

# Opportunity Meets Community

January 2017



## GREATER DUBUQUE DEVELOPMENT PARTNERING WITH IOWA WORKFORCE DEVELOPMENT FOR LABORSHED STUDY

Greater Dubuque Development will be working with Iowa Workforce Development's Regional Research Bureau to complete a Laborshed employment study for the Greater Dubuque area. This study will examine the labor force from which Greater Dubuque area employers draw their employees, and is based upon commuting patterns into the area.

The study will have two phases: collection of employee residential zip codes and follow-up phone calls to areas highlighted by that collection. **For success of the study, Iowa Workforce Development will be sending letters to employers asking they provide aggregate counts of their employee's residential zip codes.** We need the help of employers like you to collect the most accurate data and we appreciate your assistance with the study.

If you have questions on the Laborshed workforce project, please contact Kristin Dietzel, Vice President of Workforce Solutions, at 563-557-9049 or at [kristind@greaterdubuque.org](mailto:kristind@greaterdubuque.org).

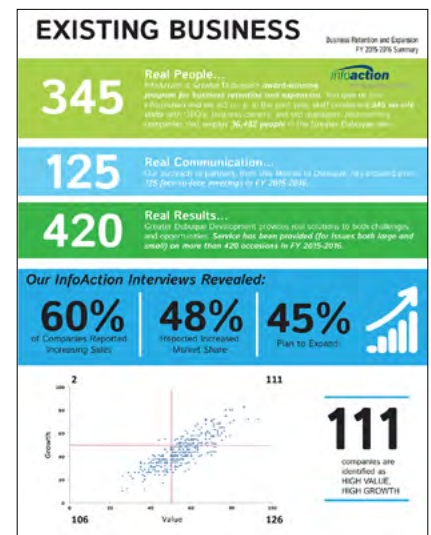
## EXISTING BUSINESS

### INFOACTION PROGRAM RELEASES FY 2015-2016 SUMMARY

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.

We are committed to providing real-time information to our business partners throughout the year. We also provide annual summaries of key findings and will soon release quarterly updates of this helpful information. [Click here to read the FY 2015-2016 summary.](#)

For more information on InfoAction, contact Dan McDonald, Vice President of Existing Business, [by email](#) or by calling 563-557-9049.



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# WORKFORCE SOLUTIONS



## NEW E-BLAST FOR WORKFORCE SOLUTIONS

Kristin Dietzel, Vice President of Workforce Solutions, launched a new e-blast for 2017, Finders of Keepers, to serve as a go-to resource for workforce solutions information. This twice-monthly publication is sent to *AccessDubuqueJobs.com* investors, human resources professionals, and career services staff to offer up-to-date workforce news, *AccessDubuqueJobs.com* quick tips, best workforce practices, and important dates to ensure our region's award-winning recruitment, training, and retention initiatives are top of mind. [Click here to sign up](#) OR [Read the First Edition here!](#)

## SAVE THE DATE: SECOND CHANCE HIRING WORKSHOP

Greater Dubuque Development, in partnership with the Tri-State Human Resource Association (TRIHRA), Iowa Works, Express Employment, Northeast Iowa Community College, and Dubuque Works partners, is sponsoring a February workshop focused on recruiting, hiring, and retaining individuals with a criminal background. We invite CEOs, business leaders, HR professionals, workforce developers, and nonprofit leaders to join us for a keynote presentation, workshop, and simulation on Second Chance Hiring. The simulation has been a powerful illustration for employers of the day-to-day challenges facing ex-offenders re-entering the workforce.

Keynote speaker Kyle Horn, founder of America's Job Honor Awards, will provide unique insights into Iowa's workforce crisis, propose innovative solutions, and share the moving stories of honorees who have overcome significant barriers to employment. Other presentations include 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.

### IOWA'S UNTAPPED WORKFORCE: A ROADMAP FOR SECOND CHANCE HIRING

February 9, 2017 7:30 am - 12:00 pm  
NICC Town Clock Business Center  
*There is no cost to attend this event.*

**TO LEARN MORE OR REGISTER, VISIT:**

<http://trihra.shrm.org/forms/february-2017-meeting-registration>

## ACCESSDUBUQUEJOBS.COM UPDATE



### New Investors

- Klosterman, Kane, & Co. CPA

### Declined Investors

- APC, American Protein Corporation
- Grand View United Methodist
- Oral Arts Dental Laboratory
- Vanguard, Inc.

### Renewed Investors

- Crescent Electric Supply Company
- Crescent Community Health Center
- East Dubuque Nitrogen Fertilizers, LLC
- Holy Family Catholic Schools
- John Deere Dubuque Works
- Loras College
- McCoy Group
- Southwest Health Center



# SUSTAINABLE INNOVATIONS

## BROADBAND: PLANNING FOR THE 4TH UTILITY

Like electricity, water, and gas, high speed internet and broadband access is quickly becoming an essential utility for business and community growth. Over the last year, Greater Dubuque Development has been working with the City of Dubuque and the private sector to facilitate the physical and financial capacity for broadband growth in Dubuque, with significant results. This fall we turned our attention to the next critical element for continued broadband growth: regulation. For the last three months Greater Dubuque Development has been working with a team of City staff experts to update and simplify all communications regulations. On January 9th we hosted a meeting of communication industry representatives for discussion and input on those proposed new regulations. The City team was great to work with on this and we know the industry really appreciated seeing the proposed rules while there was still an opportunity for input and change. The perspectives and examples industry provided were important and the majority of the changes they recommended are being incorporated into the final draft. It is anticipated that the revised regulations will be considered by the Dubuque City Council this spring.

# NEWCOMER SERVICES

## NEXT SESSION OF DISTINCTIVELY DUBUQUE STARTS FEBRUARY 1

Welcome your new employees and their families to the Greater Dubuque area! As part of Workforce Solutions, we offer the free Distinctively Dubuque class to help roll out the red carpet to their new community. Encourage your new employees to take this engaging and popular class.

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 Mystique Casino, the City of Dubuque, and Dubuque County, the classes are free to all attendees.

### REGISTER NOW!

To register for a class, attendees can contact our partner, NICC, at 563.557.8271, extension 380, or register online at [www.nicc.edu/solutions](http://www.nicc.edu/solutions), using the search words "Distinctively Dubuque".

### DISTINCTIVELY DUBUQUE SESSION INFO:

February 1 – March 1  
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							128

### 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							85

### Employers Assisted

YTD 16-17	32
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### Distinctively Dubuque Participants

2016	August/September	October/November	February/March	April/May	Total
Individuals FY 16-17	29	30			59

\*\*Number of Employers Participating YTD FY 16-17: 31

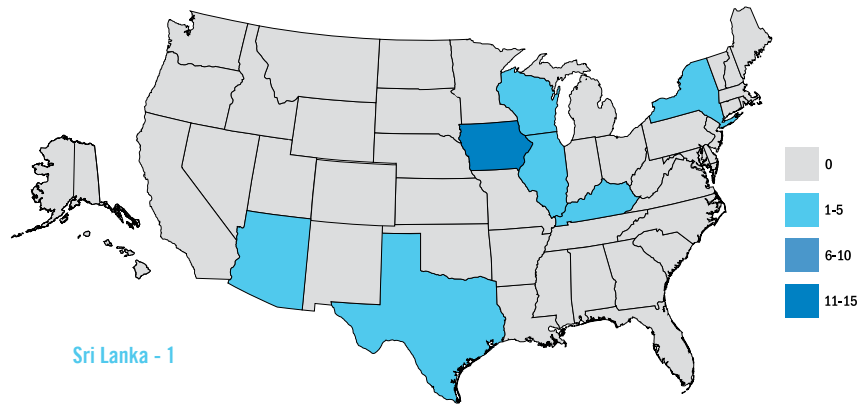
### Monthly Relocation Guide Distribution

FY 16-17	July	August	September	October	November	December	January	February	March	April	May	June	Total
To Individuals	26	12	49	23	14	20							144
To Businesses	42	38	37	12	101	66							296

### 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							440

## MAP OF RELOCATION GUIDES DISTRIBUTED TO INDIVIDUALS IN DECEMBER 2016

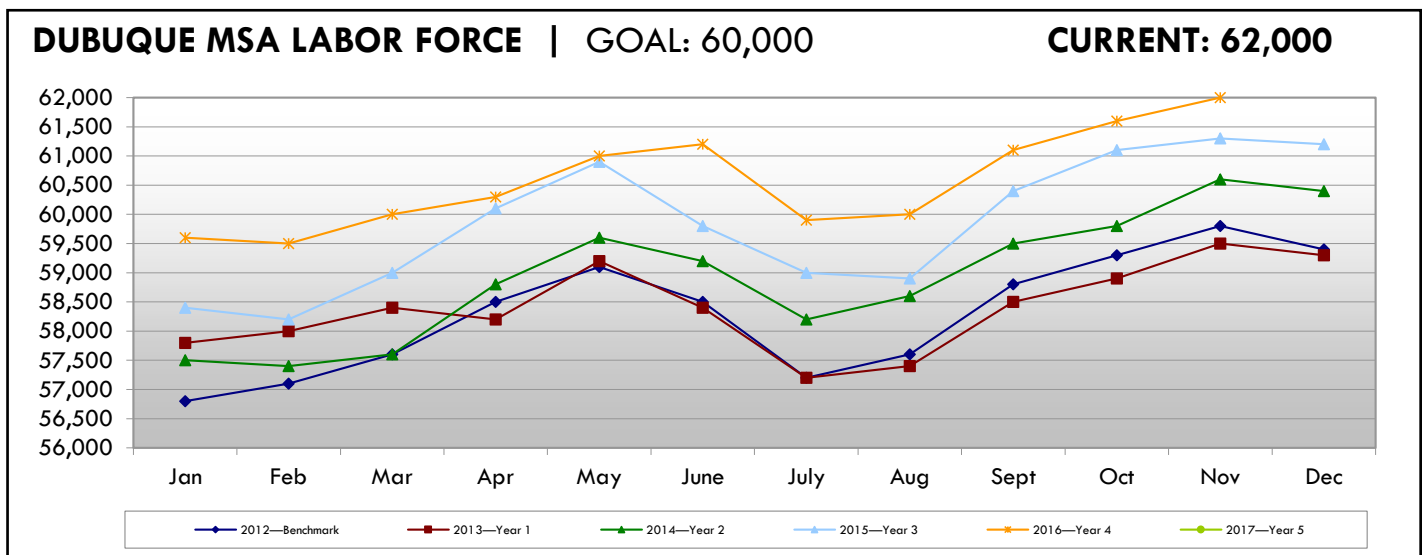


## GOALS & PROGRESS



### JOB CREATION UPDATE

The resident unemployment rate for November 2016 was reported as 2.6% and non-farm employment was 62,000.



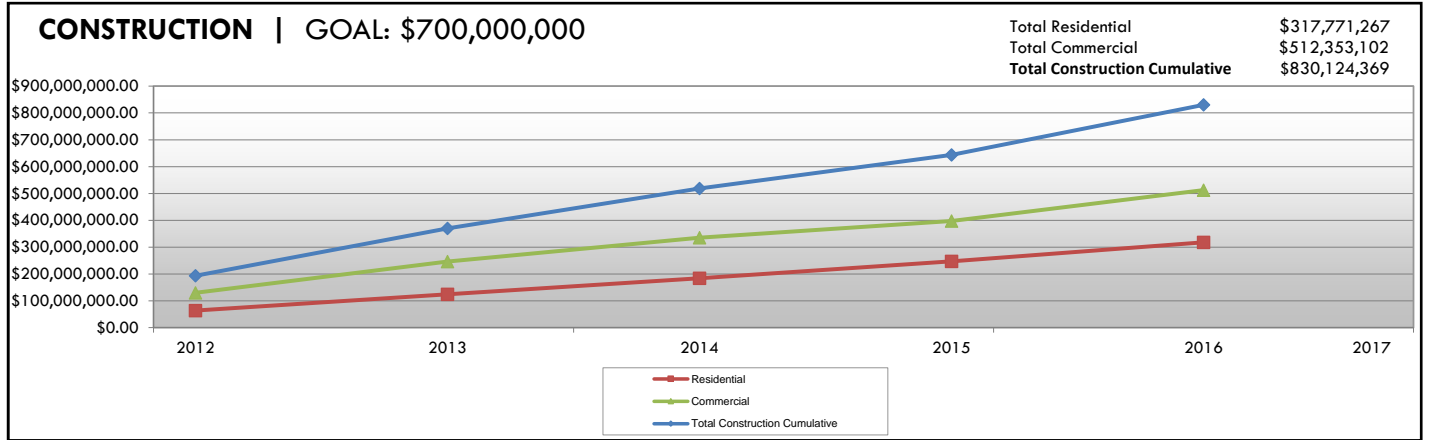
SOURCE: *Estimates* from Iowa Workforce Development (sampling error +/- 7.5% @ 95% confidence level.)

# GOALS & PROGRESS



## NEW CONSTRUCTION UPDATE

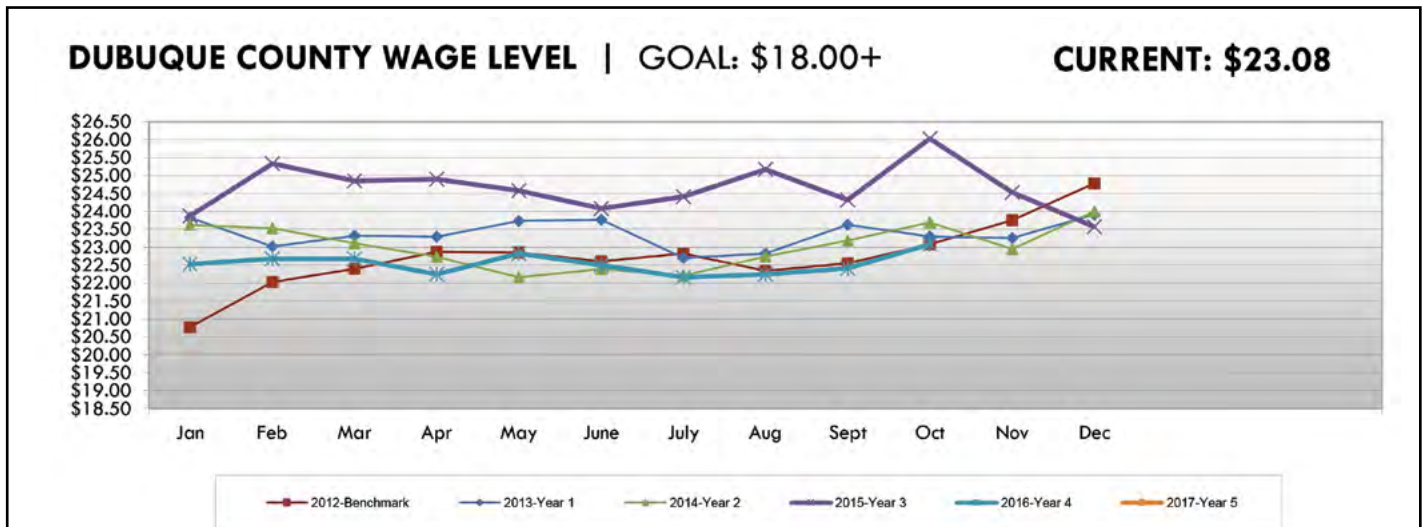
Since the beginning of the NEXT Campaign (7/1/12 through 12/31/16), Residential construction totals \$317,771,267. Commercial construction totals \$512,353,102. Total construction equals \$830,124,369.



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

## WAGE LEVEL UPDATE

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



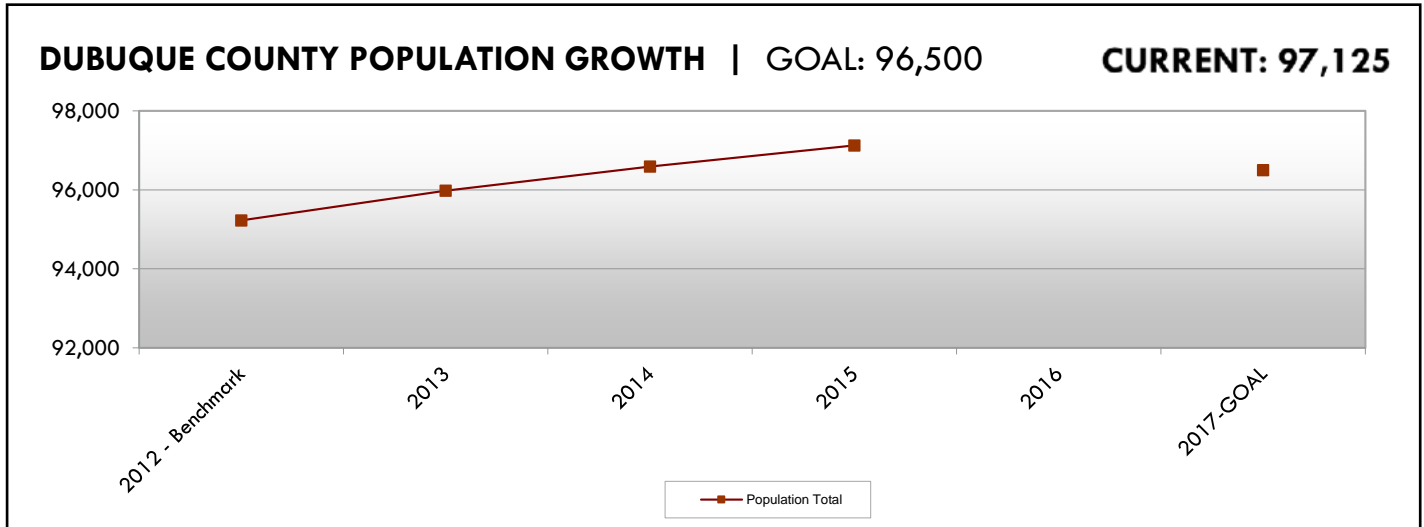
SOURCE: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES)

# GOALS & PROGRESS



## 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

**JANUARY 16TH** Martin Luther King Jr. Day  
**JANUARY 28TH** Chinese New Year  
**FEBRUARY 14TH** Valentine's Day

**FEBRUARY 20TH** Presidents' Day  
**FEBRUARY 24TH** Maha Shivaratri (Hindu)