Agency	Program	Funding	Trainees	Eligible Businesses	Duration	Application	Employer Benefit
IEDA	**BIG Business Incentives for Growth**	The BIG program training fund was created via HF2799. This is still going through administrative rules. Investment tax credit — performance-based, earned when qualifying assets are placed in service, and spread over five years. If the credit exceeds Iowa income taxes owed, the difference is refunded. Refund of sales tax paid on construction materials.	An amount up to one and one-half percent of the gross wages an eligible business pays to employees specified in the agreement (new or retained) shall be credited into a fund from the withholding payments made by an eligible business. Based upon the gross wage amount the employer provides to the authority, the authority calculates how much is available to reimburse training expenses incurred and must meet all the following criteria: a. The expenses are paid to a third party. b. The expenses are for training that is specific to the project of the eligible business and necessary for the success of the project. c. The expenses were incurred not to exceed four years.d. The expenses are documented to the satisfaction of the authority. e. An eligible business that has been approved by the authority to receive a reimbursement from the fund shall not be eligible to receive any other state incentive to be used for the same purpose.	Businesses may qualify if they are primarily engaged in one of the eligible industries — advanced manufacturing, bioscience, insurance and finance, or technology — and apply and receive approval before starting their project (before construction, purchase or lease of a building, purchase/installation of equipment or other project expenses). Projects must involve a capital investment such as building construction/remodeling, long-term lease costs (minimum 10 years) or depreciable assets. To be considered, projects should demonstrate clear economic impact in Iowa, such as: Working with a high or growing number of in-state suppliers Diversifying Iowa's economy Operating in an industry with few in-state competitors Creating new jobs or raising wages/skills for existing workers Increasing productivity and competitiveness through smart technologies (i.e., automation, robotics, Internet of Things (IoT), additive manufacturing, augmented reality and cybersecurity — often called Manufacturing 4.0) Contributing to the state's gross domestic product Adding product lines or services, entering new markets or customer segments, or scaling production and operational capacity	Training fund must be used within four years or less.	Pre-application, Application (if invited), and IEDA Board review are all required.	The following tax incentives may be available: • Investment tax credit – performance-based, earned when qualifying assets are placed in service, and spread over five years. If the credit exceeds Iowa income taxes owed, the difference is refunded. • Refund of sales tax paid on construction materials. • Local property tax exemption (up to 10 years for improvements), if approved by the city or county. Maximum incentives are up to 5% of qualifying capital investment; projects in rural counties (population less than 20,000) may receive up to 7.5%. All awards are tied to a contract with IEDA that outlines required investments, job creation/retention and other commitments. Only projects that demonstrate extensive economic impact will be awarded the maximum amount of tax incentives.
IEDA	**MEGA Major Economic Growth Attraction**	A refundable investment tax credit up to 5% of the qualifying project investment. • A withholding tax credit up to 3% for eligible created jobs paying a wage at least 140% of the qualifying wage threshold.. • A refund of state sales, service or use taxes paid to contractors or subcontractors during construction.	No trainging component. The Witholding is not tied to training.	The Major Economic Growth Attraction (MEGA) program helps Iowa compete for large-scale development projects that generate significant capital investment and high-quality jobs. The program is intended for projects with more than $1 billion in capital investment in Business operations in advanced manufacturing, biosciences, or research and development New jobs paying at least 140% of the qualifying wage threshold at project completion Location at an Iowa Certified Site of at least 250 acres or the business must have a controlling interest in the site. Provision of a qualifying employee benefits package for all full-time employees No affiliation with foreign adversaries	NA	Pre-application, Application (if invited), and IEDA Board review are all required.	Potential benefits include:Refundable investment tax credit of up to 5% of qualifying investmentWithholding tax credit of up to 3% for eligible new jobsRefund of state sales, service or use taxes paid during construction
IWD	**260E**	The financing mechanism is bonds. Bonds are typically repaid through payroll tax credit from withholding, but may be repaid by TIF and tuition and fees as well. Beginning FY2027, employers are responsible for cash match of 30% of training project cost.	New Jobs in expanding or new industries. Funding is to be used for new jobs that add to the base employment. Replacement or reclassified positions do not qualify. Upskilling current employees also does not qualify.	Businesses must be located in the merged area served by the community college partner. Businesses must be engaged in inter- or intra-state commerce for the purpose of manufacturing, processing, assembling products, research and development, or providing interstate services. Retail, health, or professional services are not eligible. Businesses that substantially reduce or end operations in one area to relocate or expand operations in another part of the state are not eligible.	1-10 years (FY 2026 and earlier), 1-7 years starting FY 2027	No application. College and business sign a contract that outlines training agreement. Starting FY2027, IWD/IDR review process for contracts prior to bond issuance.	Employers receive reimbursement for expenses incurred when training employees hired under the program for newly created jobs. Employers receive reimbursement for up to 50% of the annual wage of a newly hired employee. Employers that hire new employees into new jobs at salaries at or above the labor shed wages for the area can claim an additional 1.5% in credit from withholding to pay for training of the higher-wage earners.
IWD	**260F**	Forgivable loans are available to employers to fund worker training projects. *The annual appropriation is $4.75 million.* The funds are made available based on the amounts diverted from the general fund through the credit from withholding in the final year of 260E contract payments. Community Colleges receive an allotment of funds per year based on the General Aid Distribution Formula for the state. Employers provide a 30% match.	Upskilling for existing workers on a business's payroll. Employees with executive reponsibilities are not eligible unless the company has fifty or fewer workers on payroll, and the employee also has non-executive duties. Replacement workers who are hired as a result of a strike, lockout, or other labor dispute in the state are disallowed.	Businesses must be engaged in inter- or intra-state commerce for the purpose of manufacturing, processing, assembling products, research and development, or providing interstate services. If a business provides services, it must have customers outside of Iowa. Businesses closes or reduces operations by 20% in one area to relocate or expand operations in another part of the state are ineligible to participate for 36 months.	Up to two years with the possibility to extend the project for a third year.	Colleges complete applications with the assistance and agreement of the employers. Colleges submit the applications to IWD. IWD assesses the project's compliance with the program code and rules. IWD assesses the eligibility of the business and the training activities described in the project and either, approve, deny, or ask for additional information or adjustments in the project so it is approvable under the program.	Employers receive up to $50,000 in a year and up to $100,000 per training location in a three-year period to provide upskilling to their existing employees. Employers may take part in consortium training projects that include multiple businesses. Consortium projects are eligible for $100,000 in funding for one project and participation in consortium projects does not count against a business's maximum individual 3-year award.
IWD	**260G**	There is up to $5.4M available for 260G progam in the form of tax credits per Iowa Code 260G.4B(1). Program costs for approved ACE programs may be paid from program job credits/tax credits the employer receives based on the number of program job positions agreed to by the employer to be available under the agreement, cash or in-kind contributions from the participating employer (20% is required from employer), tuition, student fees, or special charges fixed by the board of directors, or a guarantee by the employer of payments received through program job credits and cash/in-kind contribution. A portion of the employers tax liability is reduced/diverted to the community college to pay for program costs. The amount of program job credits each employer receives is calculated by multiplying the number of sponsored program job positions by 10% of the average wage per year for the position.	Students enrolled in an ACE program at participating community colleges.	Businesses must be 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. Retail services are excluded.	Employer agreements can be made for up to 5 years and can be renewed.	The purpose of the program is to train individuals in the occupations most needed by Iowa businesses. Colleges and employers enter into an agreement to establish an accelerated career education program. Community colleges and employers develop the program and its curriculum. The ACE program must approved by the community college board. Community colleges submit the program application with the signed individual employer agreements to IWD. IWD assesses the ACE program's compliance with the program code and rules. IWD assesses the eligibility of the business and either, approve, deny, or ask for additional information.	As a participating employer, the employer agrees to interview program graduates for full-time positions and provide future hiring preferences. If an employer has more than 4 sponsored program job positions, the employer must offer full-time employment for a program job position to at least 25% of successful graduates. The employer receives an annual job credit amount, which is calculated by multiplying the number of sponsored program job positions by 10% of the average wage per year for the position, which must be a wage level of no less than 200% of the federal poverty level for a family of two as defined by the most recently revised poverty income guidelines as published by the United States department of Health and Human Services at the time the agreement is entered into.
IWD	84E	Per Iowa code 84E, $4.5 million of funding will be available to support qualified existing registered apprenticeship sponsors	Registered apprentices	Registered Apprenticeship program sponsors who have an Iowa-based Registered Apprenticeship program registered in the RAPIDS database system. Qualifying sponsors must have at least one apprentice with a status of "Registered" in the RAPIDS system on December 31st of the previous calendar year and reside in Iowa. The program must have provided 100 hours of in-person related instruction hours in the previous calendar year, per apprentice.	18- month period of performance	Potential awardees must submit an application to determine elegibility and award amount.	To provide financial assistance to registered apprenticeship sponsors that require at least 100 in-person hours of Related Training Instruction for each individual apprentice actively enrolled in the RAPIDS database system.
IWD	84F	Per Iowa code 84F, this competetive, one-time reimbursement up to a maximum of $25,000 for registered apprenticeship programs created in new occupations that began in the previous calendar year. The total fund amount is $760,000.	Registered apprentices	This program is for Registered Apprenticeship program sponsors who have an Iowa-based Registered Apprenticeship program registered in the RAPIDS apprenticeship database system. They must have 20 or fewer registered apprentices in RAPIDS. 70% of apprentices participating must reside in Iowa; the remainder must reside in states contiguous to Iowa. Occupations must be considered "high-demand" by Iowa State Workforce Development Board and community colleges in consultation with the Iowa Office of Apprenticeship (IOA).	1-year; recurring annually	Potential awardees must submit an application to be approved for funding.	To provide financial assistance to registered apprenticeship sponsors who create a new RA program with an eligible high-demand occupation, or for sponsors who add an eligible high-demand occupation to their existing program.