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January 2023 • Greater Dubuque Development Newsletter

Business Services

The Jule Offering New Routes Free for Commuters

Greater Dubuque Development Corporation and the City of Dubuque remains committed to growing our region's workforce. One important barrier to available workforce, identified by our employer and nonprofit partners, is transportation. Working in partnership with the City of Dubuque's Transportation Department and area employers, an innovative Commuter Shuttle has been developed to better support employers and residents. The initial launch will be FREE to all riders and is being funded by Greater Dubuque Development.



Early morning routes will start in residential neighborhoods and travel to business districts, making frequent stops to pick up riders along the way and drop them off in two main employment centers in Dubuque that includes the Dubuque Industrial Center West and the Kerper Avenue corridor out to John Deere Dubuque Works. The goal of this initiative is to mitigate transportation as a barrier to employment. We encourage you to review the route maps [\[here\]](#), share this initiative with your current employees, and with potential applicants in your recruitment efforts when they indicate transportation issues. Riders can view these new routes, find stops along the routes and plan a trip based on start/stop locations and desired times all within the MyJule mobile app or on the [Jule's website](#).

The Commuter Shuttle routes were launched on January 9th and are available on the MyJule app, which is available for free in the [Apple App Store](#) and on [Google Play](#).

If you have questions or would like to learn more about this initiative, contact Nic Hockenberry, Director of Workforce Programming.



Contact Nic to Learn More.

Contact **Nic Hockenberry**, Director of Workforce Programming, at 563-557-9049
or nicolash@greaterdubuque.org.

Future Leadership Team Reviews Greater Dubuque's Strategic Initiatives

On December 7, Greater Dubuque Development convened a meeting of its 2022-2023 Future Leadership Team. This 30-person advisory team meets quarterly to discuss relevant economic development topics and how Greater Dubuque Development and the community can be most effective in addressing challenges and opportunities. Rick Dickinson President & CEO and Jason White, Vice President of Business Services provided an update on Greater Dubuque strategic initiatives, which include transportation, housing, and childcare.

The Future Leadership Team shared feedback on supporting these initiatives and offering insight how the work of Greater Dubuque Development can and should adapt to be more effective in meeting those challenges. They also discussed how Greater Dubuque's work on these issues could more positively impact businesses and workforce development. Team members provided unique insights based on their personal and professional experiences which will be used to inform decision-making by the staff and Board of Directors.

[>> Click here to view a list of Future Leadership Team members.](#)

For more information about the Future Leadership Team, contact Nic Hockenberry, Director of Workforce Programming, at nicholash@greaterdubuque.org or 563-557-9049.

Workforce Solutions

The new AccessDubuqueJobs.com site was launched in February 2022 and offers job seekers and employers better functionality, new reporting, auto feed features, and the local access sites. When the new site was launched, we promised continued enhancements for our AccessDubuqueJobs.com investors to ensure the site remains the number one regional job board in our area. Greater Dubuque Development is excited to reveal two new tools that are only available to AccessDubuqueJobs.com investors: **CompAnalyst by Salary.com Compensation Data** and **AccessDubuqueJobs.com Resume Alerts**.

CompAnalyst by Salary.com Compensation Data

CompAnalyst will allow AccessDubuqueJobs.com investors to work directly with Greater Dubuque Development staff to receive data and insight needed to confidently make compensation decisions. The tool addresses the entire compensation process to help price jobs with accuracy and analyze your compensation practices. Organizations can scope data to their specific industry, company size, and geographic location with more than 15,000 unique job titles across 225 industries in the US. The tool can be used to price for a job you are actively recruiting for and can also provide insights for existing employees to easily balance internal pay equity.

Thirty-minute sessions are available for AccessDubuqueJobs.com investors by appointment with Mandi Dolson, our Director of Workforce Recruitment & Retention. To prepare for your session, please have the job description of the position(s) you want to scope along with required years of experience and education level.

To schedule your session, please email Mandi Dolson at mandid@greaterdubuque.org and provide your availability for a 30-minute time block. Mandi will follow up with the confirmed day/time of the meeting and will send a calendar invite with a Microsoft Teams meeting link.



Schedule a time with Mandi.

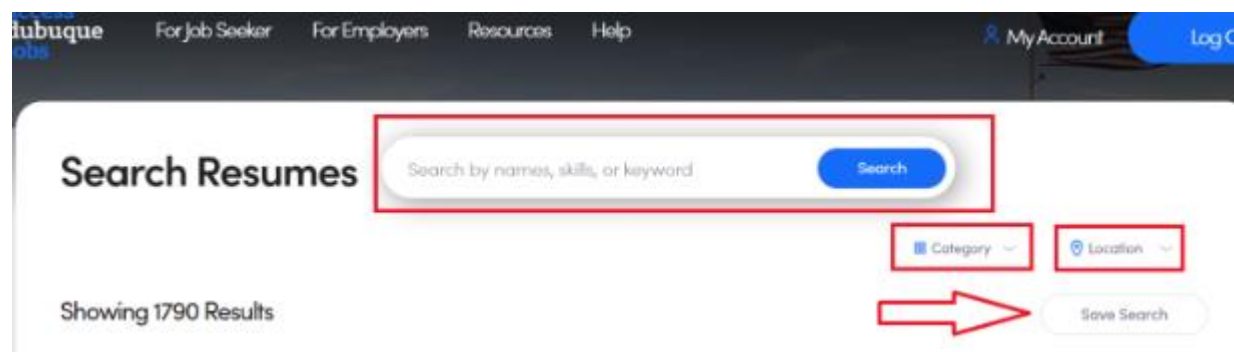
Contact **Mandi Dolson**, Director of Workforce Recruitment & Retention, at 563-557-9049 or mandid@greaterdubuque.org.

AccessDubuqueJobs.com Resume Alerts

Set up resume alerts to receive daily email notifications with resumes that meet your saved search criteria. Searches can be set up based on keywords, categories, and/or location. Emails will be sent out daily at 8 am with links to new resumes that match your saved search. This will eliminate the need to search the resume bank for new resumes – saving you time!

To set up resume alerts, follow the steps below:

- Log into your AccessDubuqueJobs.com employer account
- Go to “For Employers” across the top
- Select “Search Resume Bank” from the drop down
- Enter the criteria you would like to save (keyword, category, location)
- Select the “Save Search” button



- Be sure to check the box that says “Daily Email Alert” to receive the email alerts
- Select the “Save” button
- Your resume alert has been saved and you will receive the resume alert emails every morning at 8am CST

If you have questions or need help setting up an alert, please contact Mandi Dolson, Director of Workforce Recruitment & Retention, at 563-557-9049 or mandid@greaterdubuque.org.

Thank you for being an investor in AccessDubuqueJobs.com. Your investment not only supports the Greater Dubuque region’s economic future, but also funds critical workforce initiatives to attract, retain, and create talent. Together, we can show job seekers how YOUR career can be great here in the Greater Dubuque region.



RENEWED Investors

- Assured Partners Great Plains dba The Friedman Group
- River City Logistics
- Cottingham & Butler
- National Mississippi River Museum & Aquarium
- Medline Industries, LP
- Hawkeye Care Center
- Green Industrial Supply, Inc.
- Dubuque Arboretum & Botanical Gardens
- Engineering Services & Products Company
- Sisters of the Presentation of the Blessed Virgin Mary
- Medical Associates Clinic, P.C.
- Origin Design
- The Metrix Company
- Travel Dubuque
- Tucker Freight Lines

Invest in AccessDubuqueJobs.com and receive unlimited access to the top regional jobs site, expert assistance from our Workforce Solutions team, and a suite of newcomer services tools.

Sign up now! Contact Mandi Dolson, Director of Workforce Recruitment & Retention, at 563-557-9049 or mandid@greaterdubuque.org.

Strategic Initiatives

Dubuque Initiatives finalized the \$2.5 million purchase of the former Medline Facility

Located at 7900 Chavenelle Road, the plan is to transform this space into a world class child care center. The child care center planned for the site initially will have 120 openings, with an eventual maximum capacity of 225.

"It's something Dubuque Initiatives has been working on for quite some time," said Kevin Lynch, president of Dubuque Initiatives' board, of the project. "It's a need that's been expressed by the employers of Dubuque and the parents of young children that we need to have some different child care options available. Like many things, it takes a lot of partners, but Dubuque Initiatives is stepping up to fill this need, and we're proud to be able to do it."

Lynch said the goal is to have child care available in the building by the end of 2023. The facility will be run by Dubuque Community YMCA/YWCA. "We want to work with the existing child care providers and not be seen as a negative," Lynch added. "This is meant to be an 'also.'"

The child care facility will take up about one-third of the 67,000-square-foot building, according to Dave Lyons, Strategic Initiative Consultant for Greater Dubuque Development Corp. and Innovations Consultant for Dubuque Initiatives in regard to the child care facility project. There also will be a playground and additional greenspace for the children.

Lynch said there have been a couple of entities that have expressed interest in the rest of space in the building, but no details were disclosed.

"We hope to house several complementary organizations that will work on making life better for little kids and better for parents and make Dubuque an even greater place," he said.

The Chavenelle Road property has not been occupied in nearly three years, as Medline constructed a new facility in Dubuque Industrial Center West in 2020. The building had been for sale since 2018, when Medline began development on its current facility.

Medline initially had the Chavenelle Road property listed at a sale price of \$5.9 million but sold the building to Dubuque Initiatives for less than half of that. "Medline has been so generous and accommodating," Lynch said. "I can't express our gratitude enough."

Kate Slattery, vice president of real estate, construction and facilities for Medline, said that Medline is "thrilled" by Dubuque Initiatives' plans for the facility. "When Medline was approached with the proposal to purchase the facility to convert it into a new, state-of-the-art child care center, we were happy to work together to complete the sale and ensure this facility would serve the city's workforce for years to come," Slattery said.

Dubuque Initiatives also applied for a state Child Care Business Incentive Grant for the project and was awarded \$2.16 million in September. The organization has invested an additional \$2.4 million as a match for that grant.

"The theory is that there are costs for this additional capacity," Lyons said. "The first cost is the actual building and construction and remodeling. We don't want that to fall to the workforce, so Dubuque Initiatives, in collaboration with the state (funds), take this cost off the table."

Lyons said the goal of the facility is to specialize in types of care that might be difficult for existing centers to do and often are least available, such as infant care, drop-in care and shift care.

Having these types of care can help recruit workforce, Lyons said, such as expectant parents looking for a community with open infant care slots.

“There are also people who went from working in the office to working from home during the pandemic,” he added. “Now, they want to come back to the office a couple of days a week, and it can be hard to find child care designed to be affordable on a part-time basis.”

To make infant care, drop-in care and shift care more affordable, Lyons said collaborations with employers are being discussed. These collaborations would involve parents still paying for child care, but employers could pay to keep that slot open and reserve needed child care capacity for their workforce.

“Many child care centers don’t open early enough for someone to have a 6 a.m. shift start,” he said. “It’s more expensive to have early start times or late stay times. There would be an opportunity for employees of whichever employer we are talking about to be able to have early child care at the same price.

Lyons said some employers already have done surveys to assess their workforce’s future child care needs and are waiting to hear what the employer cost would be to reserve capacity. Greater Dubuque Development also designed a free survey for employers who have not yet assessed their child care needs, he said.

Greater Dubuque Development President and CEO Rick Dickinson stressed that the new child care facility is not just for employees of businesses on the west side of Dubuque but for people throughout the entire region.

“It’s always difficult to determine if a child care facility should be closer to the home of the parent and child or closer to the workplace of the parent,” he said. “This location seemed to make great sense for a new facility.

“We’re just excited that Dubuque Initiatives has embraced the need for expanded child care in the community, especially for that child care which is least available. They were willing to step up to the plate to address the national issue of child care. This will be a model for other communities.”

Upcoming Events

Distinctively Dubuque Begins February 1

Register Now – Contact **Mandi Dolson**, Director of Workforce Recruitment & Retention, at mandid@greaterdubuque.org or 563-557-9049.

AccessDubuqueJobs.com Community of Colleges Hockey Night Thursday, February 2

Dubuque Ice Arena
1800 Admiral Sheehy Dr., Dubuque
More details to come.

Let’s Learn About Arts & Culture

Wednesday, February 8

5:30 p.m. – 7:30 p.m.
Steeple Square
101 E. 15th St., Dubuque
More details to come.

AccessDubuqueJobs.com College Career & Professional Development Fair

Wednesday, March 29

10 a.m. – 2 p.m.
Hotel Julien
200 Main St., Dubuque
More details to come.



Thank You to Our YOU Can Be Great Here Campaign Investors!

Just have it say Thank You to Our **YOU Can Be Great Here** Campaign Investors!

Pledges to date have exceeded \$12 million, however, we have a number of asks pending and we look forward to reaching out to additional new investors. This funding is essential to reaching the goals of our **YOU Can Be Great Here** campaign.

Thanks to the support of good corporate citizens, the Greater Dubuque area can and will outperform out competition, especially as it relates to workforce.

Invest in our YOU Can Be Great Here Campaign.

Contact **Rick Dickinson**, President & CEO of Greater Dubuque Development, at rickd@greaterdubuque.org or 563-557-9049. Learn more about the campaign [here](#).

2027 Campaign Goals & Progress

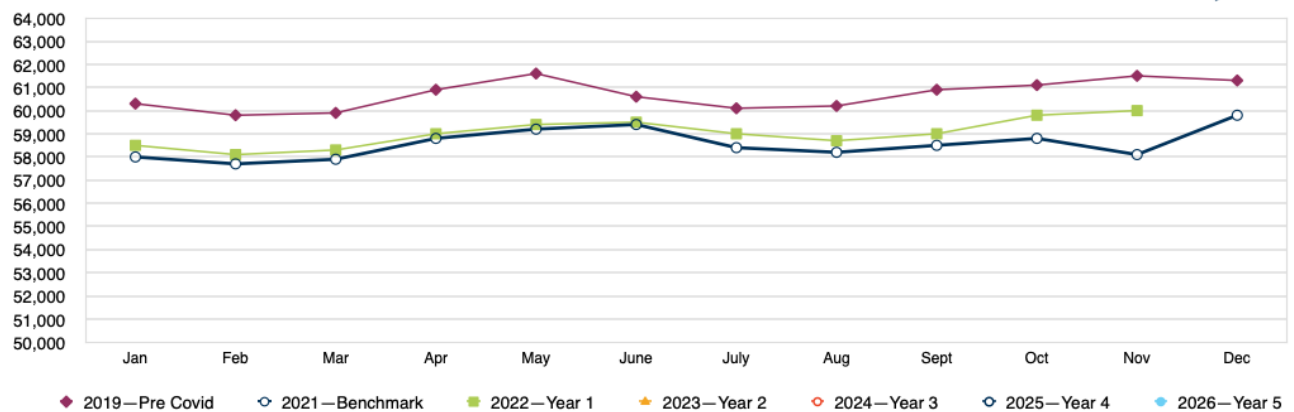
Job Creation Update

The resident unemployment rate for November 2022 was reported as 2.8% and non-farm employment was 60,000. (Goal: 64,000)

Source: Iowa Workforce Development

DUBUQUE MSA LABOR FORCE | GOAL: 64,000

CURRENT: 60,000



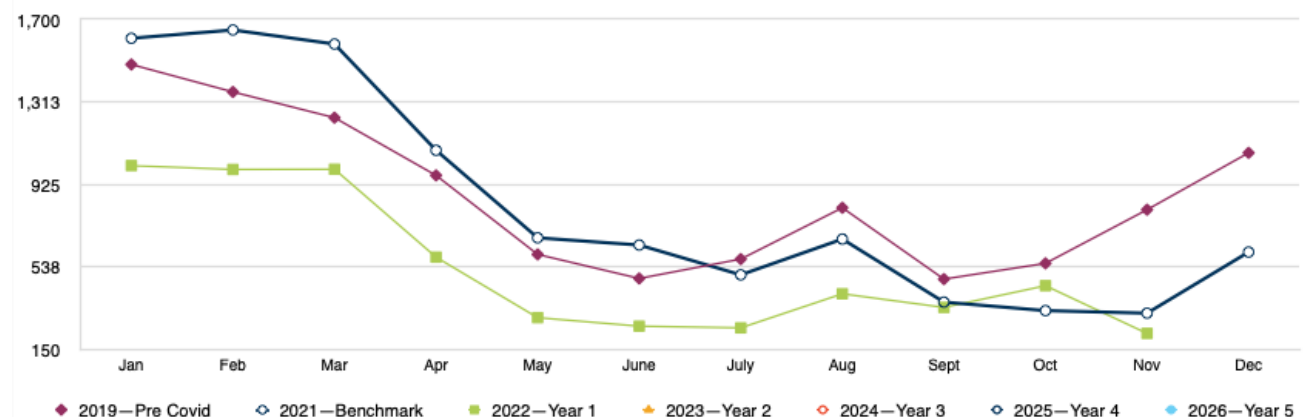
Unemployment Insurance Claim Update

The number of unemployment insurance claim recipients for November 2022 was reported as 225.

Source: Iowa Workforce Development

UNEMPLOYMENT RECIPIENTS

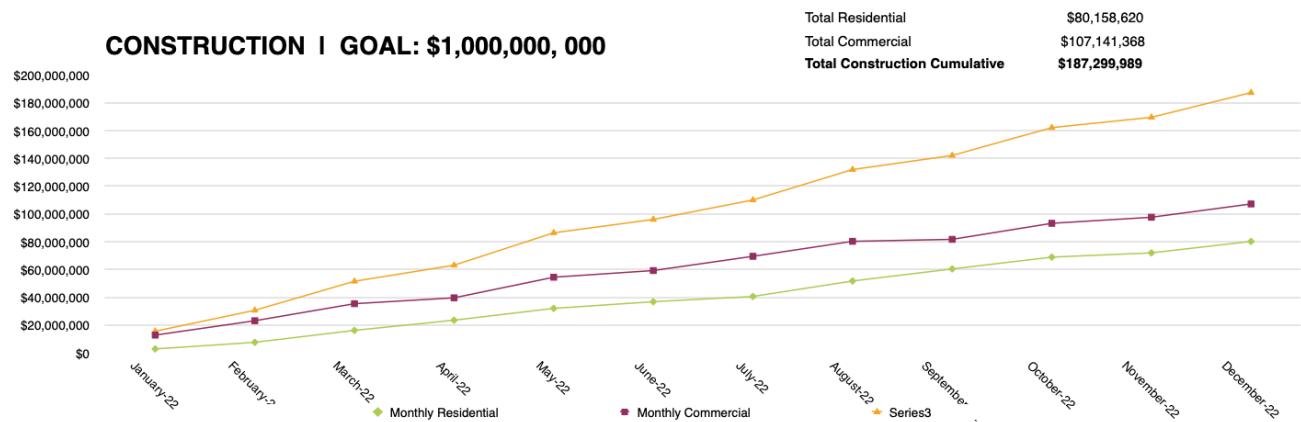
CURRENT: 225



New Construction Update

Since the beginning of the Greater Dubuque 2027 Campaign (7/1/22 through 12/31/22), Residential construction totals \$80,158,620. Commercial construction totals \$107,141,368. Total construction totals \$187,299,989. (Goal: \$1,000,000,000)

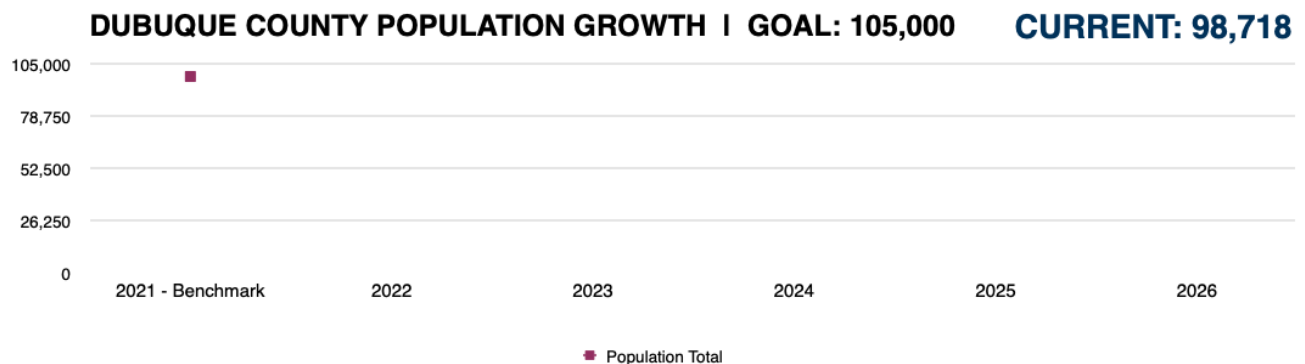
Source: City of Dubuque and Dubuque County, incorporated and unincorporated.



Population Growth

As of April 2022, the population was 98,718. (Goal: 105,000)

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



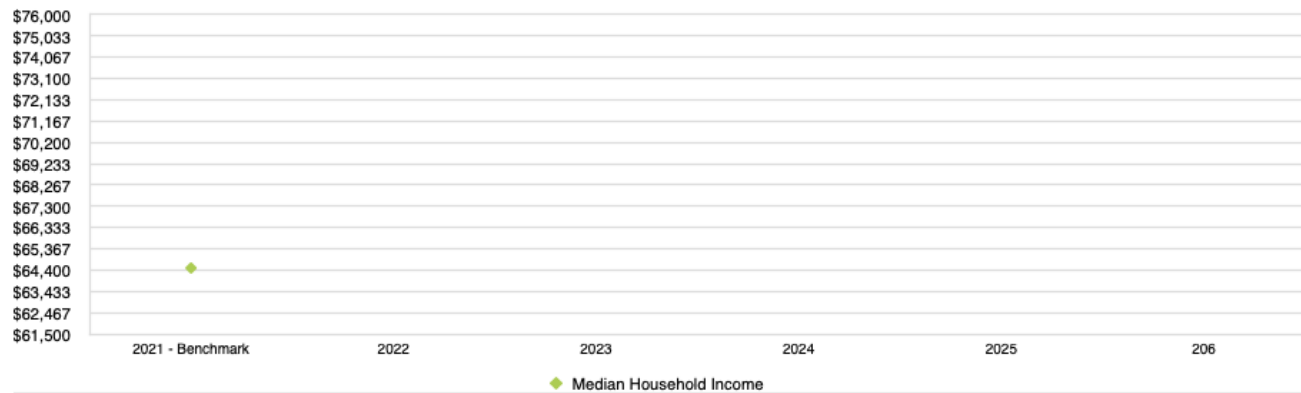
Median Household Income

As of December 2021, the median household income for Dubuque County was reported as \$64,493.

(Goal: \$76,000)

DUBUQUE MEDIAN HOUSEHOLD INCOME | GOAL: \$76,000

CURRENT: \$64,493



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