



## DBR and Xpanxion Leverage Iowa News Jobs Training Program to Create Custom, Workforce Solutions

### Iowa News Jobs Training Program (260E):

For over 30 years, Des Moines Area Community College's Business Resources department (DBR) has partnered with the Iowa Economic Development Authority to provide an innovative mechanism to investing in skilled employees for growing Iowa companies. From on-the-job training, to technical skills training, these funds enable companies to provide employees with the training they need to quickly start contributing to the company's continued growth.

### Background on Xpanxion

With eight locations in five states and over 550 employees, Xpanxion provides software development services, and on-site consulting to companies worldwide. Xpanxion services include process analysis, technical design, and project management. In 2011, Xpanxion opened its Ames facility and immediately experienced rapid growth. From 2011 to 2015, Xpanxion more than tripled the size of its workforce.

### Challenge:

Rapid workforce expansion created training challenges for Xpanxion. In addition to requiring a highly technical and computer savvy employee pool, Xpanxion needed employees who were specifically trained in higher level versions of the computer programs Java and Selenium. Xpanxion envisioned custom training that was specifically pertinent to the employees' job activities. Given the high demand for its services, Xpanxion also wanted its employees to have access to internal training opportunities at their workstations and at their convenience so they could simultaneously fulfill the responsibilities of their positions.

### Solution:

Xpanxion partnered with DBR and DMACC Continuing Education to explore options for customized training that met Xpanxion's unique needs, environment and culture. DBR, in partnership with DMACC Continuing Education, met Xpanxion's training challenge by creating two 6-week videos, one for Java and one for Selenium, that employees could complete at their own pace. Each video instructional weekly segment is brief enough (approximately 20 – 45 minutes) for employees to fit into their weekly schedule. Assignments, given at the end of each weekly segment, could be completed during the remainder of the week. As a bonus for Xpanxion, these custom videos can be used over and over again, to accommodate on-going training needs as the company continues to add staff. Xpanxion also used its 260e funds for other kinds of on and off site training and to send its new employees to professional development programs.

### Results:

Xpanxion has been thrilled with the outcomes of its partnership with DBR. During the first year of the project, Xpanxion and DBR have trained close to 20 new employees with the custom videos. Xpanxion is already working with DBR on the possibility of another partnership to meet their needs.

*"Our training partnership with DBR has enabled us to get our new employees up to speed on the skills they needed to be successful in their new roles and to help Xpanxion continue to grow. Our employees greatly appreciate the professional development opportunities we are able to provide, thanks to the Iowa New Jobs Training program, and Xpanxion directly benefits by having a highly skilled and motivated workforce."*

**– Rob Frew. Director of Iowa Operations. Xpanxion**