

workforce solutions



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



ANNA ROLING
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*

* Contractor or Part-time Staff

GREATER DUBUQUE DEVELOPMENT BIDS FAREWELL TO KRISTIN DIETZEL

Multiple times throughout my four and a half years at Greater Dubuque Development, people have said to me, "You can tell you really love your job." Usually I had just finished telling them probably more than they wanted to know about a particular workforce statistic, a local trend, or a new project we were undertaking to fill workforce gaps in our region. And I would honestly answer, "Yes, I love this job."

But, it was never the job itself that drove my passion. It was the impact on people—those across the table from me at our local companies and organizations and those whose lives we were working to impact through meaningful workforce solutions. It was their stories, challenges and triumphs that drove me to make our community better. It was the thrill of seeing a problem and targeting resources to transform it. It was the satisfaction of helping make someone else's work a little bit easier. And it was working with my team at Greater Dubuque Development who values excellence in everything they do, with just the right dose of humor and well-placed advice. They trusted me to enhance a workforce model that worked for all, and not just some, in our community, and while I am so proud of the work that has been accomplished, I know the work is not done yet.

For that reason, it is bittersweet for me to share that I am moving on from Greater Dubuque Development at the end of the year. Instead of talking to businesses day in and day out, I am ready to try my hand at running one. The opportunity to lead my family's small business, Painted Sky Designs, was too good to pass up. With this community, the network I've built, and Greater Dubuque Development behind me, I am excited to experience the rewards of growing the business to its full potential while tackling the challenges that will arise. My 9-year old twins are also happy to have their mom provide the before and after school care and step up her carpool game too! I am happy to stay in this community I love so much and continue to work on issues that matter to me, a place that I have come to know first-hand is special and so much more than just a place to find a job.

Kristin Dietzel
Vice President of Workforce Solutions



GREATER DUBUQUE DEVELOPMENT'S ANNA ROLING ACCEPTS LEADERSHIP ROLE WITH TRIHRA



Tri-State
Human Resource Association

Greater Dubuque Development is pleased to announce that Anna Roling, Workforce Solutions Coordinator, was nominated and elected to a three-year term on the 2021 Tri-State Human Resource Association (TRI HRA) Board of Directors. She will serve as President-Elect, President, and Past President consecutively. Currently, Anna serves as the Treasurer. Anna has worked at Greater Dubuque Development since 2018, assisting in implementation of a model workforce solutions program that helps employers recruit, retain and train workforce.

Other 2021 directors include:

President: Jamie Wille, Human Resources Representative, Dupaco Community Credit Union
Treasurer: Kaitlyn White, Recruiting Specialist, Medical Associates
Secretary: Julia Holdridge, Director of Human Resources, Sedgwick
Immediate Past President: Krista Shadley, People & Culture Partner, Cartegraph

TRI HRA was founded in 1992 in Dubuque as the local affiliate of the national Society for Human Resource

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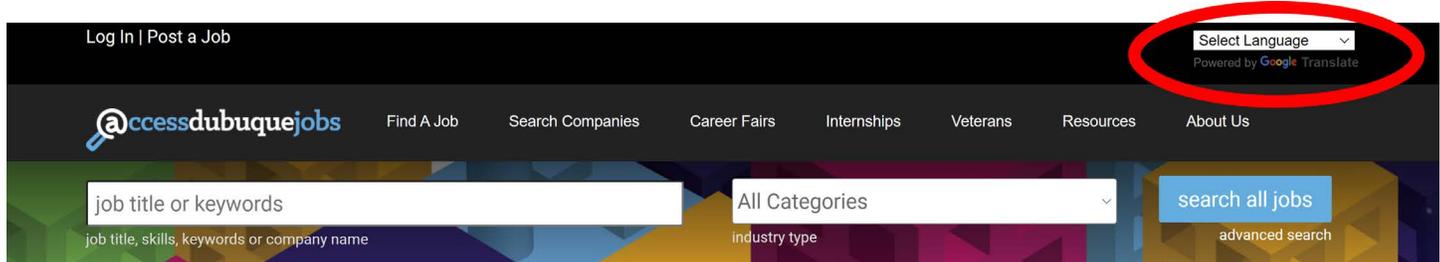
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Management (SHRM). TRIHRA belongs to a network of over 450 professional chapters and 300 student chapters. There are currently about 100 human resource members in our local chapter. Members participate in networking opportunities with HR colleagues, monthly TRIHRA meetings with timely topics and informative speakers, and gain access to attendance at national and state SHRM conferences and other HR-related literature.

We share updates and events from TRIHRA and other organizations in our bi-weekly workforce e-blast, *Finders of Keepers*. To subscribe, visit www.greaterdubuque.org/subscribe.

ACCESSDUBUQUEJOBS.COM EQUIPPED WITH TRANSLATION PLUGIN

As the Greater Dubuque community continues to further diversity, equity, and inclusion efforts, helping all job seekers find local employment is a critical element. AccessDubuqueJobs.com includes the Google Translate plugin in order to help job seekers who speak English as a second language. Located at the top of the webpage, the dropdown menu can be used to select one of over 50 languages into which Google Translate can convert AccessDubuqueJobs and career postings.



DUBUQUE WORKS STRATEGIC PLAN YEAR THREE 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 three (FY19-20) 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.



[Click to view the Dubuque Works Year 3 \(FY19-20\) Update](#)

TO LEARN MORE ABOUT DUBUQUE WORKS:

Contact Kristin Dietzel, Vice President of Workforce Solutions at kristind@greaterdubuque.org.

ACCESSDUBUQUEJOBS.COM UPDATE

New Investors

- Thompson Truck & Trailer

Renewed Investors

- Carlisle Ryan Digital Print & Services
- City of Dubuque
- City of Peosta
- Clarke University
- Dubuque Screw Products, Inc.
- Hillcrest Family Services

Renewed Investors, cont.

- Managed Solutions Group
- MidWestOne Bank
- Modernfold, Inc.
- Rite-Hite Corp.
- Roger Klosterman & Co. LLP
- Sedona Staffing Services
- Stonehill Communities
- The Fountain of Youth
- Weitz Sign Company

Declined Investors

- Best Western Plus Dubuque
- iSolved HCM Midwest, LLC



business development

PROPULSE EXPANDS AGAIN, COMPANY AND EMPLOYEES THRIVE DESPITE PANDEMIC

ProPulse (formerly known as Schieffer Company International) is once again expanding. Nearly 25 years ago, ProPulse's President & CEO, Jeff Theis, was already growing the Greater Dubuque area economy. In 1996, Theis was instrumental in the opening of the Schieffer Company facility in Peosta, in partnership with the Schieffer family of Lippstadt, Germany. ProPulse manufactures high-pressure hoses for a number of world-class OEM's for a variety of applications including pressure washers, agricultural machinery, construction equipment, and automotive.



With superior products and design, a commitment to excellence, and loyal employees, the company is expanding yet again.

The company has just broke ground for the construction of another 20,000-square-foot addition in Peosta, bringing the total to approximately 115,000 square feet. The new space will allow room for more product research and development, a quality lab, production, and new amenities for team members.

Additionally, in just the past few years, ProPulse has also acquired additional land and buildings for future growth in Peosta. With 115 employees and more to come, Theis and his team have come a long way from six people in a 12,000-square-foot operation in 1996.

Greater Dubuque Development is a proud partner of ProPulse and salutes their continued growth. Moreover, Greater Dubuque Development also appreciates and recognizes Jeff Theis for his time and leadership. Jeff has personally volunteered for years as a guest educator for the Distinctively Dubuque newcomer program, welcoming new residents to our community and our workforce.



FIDELITY BANK RECOGNIZED IN NATIONAL RANKING BY NEWSWEEK

In October, Newsweek released their list of America's Best Banks 2021, ranking financial institutions that "best serve their customers' needs in today's challenging times." Fidelity Bank was listed as the [Best Small Bank](#) for the state of Iowa. Small Banks were defined as those having less than \$10 Billion in assets.

A statement from the Fidelity Bank Board Chair, Jim Kennedy, Jr., stated, "this award is a testament to our amazing Fidelity Family. Our team provides an outstanding banking experience to customers. It has always been our priority and mission to provide top-notch service and the best banking products while maintaining the hometown feel."

upcoming religious celebrations & cultural events

NOV 26TH Thanksgiving (U.S. Secular)

EVENING OF DEC 10TH - EVENING OF DEC 18TH Hanukkah (Jewish)

DEC 25TH Christmas (Christian)

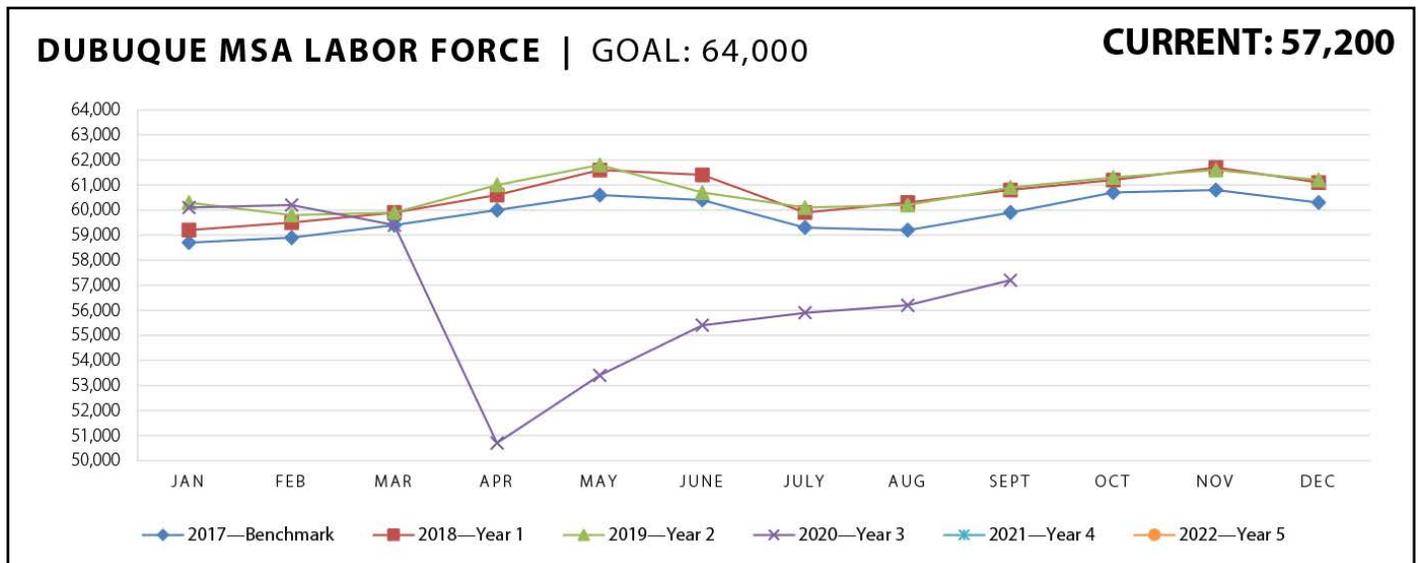
DEC 26TH - JAN 1ST Kwanzaa (African American)

JAN 1ST New Year's Day (U.S. Secular)

goals & progress

JOB CREATION UPDATE

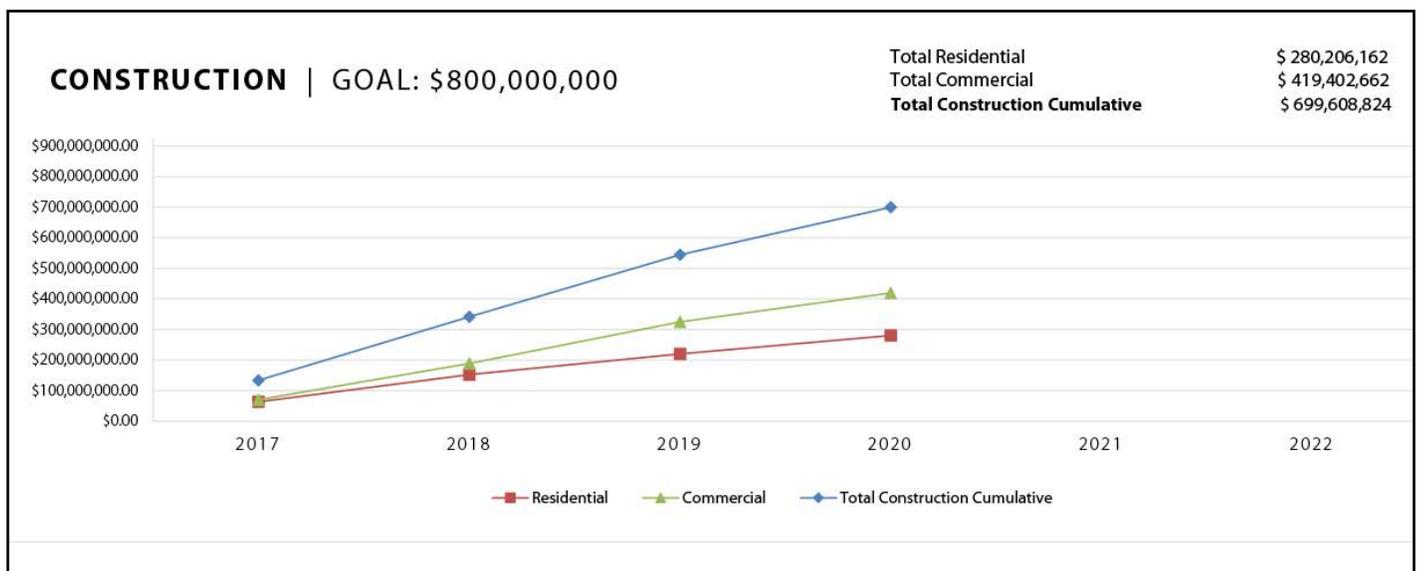
The resident unemployment rate for September 2020 was reported as 4.6% and non-farm employment was 57,200.



SOURCE: Iowa Workforce Development

NEW CONSTRUCTION UPDATE

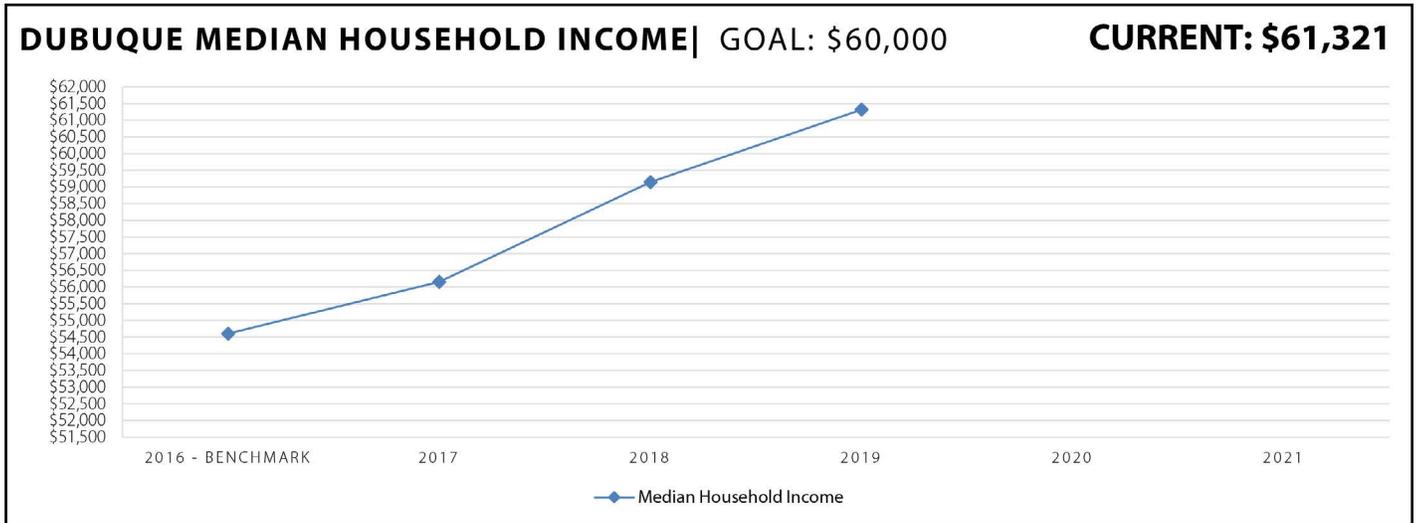
Since the beginning of the Greater Dubuque 2022 Campaign (7/1/17 through 10/31/20), Residential construction totals \$280,206,162. Commercial construction totals \$419,402,662. Total construction totals \$699,608,824.



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

MEDIAN HOUSEHOLD INCOME UPDATE

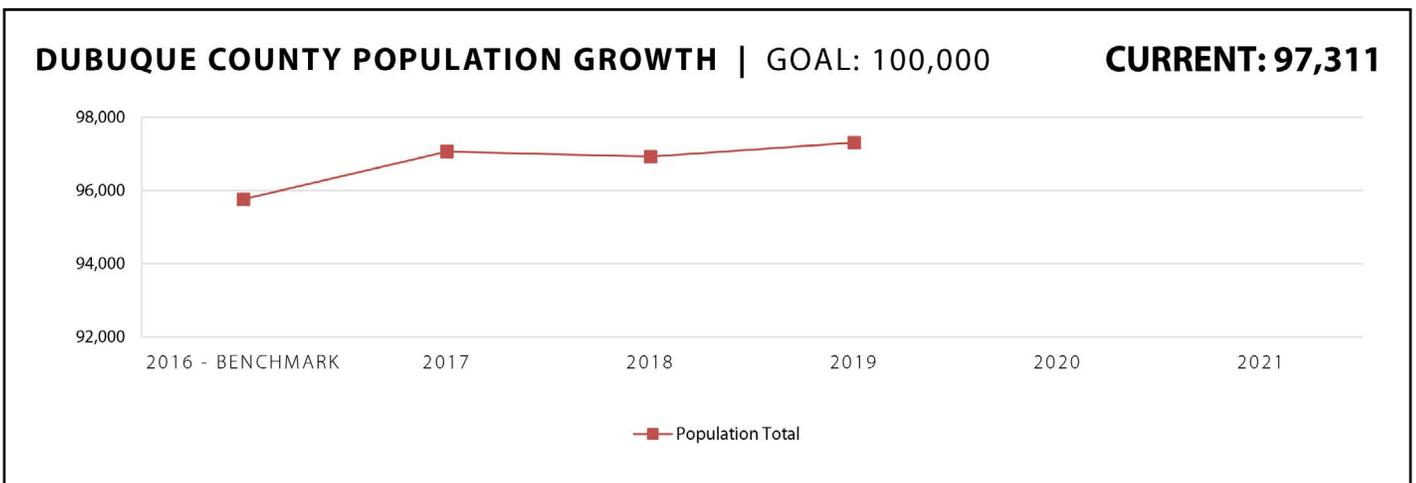
As of December 2019, the median household income for Dubuque County was reported as \$61,321.



SOURCE: American Community Survey 5-year Estimates (2014-2018), updated annually

POPULATION GROWTH UPDATE

As of April 2019, the population was 97,311



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