

THE NEW BOHEMIAN
INNOVATION COLLABORATIVE

NEWBO+CO
2020



KEEP MOVING FORWARD

Iowa faced unprecedented hurdles in 2020.

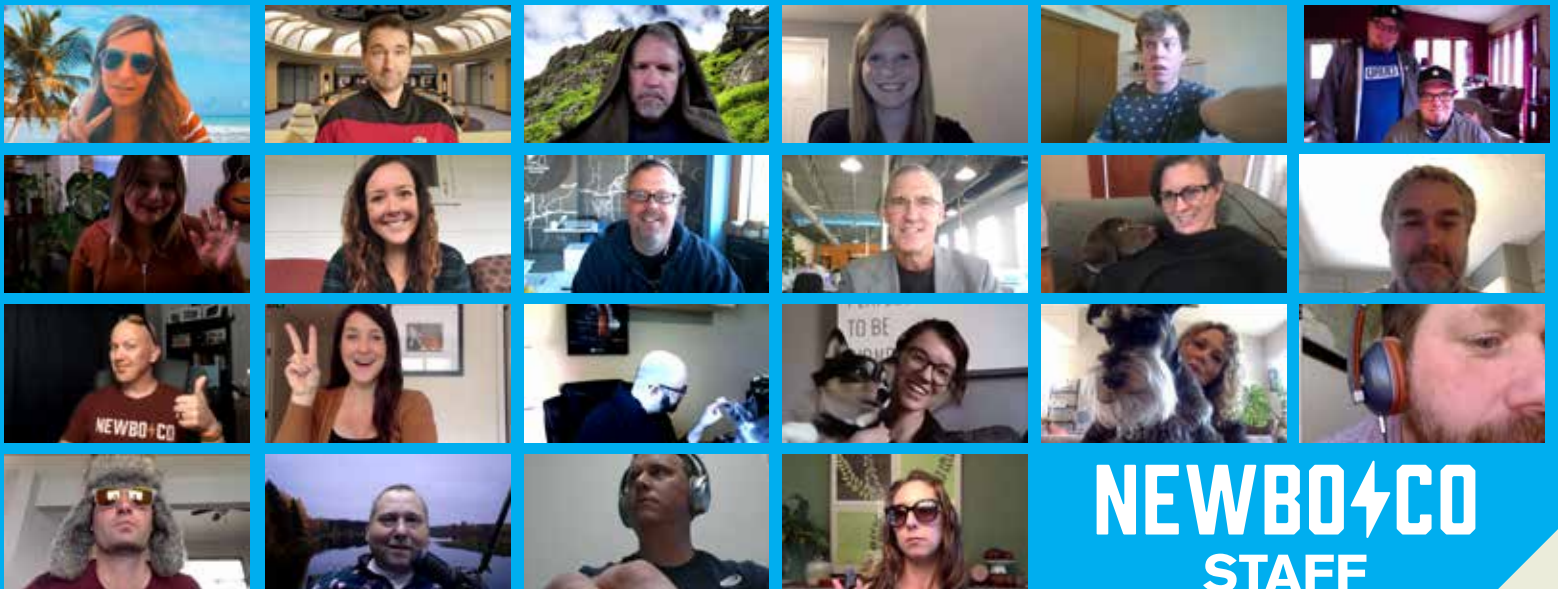
At NewBoCo, we've risen to the challenge.

NewBoCo's mission is to accelerate world-changing ideas, from Iowa.

In 2020, however, we found another mission: To help our community recover. As our state faced one unprecedented challenge after another, here are just a few of the ways NewBoCo responded:

- NewBoCo was on the forefront of a statewide effort to 3D-print and distribute face shields and personal protective equipment (PPE) in the early months of the pandemic. Volunteers put thousands of pieces of PPE into the hands of health care workers.
- At a time when computer education is more needed than ever, NewBoCo was singled out by Governor Reynolds as a leader in bringing coding into our K-12 classrooms.
- Our DeltaV Code School gave unemployed and furloughed Iowans a chance to rebuild their lives and careers, with free and reduced tuition opportunities, free Coding 101 classes, and a new Help Desk curriculum.
- Vault Coworking opened its doors to displaced workers after the derecho, made it possible for teachers from Taft Middle School to work with students virtually, and continues to provide valuable coworking options for entrepreneurs and remote workers in our community.
- Local arts nonprofits suffered greatly from the double whammy of a pandemic and derecho. In response, NewBoCo worked with IowaBIG, BruceMore, Indian Creek Nature Center, and other partners to raise funds for impacted arts organizations. Our wildly successful engraved coaster project – featuring more than 1,500 sets of drink coasters made from storm-damaged trees – netted tens of thousands of dollars that go directly back into our community.
- At a time of great career and economic uncertainty, the Iowa Startup Accelerator still makes it possible for entrepreneurs to build new businesses out of nothing, and then keeps them right here in the state.
- Our Innovation team continues to offer Intrapreneur Academy, Agile consulting and more to existing businesses, helping them find new and creative ways to navigate the current climate.
- Our coding team continues to help companies grow and build new products and services every day.

Iowa's current situation puts a whole new level of urgency and relevance into what we do here at NewBoCo. We are proud of the partnerships we've formed, and we're grateful for the support from donors and sponsors. They are what have made the stories in this Annual Report possible. Thank you for supporting us.



Founding things is what I love to do - to create something new, to see it thrive (hopefully!) and then, when it's ready, to let it go.

We founded NewBoCo in 2014. David Tominsky was our first hire, and for six years we rapidly grew it in size and scope. Today our team of more than 20 has expanded to face challenges to supporting entrepreneurs in our state, from creating new technical talent through DeltaV Code School to training corporate innovators in existing companies with entrepreneurial cultures. I couldn't be more proud of the team we've built, the results they've already achieved, and the potential this team holds.

And yet, it's time for me to move on ... sort of. In December, I'll formally step down from the Executive Director role at NewBoCo that I've held for six years to focus my time on ISA Ventures, which is something of a sister organization to NewBoCo. While NewBoCo continues to educate, mentor, and coach our area's entrepreneurs, ISA Ventures will be providing venture capital and connections to the best of these companies as they grow.

I'm enthusiastic about this new chapter, and honored to turn NewBoCo over to two amazing leaders. Aaron Horn takes on the ED role, while Jill Wilkins steps in as COO. And there are many more changes planned that will grow new leaders for new opportunities at NewBoCo, all for the benefit of the State of Iowa, through their work.

Access to capital has long been a constraint on Iowa's startup ecosystem, so in many ways this new adventure is just a continuation of the same overarching mission. And I'll be sitting at the same desk, in the same building, with a small team focused on the venture side of things, but still closely collaborating with NewBoCo's Iowa Startup Accelerator (that's what the 'ISA' in ISA Ventures stands for). We'll be participating in EntreFEST and 1 Million Cups; I'll be mentoring Aaron and Jill for a while to ensure a smooth transition; and I'll serve on NewBoCo's Board of Directors.

Though my vantage point may be different in 2021, I'll get to watch this important and exciting work take shape. There's nothing a founder enjoys more than seeing what was once a crazy idea to be taken in new directions by an exceptional team.

- Eric Engelmann



When I first moved to the Cedar Rapids area from Ames, I asked my Central Iowa connections who I should meet in Eastern Iowa to plug into the startup community. One name that came up frequently was Eric Engelmann, so I met with Eric and was immediately impressed with his vision for an entrepreneurial ecosystem here.

I joined the NewBoCo Board in 2014 (then still called the Iowa Startup Accelerator) and have been continually amazed at the accomplishments that this organization achieves. I'm really excited to continue working with our passionate team on expanding our programs across Iowa and making our community more resilient to a changing economy.

NewBoCo will grow our programs that support entrepreneurship, tech education, and innovation. We're excited to provide even more support to Iowa companies of all sizes in multiple stages across our Accelerators through our partnership with Eric and ISA Ventures. You'll see us focus on additional programs for underrepresented entrepreneurs and students across the state. NewBoCo will continue to be a leader in expanding K-12 Computer Science education as well as tech education for adult career changers through DeltaV. We are also expanding our curriculum to help our Iowa based companies execute their innovation strategies. And, as our community continues to rebuild after a global pandemic, an economic recession, and the impact of a derecho, we will always step up to be a part of that recovery.

NewBoCo doesn't do this alone. Collaborative is literally in our name! We are incredibly thankful for all of our partners and supporters statewide that help us achieve impressive results. NewBoCo will continue to be aggressive in our goals and transparent with our outcomes.

We have big plans for 2021 and beyond. Thank you for helping us continue to build opportunities in Iowa.

- Aaron Horn



CODERDOJO

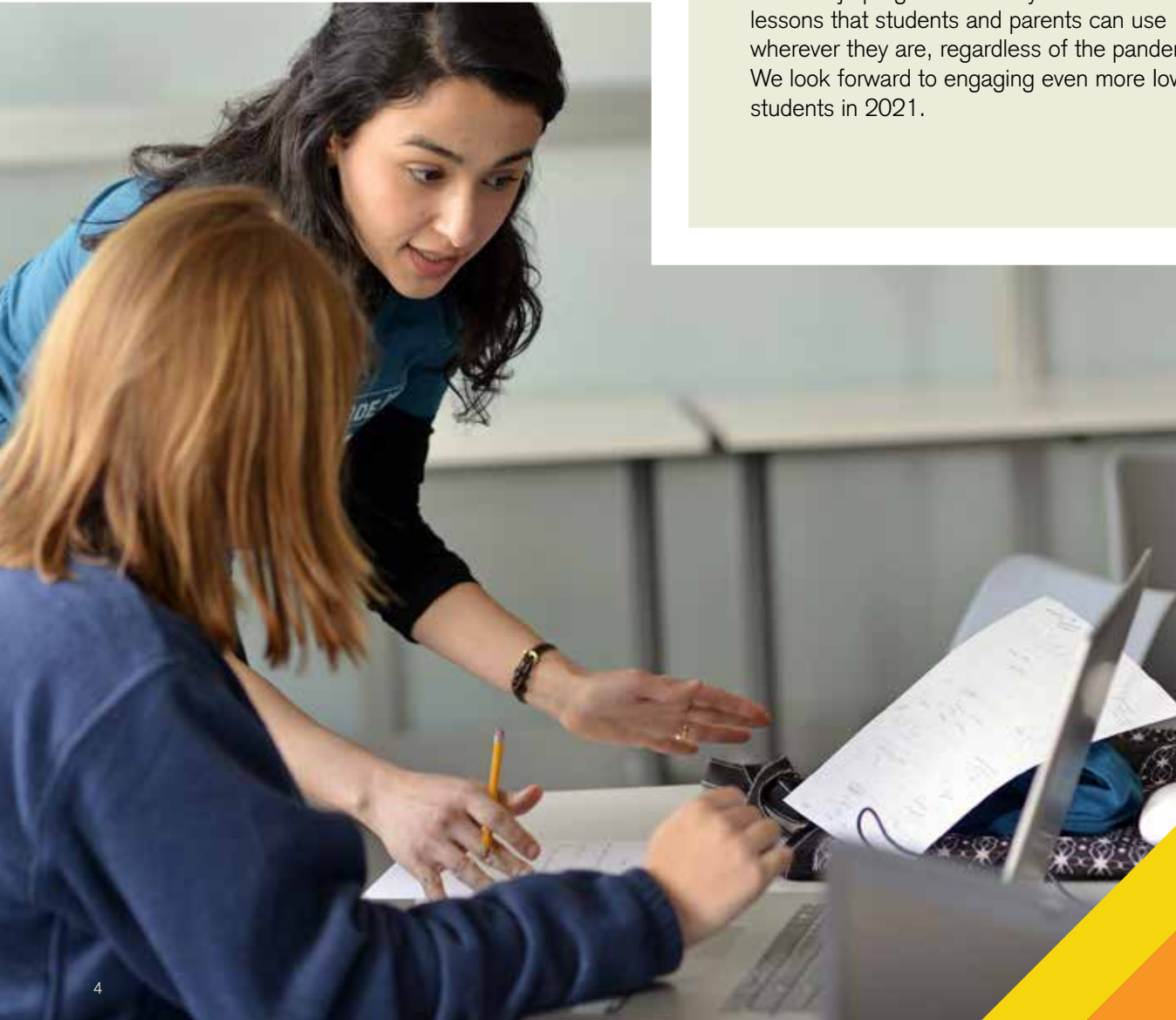
One of the most cherished programs at NewBoCo is CoderDojo. Every first and third Saturday, we host two hours of free STEM (Science, Technology, Engineering, and Math) activities for K-5 students - everything from programming robotic cars and developing websites, to discussing soundwaves and making instruments. Students travel to our building from across Eastern Iowa to collaboratively learn about STEM in a fun, hands-on environment.

Due to the pandemic, we make every effort to fulfill our mission while also keeping people safe. For the time being, CoderDojo is no longer held in-person, but instead uses Remo, a virtual platform that allows students to move between virtual stations in their own homes.

"My son did CoderDojo yesterday, and I just wanted to say that it was great," said Mallori Demildt, a parent of one of our recent CoderDojo attendees. "I loved that the instructors really made him think about electron flow and asked great questions for him to make connections for himself. The gizmo site was something new and really cool! Thanks for such a great experience!"

Students in many rural communities have less access to extracurricular STEM activities, and traveling to such activities is a burdensome option for both the students and parents. We've also discovered these lessons are a valuable option for students during school breaks, snow days, and other times when school is out of session. So while virtual lessons were inspired by the coronavirus pandemic, we see a need for them even after we're able to stop social distancing.

CoderDojo has now reached more than 1,500 Iowa students since it began. Thanks to funding from local partners, we've been able to transform the STEM activities used at our CoderDojo program into easy-to-follow video lessons that students and parents can use wherever they are, regardless of the pandemic. We look forward to engaging even more Iowa students in 2021.



FUTURE CITY

Imagine a program that allows students to rethink and reshape our city infrastructure and be an active part of the conversation.

Welcome to Future City Iowa.

Future City is a project-based learning program where students in 6th through 8th grades imagine, research, design, and build cities of the future to address a unique theme. Future City challenges students to tackle authentic, real-world problems like power generation, water sources, and more.

“Students experience true STEM projects that integrate science, technology, engineering, and math together,” said Samantha Dahlby, NewBoCo Director of K–12 Education & Future City Iowa Regional Co-Coordinator. “Future City gets students excited about solving problems and thinking about the possibilities.”

On January 25 at Prairie Point Middle School, 40 teams of students from across Iowa presented their solutions to provide cities with a clean, sustainable water supply at the Future City Iowa Regional Competition. The clean water theme helped students learn about the complicated infrastructure that brings clean water to their homes every day. Through their research, students learned how to improve the reliability and quality of their future city’s water supply.

“FUTURE CITY IS A FANTASTIC PROGRAM BECAUSE IT HELPS STUDENTS LEARN HOW TO TAKE AN ACTIVE PART IN SOLVING THE MANY PROBLEMS FACING OUR STATE USING THEIR STEM SKILLS.”

- Samantha Dahlby

For 2021, the theme will be “Living on the Moon.” Students will be challenged to create a lunar habitat, describe its location, and provide a detailed description of how to use the Moon’s unique resources to create a self-sustaining home where humans can live, work and thrive.

And (drum roll, please...) We’re excited to share that Future City will be virtual in 2021! The Future City planning team carefully designed this year’s program to be accessible and safe for students across the US (and abroad) to participate. Beginning in January, regardless of pandemics or snowstorms, our students will be able to share their visions for the world of the future.





DELTA V PARTNERS WITH CCR, INVOLTA, AND PROJECT IOWA FOR NEW PROGRAM

As our economy experiences job losses from the COVID-19 pandemic, there is an increasing need for Iowans to return to the workforce as quickly as possible.

With that in mind – and thanks to a grant from the Future Ready Iowa Employer Innovation Fund – DeltaV now offers new, fully-paid (tuition-free) online Computer Operations courses.

DeltaV worked with community partners CCR, Involta, and Project Iowa to increase the number of students going through the program. This new curriculum includes a 5-week course to prepare students for a Help Desk Analyst job. Additionally, DeltaV offers an optional 4-week course to prepare students for a career in Network / Systems Administration.

CCR and Project Iowa each committed four students into the Help Desk training course, and Involta is training five Help Desk Analysts as well as two Network Administrators.

Ordinarily the costs of these programs might have limited participation by those impacted by the pandemic. Because of the grant, however, their tuition is covered, as well as their computer and class supplies. NewBoCo anticipates more than 25 students in the first cohort will complete this new DeltaV program.

DeltaV works closely with businesses around the state to identify, adapt, and develop technical and soft skill training to meet their employment needs. Looking ahead to 2021, DeltaV intends to forge additional corporate collaborations. We are excited to be adding more technical courses to our growing curriculum.

“Our collaboration with employers to customize DeltaV programs is one of the most important reasons for our success, and the successful placement of our graduates,” said NewBoCo Executive Director Aaron Horn. “The Help Desk Analyst and Network Administrator programs are the latest examples of this. We can’t thank our partners enough for helping us to make this possible.”

SIHEM AZIBI

**She came to DeltaV Code School for one reason
- to change her life.**

Six years ago Sihem moved to the United States with her husband from Algeria, where she studied Computer Science. She spoke Arabic and French fluently, but she didn't know any English, which made it hard to use her Algerian Computer Science degree.

"I had to start from the bottom," said Sihem. "I started working at a retail store, and honestly, I don't know how they hired me. I was barely able to say a word."

Later, she got a job as a bus driver for the Iowa City Community School District. But when a friend told her about DeltaV, she saw it as a chance to gain the skills needed for a new career in software development.

Sihem wasn't the only person looking for new opportunities this year. The pandemic left many Iowans in search of new careers as traditionally stable industries experienced major turmoil. In order to address this need, NewBoCo invested more than \$300,000 into making DeltaV more accessible to Iowans through a combination of live-streamed instruction and tuition assistance.

**"I WANT TO SHOW PEOPLE THAT
WHEREVER YOU COME FROM, AND
WHATEVER YOUR BACKGROUND IS, IF
YOU WANT TO DO SOMETHING, YOU
CAN DO IT. AND DELTAV IS HERE TO
HELP YOU."**

- Sihem Azibi

Early on, Sihem attended DeltaV through the Nights & Weekends program, which allowed her to keep her job during the day. Once she completed Code 201, however, she made the jump to become a full-time DeltaV student and graduated from the program in July 2020.

"With the crisis Iowa is facing right now, we believe DeltaV could be a huge lifeline to people stuck at home and trying to figure out what their next career move should be," said Molly Monk of NewBoCo. "With these tuition awards, hopefully we can remove financial roadblocks and make a lucrative new career in software development accessible to more students than ever."



ENTREPRENEURSHIP



ISA

Over the course of a few years, we've pinpointed that raising large amounts of capital here in the great state of Iowa is no easy task. Without access to substantial venture funds, businesses running through NewBoCo's Iowa Startup Accelerator (ISA) have a much harder time growing rapidly.

But times are changing! Iowa's first and largest multi-stage venture fund, ISA Ventures (ISAV), reached its initial close of \$15 million and aims to land between \$20-\$30 million in total investment by early 2021. This new venture capital fund is connected to the Iowa Startup Accelerator and will be the driving force for investment in 100+ companies over the next five years.

"WE NEED TO MAKE IT A LOT EASIER FOR EMERGING COMPANIES TO ACCESS CAPITAL INVESTMENTS IN ORDER TO GROW THEIR BUSINESSES. AND WE NEED TO MAKE IT JUST AS EASY FOR INVESTORS TO FIND EXCITING IOWA STARTUPS FOR THEIR INVESTMENT PORTFOLIOS."

- Eric Engelmann of NewBoCo

Currently there are more than 60 local individual and institutional investors, all of whom see incredible opportunity to build the next generation of high-growth companies here in Iowa. ISAV will invest in early-stage pre-revenue startups, fast-growing companies, and expansion stage businesses across a variety of tech-based industries, with the goal to enhance Iowa's economy with exciting businesses and corresponding job growth.

To help with these efforts, NewBoCo recently welcomed Alex Taylor as the new Managing Director of the Iowa Startup Accelerator.

"During these challenging social and economic times, now (more than ever) there is an increasing current of startup ideas and entrepreneurial efforts," said Taylor. "I'm thrilled to be able to work with the talented range of NewBoCo resources to help new business ideas and startups become sustainable engines of economic growth and opportunity for local, state, regional, and (ambitiously) national and global success."

ISA offers a portfolio of progressive programs to instruct and guide tech-based startup businesses from concept to established scalability and financial success in industries such as ag, health, education, agriculture, manufacturing, and transportation. In addition to instruction and hands-on experiential learning, the programs match startups with world-class industry mentors, business coaching, Midwestern work ethic, seed funding (with access to more substantial Venture funding), and development expertise to take them from concept to sustained growth and potentially profitable exit.

Taylor hit the ground running by increasing statewide awareness and accessibility to the startup accelerator program. He is also piloting a pre-seed accelerator program to become part of a series of progressive accelerator stages that expand beyond the current 13-week accelerator program.

"NewBoCo and the ISA are tremendous resources for the region and state," said Taylor. "I look forward to being part of this exciting and dynamic team to help organizations grow and succeed in Iowa."

EDTECH ACCELERATOR SPOTLIGHT

For decades, our state has been a leader in education. Iowa consistently ranks among the top states for both K-12 and higher education, and is home to major education companies, including ACT, Pearson, and McGraw-Hill. We're also home to many emerging educational technology (EdTech) startups – including PearDeck, Higher Learning Technologies, and College Raptor – that are reshaping the face of education today.

At NewBoCo, education has always played a key role in our mission. That's why we joined the EdTech Collaborative - a network of internationally-known education companies, successful EdTech startups, academic and education stakeholders, and economic development leaders who are working collectively to grow lifelong learning in the State of Iowa.

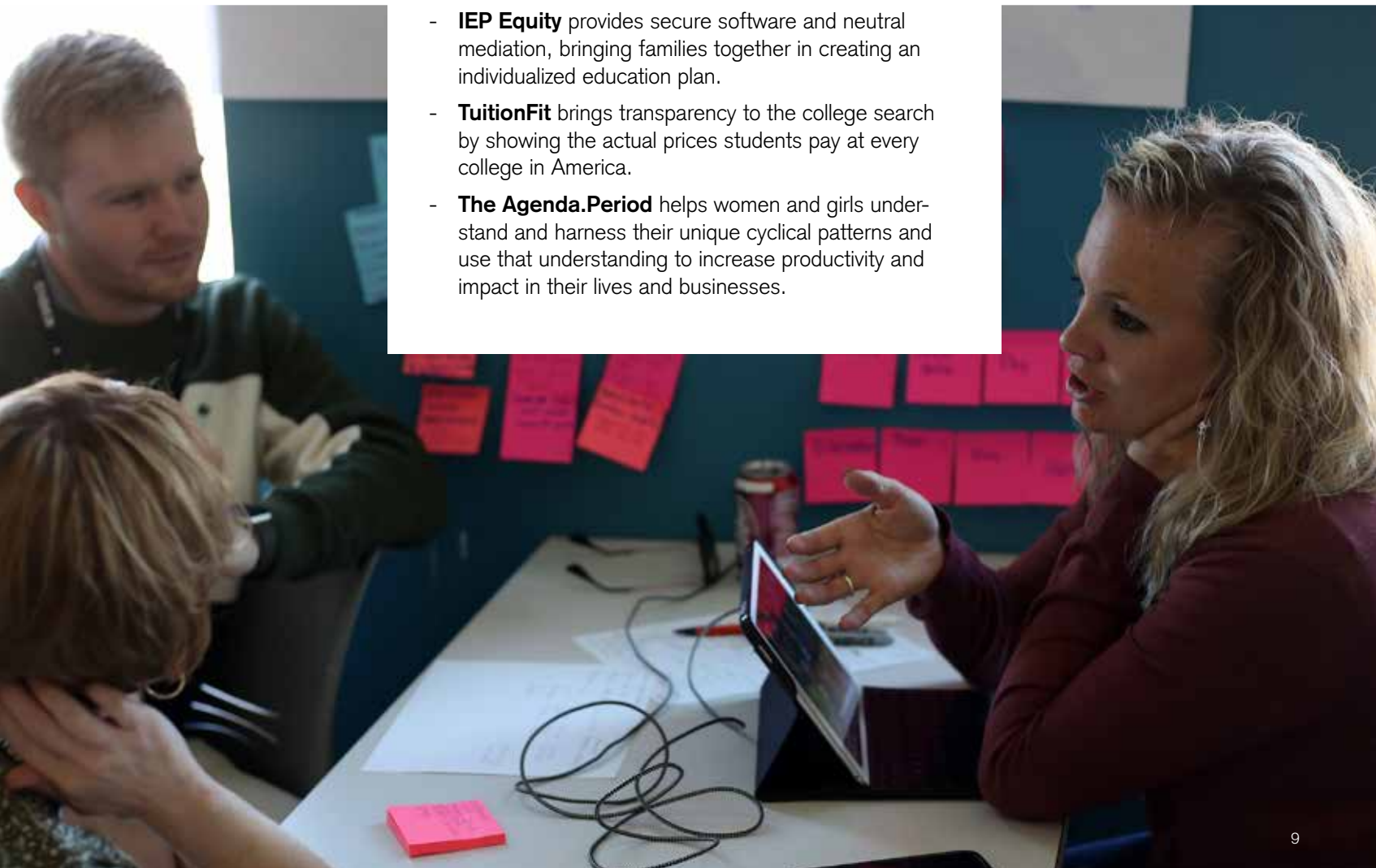
One of the EdTech Collaborative's first projects was launching the EdTech Accelerator, an expansion of NewBoCo's Iowa Startup Accelerator exclusively for EdTech startups held in Iowa City.

"By supporting the EdTech Accelerator in Iowa City, we're getting to use what we've already learned about startup businesses in Iowa in a way that has clear benefits for the workforce of the future," said NewBoCo's Eric Engelmann. "We're honored to be on board, and grateful to have so many partners who recognize the value of this accelerator every bit as much as we do."

Four companies entered into the EdTech Accelerator's 14-week program on March 2nd. However, less than two weeks into the program, the coronavirus pandemic spread across the nation. What was supposed to be an in-person program quickly transformed into a virtual experience, as businesses and schools throughout Iowa closed their doors to stop the spread of the virus.

None of this slowed down our cohort's progress. If anything, the pandemic made it more clear than ever before just how important innovation in educational technology is.

- **Apprenticeship America** makes it easy for employers to create custom on-the-job training programs to fulfill their hiring needs.
- **IEP Equity** provides secure software and neutral mediation, bringing families together in creating an individualized education plan.
- **TuitionFit** brings transparency to the college search by showing the actual prices students pay at every college in America.
- **The Agenda.Period** helps women and girls understand and harness their unique cyclical patterns and use that understanding to increase productivity and impact in their lives and businesses.



EVENTS

NewBoCo is known for hosting a variety of events that bring many different communities together and foster collaboration, networking, and learning. In 2020, our team tackled the challenge of keeping attendees engaged in the age of virtual events due to a pandemic—not something anyone saw coming!

This past year, NewBoCo launched a brand-new event - ICR Agile - and celebrated our fourth year coordinating and hosting EntreFEST.

ICR Agile, a collaboration with NewBoCo and members of Eastern Iowa Agile, is a one-day event that brings together members of the Agile community and those interested in embracing the Agile mindset to learn and network with peers.

Agile is a way of thinking about how we work. It enables people to solve complex and adaptive problems by collaborating to integrate feedback through rapid iteration, and it addresses the types of problems many organizations struggle to solve. That's why it is used by leading companies nationally and locally as a strategic differentiator to move their businesses forward.

Our first annual ICR Agile was a huge success, so we will be bringing it back in 2021. ICR Agile 2021 will be held on February 25th and will feature a diverse group of speakers and key business topics.

EntreFEST is a two-day conference celebrating the spirit of entrepreneurship and innovation, where professionals at every level can come together, share ideas, and own their success. It creates opportunities for people to connect and to spark professional growth, economic development, and out-of-the-box thinking.

A pandemic didn't stop us from pulling together another epic year of this massive celebration of entrepreneurship and innovation! In fact, one attendee recounts: "In the last few months, I've been part of some good virtual meetings and some not-so-good ones. EntreFEST has to be the best one, hands-down."

Since NewBoCo took over EntreFEST in 2017, an average of 500 people have attended the conference to see 60+ speakers from diverse backgrounds. This year, activities like concerts and happy hour events received the same virtual treatment, but even better: Our attendees were able to enjoy these events from the comfort of their own living rooms. As another attendee told us, "You all put on a great virtual conference and demonstrated what it takes to pivot from live to online!"

EntreFEST will be held on June 10-11, 2021 in Cedar Rapids – and we're hoping it will be in person!



COURT IS IN SESSION

NewBoCo's partnership with eCourt Reporters proves fruitful in 2020

Over the past year, NewBoCo's partnership with eCourt Reporters has allowed both organizations to make a significant impact in the national legal community. Backed by support from NewBoCo's software and web development team, eCourt Reporters gives attorneys and schedulers direct access to experienced, certified court reporters and legal videographers across the country.

Based in Burlington, Wisconsin, eCourt Reporters' awards include 2018 Innovator of the Year by the State Bar of Wisconsin, and 2018 Innovation Use of Technology by the National Court Reporters Association.

Founded by Karen Renee and Judy Gerulat, eCourt Reporters became an Iowa Startup Accelerator portfolio company in October of 2019. It's been an incredibly fulfilling partnership.

"My favorite thing has been the working relationship I've developed with the founders, Karen and Judy," said NewBoCo UI/UX Developer Jess Bertling. "They're really good at ruthlessly prioritizing work, which is a critical skill for a startup."

"And we're so excited to have the forces of NewBoCo on our side to reach new heights in the legal industry," countered Renee.

eCourt Reporters features registered users across all 50 states. Bertling and NewBoCo Software Developer Robbie Nesmith continued to add features and product enhancements throughout 2020 to make this product more attractive and efficient.

"We mainly focused on improving the experience for both reporters and schedulers through the calendar feature," said Bertling.

Bertling and team turned the web service into a progressive web app that allows a user to download their application to a phone, much like any other app. Once downloaded, a user can launch the application from a home screen or app drawer and interact with it offline.

"It's a really slick solution developed for a fraction of the cost of reworking the entire project to fit into a native mobile app," said Bertling.

eCourt Reporters' success is just one example of how NewBoCo's team of builders is dedicated to helping startup businesses with web enabled solutions. To learn more about the team's services, visit <https://newbo.co>.





MAKING AN IMPACT

From fundraisers to startups, NewBoCo didn't let the challenges of 2020 hold us back from our mission

NewBoCo accelerates world-changing ideas, from Iowa. In 2020, however, some of our biggest ideas focused on recovery.

This year brought an unprecedented series of challenges, both statewide and around the world. In addition to a pandemic that led to a health crisis and global business shutdowns, a devastating derecho brought hurricane-force winds to the Midwest, and to Eastern Iowa in particular.

As a result, at NewBoCo we found ourselves taking on roles we never expected, but that were vital in the recovery and continued growth of the community.



SHIELDS UP

By March of this year, fears about the spread of COVID-19 had led to quarantines and business shutdowns all over the world. It also led to health care workers running short on personal protective equipment as they dealt with the pandemic.

So our team assembled a group of volunteers and designers to create face shields. They ranged from simple disposable designs that anyone could assemble, to reusable shields that were being churned out by 3D printer owners. Using a setup in NewBoCo's home in the Geonetric Building, volunteers churned out 300 to 400 units per day. Once finished, volunteers would even drive finished batches of the face shields to workers across the state. By the end of April, volunteers had made and distributed almost 23,000 face shields.

Precautions were taken to protect volunteers as they worked on the project, from handwashing to mandatory face masks while in the building. Even so, volunteers showed a great deal of bravery by stepping up and helping at a time when little was known about COVID-19. NewBoCo also coordinated generous donations of time, money, and materials during the face shield effort, including the Cedar Rapids Community School District lending the use of more than a dozen 3D printers.

"Many Iowans recognize the role that NewBoCo plays in dealing with challenges in our community, whether they are workforce challenges, education issues, or what's happening to our health care workers now with COVID-19," NewBoCo COO Jill Wilkins said. "It's an honor to be able to help."





LET'S GET COFFEE

Business owners throughout Iowa were faced with drastic changes during the pandemic. How do you plan for next week when you don't even know what tomorrow will look like? Jennifer Murphy, NewBoCo's Director of Innovation Services, saw a way to help, launching a series of free meetings over Zoom called Innovation Coffee. In the beginning, it was simply an opportunity for business owners to share their experiences, vent their fears, and help one another to find creative solutions.

"After those first few events, it turned into 'This is our reality. How do we move forward in it?'" Murphy explained. "And we were seeing people who weren't from the Cedar Rapids area, but who were drawn in by this topic. And we were all learning from one another, whether we were in Iowa or in Canada. We were able to bring in a lot of diverse voices."

The first Innovation Coffee maxed out on attendance, and since then, hundreds have taken part. Innovation Coffees now focus on specific topics, with different experts brought in to share their experiences and then open the floor to discussion. The program will continue into 2021, and is always open to new participants, with the link to register available at newbo.co.

"I have always led in an environment of uncertainty," Murphy says. "So that brought me to the problem-solving mindset that we needed in this pandemic. The world is changing. We need to equip ourselves to deal with that."

LASER FOCUS

As derecho cleanup continued into the fall, NewBoCo spotted an opportunity to support local arts nonprofits that were still reeling from both the storm and from loss of patrons due to the pandemic. Working with Indian Creek Nature Center, Brucemore and Iowa BIG students, NewBoCo used a laser cutter to turn fallen trees from the derecho into coasters in time for holiday giving.

Buyers could choose logos from 21 nonprofits, including museums, theaters, and performing arts groups. Seven more whimsical designs included "Cedarecho", "Dumpster Fire 2020", "Iowa Chainsaw Massacre", and an uplifting "Iowa Strong." Even a blank set was in the mix.

"Originally, (the goal) was to do something fun for a few people," Engelmann said. "Now, it's really about helping all the nonprofits that are hurting because of COVID and derecho, that can't do the events, that can't do the programs where normally they make money — to help them grow and thrive."

Within two weeks of announcing the project, more than 1,500 sets of coasters had been ordered. At \$20 per set, with proceeds split among the nonprofits, it led to some sizable fundraising for the community.



STARTING OVER

The pandemic meant an uncertain future for Iowa businesses, and led to many employees in Iowa being furloughed. As unemployment rose throughout the state, many Iowans were looking for new career opportunities.

NewBoCo believed its DeltaV Code School could help address that need. So we invested more than \$300,000 into making its programs more easily accessible to Iowans. Those efforts included:

All of DeltaV's day-long virtual Code 101 classes were offered free of charge to Iowa residents throughout the remainder of 2020. (Previously, this class cost \$100.)

DeltaV offered one hundred Code 102 tuition awards to anyone in Iowa, either as a self-paced online course or taught remotely by a live instructor. Each Code 102 tuition award was worth \$1,000.

DeltaV offered ten full-ride tuition awards for low-income Iowans, with each award worth \$20,000.

"People who have lost their jobs because of the pandemic are looking for new opportunities, and with the right training, there are high-demand careers currently available to them right here in Iowa," said Aaron Horn, Executive Director at NewBoCo. "But if you're unemployed, you can't exactly spend the money to get that training. So these awards help to make it possible."

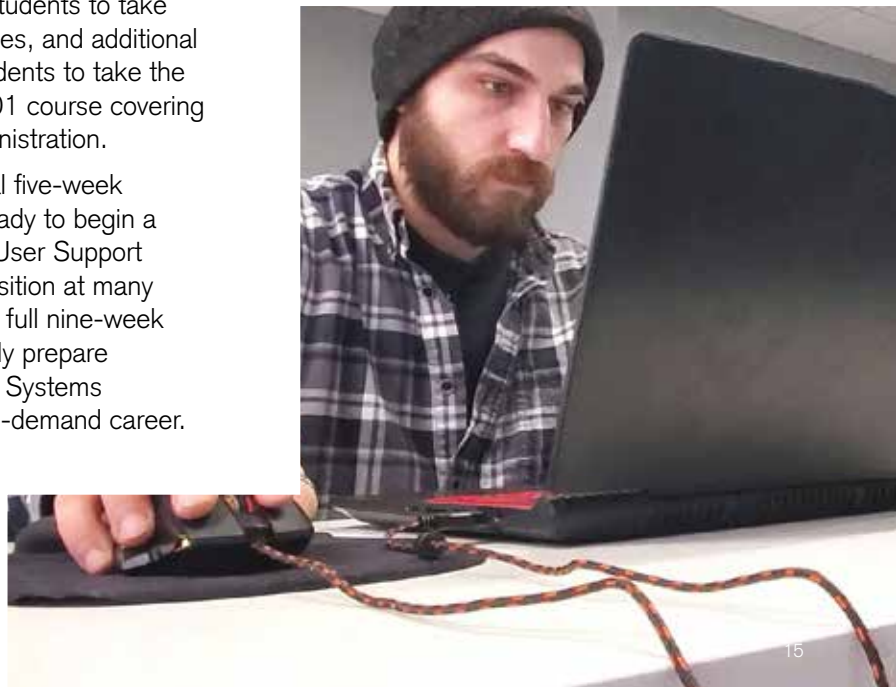
In November, DeltaV also launched new curriculum and a program that features fully-paid tuition costs, thanks to a grant from the Future Ready Iowa Employer Innovation Fund.

The new one-week Ops 102 class, Intro to Computer Operations, kicked off in November and is offered fully online. The follow up Ops 201 class, Foundations of Computer Operations, is a four-week course that will prepare students for a career as a User Support/ Help Desk Technician. There is funding from Future Ready Iowa for ten students to take the Ops 102 and 201 courses, and additional funding for five of those students to take the additional four-week Ops 301 course covering Network and Systems Administration.

After completion of the initial five-week program, students will be ready to begin a career in IT as a Computer User Support Specialist, an in-demand position at many employers across Iowa. The full nine-week program, meanwhile, will fully prepare students to be Network and Systems Administrators, another high-demand career.

"WITH THE CRISIS OUR STATE IS FACING RIGHT NOW, WE BELIEVE DELTAV COULD BE A HUGE LIFELINE TO PEOPLE WHO ARE STUCK AT HOME AND TRYING TO FIGURE OUT WHAT THEIR NEXT CAREER MOVE SHOULD BE."

— Keith Dahlby, NewBoCo Software Architect



A BIG THANKS TO OUR GENEROUS NETWORK OF SUPPORTERS

With your help, we can ensure that Iowa is known, around the world, for making big things happen. Consider making a donation today that will allow us to invest in the ideas of tomorrow. Visit newbo.co/donate or contact our development team at sponsors@newbo.co for more details.

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