

Workforce Solutions Breakfast

May 3, 2024 | 8:00 a.m. | Diamond Jo Casino



**Greater
Dubuque**
DEVELOPMENT CORP.



**access
dubuque
jobs.com**

YOU can be great here.



Welcome & Introductions

Jason White

Vice President of Business Services

YOU can be great here.



Agenda

Welcome & Introductions

Jason White, *Vice President of Business Services*

Workforce Solutions Update

Mandi Dolson, *Director of Workforce Recruitment & Retention*

New AccessDubuqueJobs.com Features

Matt Connolly, *Director of Digital Operations at TH Media*

Workforce Landscape

Nic Hockenberry, *Director of Workforce Programming*

Soft Infrastructure

Rick Dickinson, *President & CEO*

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Workforce Solutions Update

Mandi Dolson

Director of Workforce Recruitment & Retention

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YOU can be great here Community of Colleges Series

Millwork Scavenger Hunt

September 20 | 7 Hills Event Center

- 55 students participated



AccessDubuqueJobs.com Fall Career Fair

October 11 | Hotel Julien

- 100 job seekers engaged
- 51 Employer and Resource Booths



College Movie Night

November 15 | Phoenix Theatres

- 120 students attended



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YOU can be great here Community of Colleges Series

College Hockey Night

February 2 | ImOn Arena

- 443 attended (403 students + 30 area employer representatives)

AccessDubuqueJobs.com Spring Career Fair

February 21 | Hotel Julien

- Over 340 engaged including 150+ college students
- 62 Employer & Resource Booths

Connected with ~ 1,058 College Students & Job Seekers



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Talent Dubuque: An Intern Engagement Program

**Registration Now Open for
Summer 2024 Program**

Welcome Luncheon

Thursday, June 6 | 11:30 a.m. – 1:00 p.m.
Diamond Jo Casino

Young Professionals of Dubuque (YP) Luncheon

Wednesday, June 12 | 11:45 a.m. – 1:15 p.m.
Q Casino + Resort

Riverfront Scavenger Hunt & Taste of Summer

Thursday, June 27 | 5:00 – 9:00 p.m.
National Mississippi River Museum & Aquarium

Dubuque Region Trivia & Millwork Night Market

Thursday, July 11 | 5:00 – 7:00pm
7 Hills Ballroom | Historic Millwork District

Young Professionals of Dubuque (YP) Luncheon

Date & Location TBA

Closing Luncheon

Thursday, July 25 | 11:30 a.m. – 1:00 p.m.
Grand River Center

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Rapid Response to Regional Layoffs and Closures

January 30, 2024 | AccessDubuqueJobs.com Career Fair in Platteville (WI)

- **568 impacted workers**
 - University of Wisconsin – Platteville (111), Saputo (285), Energizer (172)
 - Organized and promoted by Greater Dubuque Development Corporation

February 20, 2024 | Eau Claire (WI) Career Fair

- **1,302 impacted workers**
 - HSHS St. Joseph's Hospital (247), Hospital Sisters Health System Sacred Heart Hospital of Eau Claire (823), Prevea Clinic (232)

May 1, 2024 | John Deere Waterloo Works

- **308 impacted workers**

May 2, 2024 | Lancaster Saputo Career Fair

- **285 impacted workers**

Upcoming Event

May 15, 2024 | Tysons Foods

1,276 impacted workers

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Workforce Solutions Investor Resources

AccessDubuqueJobs.com Tools

- **Unlimited Job Postings on AccessDubuqueJobs.com** – PLUS an auto-feed option from employer ATS
- **Resume Alerts** – Set up alerts to receive daily email notifications with resumes that meet your saved search criteria

Resources & Events

- **Wage Data by Salary.com** – Access workforce and wage data to confidently make compensation decisions and see how you compare in the market
- **HR Professionals Cohort** – Quarterly events for regional HR professionals to connect, network, and share through peer-to-peer learning
- **Exclusive Events** – Participate in investor-only events, including biannual career fairs

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Workforce Solutions Investor Resources

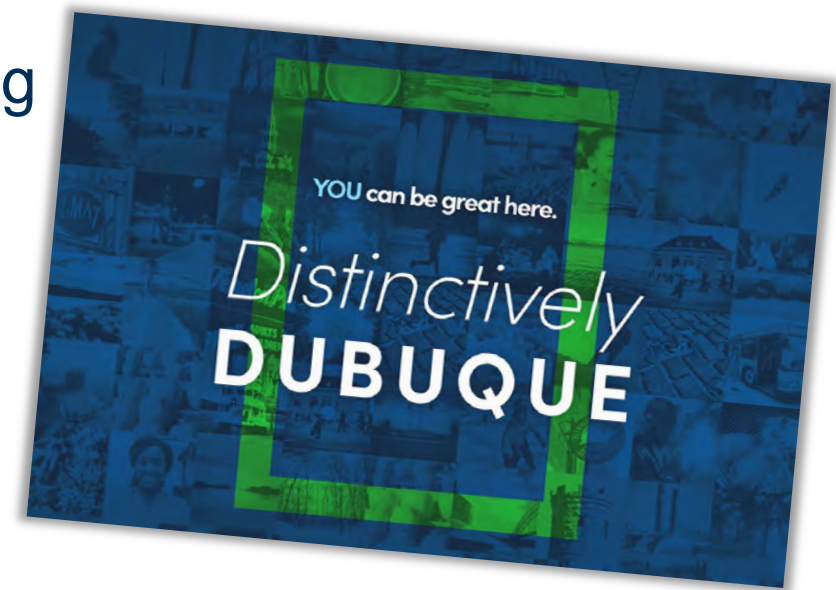
Newcomer Services

- **Community Tours** – Offer recruits personalized community tours to discover the Greater Dubuque region
- **Distinctively Dubuque** – Free, interactive learning experience where newcomers gain valuable knowledge about the community while meeting community leaders and others new to the region

2024 Upcoming Sessions

Session 3: August 21 – September 18

Session 4: October 2 – October 30



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New AccessDubuqueJobs.com Features

Matt Connolly

Director of Digital Operations at TH Media

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New AccessDubuqueJobs.com Features

New Job Search Results & Preview

View jobs more quickly and easy access to saved searches

New Resume Search Results & Preview

View resumes more quickly, and easy access to folders and saved searches

Automatic Job Imports

Take all the work out of posting your jobs!

Apply Click Tracking

How many applicants are you getting from AccessDubuqueJobs.com

Monthly Email Reports

Results you can count on, delivered direct to your email

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Job Search Results & Preview



For Job Seekers

For Employers

Resources

Help

My Account

Log Out

Search Jobs

Search by job title, skills, or keyword

Search

Advanced

Show Staffing Agencies

Category

Location

Portals

Full/Part

Saved Searches

Save Search



Occupational Therapist
Unified Therapy Services

Location: Dubuque, IA Posted On: 04/26/2024



VIEWED



Occupational Therapist (Lancaster, WI)
Unified Therapy Services

Location: Lancaster, WI Posted On: 04/26/2024



K-12 Editorial Internship
Kendall Hunt Publishing Company

Location: Dubuque, IA Posted On: 04/24/2024



Unified Therapy Services

Occupational Therapist

1 Position

Salary Range: 30.00

Posted On 04/26/2024

APPLY NOW

VIEW DETAILS

We are seeking a Full-Time Occupational Therapist to provide services at our pediatric outpatient therapy clinic in Dubuque, Iowa.

Job Search Results & Preview



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For Employers

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Occupational Therapist

Unified Therapy Services

Location: Dubuque, IA Posted On: 04/26/2024



VIEWED



Occupational Therapist (Lancaster, WI)

Unified Therapy Services

Location: Lancaster, WI Posted On: 04/26/2024



Account Manager/Estimator

Dubuque Screw Products

Location: Dubuque, IA Posted On: 04/24/2024



Unified Therapy Services

Occupational Therapist

1 Position

Salary Range: 30.00

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APPLY NOW

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Resume Search Results & Preview



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Resume Folders

Create Folder

Elizabeth Jackson

Elizabeth Jackson Social Work

Location: Dubuque, IA Posted On: Apr 30

VIEWED

Christopher Lee

Christopher Lee Science

Location: Dubuque, IA Posted On: Apr 30

Ashley White

Ashley White Nursing

Location: Dubuque, IA Posted On: Apr 30

Daniel Hernandez

Daniel Hernandez Health

Elizabeth Jackson

Elizabeth.Jackson@connolly-technologies.com

333 Pine Street

Dubuque, Iowa 52001

DOWNLOAD RESUME

YOUR NAME

Fname.lname@selu.edu | 985-555-5555

SKILLS SUMMARY

- 3+ years experience with assisting elderly clients in extended care facilities
- Quickly develop a caring, supportive relationship with clients of varying ages and stages of life
- Exhibit excellent judgment regarding clients, issues, and referral of appropriate services
- Creative thinker and excellent teacher with experience training peers and community members

EDUCATION

Bachelor of Arts, Social Work, May 2024

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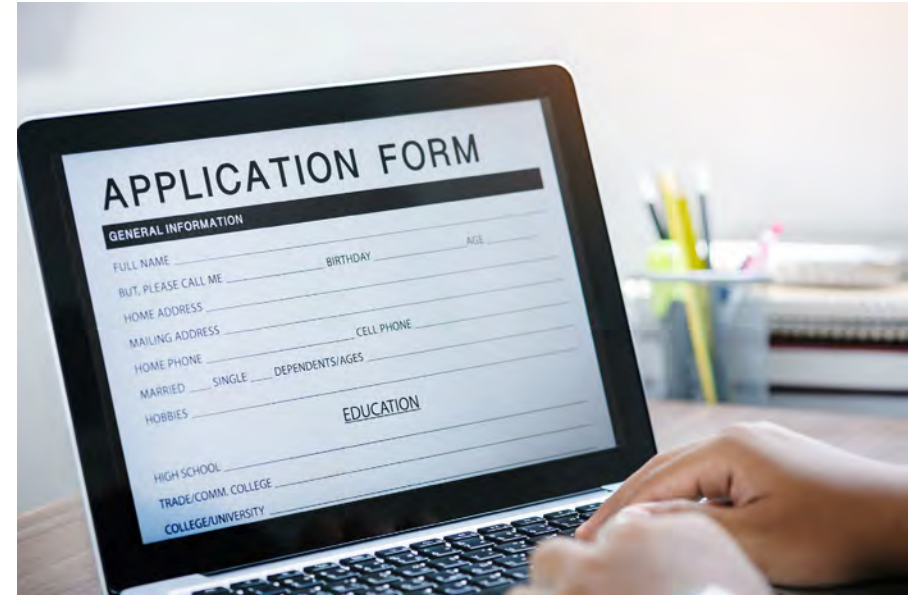
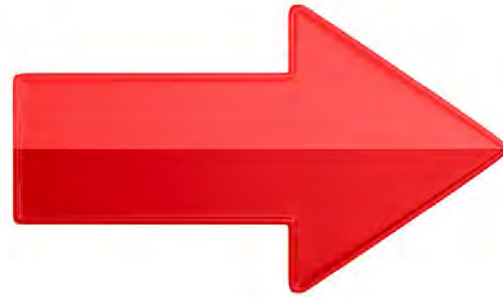
Automatic Job Imports



YOU can be great here.



Apply Click Tracking



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Monthly Email Reports

Jane Smith (Your Company)

March 2024

				Job Posting Views		Resume Submissions Through Company Website		Resume Submissions Through Access Dubuque Jobs.com Website*	
								* May not apply, see below	
Company Name	Job Title	Job Posting Start Date	Job Posting End Date	March	Lifetime of Posting	March	Lifetime of Posting	March	Lifetime of Posting
Your Company	Clinic Family Practice Physician with Obstetrics	02/05/2024	08/30/2024	10	143	2	7	1	3
Your Company	Orthopedic Surgeon	02/08/2024	06/30/2024	15	72	1	4	0	0
Your Company	Licensed Clinical Social Worker (LCSW)	03/01/2024	06/30/2024	11	11	2	2	0	0
Your Company	Licensed Professional Counselor (LPC)	03/01/2024	06/30/2024	10	10	3	3	0	0

What's Next?

More to come!

YOU can be great here.



Workforce Landscape

Nic Hockenberry

Director of Workforce Programming

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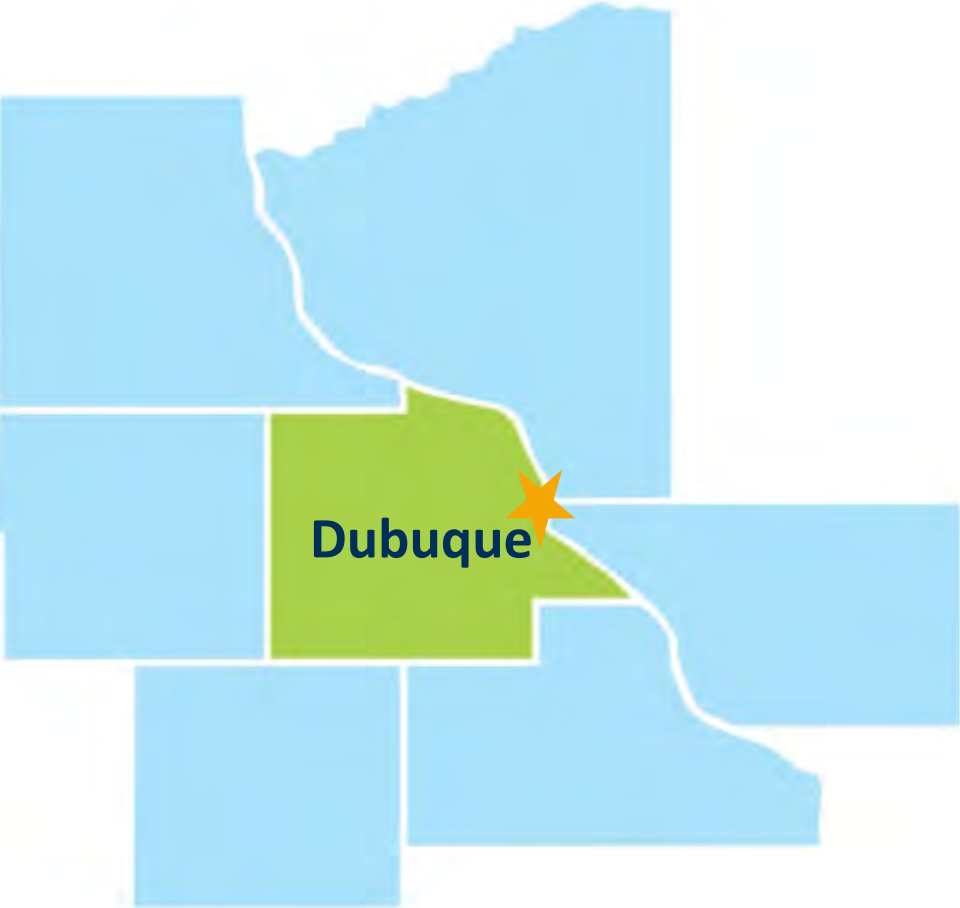
Workforce Landscape



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Workforce Landscape



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Workforce Landscape

- **Employment in Region**

113,197 (2013) to 115,072 (2023)

+1.66%

- **Working Age Population in Region**

169,175 (2013) to 167,733 (2023)

-0.85%

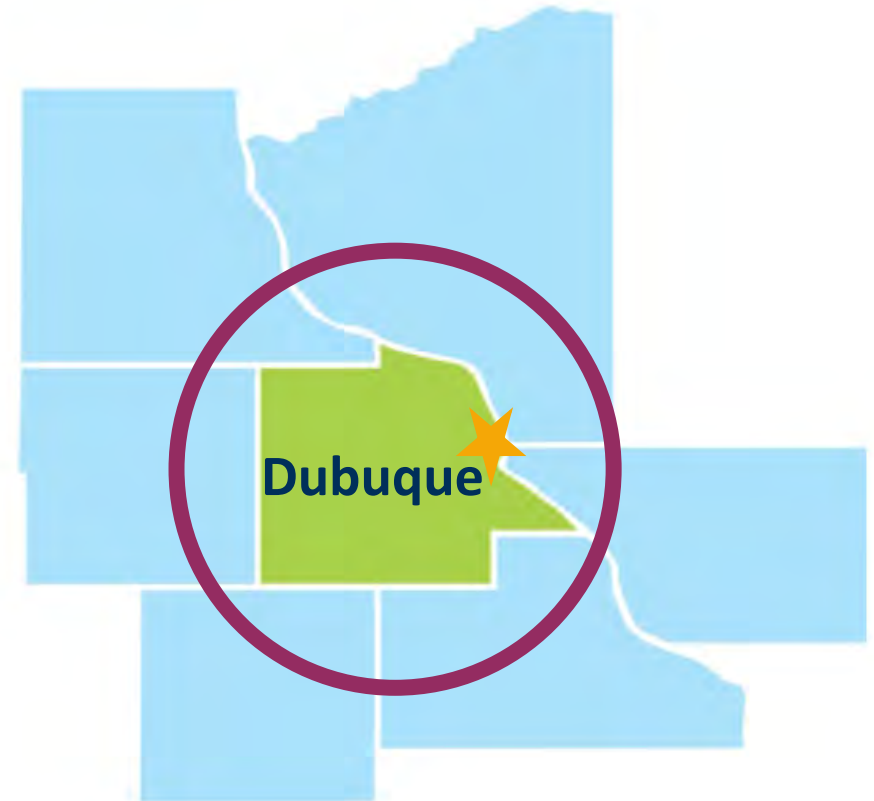


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Workforce Landscape

- **Employment in Dubuque MSA**
59,516 (2013) to 61,422 (2023)
+3.20%
- **Working Age Population in Dubuque MSA**
66,658 (2013) to 67,460 (2023)
+1.20%



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Workforce Landscape

- **Employment in Dubuque MSA**

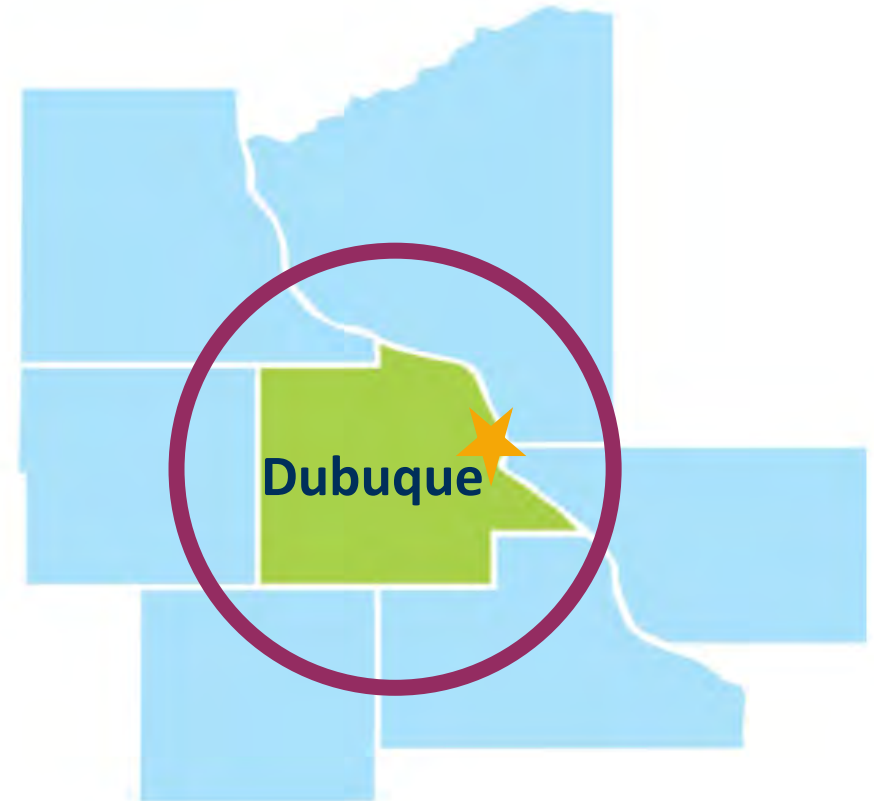
59,900 (Mar. 2019) to 60,600 (Mar. 2024)
+700, 1.17%

- **Labor Force in Dubuque MSA**

57,000 (Mar. 2019) to 55,300 (Mar. 2024)
-1,900, -3.34%

- **Pace of Recovery**

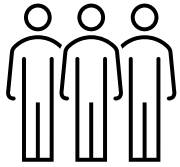
Since the of pandemic, Dubuque MSA has outperformed first quarter 2019. Annual employment has gained four years. We are on track to set an all-time record in employment in 2024.



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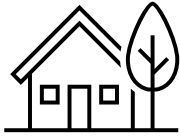


Workforce Landscape



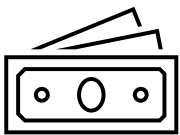
- **Population Growth:**

- 96,854 (2018) to 98,677 (2022) **+1.88%**



- **Median Household Income:**

- \$61,321 (2018) to \$73,495 (2022) **+19.85%**



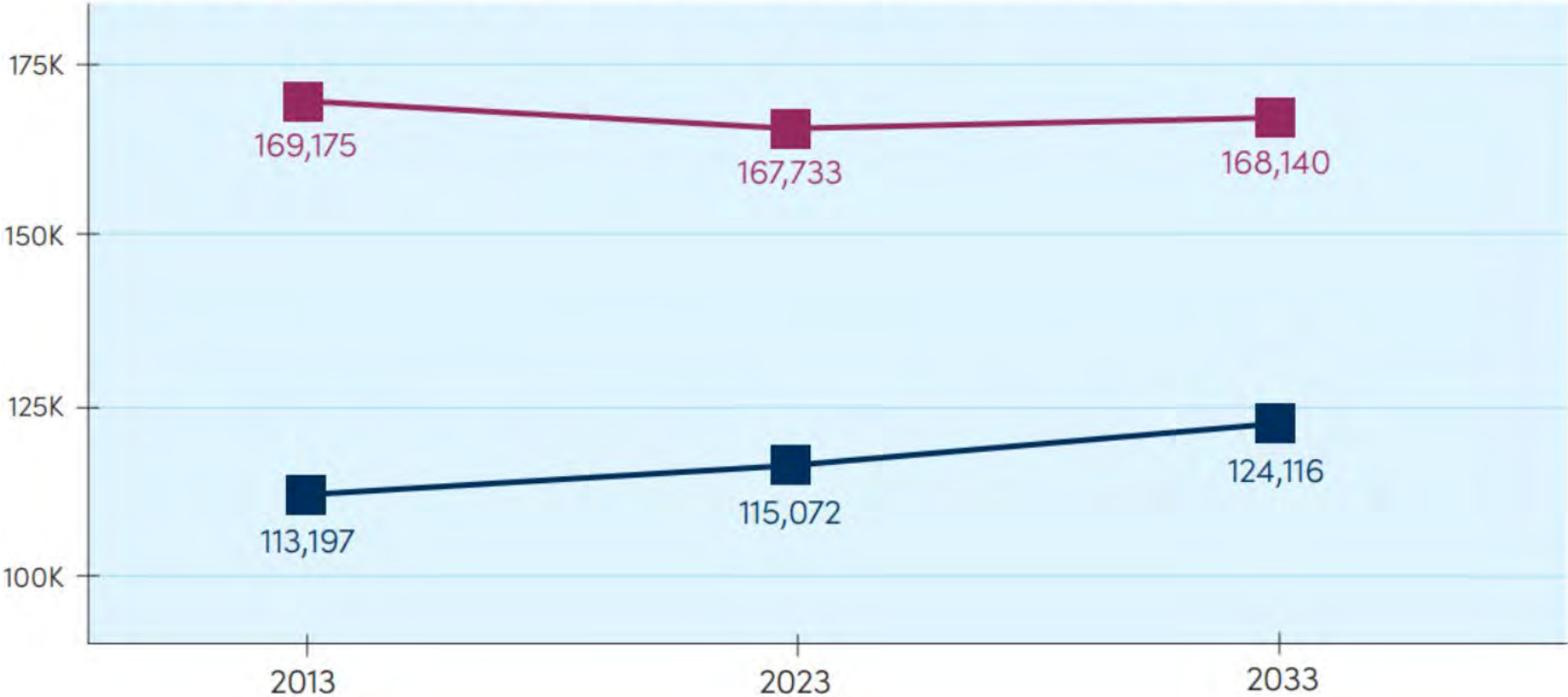
- **Median Hourly Wage:**

- \$20.24 (2018) to \$23.06 (2022) **+13.93%**

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Workforce Landscape

Working Age (15–69) Population and Jobs 2013 to 2033 (Greater Dubuque Region)



Working Age Population

Jobs

YOU can be great here.



Workforce Landscape

Working Age (15–69) Population and Jobs 2013 to 2033 (Dubuque MSA)



■ Working Age Population ■ Jobs

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Workforce Landscape

Industry	2023 Jobs	Projected 10-year Industry Growth Rate
 Health Care & Social Assistance	15,046	10.8%
 Manufacturing	13,533	15.5%
 Educational Services	12,756	7.6%
 Retail Trade	12,708	4.5%
 Accommodation & Food Service	9,975	0.9%
 Professional, Scientific & Technical Services	8,704	10.5%
 Transportation & Warehousing	8,069	10.1%
 Finance & Insurance	6,801	5.9%

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Top Skills Gaps

	Occupation	Skills Gap
1	Stockers and Order Fillers	348
2	Laborers and Freight, Stock, and Material Movers, Hand	322
3	Customer Servicer Reps.	291
4	Heavy and Tractor-Trailer Truck Drivers	279
5	Office Clerks, General	244
6	Misc. Assemblers and Fabricators	213
7	Postsecondary Teachers	167
8	Secretaries and Admin Asst, Except Legal, Medical and Exec.	138
9	Bookkeeping, Accting, and Auditing	129
10	Food Batchmakers	108

	Occupation	Skills Gap
11	Welders, Cutters, Solderers, and Brazers	107
12	Cooks, Institutions and Cafeteria	99
13	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	96
14	<i>*Childcare Workers</i>	88
15	Indust. Truck and Tractor Operators	77
16	Light Truck Drivers	75
17	Sales Rep., Wholesale and Manufacturing, Except Technical and Scientific Products	75
18	Packaging and Filling Machine Operators and Tenders	74
19	Inspectors, Testers, Sorters, Samplers, and Weighers	71
20	Shipping, Receiving, and Inventory Clerks	66

Key Takeaways



- Job growth > working-age population



- Growing education attainment



- Skills gaps in each of Top 8 Industries



- College population critical for recruitment



- Large demand for entry-level occupations

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Key Strategies



Mitigate transportation barriers for workforce and skilled training.



College population offers a critical source for recruitment



Increase awareness of career opportunities to students in our K-12



Continue grow Opportunity Dubuque program engagement

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Workforce Landscape



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Soft Infrastructure

Rick Dickinson

President & CEO

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“The grand opening of the Bright Minds Campus on Dubuque’s West Side shows how collaboration and community partnerships can result in real solutions to complex problems.”

- Telegraph Herald 3-24-24

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Greater Dubuque Child Care Analysis



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CHILD CARE CAPACITY

- Dubuque Initiatives - \$2.15 million
- Cottingham & Butler - \$3 million
- Dyersville Economic Development - \$1.7 million



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Bright Minds Campus Grand Opening Celebration



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Bright Minds Campus Grand Opening Celebration



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YOU can be great here *because of world-class child care*

WAGE ENHANCEMENT GRANT RECEIVED

- Up to **\$560,000** in grant funds from State of Iowa
- New comprehensive child care professional recruitment & retention program
- Supports **ALL licensed child care centers** throughout Dubuque County to:
 - Recruitment grants
 - Training costs
 - Wage enhancement



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Business Champions of Child Care

- Alliant Energy
- City of Dubuque
- DB&T/HTLF
- Dupaco Community Credit Union
- HODGE
- John Deere
- Medline Industries, Inc.
- Progressive Processing/Hormel Foods
- Q Casino
- Rite-Hite
- Theisen Supply, Inc.
- UnityPoint Health-Finley Hospital
- Woodward Communications, Inc.
- Anonymous

- Dollars pledged - \$829,000 over 3 years
- Iowa Department of Health & Human Services Child Care Solutions Fund Application - \$560,000/a 2:1 match
- **Total funding as of 5-1-24 is \$1,389,000.00**
- Fundraising continues

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Dubuque County Child Care Solutions Fund Grantees

- **ABC Learning Early Childhood Center, LLC**
- **Aquin Early Childhood Center**
- **Dubuque Montessori School**
- **Dubuque YMCA Early Learning Center**
- **Frog Hollow Kid Campus-Asbury**
- **Hills and Dales**
- **Holy Ghost Early Childhood**
- **Key West Early Childhood Center**
- **Little Treasures Preschool & Daycare**
- **Little Rascals Daycare & Preschool**
- **NICC Child Development Center**
- **Noah's Ark Child Development Center**
- **Our Lady of Guadalupe Early Childhood**
- **Resurrection Early Childhood**
- **St. Columbkille Early Childhood**
- **St. Joseph the Worker Early Childhood**
- **The Kid Project Community Child Care Center**
- **Young-Uns Preschool & Child Care Center**

- **Child Care Solutions Fund**
 - 18 applications received
 - 18 grants awarded totaling \$661,663.87
 - Potential New Hires: 150
 - Potential Increase in Child Care Slots: 557

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YOU can be great here *because of world-class child care*

Business Champions of Child Care



YOU can be great here *because of world-class child care*

Greater Dubuque Development is dedicated to assuring that our region has all services which are required to maintain our region's economic health, including accessible, quality, affordable child care. That is why over \$5 million in local and state investment is at work, transforming the former Medline building, located at 7900 Chavenelle Drive, into what will soon be a world-class child care center.

Operationally, this new center will be managed by the Dubuque Community Y, with drop-off and pickup from at least 6:00 a.m. to 6:00 p.m. with access and options in response to gaps in infant care, flex-care, and drop-in care. The new child care facility is strategically connected to the Dubuque Community Schools' new preschool education program, creating a one-stop foundational learning campus designed to meet our workforce child care needs.

BECOME A BUSINESS CHAMPION OF CHILD CARE

With renovation and buildout underway at 7900 Chavenelle Drive, Greater Dubuque Development invites you to pledge to be a Business Champion of Child Care. Enrollment is open through **December 29, 2023** or until slots are full.

- Employer investments will be matched 2:1 to **increase capacity**. This fund to **recruit and retain child care professionals** will be available to all Dubuque County licensed child care centers that have child care assistance agreements with the State of Iowa.
- Create **equitable access to quality child care for low/moderate income families** throughout Dubuque County.
- Receive **tax benefits** with your contribution to a 501(c)3 entity according to your accounting and legal advisors.
- **Reserve spots** to be utilized and paid for by employees.
- Gain **enrollment preference status for employees** of participating employers.

Only [] of 120 child care slots available as of [] !

QUESTIONS:
Nic Hockenberry
Director of Workforce Programming
563-657-9049
nicolas@greaterdubuque.org

Greater Dubuque
DEVELOPMENT CORP.

DUBUQUE
INITIATIVES

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Present day view of 7900 Chavenelle Rd. interior and exterior. Rendering of outdoor play space.

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Wrap Up & Closing

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YOU can be great here.



Thank You



#youcanbegreathere

