QUARTERLY REPORTING HIGHLIGHTS WORKFORCE CHALLENGES

Throughout the year, our Business Retention and Expansion team conducts one-on-one interviews with regional employers. Area business owners, CEOs, and top managers share their valuable time and information by participating in our InfoAction program. It provides a deeper understanding of the regional economy and collects data that helps guide our work.

This quarter’s report underscores the continued challenge employers face with talent recruitment and retention. Regardless, most of the 82 employers interviewed reported increasing or stable sales and market share. Nearly a third reported plans to expand.

From InfoAction, we’ve developed the HR Action program. Our Workforce Solutions team follows up with Human Resources professionals to identify and resolve workforce challenges facing our local employers. Rankings of workforce availability, stability, and productivity by HR was consistent with the rankings by CEOs but quality was reported higher by the HR teams.

As part of our commitment to provide tangible data to our partners, we have prepared a quarterly summary of key findings from our InfoAction and HR Action meetings. Click here to read the 2019-2020 Q1 Action Dashboard.

FOR MORE INFORMATION:
InfoAction: Dan McDonald, Vice President of Existing Business, at danielm@greaterdubuque.org or 563-557-9049
HR Action: Kristin Dietzel, Vice President of Workforce Solutions, at kristind@greaterdubuque.org or 563-557-9049

THREE AREA EMPLOYERS RECOGNIZED AS TOP WORKPLACES IN IOWA

In September, the Des Moines Register recognized 135 companies and organizations in Iowa as Top Workplaces for 2019. Three Dubuque-area employers received this recognition: Dupaco Community Credit Union; Honkamp Krueger & Co., P.C.; and Kunkel and Associates, Inc. Winning companies received recognition based on surveys about the workplace completed by their employees. Congratulations to these three employers on having an award-winning workplace culture!

workforce solutions

220 STUDENTS ATTEND INAUGURAL ACCESSDUBUQUEJOBS COLLEGE CAREER & PROFESSIONAL DEVELOPMENT FAIR

On Tuesday, October 15th, 48 AccessDubuqueJobs investors met with students from the five area educational institutions to talk about their internships and careers as well as their company culture and what it’s like to have a life in the Dubuque area beyond college. The AccessDubuqueJobs College Career & Professional Development Fair gave AccessDubuqueJobs investors a unique opportunity to connect with college talent at the event held at the Hotel Julien Dubuque.

In addition to the traditional career fair interactions, students were also able to attend professional development sessions in topics that included leveraging their social media presence, diversity & inclusion, personal finance, and how to turn internships into full-time employment. Presenters included representatives from the Sales Talent Group, the City of Dubuque, IowaWORKS, Foure Social, Kendall Hunt
Continued from Page 1

A white picket fence and a full-time career are the staples of the American dream. A dream often considered by Dubuquer, Sonny Thornton. Born in Michigan, Sonny moved around with his family until eventually landing in the tristate area in the early 1990s.

“Get a good job anywhere takes certification,” Sonny said, “and a lot of people can’t afford the time or cost of schooling. A neighbor knew I did some welding and mentioned the Welding GMAW Career Pathway Certificate program at Northeast Iowa Community College. I took the dive and was able to meet new people and refine the craft, all with a flexible schedule so I could keep up with family life,” Sonny explained. “After I graduated in May 2018, I was in my family shop welding up a trailer, when a family member remarked, ‘If you like welding so much, why don’t you just apply at John Deere?’ So I talked to my wife and decided to give it a try.”

In September 2018, John Deere Dubuque Works hired Sonny as a welder. Shortly after orientation, he was welding upper links in the skid steer department. Now he does finish welding on skid steer boom arms. “The workday moves quickly, and I work with a great bunch of people. I love it!” Sonny said.

Opportunity Dubuque and the welding program at NICC has given Sonny and his wife the potential and ability to make the American dream a reality, and opened doors for his children.

“The big question had when I enrolled at NICC was, ‘How am I going to afford this?’ The College directed me to the Opportunity Dubuque funding program, and that took care of all of it! It was a giant weight off my shoulders and I am grateful,” he said.

Sonny hopes to use his welding skills to start an agriculture-based repair shop, with a weld truck.

The Opportunity Dubuque workforce initiative was established between Northeast Iowa Community College, Dubuque Works and Greater Dubuque Development Corporation. Opportunity Dubuque supports community members interested in upskilling or reskilling for a different career. When graduates find local manufacturing employment, Opportunity Dubuque helps to close the skills gap in northeast Iowa. Today, there are more jobs that require middle skills like welding and machining than there are qualified employees to fill the positions.

OPPORTUNITY DUBUQUE MEETS EMPLOYER NEED FOR TALENT WHILE OFFERING THE AMERICAN DREAM

ARTICLE COURTESY OF NORTHEAST IOWA COMMUNITY COLLEGE

To wrap up the day, a diversity networking event gave employers and students the opportunity to make connections that could lead to gainful employment after graduation. Opening the networking session, keynote speaker Troy Cicero spoke on how being empathetic and working to understand others, we can build work environments where everyone is heard, valued, and respected. Cicero, President of MulticultuReal Communications, is a graduate of Loras College where he serves on their Board of Regents and is Chair of the Diversity and Inclusion Committee.

The first of its kind, the Career and Professional Development Fair welcomed students from Clarke University, Emmaus Bible College, Loras College, Northeast Iowa Community College, and the University of Dubuque. The event was free to attend for both students and AccessDubuqueJobs.com investors.

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

TO CONNECT YOUR COMPANY TO THE OPPORTUNITY DUBUQUE PROGRAM:
Contact Kristin Dietzel, Vice President of Workforce Solutions, at kristind@greaterdubuque.org or 563-557-9049

TO LEARN ABOUT OPPORTUNITY DUBUQUE PROGRAMS AND ATTEND A FREE INFO SESSION:
Visit the Northeast Iowa Community College website at www.nicc.edu/cpcinfosession
DUBUQUE WORKS STRATEGIC PLAN YEAR TWO UPDATE

Greater Dubuque Development has taken workforce development to the next level with Dubuque Works, a local collaborative of eighteen partners laser-focused on utilizing sound data to direct funding to initiatives that Connect, Recruit, Develop, and Retain talent in the Greater Dubuque Area. The collaborative has released a year two (FY18-19) progress report and updates on the work around the plan’s nine critical goals:

1. Sustain or increase local, state and federal funding for critical workforce programs.
2. Increase retention of local college graduates and recruitment of regional college graduates with in-demand skills through strategic partnerships among educational institutional and employers, including robust internship and graduate placement models.
3. Increase access to local public transportation for college students and 2nd and 3rd shift workers in the Cities of Dubuque and Peosta.
4. Support pathways to employment for individuals with significant barriers to employment.
5. Increase student exposure to high-demand and high-wage occupations through support of preK-12 workforce readiness programming.
6. Expand pathways for opportunity youth and adults (not working and not in school) to re-engage in employment and training by completing a high school diploma or a high school equivalency degree, and then continuing a pathway to further education and employment.
7. Support integrated partnerships with the City of Dubuque and non-profit service providers in Housing, Education, Workforce, Health, and Arts and Culture to reduce duplication of services to low-income residents and enhance client success to achieve economic stability.
8. Support disaggregation of all program data, workforce data, and population data to identify inequities and bias, support equity education opportunities and utilize an equity lens to inform decisions.
9. Support community development and marketing strategy that attracts millennial and other workforce, including social media campaign and other joint marketing of the Greater Dubuque area.

The continued progress of Dubuque Works is made possible through financial support provided by the City of Dubuque, Q Casino/Dubuque Racing Association, and the Dubuque County Board of Supervisors.

ACCESSDUBUQUEJOBS.COM UPDATE

New Investors
- ADM Ar ICO Fleeting Services
- IWI, P.C.
- Metrix Company
- Quanex Building Products
- Sherwin Williams
- St. Joseph the Worker

Renewed Investors
- American Customer Care
- Cottingham & Butler
- DDI, Inc.
- Dubuque Community YMCA/YWCA
- Engineering Services & Products Company
- Green Industrial Supply, Inc.
- Hawkeye Care Center of Dubuque
- Hillcrest Family Services

Renewed Investors, cont.
- Managed Solutions Group
- Mary’s Inn Maternity Home
- Medical Associates Clinic, P.C.
- Medline Industries, Inc.
- Sisters of the Presentation of the BVM

Declined Investors
- Community Educators LLC
- Long Hollow Canopy Tours
- Terracon

NEWCOMER SERVICES REPORTS

Newcomer Services Assistance
<table>
<thead>
<tr>
<th>FY 19-20</th>
<th>JUL</th>
<th>AUG</th>
<th>SEP</th>
<th>OCT</th>
<th>NOV</th>
<th>DEC</th>
<th>JAN</th>
<th>FEB</th>
<th>MAR</th>
<th>APR</th>
<th>MAY</th>
<th>JUN</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals</td>
<td>7</td>
<td>5</td>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>18</td>
</tr>
</tbody>
</table>

Community Tours
<table>
<thead>
<tr>
<th>FY 19-20</th>
<th>JUL</th>
<th>AUG</th>
<th>SEP</th>
<th>OCT</th>
<th>NOV</th>
<th>DEC</th>
<th>JAN</th>
<th>FEB</th>
<th>MAR</th>
<th>APR</th>
<th>MAY</th>
<th>JUN</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tours Conducted</td>
<td>12</td>
<td>16</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>33</td>
</tr>
</tbody>
</table>

Employers Assisted
| YTD 19-20 | 17 |

Distinctively Dubuque Participants

<table>
<thead>
<tr>
<th>August/September</th>
<th>October/November</th>
<th>January/February</th>
<th>March/April</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals FY 19-20</td>
<td>29</td>
<td></td>
<td></td>
<td>29</td>
</tr>
</tbody>
</table>

**Number of Employers Participating YTD FY 19-20: 17**

Monthly Relocation Guide Distribution
<table>
<thead>
<tr>
<th>FY 19-20</th>
<th>JUL</th>
<th>AUG</th>
<th>SEP</th>
<th>OCT</th>
<th>NOV</th>
<th>DEC</th>
<th>JAN</th>
<th>FEB</th>
<th>MAR</th>
<th>APR</th>
<th>MAY</th>
<th>JUN</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>To Individuals</td>
<td>16</td>
<td>24</td>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>48</td>
</tr>
<tr>
<td>To Businesses</td>
<td>27</td>
<td>17</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>47</td>
</tr>
<tr>
<td>Combined</td>
<td>43</td>
<td>41</td>
<td>11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>95</td>
</tr>
</tbody>
</table>

To read the report, visit greaterdubuque.org/dubuqueworks
GREATER DUBUQUE TO HOST ENERGY STORAGE FORUM ON OCTOBER 30TH

The City of Dubuque has made significant strides in renewable energy. A key to unlocking new potential for our region from its renewable resources is energy storage. Learn about the future of energy storage and its potential positive impact on the Greater Dubuque area at a meeting and dinner on Wednesday, October 30th. A keynote presentation will be given by Dr. George Crabtree, Argonne National Laboratory Senior Scientist and Director of the Joint Center for Energy Storage Research. Dave Lyons, Sustainable Innovations Consultant for Greater Dubuque Development, will also present on the new developments in renewable energy and broadband expansion.

TO LEARN MORE AND RSVP:
Visit our website at: greaterdubuque.org/energyforum.

STARTUP DUBUQUE FY2018–2019 RECAP

StartUp Dubuque, the partnership between Greater Dubuque Development and Northeast Iowa Community College, East Central Intergovernmental Association, and Small Business Development Center has released the FY 18–19 data on client visits and counseling hours. StartUp Dubuque provides entrepreneurial counseling, business plan development, and access to resources for entrepreneurs and small business owners. Seven counselors assist with these services.

311 CLIENTS COUNSELED FROM DUBUQUE COUNTY
1,485 HOURS OF CLIENT COUNSELING
13 NEW BUSINESS STARTS 330 JOBS CREATED

DUBUQUE’S TRUE NORTH ACQUIRES THREE ADDITIONAL VACANT RENTAL PROPERTIES FOR RENOVATION

Since June 2018, the Dubuque’s True North Corporation has been establishing the process to systematically buy vacant rental properties in the North End in order to significantly rehabilitate them and return them to owner-occupied homes. The properties were in various stages of disrepair, including fire and water damage. Two additional properties were acquired in early October, bringing the total to seven. The renovation process is in different stages across all homes and the Dubuque’s True North Corporation will continue the process of acquiring additional properties for the project.

The renovation of these properties falls under the first of three priorities for Dubuque’s True North:
• The removal of blight and the creation of affordable workforce housing
• Identification and pursuit of the redevelopment, reuse, and repurposing of commercial and/or industrial assets with the greatest opportunity for a “transformative effect”
• Pursue infrastructure improvements capable of creating the physical, financial, and cultural environment necessary to enable new businesses to develop, and existing businesses to reinvest in the north side corridors

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 (newest acquisition)
• 2527 Washington Street (newest acquisition)
• 1448 Jackson Street (newest acquisition)

FOR MORE INFORMATION:
Contact Ed Raber, Director of Dubuque’s True North at edr@greaterdubuque.org or 563-557-9049.
JOB CREATION UPDATE

The resident unemployment rate for August 2019 was reported as 2.5% and non-farm employment was 60,900.

NEW CONSTRUCTION UPDATE


CONSTRUCTION | GOAL: $800,000,000

<table>
<thead>
<tr>
<th></th>
<th>Total Residential</th>
<th>Total Commercial</th>
<th>Total Construction Cumulative</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$192,229,274</td>
<td>$306,196,481</td>
<td>$498,425,755</td>
</tr>
</tbody>
</table>

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 growth from 2016 (benchmark) to 2021.]


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 (benchmark) to 2021.]

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

upcoming religious celebrations & cultural events

EVENING OF OCT 20TH - EVENING OF OCT 22ND  Shemini Atzeret (Jewish)
OCT 27TH  Diwali (Hindu)
NOV 5TH  Election Day (Secular, United States)

EVENING OF NOV 9TH - EVENING OF NOV 10TH  Mawlid al-Nabi (Islamic)
NOV 11TH  Veterans Day (Secular, United States)
NOV 28TH  Thanksgiving (Secular, United States)