TWO AREA BUSINESS LEADERS AND GREATER DUBUQUE BOARD MEMBERS RECEIVE RECOGNITION FOR CAREER ACHIEVEMENTS

Jésús Avilés, President & CEO of Q Casino, Dubuque Racing Association
On November 26th, Jésús Avilés was honored with one of two 2019 Bob Bennett Good Faith Awards. Given annually by the Dubuque Area Labor-Management Council, the awards honor one individual connected with a labor union and one individual connected with an employer for practicing good faith in labor-management relations and for working towards a better community.

Joe Hearn, President & CEO of Dupaco Community Credit Union
On September 19th, the Credit Union Executives Society (CUES) inducted Joe Hearn into their Hall of Fame. Along with four other executives from around the nation, Hearn was recognized for his lifetime of achievement based on contributions to his profession and the industry, involvement in community service, and education and history of self-improvement.

On behalf of the Greater Dubuque Development Board of Directors and staff, we would like to congratulate these two community leaders for their notable achievements.

GREATER DUBUQUE RECEIVES BEST OF IOWA EXCELLENCE AWARD
On January 10, Business Expansion and Strategic Trends (BEST) released their annual report and BEST of Iowa Excellence Awards. BEST is a collaboration of local economic development groups, Alliant Energy, Black Hills Energy, the Iowa Area Development Group, MidAmerican Energy, and the Iowa Economic Development Authority. The collaborative focuses on strengthening policies and programs that support Iowa businesses and communities. The annual report is a compilation and analysis of Synchronist business interviews conducted throughout the year. In 2019, 800 interviews were conducted across 66 counties in Iowa. Greater Dubuque Development received a BEST of Iowa Excellence Award for going above and beyond in the effort—data from our 300 InfoAction interviews contributed to the statewide reporting.

QUARTERLY REPORTING UNDERSCORES 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.

The need for workforce is common among the reporting employers. Sixty percent of employers this quarter plan to add new jobs in the next 12 months. More than a third of those reporting have plans to expand. While “Employee Work Ethic/Loyalty” is reported in the top three community strengths, “Workforce Challenges” continues to be the highest reported community weakness and barrier to company growth.

Through the HR Action program, our Workforce Solutions team found that while participating employers reported 1,290 new hires in the last 12 months, they are also reporting 239 positions remained unfilled at the time of the interview. The Workforce Solutions team provides employers with resources and strategies to connect with the talent they still need.

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 Q2 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
DUBUQUE COLLEGIATE INFORMATION TECHNOLOGY FAIR RETURNS FOR SECOND YEAR

Greater Dubuque Development and AccessDubuqueJobs.com are sponsoring the 2nd annual Dubuque Collegiate Information Technology Fair to connect local students with career opportunities in their field in the Greater Dubuque area. The event will be held Tuesday February 25th, from 10:00 to 2:00 pm at the Diamond Jo Casino, Harbor Room. This event is FREE for students and AccessDubuqueJobs.com employers to attend.

The fair is planned in partnership with the IT Sector Partnership, a group of local industry, workforce, education, economic development, and community organizations engaged in developing solutions to skills and talent shortages in the IT sector in the region.

AGENDA

10:00 - 11:45  Innovation Session, conducted by Creative Adventure Lab
11:45 - 12:30  Networking Lunch, including panel of IT professionals
12:30 - 2:00  Employer Fair

Students who attend the fair will informally talk with employers about career and internship opportunities with their companies and learn how IT and Computer Science is critical to local businesses in a wide variety of industries. While the event is recommended for 1st and 2nd year IT students, it will be open to any college students interested in IT or Computer Science careers and a select number of high school students interested in pursuing an IT field after high school.

Participating employers will be provided a table to set up a booth to showcase their company, career opportunities, and internships. Employer booths are limited for this event, register today!

RSVP BY FEBRUARY 7TH: Visit our website under Events or at greaterdubuque.org/itemployer

LEARN MORE ABOUT BECOMING AN ACCESSDUBUQUEJOBS INVESTOR OR THE IT SECTOR PARTNERSHIP:
Contact Kristin Dietzel, Vice President of Workforce Solutions, at kristind@greaterdubuque.org or 563-557-9049

COLLEGE OUTREACH KEEPS GRADUATES IN THE GREATER DUBUQUE AREA

The Greater Dubuque area is home to seven institutes of higher learning, making it a unique landscape for recruiting college graduates. There is great potential to keep graduates in the area if they can connect early with employers and careers. Our Workforce Solutions team and AccessDubuqueJobs creates those connections throughout the year—through the Dubuque Collegiate IT Fair, Students of Color Career Luncheon, Career Services Visit, Talent Dubuque: Intern Engagement Program, and the College Career and Professional Development Fair. While the benefit is clear for our employers, graduates also find value in these efforts.

Jakob Kirman, graduating in May from Clarke University, attended the AccessDubuqueJobs College Career and Professional Development Fair in October:

“The AccessDubuqueJobs Career Fair was one of the best experiences that I have had in professional development at Clarke. It allowed for me to connect with local employers here in Dubuque and gain a better sense of what they not only are looking for, but what I am looking for after graduation. After the Career Fair, I was able to get follow-ups from eight different companies, which led to three different interviews and three different job offers. I am very grateful for this opportunity and would recommend it for anyone looking for an internship or a possible career.”

Continued on Page 3
His career fair experience led to his new position as a sales executive with Cottingham & Butler. Paige Kohlhof, Senior Talent Acquisition Specialist from Cottingham & Butler, also reached out with her perspective on the event:

“"We were impressed by the volume and caliber of candidates that we interacted with at the AccessDubuqueJobs College Career & Professional Development Fair. Not only did we hear positive feedback from students about the fair, but we too had success in hiring an accomplished student from Clarke who will be starting with us this spring. We are excited for next year’s event!”

The events held throughout the year, the internship and career postings on AccessDubuqueJobs.com, and the continued exposure to our area employers make graduates more likely to see a future staying in the Greater Dubuque area. Investing time and effort today leads to our workforce of tomorrow.

**TO LEARN MORE:** Contact Kristin Dietzel, Vice President of Workforce Solutions, at kristind@greaterdubuque.org or 563-557-9049

**AccessDubuqueJobs.com Update**

**Renewed Investors**
- Black Hills Energy
- Crescent Electric Supply Company
- East Dubuque Nitrogen Fertilizers, LLC
- Holy Family Catholic Schools

**Renewed Investors, cont.**
- John Deere Dubuque Works
- Loras College
- The McCoy Group
- Southwest Health Center

**Declined Investors**
- Crescent Community Health Center
- Dubuque Museum of Art
- Express Employment Professionals
- Shullsburg Creamery

**UPDATED RENTAL RESOURCE GUIDE NOW AVAILABLE**

When potential newcomers start their investigation of the area, one of their first stops is rental housing. Helping them find a place for their family and pets to live is one way we can make newcomers feel welcome in our community. In 2019, we released the first edition of our Rental Resources guide. This improved guide includes the most frequently utilized online resources that list local properties, as well as management companies and contact information. We will continue to make updates as more properties are developed.

**Newcomer Services**

**Updated Rental Resource Guide Now Available**

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**FOR MORE INFORMATION ON HOUSING AND OUR OTHER NEWCOMER SERVICES:**
Contact Anna Roling, Workforce Solutions Coordinator, at annar@greaterdubuque.org or 563-557-9049.

**Newcomer Services Reports**

**Newcomer Services Assistance**

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**Community Tours**

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**Employers Assisted**

| YTD 19-20 | 30 |

**Distinctively Dubuque Participants**

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**Monthly Relocation Guide Distribution**

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GREATER DUBUQUE REPRESENTED AT REGIONAL SITE SELECTION CONFERENCE

The Greater Dubuque Development team attended the MidAmerica Competitiveness Conference and Site Selector Forum hosted by the MidAmerica Economic Development Council December 8 - 10 in Chicago, Illinois. The annual conference brings together economic development organizations, site selectors, and partners to share the latest information on how to stay nationally competitive. The conference also provides opportunities to showcase the industries, employers, and our workforce initiatives in the Greater Dubuque area.

DEADLINE APPROACHING FOR FEBRUARY VENTURE SCHOOL

Starting in February, Creative Adventure Lab will be hosting a new cohort of the University of Iowa Venture School. The seven-session program helps high-potential startups turn ideas into reality through real-world experimentation, customer discovery, and Lean LaunchPad methodologies. The application deadline for the Spring session is on January 31st.

FOR MORE INFORMATION:
Visit the John Pappajohn Entrepreneurial Center website at www.iowajpec.org/community/venture-school

JOB CREATION UPDATE

The resident unemployment rate for November 2019 was reported as 2.2% and non-farm employment was 62,300.

DUBUQUE MSA LABOR FORCE  |  GOAL: 64,000  |  CURRENT: 62,300

SOURCE: Iowa Workforce Development
NEW CONSTRUCTION UPDATE

Since the beginning of the Greater Dubuque 2022 Campaign (7/1/17 through 12/31/19), Residential construction totals $219,797,994. Commercial construction totals $324,529,611. Total construction totals $544,327,605.

MEDIAN HOUSEHOLD INCOME UPDATE

As of December 2019, the median household income for Dubuque County was reported as $61,321.
**POPPULATION GROWTH UPDATE**

As of April 2018, the population was 96,854

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

![Populations growth chart](chart.png)

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

**upcoming religious celebrations & cultural events**

**JAN 20TH** Martin Luther King Jr. Day (Secular, United States)

**JAN 25TH** New Year (Chinese)

**FEB 21ST** Maha Shivaratri (Hindu)

**FEB 26TH - APR 9TH** Lent (Christian)