Grant Funds.* The Grantee agrees that, at QTS’s election in its sole discretion, including upon the termination of this Agreement in accordance with Section 8.b below, any portion of the Grant that is not obligated for the Program will be returned to QTS.

b. *Termination.* The Parties hereby agree that if either Party fails to comply with any term or condition of this Agreement in any material respect, the non-breaching Party will have the absolute right to terminate this Agreement upon at least fifteen (15) business days’ written notice to the breaching Party. In such a case, (i) QTS will not be obligated to pay any portion of the Grant not yet paid and (ii) the Grantee agrees to provide an accounting as to the use of any expended Grant funds.

Section 9. Assignment; Amendment. Both parties acknowledge that IWDF intends to assign its performative duties to Iowa Workforce Development (IWD). Beyond this, neither Party may assign its rights hereunder without the written consent of each other Party, and any assignment in contravention of this provision will be void *ab initio*. This Agreement represents the entire understanding of the Parties and may be amended only by a written instrument signed by each of the Parties.

Section 10. Severability. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remainder of this Agreement will remain in full force and effect and such determination will in no way affect the validity or enforceability of any other provision of this Agreement.

Section 11. Governing Law; Arbitration; Enforcement. QTS hereby reserves the right to enforce the terms of this Agreement, including by filing suit in a court of competent jurisdiction, and the Grantee agrees that QTS will have standing to bring any such suit. This Agreement will be governed by the laws of the State of Iowa. Each Party irrevocably consents to the non-exclusive jurisdiction of the state and federal courts located in Iowa for any actions, suits or proceedings arising out of or relating to this Agreement and agrees not to plead or claim, in any legal action or proceeding with respect to this Agreement brought in any of the aforesaid courts, that any such court lacks jurisdiction over such Party or that such venue is improper or that the action has been brought in an inconvenient forum. Nothing herein will affect the right of QTS to enforce this Agreement in any other jurisdiction.

Section 12. Binding Effect. This Agreement is binding upon the successors, personal representatives and assignees of the Parties.

Section 13. Counterparts. This Agreement may be executed in counterparts, each of which will be deemed an original, but all of which will constitute one agreement after each Party has signed the counterpart. Delivery of an executed signature page of this Agreement by facsimile or by electronic transmission (in portable document format or via any electronic signature or delivery method) will be effective as delivery of a manually-executed signature page of this Agreement.

Section 14. Effect of Headings. The subject headings of the sections of this Agreement are included for purposes of convenience only and will not affect the construction or interpretation of this Agreement.

Section 15. Communications. All communications under this Agreement will be in writing and will be mailed, personally-delivered, delivered by next-day air courier, or sent by electronic mail to the addresses set forth below:

Foundation	Grantee
Quality Technology Services, LLC 6601 College Boulevard Overland Park, KS 66211 Attention: Sudee Mirsafian Wright Email: sudee.wright@q.com with a copy to: Jones Day 90 South Seventh Street, Suite 4950 Minneapolis, Minnesota 55402 Attention: Mackenzie McNaughton Email: mmcnaughton@jonesday.com	Iowa Workforce Development Foundation ATTN: LuAnn Scholbrock, Chair 1000 E. Grand Avenue Des Moines, IA 50319 Email: scholbrockluann@gmail.com with a copy to: Iowa Workforce Development ATTN: Shelly Evans Executive Assistant to Director 1000 E. Grand Avenue Des Moines, IA 50319 Email: shelly.evans@iwd.iowa.gov

IN WITNESS WHEREOF, the Parties hereto execute this Agreement as of the date first written above.

QUALITY TECHNOLOGY SERVICES, LLC

By: _____
Name: Theo Yedinsky
Title: Chief External Affairs Officer

IOWA WORKFORCE DEVELOPMENT
FOUNDATION

LuAnn Scholbrock
By: [LuAnn Scholbrock \(Aug 7, 2026 11:39:53 CDT\)](#) _____
Name: LuAnn Scholbrock
Title: Chair

Exhibit A

Proposal to QTS

August 7, 2026

Organizational Overview

Iowa Workforce Development Foundation is a 501(c)(3) organized in the State of Iowa.

Opportunity for Skilled Trades Workforce Investment

Eastern Iowa is experiencing significant economic growth driven by investments in advanced manufacturing, digital infrastructure, construction, logistics, and related industries. These investments are creating strong demand for skilled workers across the region while employers continue to face challenges recruiting and retaining qualified talent.

The need is particularly acute in the Cedar Rapids region, where planned infrastructure investments, industrial expansion, and long-term economic development strategies are increasing demand for electricians, pipefitters, carpenters, HVAC technicians, operating engineers, welders, industrial maintenance technicians, and other skilled trades professionals. At the same time, many employers are preparing to replace an aging workforce, creating additional pressure on existing talent pipelines.

While Eastern Iowa benefits from strong career and technical education programs, community colleges, labor apprenticeship programs, and workforce development partners, many organizations face capacity constraints that limit their ability to meet growing demand. Additional investment is needed to expand program capacity, modernize training environments, support student success, and strengthen connections between education and employment.

Addressing these challenges requires coordinated investments that expand training opportunities, strengthen regional partnerships, increase student awareness of skilled trades careers, and create clearer pathways from education to employment.

Proposed Solution

The Iowa Workforce Development Foundation (IWDF), in partnership with public school districts, community colleges, labor organizations, employers, workforce development partners, and community stakeholders, proposes to implement the QTS Skilled Trades Workforce Initiative to strengthen Eastern Iowa's skilled trades talent pipeline.

The initiative will expand access to skilled trades education and career pathways through a combination of institutional capacity building, student supports, apprenticeship preparation, and cross-sector collaboration. Funding will help more Iowans prepare for careers in construction, advanced manufacturing, and related trades while strengthening alignment between education, labor, workforce development, and industry partners.

Strengthen Skilled Trades Pathways across Eastern Iowa

A core component of the initiative will focus on expanding awareness of and access to skilled trades careers throughout Cedar Rapids, Clinton, and the broader Eastern Iowa region. Funding will support partnerships among schools, workforce organizations, employers, labor unions, and community institutions that help learners explore careers and successfully transition into training and employment opportunities.

Expand Training Capacity

The initiative will provide strategic investments to public school CTE programs, Eastern Iowa Community College, labor training programs, and other workforce partners. Grant funding may support equipment purchases, instructional materials, curriculum enhancements, facility improvements, instructor capacity, career exposure activities, and other efforts that increase the number of learners who can access high-quality skilled trades training programs.

Create Multiple Entry Points into Skilled Trades Careers

The initiative will support career-connected learning opportunities spanning high school CTE programs, dual-enrollment opportunities, community college credential programs, apprenticeship readiness programs, and registered apprenticeship pathways. Participants will gain technical skills, industry-recognized credentials, career awareness, and direct exposure to employment opportunities in construction, advanced manufacturing, and related industries.

Improve Learner Persistence and Completion

Recognizing that financial and personal barriers can impact student success, the initiative will support scholarships, stipends, transportation assistance, tools, equipment, testing fees, career navigation, and other learner supports that help participants remain engaged in training and successfully pursue employment opportunities.

Strengthen Regional Alignment and Collaboration

IWDF will leverage its relationships across education, industry, labor, and workforce development systems to convene partners, align investments, share promising practices, and strengthen pathways into skilled trades careers. These efforts will help ensure that training investments remain responsive to employer demand while creating a more coordinated workforce ecosystem throughout Eastern Iowa.

Subgrantees and Partners

IWDF will leverage its statewide network and deep relationships across Iowa's workforce, education, labor, and employer communities to implement a coordinated skilled trades talent pipeline. Through a combination of regional and statewide partnerships, IWDF will support organizations that are well-positioned to expand training capacity, strengthen career pathways, and create direct connections to employment opportunities in the skilled trades.

Public High School Career and Technical Education Programs

Through a competitive application process, a number of Eastern Iowa public school CTE programs will be selected to serve as subgrantees and implementation partners for skilled trades programming at the high school level. Preference will be given to high schools near QTS locations.

These programs provide students with early exposure to skilled trades careers, hands-on technical training, and opportunities to earn industry-recognized credentials and college credit.

College Partners

Eastern Iowa Community College will expand access to skilled trades training aligned with regional workforce demand. Funding may support construction trades, industrial maintenance, advanced manufacturing, apprenticeship readiness activities, industry-recognized credentials, and related workforce development programming.

University of Iowa Labor Center will expand its Multi-Craft Core Curriculum (MC3) pre-apprenticeship program into the Cedar Rapids region, creating additional pathways into registered apprenticeship and skilled trades careers. Funding will support program delivery, participant recruitment, coordination with labor, education, and workforce partners, and all related costs to this program expansion.

Labor and Apprenticeship Programs

The initiative will partner with labor organizations and their apprenticeship training programs to strengthen pathways into high-quality skilled trades careers. Labor partners will provide industry expertise and apprenticeship opportunities that support workforce development across the region. Grant funding will increase training capacity at the following local labor training centers:

- International Brotherhood of Electrical Workers (IBEW)
- United Association (UA)
- SMART
- United Brotherhood of Carpenters
- International Union of Operating Engineers (IUOE)

Workforce Development and Employment Partners

IWDF and its partners will work closely with employers, workforce development organizations, economic development organizations, and community-based partners to recruit participants, support career navigation, and connect learners to employment opportunities. These partnerships will help ensure that training investments align with regional workforce demand and create clear pathways into apprenticeships, employment, and long-term career advancement.

Grant Outcomes and Performance Metrics

The QTS Skilled Trades Workforce Initiative is designed to strengthen Eastern Iowa's skilled trades talent pipeline by expanding access to education, training, apprenticeship readiness, and employment opportunities. Through coordinated investments in training capacity, student support, workforce partnerships, and career-connected learning, the initiative seeks to increase participation in skilled trades programs and connect more Iowans to high-quality careers in construction, advanced manufacturing, and related industries.

IWDF and its subgrantees will track and report progress against the following performance measures over the two-year grant period. Individual targets may vary by subgrantee based on program design, geographic scope, and learner population served.

Metric	Definition
Learners Enrolled	Number of high school students, postsecondary students, adult learners, and other participants enrolled in grant-supported training programs
Certifications Attained	Number of industry-recognized credentials, certifications, certificates of completion, or similar recognized training milestones earned by participants
Scholarships / Stipends Disbursed	Number of learners receiving scholarships, stipends, emergency assistance, transportation support, tool assistance, or other forms of direct financial support
Learners Connected to Employment	Number of participants connected to employment opportunities, including registered apprenticeships, pre-apprenticeship-to-apprenticeship transitions, internships, work-based learning experiences, and direct job placement

IWDF will work with subgrantees to establish baseline conditions, set achievable targets, and implement performance tracking processes. Impact targets will be collected through subgrantee agreements and sent to QTS by November 15, 2026. Data collected through the initiative will be used to measure outcomes, identify promising practices, strengthen coordination among partners, and inform future workforce development investments throughout the state of Iowa.

Measurement and Reporting

IWDF will provide formal reporting twice a year, on the following dates:

- Interim Report: March 31, 2027
- Year One Report: September 30, 2027
- Interim Report: March 31, 2028
- Final Report: September 30, 2028

Reports will contain quantitative data alongside program narrative to provide qualitative context for the data and lessons learned. An expenditure report will be provided at the conclusion of the first and second year of the grant.

In addition to reports, IWDF will have check-in calls with QTS staff at least twice a year to provide progress updates, discuss challenges encountered, share lessons learned, and explore opportunities for further collaboration.

Budget

The QTS Skilled Trades Grant Initiative combines direct support for learners, investments in training capacity, and coordinated workforce development efforts designed to strengthen pathways into skilled trades careers. Grant funds may be allocated across four budget categories: Personnel, Program Expenses, Scholarships and Stipends, and Administration & Overhead (indirect costs). Collectively, these investments support program delivery, learner success, partner coordination, and long-term workforce system alignment. The categories align with the core elements of the grant, including institutional capacity building, learner support, coordination, and connections to employment.

Personnel

Personnel costs support the staff necessary to successfully implement the initiative. Eligible expenses may include salaries, wages, and related fringe benefits for program instructors, trainers, career navigators, student support personnel, project managers, workforce coordinators, and administrative staff whose time is dedicated to grant-supported activities. These positions are critical to delivering training, supporting learners, coordinating partners, managing subgrants, and achieving program outcomes.

Program Expenses

Program Expenses support the direct delivery and expansion of skilled trades training programs. Eligible expenses may include facilities and classroom costs, training equipment, instructional materials, curriculum development, technology, marketing and recruitment activities, employer engagement efforts, career exploration programming, and other costs that strengthen training capacity and promote participant enrollment and success. This category is intended to help institutions expand access to high-quality, industry-aligned training opportunities and respond to evolving workforce needs.

Scholarships and Stipends

Scholarships and Stipends provide direct financial support to learners participating in grant-funded programs. Eligible uses may include tuition assistance, scholarships, stipends, emergency financial assistance, transportation support, childcare assistance, tools and equipment, testing fees, and other costs that reduce barriers to enrollment, persistence, training completion, and employment attainment. These investments are designed to help learners successfully complete training and transition into employment opportunities, including apprenticeships.

Administration & Overhead

Administration & Overhead (indirect costs) support the organizational infrastructure necessary to manage and sustain grant activities. Eligible expenses may include financial management, compliance, reporting, information technology, legal services, auditing, executive oversight, office operations, and other general administrative functions that support implementation of the initiative. This category may also include communications, marketing, storytelling, and stakeholder engagement activities led by IWDF to document, promote, and share program outcomes, participant success stories, best practices, and lessons learned with funders, partners, employers, policymakers, and the broader workforce development community. These costs help ensure effective stewardship of grant resources, strong partner coordination, and timely reporting on program outcomes.

Budget by Partner

QTS's investment in these programs is vital support for students seeking to secure employment and meet the growing industry demand. Each partner in this initiative will strategically leverage this funding to address the identified barriers to training and employment growth in Iowa's skilled trades. The following projected budget outlines subgrant amounts by partner.

Partner	Grant Funding Allocation
IWDF	\$700,000.00
High School CTEs	\$1,800,000.00
Eastern Iowa Community College	\$1,000,000.00
University of Iowa Labor Center	\$500,000.00
IBEW	\$200,000.00
UA	\$200,000.00
Carpenters	\$200,000.00
SMART	\$200,000.00
IUOE	\$200,000.00
Total	\$5,000,000.00

This budget supports a multi-partner, high-impact strategy that aligns with Iowa’s workforce needs while creating equitable access to high-wage, high-skill career opportunities in the skilled trades. All expenditures are designed to be outcomes-driven and scalable, directly aligned with program goals of increasing training completion, credential attainment and job placement.



**AGREEMENT BETWEEN IOWA WORKFORCE DEVELOPMENT FOUNDATION
AND IOWA WORKFORCE DEVELOPMENT**

PREAMBLE

The Iowa Workforce Development Foundation (“Foundation”), a charitable organization founded within the State of Iowa, entered into a Memorandum of Understanding (“MOU”) with Quality Technology Services, LLC (“QTS”) on July 16, 2026. Under the MOU, the Foundation will receive \$5 million in grant funding over two years to support skilled trades workforce development initiatives across Eastern Iowa.

Of the total allocation, \$700,000 (\$350,000 per year) is designated for grant administration. This Agreement establishes the terms under which Iowa Workforce Development (“IWD”), an agency of the State of Iowa, will perform grant administration services on behalf of the Foundation in accordance with the MOU.

SCOPE OF SERVICES

From October 1, 2026, through September 30, 2028, at the behest of the Foundation, IWD shall perform the grant administration duties and deliverables mutually agreed upon by the parties.

As the administrator for this fund, the Foundation designates IWD to create an application to collect information related to each pre-selected Awardee by QTS. From this information, the Foundation designates IWD to create and administer a contract agreement which will be utilized for each Awardee outlining the parameters of the funds.

The Foundation will retain the executed agreements through the duration outlined in this MOU and throughout the interest period (ending September 30, 2031).

If an Awardee is discovered to be in default of the requirements outlined in the contract agreement, the Foundation designates IWD to notify the Awardee and QTS of the default. If the default is not cured within the stated timeframe in the contract agreement, the Foundation and QTS may prohibit any future unencumbered funding to said entity.

The Foundation directs IWD to administer award funds on a reimbursement basis and will release funds within a reasonable timeframe to the Awardee once expense validations have been completed.

The Foundation designates IWD to create and provide both the Foundation and QTS with progress report updates, twice per annual term outlining the status of fund reimbursements and generalized information of the funded projects.

Once all award funds have been dispersed, the Foundation designates IWD to provide a close out report to both the Foundation and QTS which will include an overview of the funded programs.

TERM AND TERMINATION

This Agreement shall be effective for two consecutive one-year terms beginning October 1, 2026, and concluding September 30, 2028.

Either Party may terminate this Agreement for convenience with sixty (60) days' written notice. Either Party may terminate this Agreement for cause if the other Party fails to comply with any material obligation under this Agreement and does not cure such failure within ten (10) days of receiving written notice.

Upon termination, IWD shall return any Foundation property, data, or materials and coordinate an orderly transition of grant administration responsibilities. IWD shall also return any unobligated funds.

COMPENSATION

The Foundation shall compensate IWD as follows:

- \$350,000 on October 1, 2026
- \$350,000 on October 1, 2027

CONFIDENTIALITY AND DATA PROTECTION

Both Parties shall comply with all applicable federal, state, and local laws governing the safeguarding of personally identifiable information ("PII") and any other confidential information exchanged under this Agreement.

OWNERSHIP

All final reports, data compilations, and deliverables produced by IWD under this Agreement are the property of the Foundation.

INDEMNIFICATION

Each Party shall indemnify the other from claims, liabilities, damages, costs, and expenses directly arising from its own acts or omissions in connection with this Agreement. These indemnification obligations shall survive termination of the Agreement.

INSURANCE

IWD is self-insured pursuant to Iowa Code Chapter 669 and Article VII, Section 1 of the Constitution of the State of Iowa.

GOVERNING LAW AND VENUE

This Agreement shall be governed by the laws of the State of Iowa. Any litigation arising out of or related to this Agreement shall be brought in an appropriate state or federal court located in Iowa.

ENTIRE AGREEMENT

This Agreement constitutes the entire understanding between the Parties regarding the subject matter and supersedes any prior agreements or representations. Any amendment must be in writing and signed by both Parties.

NO THIRD-PARTY BENEFICIARIES

This Agreement benefits only the Foundation and IWD.

REPRESENTATIONS

Each Party represents that:

- A. It has the authority to enter into and perform as agreed under this Agreement.
- B. All necessary approvals for execution and performance have been obtained.
- C. This Agreement is a valid and binding obligation enforceable according to its terms.

RELATIONSHIP OF THE PARTIES

Nothing in this Agreement creates a partnership, joint venture, agency, or similar relationship. The Parties remain independent of each other.

WAIVER

No waiver of any provision is effective unless in writing and signed by the waiving Party. A waiver of one provision shall not be deemed a waiver of any other.

NOTICES

Notices shall be provided in writing by personal delivery, certified mail, or overnight courier to:

Iowa Workforce Development Foundation
ATTN: LuAnn Scholbrock, Chair
1000 E. Grand Avenue
Des Moines, Iowa 50319

Iowa Workforce Development
ATTN: Grants Bureau
1000 E. Grand Avenue
Des Moines, Iowa 50319

SEVERABILITY

If any term is invalid or unenforceable, the remainder of the Agreement remains in effect.

SUCCESSORS AND ASSIGNS

This Agreement binds the Parties and their respective successors, assigns, and legal representatives.

SIGNATURES

Iowa Workforce Development

Beth Townsend

By: Beth Townsend (Aug 7, 2026 12:28:27 CDT) Date: _____

Printed Name: Beth Townsend

Title: Executive Director

Iowa Workforce Development Foundation

LuAnn Scholbrock

By: LuAnn Scholbrock (Aug 7, 2026 11:39:53 CDT) Date: _____

Printed Name: LuAnn Scholbrock

Title: Chair