GREATER DUBUQUE DEVELOPMENT BOARD OF DIRECTORS HOLDS STRATEGIC PLANNING SESSION TO IDENTIFY NEW OPPORTUNITIES

On October 22nd, the Greater Dubuque Development Board of Directors reviewed our six pillars of action and initiatives driven by our work. The session was facilitated by the Institute for Decision Making at the University of Northern Iowa. Prior to the session, questionnaires were sent to board members, investors, partners, and Future Leadership Team members to gauge progress, note accomplishments, identify priorities, and evaluate challenges. The feedback was used to drive discussion during the seven-hour session. Facilitators are preparing a report of recommendations that will guide our work for the remainder of Greater Dubuque 2022 and beyond.

existing business

THREE EXPANSION PROJECTS BRING $23.8 MILLION IN CAPITAL EXPENDITURES TO DUBUQUE INDUSTRIAL CENTER WEST

Hormel Foods
Progressive Processing, a subsidiary of Hormel Foods, announced plans to expand their facility and workforce in the Dubuque Industrial Center West. The planned $13 million investment would remodel their existing building as well as add new machinery and equipment. The expansion would add 58 new jobs to their operation. The project received support from both the City of Dubuque and the Iowa Economic Development Authority.

Unison Solutions
Unison Solutions, Inc. is planning to add 10 new jobs and expand production space by 20,000 square feet. Unison began operations in 2000 as an energy consulting company. Soon thereafter, a utility contracted with Unison to project-manage a biogas-to-energy project in the Greater Dubuque area. Unison has designed and manufactured over 300 biogas-conditioning and upgrading systems. Its systems are installed throughout North America at landfills, wastewater treatment plants, and industrial facilities to convert raw biogas into a usable gaseous fuel. The fuel can be used for electricity generation, as vehicle fuel (CNG), or distributed into the natural gas pipeline grid.

Walter Development (HODGE)
Walter Development LLC is a local company that has successfully built and occupied several properties in the Dubuque Industrial Center West, providing services for other local companies such as John Deere. Walter Development plans to construct an industrial facility of approximately 216,000 square feet at an estimated investment of $9,000,000. The expansion follows the lease of their existing space at 7500 Chavenelle Road to Duluth Trading Company and Crown Holdings, two new employers to Dubuque who have pledged to add a collective 116 jobs to the area workforce.

GREATER DUBUQUE DEVELOPMENT’S DAN MCDONALD FEATURED SPEAKER AT STATEWIDE BUSINESS RETENTION & EXPANSION SEMINAR

On October 21st, Vice President of Existing Business, Dan McDonald, was a featured speaker at the BEST of Iowa Seminar held at Iowa State University. The half-day event was sponsored through a partnership between the Iowa Economic Development Authority and the Business Expansion & Strategic Trends (BEST) Committee, a consortium of utilities and economic development partners from across the State of Iowa. The unique BEST of Iowa model is implemented at the local, regional and state levels, and attempts to provide economic intelligence and a comprehensive approach to existing business development.
ACCESSDUBUQUEJOBS GROWS WITH THE NEEDS OF OUR EMPLOYERS

AccessDubuqueJobs was created in 1997 to help our area employers connect with talent. 22 years later, it still serves that crucial function but in ways far beyond just a career posting website. Stacie Halverson, Vice President of Human Resources at Kendall Hunt Publishing Company, has maximized her use of the tool since it’s inception:

“I remember when AccessDubuqueJobs started. The goal being employers have one place to post jobs and people looking for a job could find it all in one place. While that concept still holds true today, AccessDubuqueJobs and their partnership with Greater Dubuque Development offers employers and applicants so much more. They’ve assisted with the creation of a city-wide college career fair, they help trailing spouses who are moving to the area by contacting employers directly who may be a good fit, they review job postings to ensure effectiveness, they watch site statistics closely and share them with all the employers, to name a few. The commitment of the team to ensure the Dubuque area has a strong, thriving workforce is such an asset to the community. Our annual investment into AccessDubuqueJobs is the best recruitment investment we make each year.”

We work with our partners at the Telegraph Herald to continually improve AccessDubuqueJobs for both our employers and the job seekers. We’re making connections through unlimited job postings, career fairs, Talent Dubuque, community tours for newcomers, and one-on-one assistance. As the needs for workforce in the Greater Dubuque area continues to evolve, AccessDubuqueJobs will be proactively creating solutions to meet the demand.

TO LEARN MORE ABOUT CONNECTING TO TALENT AND BECOMING AN ACCESSDUBUQUEJOBS INVESTOR:
Contact Kristin Dietzel, Vice President of Workforce Solutions, at kristind@greaterdubuque.org or 563-557-9049.

SAVE THE DATE: WORKFORCE BREAKFAST ON DECEMBER 6, 2019

Please join us for breakfast on Friday, December 6, 2019 as we review the latest developments of our Workforce Solutions program. We’ll share the latest available workforce data, as well as solutions we have in place for our employers to make it easier to recruit, retain, and train workforce. Included in this breakfast will be a discussion of the Big Life, Small City. You’re Home in Dubuque campaign. This campaign includes tools, processes, and materials to assist Human Resources departments reach beyond the Greater Dubuque area to recruit and retain talent. Its success and use by our employer community depends on collaboration with Marketing teams. For this reason, we are encouraging CEOs to attend and invite Marketing leadership to attend as guests along with HR representatives.

TOPICS INCLUDE:
- Presentation of 2019 Skills Gap Analysis
- Big Life, Small City Campaign
- 2019 Workforce Initiatives

WHEN: Friday, December 6th | 8:00 - 9:30 a.m.
Breakfast served promptly at 8:00 a.m.
WHERE: Diamond Jo Casino
301 Bell Street, Dubuque
RSVP: Contact Jayne Ervolino at 563-557-9049 or jayne@greaterdubuque.org by Monday, December 2nd.

PARTICIPATE IN THE ACCESSDUBUQUEJOBS.COM USER SURVEY

Greater Dubuque Development is surveying current and past AccessDubuqueJobs.com users to plan for product enhancements related to technology integration, user experience, and aesthetics. The survey takes five minutes to complete. We employ investor feedback to ensure this tool continues to be the #1 recruitment resource in the Greater Dubuque area. AccessDubuqueJobs.com is a collaborative partnership between Greater Dubuque Development, the Telegraph Herald, and more than 180 employer investors engaged in a community-wide workforce initiative to attract a talented workforce.

TAKE THE FIVE MINUTE SURVEY:
bit.ly/ADJ_Survey2019

ACCESSDUBUQUEJOBS GROWS WITH THE NEEDS OF OUR EMPLOYERS

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New Investors
- City of Peosta
- iSolved HCM Midwest, LLC
- MidWestOne Bank
- Modernfold, Inc.
- St. Joseph the Worker
- The Fountain of Youth

Renewed Investors
- Best Western Plus Dubuque Hotel
- Carlisle Ryan Digital Print & Services
- City of Dubuque
- Clarke University
- Dubuque Screw Products, Inc.
- Hillcrest Family Services
- Rite-Hite Corp.
- Roger Klosterman & Co. LLP

Renewed Investors, cont.
- Sedona Staffing Services
- Stonehill Franciscan Services
- Weitz Sign Company

Declined Investors
- HCR Manorcare Health Services
- Oak Park Place
- Platinum Supplemental Insurance

We’re What Works.
Find a career | Post a career
accessdubuquejobs.com

ACCESSDUBUQUEJOBS.COM UPDATE

GREATER DUBUQUE DEVELOPMENT NEWSLETTER  November 2019 | 2
newcomer services

WE HELP YOU FIND THE TALENT YOU NEED, YOU WELCOME THEM TO THE AREA WITH BIG LIFE, SMALL CITY

As part of the Big Life, Small City recruitment campaign launch in April, we rolled out a new tool to assist employers with targeted recruiting. From our EMSI suite of data and analytics tools, Profile Analytics allows us to work with you to build a prospect list of candidates from outside of Dubuque County who fit the job description you are hiring. We can search for candidates based on location, employer, alma mater, skills, job titles, and more, bringing hundreds of contacts to your fingertips to research, recruit, and hire! We also provide you with digital information from our Big Life, Small City campaign to make your outreach professional and informative.

It’s not over when the interview is scheduled, though! Schedule a free Community Tour when candidates are visiting for interviews to showcase their potential new home. Share the Thrive Relocation Guide and show them Biglifesmallcity.com to connect them to more information about the Greater Dubuque area. Once they’re hired, encourage them to take Distinctively Dubuque to network with other newcomers and learn even more about their community.

The process starts with a one-on-one meeting with our Workforce Solutions team to generate your custom prospect list. Half-hour sessions are available each week, contact us to schedule today!

NEWCOMER SERVICES REPORTS

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<th>Newcomer Services Assistance</th>
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**Number of Employers Participating YTD FY 19-20: 35

Monthly Relocation Guide Distribution

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sustainable innovations

NATIONAL ENERGY EXPERT HIGHLIGHTS DUBUQUE’S POTENTIAL AT SUSTAINABLE INNOVATIONS FORUM

On October 30th, over 65 community leaders and partners attended a Sustainable Innovations Forum to learn about the future of energy storage in the Greater Dubuque area. Dr. George Crabtree, Director of the Joint Center for Energy Storage Research and Senior Scientist at the Argonne National Laboratory, discussed that while renewable energy sources like solar and wind are weather dependent, they have potential to meet a greater demand when storage solutions are incorporated. He noted that Dubuque has made great strides in developing solar energy resources but could maximize it’s potential by incorporating storage for its use after dark or during peak demand. This would lessen reliance on natural gas-fired power plants.

Dr. George Crabtree addresses over 65 attendees at the Sustainable Innovations Forum held October 30th at the Diamond Jo Casino.

Continued on Page 4
BOARD OF DIRECTORS VISIT RENOVATION SITE TO REVIEW HOME TRANSFORMATION

On Tuesday, November 5th, members of the Dubuque’s True North Corporation Board of Directors toured the home at 2033 Washington Street to see the dramatic transformation underway. The first of the vacant rental properties to be acquired for the initiative, the building had been in a significant state of disrepair, including a burned out secondary building at the back of the property.

Since renovation started in May 2019, the home has undergone intensive improvements. Board members were able to compare the progress to photos of the home before renovation began. The renovation of this and seven additional Dubuque’s True North homes are ongoing. As homes reach completion, they are expected to be available for purchase starting in 2020.

CURRENT DUBUQUE’S TRUE NORTH PROPERTIES
- 2320 Jackson Street
- 2033 Washington Street
- 821 Garfield Street
- 389 East 21st Street
- 2414 Windsor Avenue
- 2247 Central Avenue
- 2527 Washington Street
- 1448 Jackson Street

VISIT THE MARSHALLESE AMIMONO FACEBOOK PAGE: [https://www.facebook.com/marshalleseamimono](https://www.facebook.com/marshalleseamimono)

Continued from Page 3

accelerate efforts for energy independence, and protect the environment from carbon emissions, according to Dr. Crabtree.

Dubuque is home to Alliant Energy’s solar array, the largest in the State of Iowa. Two locations—a 5.9-acre site on East 12th Street and a 21.1-acre site near the Dubuque Industrial Center West—generate 6.2 megawatts, equal to the annual usage of approximately 850 Iowa homes.

The forum also reviewed updates to other advances in the Dubuque area. Dave Lyons, Sustainable Innovations Consultant for Greater Dubuque Development, presented on the expanding Broadband network and the status of a Biogas conversion project. The results of the Broadband expansion effort have been largely successful resulting in a five-fold increase in providers and quadruple the network of fiber and conduit, giving area businesses multiple redundant options. Progress on a Biogas conversion project at the Dubuque Metropolitan Area Solid Waste Agency has slowed but continues to move forward.

Small Business Development Center Client Opens Pop-Up Shop for Central Express Event

A Dubuque Small Business Development Center (SBDC) client recently opened a pop-up shop for business at 1643 Central Avenue as part of the Central Express event. The pop-up shop is called “Marshallese Amimono” and is an authentic Marshallese cultural marketplace that is selling handcrafted (handicrafts) pieces from the Marshall Islands. Products for sale include home decor, jewelry, and clothing. The SBDC worked alongside members of the Pacific Islander Health Project to launch this pop-up shop business.

Central Express is an extension of the Potential on Central initiative led by Dubuque Main Street, encouraging economic revitalization of the Central Avenue corridor through business micro-lending, support of historic property renovation, and neighborhood promotion.

Visit the shop during the Central Express hours: Friday 5:00 - 8:00 p.m. and Saturday 12:00 - 4:00 p.m. from now until December 21st. Marshallese Amimono hopes to continue the business beyond Central Express, possibly selling products online.

Director of Dubuque’s True North, Ed Raber, shows Board members a photograph of the burned out structure formerly located on site at 2033 Washington Street, during a tour of the home renovation on November 5th.
NEW CONSTRUCTION UPDATE


SOURCE: City of Dubuque and Dubuque County, incorporated and unincorporated.
MEDIAN HOUSEHOLD INCOME UPDATE

As of December 2018, the median household income for Dubuque County was reported as $59,150.

### DUBUQUE MEDIAN HOUSEHOLD INCOME
**GOAL:** $60,000  
**CURRENT:** $59,150

![Graph showing median household income from 2016 to 2021](image)

**SOURCE:** American Community Survey 5-year Estimates (2013-2017), updated annually

POPULATION GROWTH UPDATE

As of April 2018, the population was 96,854.

### DUBUQUE COUNTY POPULATION GROWTH
**GOAL:** 100,000  
**CURRENT:** 96,854

![Graph showing population growth from 2016 to 2021](image)

**SOURCE:** U.S. Census Bureau, Population Division, updated annually

upcoming religious celebrations & cultural events

**NOV 28TH**  
Thanksgiving (Secular, United States)