

Opportunity Meets Community

February 2017



REMEMBERING MICHAEL J. CONLON

We have lost one of our community leaders. Mike Conlon, founding Board Member and past Chairman of Greater Dubuque Development Corporation, passed away on Tuesday, January 24th. Mike was a partner in the Conlon Construction Company and Conlon Partners, where he devoted over 65 years expanding the business into a national company. He held a deep sense of pride and respect for Dubuque as shown by his community involvement. Mike was a member of over a dozen different community organizations and Greater Dubuque Development was proud to be counted among them. He is yet another example of the truth that time changes nothing, people with courage and initiative change things—people like Mike.



SAVE THE DATE: CAMPAIGN KICKOFF MARCH 22ND

Join Greater Dubuque Development on March 22nd for our Greater Dubuque 2022 capital campaign kickoff at Steeple Square, 105 East 15th Street in Dubuque. The event will begin with cocktails and light appetizers at 5:30 p.m. with program to follow. Watch for invitations to come.

EXISTING BUSINESS

MTS COMPANY SET TO EXPAND: NEW FACILITY PLANNED

A quiet, successful business is set to expand in Dubuque. MTS Company, L.C., is moving forward with an expansion project that includes new construction. MTS intends to build a 8,000-square-foot facility at 3064 Cedar Cross Court in Dubuque during the upcoming construction season. Founded by Mike Seyer, the company has grown from producing one Jeep CJ fuel tank to 67 different tanks for Trucks, Jeeps, and SUV's.

Today, with more than a quarter of a century of success, Mike and his son, Eric Seyer, along with a dedicated team of employees, continue to innovate and grow. With the introduction of each new fuel tank, MTS has added additional fuel-sending units, fuel and vent hoses, radiator hoses, Jeep water pumps, differential gaskets, and specialty parts with many more parts in development.

Greater Dubuque truly respects the vision and hard work of Mike, Eric, and the MTS team. The company exemplifies the entrepreneurial spirit and determination of America's small businesses. We are proud to say that this company has both the success and confidence to reinvest in the Dubuque economy.



RICK DICKINSON
President & CEO



DAN McDONALD
VP of Existing Business



KRISTIN DIETZEL
VP of Workforce Solutions



KAREN KLUESNER
VP of Operations



EMILY GRAVES
Director of Communications



MANDI MOHR
Workforce Solutions Coordinator



DAVE LYONS
Sustainable Innovations Consultant



JAYNE ERVOLINO
Administrative Assistant



BILL BAUM
Existing Business Specialist



ROB APEL
Existing Business Specialist



NELSON KLAVITTER
Community Tour Guide



CHRIS APEL
Community Tour Guide

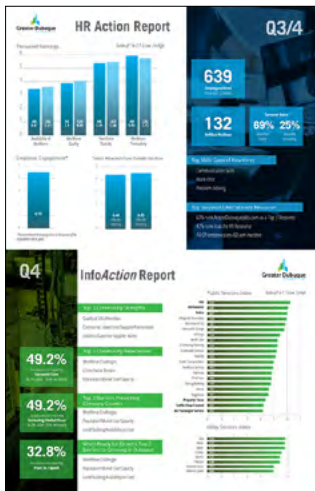


RENEE MEYER
Community Tour Guide



Greater Dubuque Development Corporation

Schmid Innovation Center, 900 Jackson St., Suite 109, Dubuque, IA 52001 | 563.557.9049 | www.greaterdubuque.org



QUARTERLY UPDATE FOR INFOACTION AND HR ACTION

Every year, our staff conducts face-to-face interviews with more than 340 area business owners, CEOs, and top managers. This program, known as InfoAction, provides a deeper perspective on the area economy and tangible data that helps guide our work in maximizing opportunities for Greater Dubuque area businesses. Through our HR Action program, we follow up with businesses that have identified workforce challenges to develop solutions with HR professionals.

We are committed to providing real-time information to our business partners throughout the year. A new quarterly report is now available highlighting results from both InfoAction and HR Action interviews. [Click here or on the image at left to see the full report.](#)

For more information on InfoAction, contact Dan McDonald, Vice President of Existing Business, [by email](#). For information on HR Action, contact Kristin Dietzel, Vice President of Workforce Solutions, [by email](#). Dan and Kristin can also be reached by phone at 563-557-9049.

WORKFORCE SOLUTIONS

AREA PROFESSIONALS EXPLORE SECOND CHANCE HIRING

On February 9th, over 100 local CEOs, business leaders, and HR professionals attended a morning workshop on recruiting, hiring, and retaining individuals with criminal backgrounds. Greater Dubuque Development, in partnership with the Tri-State Human Resource Association (TRIHRA), Iowa Works, Express Employment, Northeast Iowa Community College, Dubuque Works partners, and Fountain of Youth program sponsored the workshop, held at the NICC Town Clock Business Center.

Keynote speaker Kyle Horn, founder of America's Job Honor Awards, provided insight into this unique segment of the workforce. While some individuals with a criminal background are not ready to rejoin the workforce, he offered advice and criteria for assessing those who are. A candidate who has made steps to change his or her life and move past their mistakes has potential to be a highly valued employee. By equipping those individuals with training and guidance, they are better prepared to succeed. Training programs, like those offered through Opportunity Dubuque, are an excellent way to move candidates into high-paying careers and achieve long-term success.

The event also featured a simulation hosted by U.S. Attorney, Justin Lightfoot, from the U.S. District Attorney's Office - Northern District of Iowa. Participants were given a created identity of an ex-offender and visited various stations to simulate the day-to-day challenges faced by those with a criminal background. Over fifteen stations included employers, identification stations, urinalysis, transportation, daily errands, and medical care. Participants had to navigate the stations and face surprise challenges like contracting the flu or being evicted when rent isn't paid. While a simple illustration, participants were amazed at the various challenges facing those trying to rejoin the workforce.

Other presentations included EEOC Guidance and Best Practices from local workforce attorney Davin Curtiss, an employer panel on best practices, and the presentation of Dubuque's Second Chance Hiring program to train and vet potential candidates.



Over 100 area professionals attended the Second Chance Hiring workshop February 9th.



Kyle Horn offered insight on state unemployment and labor participation rates and how they relate to the ex-offender population.



Simulation participants visited various stations to demonstrate the day-to-day challenges faced by ex-offenders re-entering the workforce.

TO LEARN MORE ABOUT SECOND CHANCE PATHWAYS: [Download the brochure](#)

WORKFORCE SOLUTIONS TEAM EXPANDS



Greater Dubuque Development is pleased to welcome Mandi Mohr to our team. As the Workforce Solutions Coordinator, Mandi works closely with Kristin Dietzel to coordinate all functions of Greater Dubuque Development's model workforce solutions program including AccessDubuqueJobs.com, Newcomer Services, college outreach efforts, and the HR Action program. Mandi has a master's degree in Innovative Leadership, has three years of industry recruitment experience in the area, and five years of experience in academic advising. Mandi can be reached at mandim@greaterdubuque.org.



ACCESSDUBUQUEJOBS.COM UPDATE

- Colony Brands, Inc.
- CS Technologies, Inc.
- Digga North America, LLC
- Dupaco Community Credit Union
- EIMCO, Inc.
- Flexsteel Industries, Inc.
- Gronen Restoration, Inc.
- Grand View United Methodist
- Kunkel & Associates, Inc.
- Kurtz Communications
- Mercy Medical Center
- Mi-T-M Corporation
- McCullough Creative
- RIE Coatings
- ProPulse, A Schieffer Co.
- Packers Sanitation Services Inc.
- TFM Company
- UnityPoint Health - Finley Hospital
- U.S. Bank

Declined Investors

- Dubuque Chamber of Commerce
- Ennoble Skilled Nursing
- IIW
- Maryville Construction
- McGrath Family Auto
- Taylor and Taylor Insurance



New Investors

- Orbis Corporation

Renewed Investors

- A.Y. McDonald Mfg. Co.
- Anderson Windows/Eagle Window & Door
- Cartegraph

NATIONAL MARKETING

GREATER DUBUQUE DEVELOPMENT HOSTS EXPERTS IN ASIA TRADE



The panel answered questions from area business and community leaders.

On February 7th and 8th, trade experts from the Iowa Economic Development Authority were in the Greater Dubuque area to visit businesses and share information on expanding trade to Southeast Asia and China. Over 30 area business leaders were on hand for a presentation held at the Diamond Jo Casino. "Rethink Your Asia Strategy" presented the opportunities and challenges of doing business in these countries.

Joseph Rude, IEDA's marketing manager for Asia/Pacific trade, indicated that tough talk on industrial trade and free trade agreements could affect policy but that shouldn't hinder taking advantage of opportunities. The region currently holds 60% of the world population and 27% of the world's consumption and both are increasing. Certain sectors would have greater

potential in the region - agricultural, food processing and safety, medical and elder care, educational, and environmental safety products are currently seeing successful growth.

Sarath Menon, IEDA's Southeast Asia representative, and John Clarke, IEDA's China representative, also encouraged area businesses to consider expanding to those regions. With tools and resources made available by IEDA and guidance from both representatives, the process can be made significantly easier. **Visit IEDA's website at www.iowaeconomicdevelopment.com**

SUSTAINABLE INNOVATIONS

DUBUQUE TAKES NEXT STEP ON LOCALLY PRODUCED, RENEWABLE ENERGY

The Dubuque City Council recently approved agreements with Eagle Point Solar of Dubuque for the installation of rooftop solar on the City's Fire Stations. In addition to reducing electricity costs by an estimated 30% for the Fire Department, over the lifetime of the installations they will off-set the greenhouse gas equivalent of 425 Dubuque homes. The City also avoided any up-front costs for the installation by entering into a Power Purchase Agreement with Eagle Point Solar, whereby Eagle Point finances the system in return for the City providing the rooftop space and agreeing to purchase the power.

"This is another win/win/win on renewable energy" said David Lyons, Sustainable Innovations Consultant with Greater Dubuque Development. "Taxpayers save money, environmental impact is reduced, and a local company grows."

NEWCOMER SERVICES

NEXT SESSION OF DISTINCTIVELY DUBUQUE STARTS MARCH 22

As part of Workforce Solutions, we offer the free Distinctively Dubuque class to help roll out the red carpet for your new employees. Encourage your newcomers to take this engaging and popular class that welcomes them to the community.

Distinctively Dubuque is offered four times a year for five-week blocks. Different locations around the community welcome the group of 25-30 participants and includes a free, delicious meal from a local restaurant followed by local speakers. These experts share their enthusiasm and knowledge of the Greater Dubuque area in a relaxed and entertaining atmosphere. Classes also feature a fun activity that helps the participants get to know each other and the Greater Dubuque area.

With support from our staff and the team at NICC and thanks to the generosity of the Dubuque Racing Association, the City of Dubuque, and Dubuque County, the classes are free to all attendees.

REGISTER NOW!

To register, contact NICC at 563.557.8271, ext 380, or at www.nicc.edu/solutions, search "Distinctively Dubuque".

DISTINCTIVELY DUBUQUE SESSION INFO:

March 22 – April 19, Wednesdays, 5:30 - 8:30 p.m.
Includes delicious meal and local speakers
Class is FREE

Newcomer Services Assistance

FY 16-17	July	August	September	October	November	December	January	February	March	April	May	June	Total
Individuals	33	23	19	20	16	17	25						153

Community Tours

FY 16-17	July	August	September	October	November	December	January	February	March	April	May	June	Total
Tours Conducted	18	8	14	18	10	17	10						95

Employers Assisted

YTD 16-17	36
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Distinctively Dubuque Participants

2016	August/September	October/November	February/March	April/May	Total
Individuals FY 16-17	29	30	26		85

**Number of Employers Participating YTD FY 16-17: 42

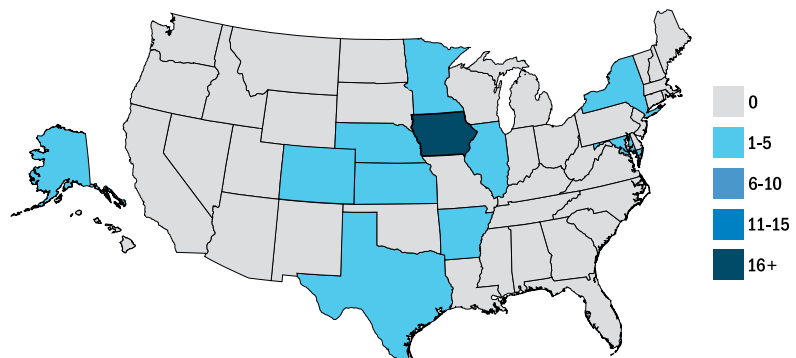
Monthly Relocation Guide Distribution

FY 16-17	July	August	September	October	November	December	January	February	March	April	May	June	Total
To Individuals	26	12	49	23	14	20	49						193
To Businesses	42	38	37	12	101	66	30						326

Yearly Relocation Guide Distribution

2016	July	August	September	October	November	December	January	February	March	April	May	June	Total
FY 16-17	68	50	86	35	115	86	79						519

MAP OF RELOCATION GUIDES DISTRIBUTED TO INDIVIDUALS IN JANUARY 2017

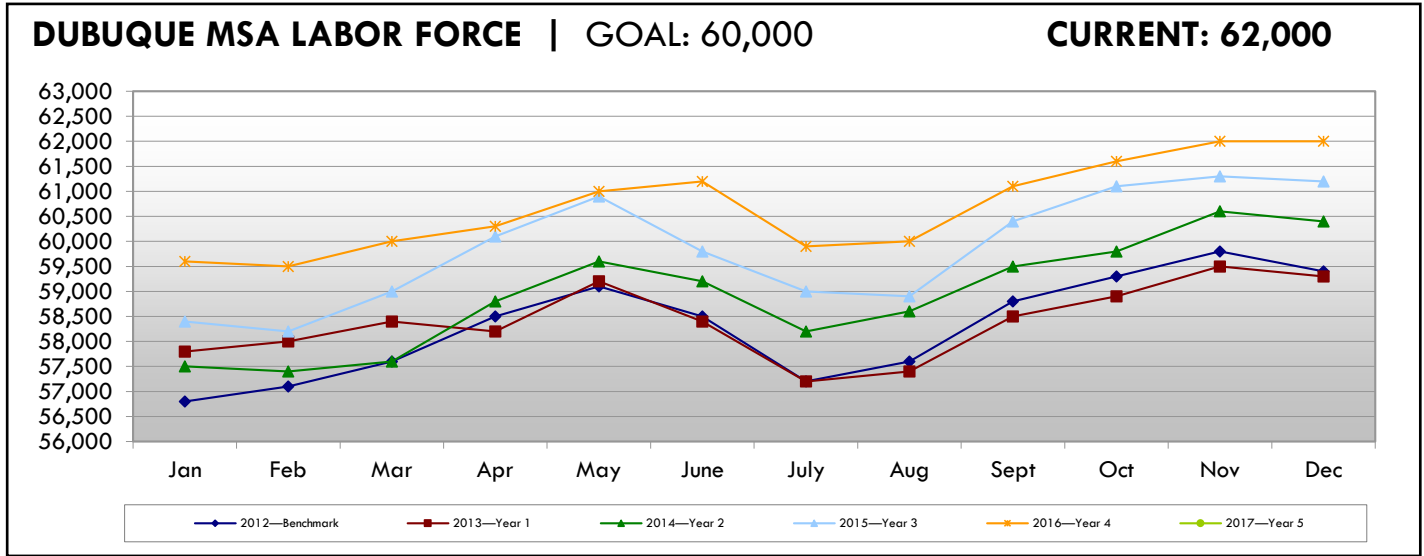


GOALS & PROGRESS



JOB CREATION UPDATE

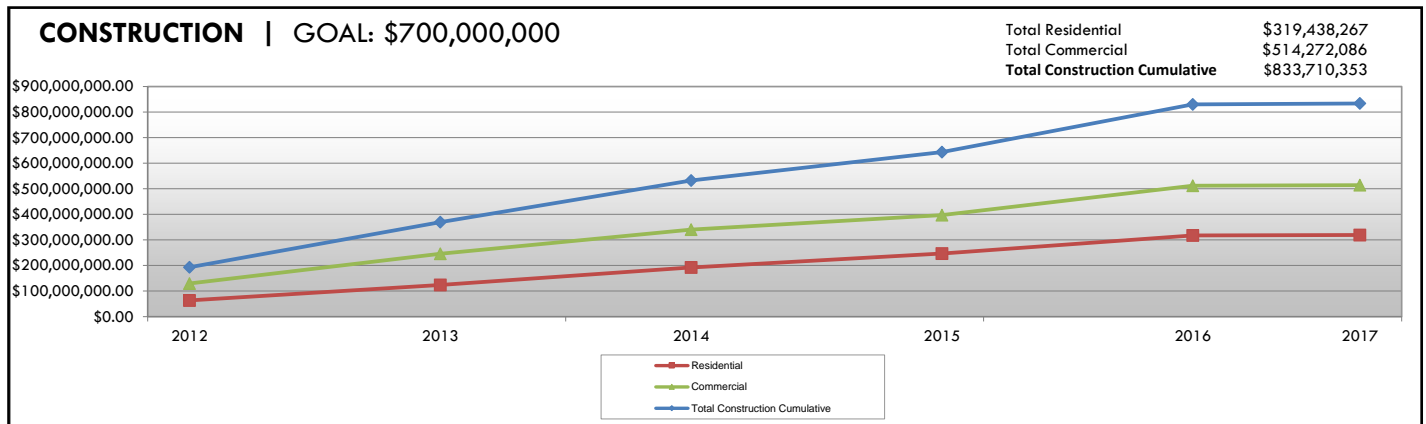
The resident unemployment rate for December 2016 was reported as 3.4% and non-farm employment was 62,000.



SOURCE: **Estimates** from Iowa Workforce Development (sampling error +/- 7.5% @ 95% confidence level.)

NEW CONSTRUCTION UPDATE

Since the beginning of the NEXT Campaign (7/1/12 through 12/31/16), Residential construction totals \$319,438,267. Commercial construction totals \$514,272,086. Total construction equals \$833,710,353.



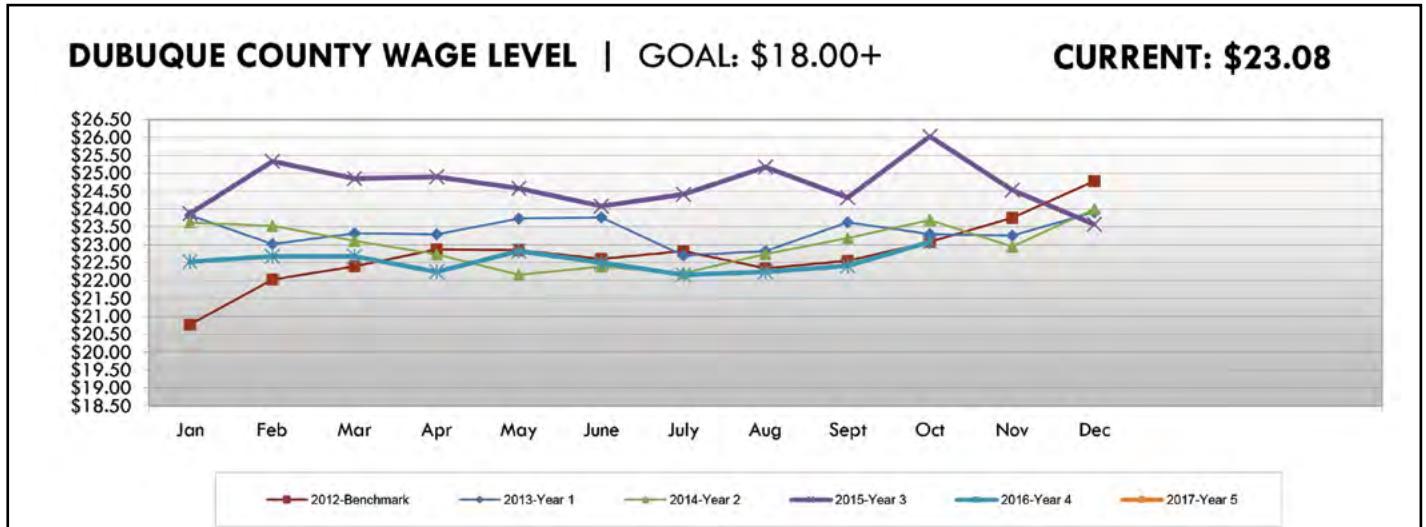
SOURCE: City of Dubuque and Dubuque County, incorporated and unincorporated.

GOALS & PROGRESS



WAGE LEVEL UPDATE

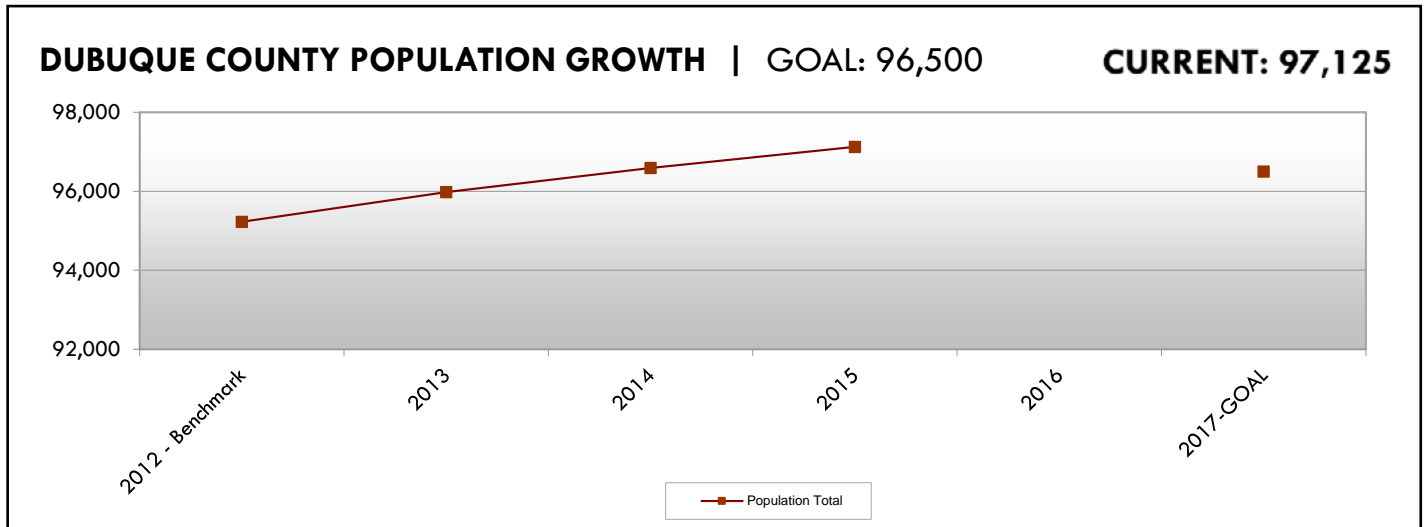
The average wage for Dubuque County in October 2016 was reported as \$23.08. (BLS database unavailable at publication.)



SOURCE: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES)

POPULATION GROWTH UPDATE

The population benchmark for Dubuque County is 93,653. As of April 2016, the population was 97,125.



SOURCE: U.S. Census Bureau, Population Division

UPCOMING RELIGIOUS CELEBRATIONS & CULTURAL EVENTS

- FEBRUARY 24TH Maha Shivaratri (Hindu)
- MARCH 1ST Nuclear Victims Remembrance Day (Marshallese)
- MARCH 1ST - APRIL 13TH Lent (Christian)

- EVENING OF MARCH 11TH - 12TH Purim (Jewish)
- EVENING OF MARCH 12TH - 13TH Holi (Hindu)

