Chapter 7. Economic Development



Jackson County landscape

Photo Credit: https://www.jacksoncountyassessor.org

ECONOMIC OVERVIEW

Having a strong regional economy is an important foundation of a resilient community. The prevalence of quality jobs and access to goods and services are important factors when determining the overall quality of a community. Economic development planning is a process where a community organizes, analyzes, creates plans, and then acts to improve its economic well-being.

Economic development is a broad term for anything that can improve economic quality in a community. The policies in this comprehensive plan, whether directly or indirectly, will influence the nature of economic development and how it impacts a community.

This chapter will go over economic indicators, agricultural economy, tourism and attractions, and economic development partners as well as local, state, and federal programs to help guide Jackson County to improve its economic sustainability. The Regional Planning Affiliation (RPA) of Jackson, Delaware, Dubuque, and Clinton Counties is another important resource for economic development (see Figure 7.1 for map).

ECONOMIC INDICATORS

Employment

Since 2013, Jackson County has seen some fluctuations in total employment. Starting in January 2013 with 10,008 jobs, the number stayed consistent with a peak in June 2019 with 11,049 jobs. However, the COVID-19 pandemic followed in 2020 with employment hitting a low in May 2020 with 9,510 jobs. The county has since rebounded and recorded 10,529 jobs as of May 2023. Figure 7.2 shows the overall change in employment from 2013-2023.

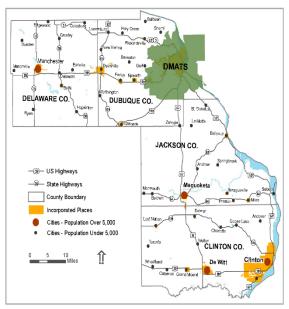


Figure 7.1 Regional Planning Affiliation Map Source: 2022 RPA Long Range Transportation Plan



Figure 7.2 Annual Employment in Jackson County, IowaSource: US Bureau of Labor Statistics, 2023 at https://beta.bls.gov/dataViewer/view/timeseries/LAUCN190970000000005

Unemployment

Similarly, there have been fluctuations in terms of unemployment over the years. Jackson County's unemployment has been slightly higher than the state's but has also remained lower than the rest of the country. Unemployment peaked in 2009 during the Great Recession and had another spike during the COVID-19 pandemic in 2020 but has remained low and was recorded at 4.3% in 2022. Figure 7.3 shows unemployment rates for the United States, State of lowa, and Jackson County in 2000, 2010 and 2022.

Compared to fellow Regional Planning Association (RPA) counties, Jackson County has traditionally had the 2nd highest unemployment numbers behind Clinton County. All 4 counties have followed similar trends in their unemployment numbers, mostly trending downwards except for a spike during the COVID-19 pandemic in 2020. Figure 7.4 shows the average annual unemployment for RPA counties from 2013 to 2022.

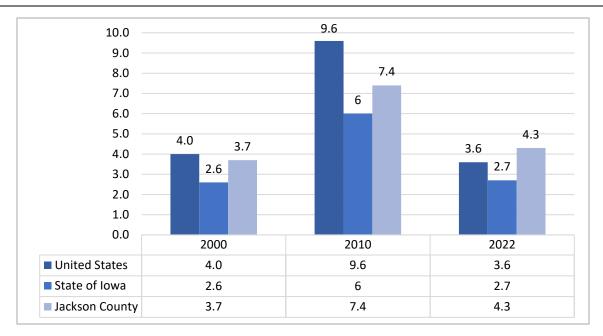


Figure 7.3 Comparison of Unemployment Rates Source: US Bureau of Labor Statistics, 2023

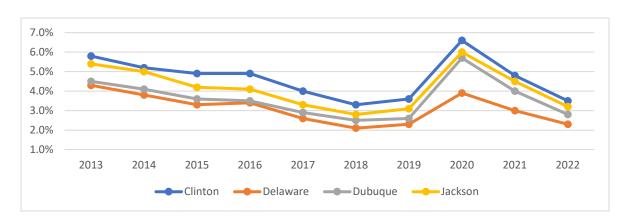


Figure 7.4 Annual Average Unemployment in RPA Counties Source: Iowa Workforce Development, 2023 at https://www.iowaworkforcedevelopment.gov/local-area-unemployment-statistics

Labor Force

The labor force in Jackson County has shifted in the last 10 years. During this time the labor force peaked in 2015 and declined rapidly during the COVID-19 pandemic. Since then, the labor force has bounced back to about 11,000 workers, down from its peak in 2015 but a rebound from the pandemic overall. Figure 7.5 shows the labor force number from 2013 to 2023.

Median Household Income

Evaluating a community's median household income is important for establishing economic health. A population with a greater median income has more money to spend within the community which then brings in more development for the area. Table 7.1 shows the median household income by 2021 inflation-adjusted dollars for Jackson County as well as for the state of lowa and RPA counties as a comparison. Jackson County's estimated median household income was in line with state averages and third within the RPA counties.

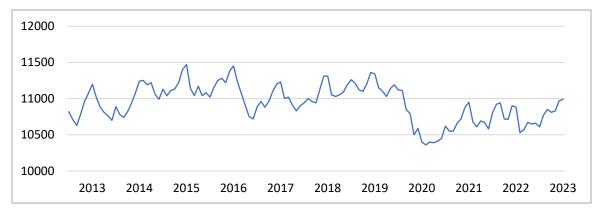


Figure 7.5 Jackson County Labor Force

Source: Iowa Workforce Development, 2023

Table 7.1 Median Household Income for RPA Counties and the State of Iowa, 2021
Inflation-Adjusted Dollars

Year	Clinton	Delaware	Dubuque	Jackson	State of Iowa
2000	\$57,993	\$57,598	\$61,338	\$53,508	\$61,163
2010	\$55,736	\$56,832	\$58,637	\$51,292	\$58,998
2017	\$54,177	\$65,206	\$63,715	\$55,805	\$60,936
2021	\$56,345	\$69,319	\$68,198	\$65,541	\$65,429

Source: US Census Bureau, 2000 Decennial Census and 2010, 2017 and 2021 ACS 5-Year Estimates at data.census.gov

Using the 2021 ACS 5-Year Estimates for median household income, Jackson County ranked 27th highest out of Iowa's 99 counties. In comparison, Clinton County ranked 76th, Delaware County ranked 17th, and Dubuque County ranked 19th.

Employment by Sector

Having a diverse economy is important to establishing economic well-being within a region. One way to determine economic diversity is by looking at employment by industrial sector.

Employment by industrial sector is available through the US Census Bureau's County Business Patterns (CBP) dataset. The CBP is an annual dataset that provides economic data by industry in each county. Figure 7.6 shows the most recent data. The top employment sectors are manufacturing, retail trade, health care and social assistance, and transportation and warehousing. These sectors make up 61.7% of non-public employment within the county; however, these sectors only make up 39.8% of the total annual payroll for all sectors.

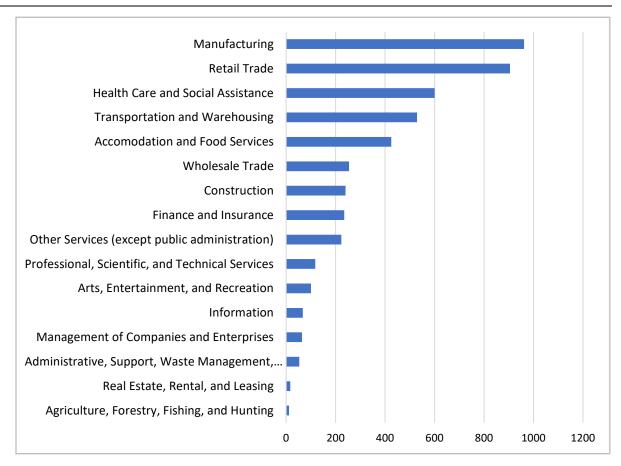


Figure 7.6 Employment by Sector in Jackson County

Source: US Census Bureau County Business Patterns, 2020 at

 $https://data.census.gov/table?q=employment+by+sector+in+Jackson+County, +lowa+in+2020\&tid=CBP2020.CB2\\000CBP$

Employment by City

Figure 7.7 shows total employment by city in Jackson County. The cities with the highest amount of employment are the ones with the highest population:
Maquoketa, Bellevue, and Preston.

Worker Inflow and Outflow

Worker inflow and outflow data has been mapped by the US Census Bureau to show the distribution of employment across Jackson County. As shown on Figure 7.8, there are 2,361 people who both live and work within Jackson County. Another 5,474 people live in Jackson County but work outside the county, with Dubuque, Clinton and Scott counties being the most common workplace locations. In contrast, 2,010 people work in Jackson County but live outside the county, with these workers most commonly living in Clinton, Dubuque, and Scott counties.

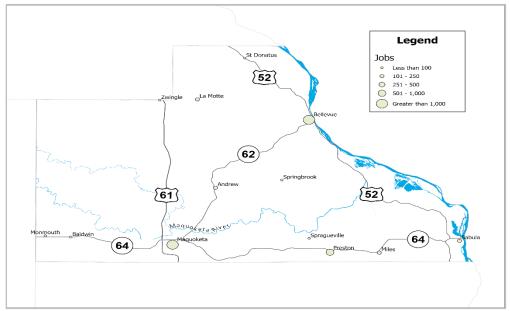


Figure 7.7
Employment
by City in
Jackson
County, IA
Source: ECIA,

Source: ECIA

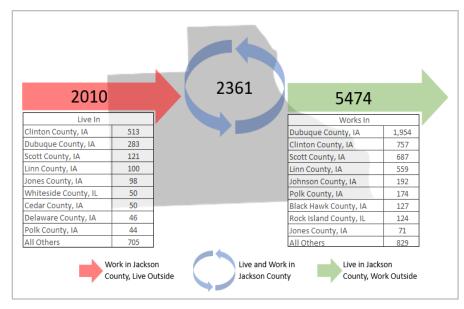


Figure 7.8 Worker Inflow/Outflow

Source: US Census Bureau On The Map, 2020 at onthemap.ces.census.gov

Retail Analysis

Retail sales are important indicators when determining a community's economic well-being. According to Iowa State University's Retail Trade Analysis report from the 2021 fiscal year, Jackson County's actual sales have been consistently lower than the expected sales based on comparable peer counties in Iowa. These sales have led to a trade leakage of -\$112.8 million, which is calculated by a breakeven sales target based on population. This indicates that Jackson County's retail sector is not serving its current residents completely, with its residents often choosing to spend their money elsewhere, losing revenue for Jackson County. See Figure 7.9.

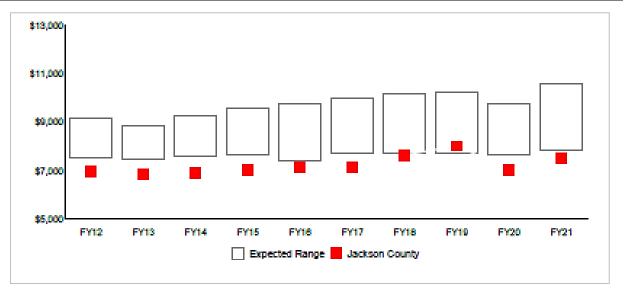


Figure 7.9 Expected and Actual Sales Per Capita

Source: Iowa State University Extension and Outreach FY21 Retail Analysis at https://indicators.extension.iastate.edu/Indicators/Retail/



Maquoketa Main Street

Source: Jackson County Economic Alliance (JCEA)

Living Wage Calculation for Jackson County, Iowa

"A **living wage** is what one full-time worker must earn on an hourly basis to help cover the cost of their family's minimum basic needs where they live while still being self-sufficient.

The Living Wage Calculator's estimate of living wage includes **eight typical expenses or basic needs** – food, childcare, health care, housing, transportation, civic engagement, broadband, and other necessities. In addition to these basic needs, the calculator also accounts for the additional cost to families associated with income and payroll taxes."

Source: https://livingwage.mit.edu/pages/fags

"The living wage shown is the hourly rate that an individual in a household must earn to support his or herself and their family. The assumption is the sole provider is working full-time (2080 hours per year). The tool provides information for individuals, and households with one or two working adults and zero to three children. In the case of households with two working adults, all values are per working adult, single or in a family unless otherwise noted.

The state minimum wage is the same for all individuals, regardless of how many dependents they may have. Data are updated annually, in the first quarter of the new year. State minimum wages are determined based on the posted value of the minimum wage as of January one of the coming year (National Conference of State Legislatures, 2019). The poverty rate reflects a person's gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here https://livingwage.mit.edu/resources/Living-Wage-Users-Guide-Technical-Documentation-2023-02-01.pdf."

Source: Living Wage Calculator at https://livingwage.mit.edu/counties/19097

Table 7.2 reflects the Living Wage Calculation for Jackson County, Iowa. The data is from the Glasmeier, Amy K. Living Wage Calculator. 2023. Massachusetts Institute of Technology.

https://livingwage.mit.edu

Table 7.2 Living Wage	Calculat	ion for J	ackson C	ounty	Source	: Living Wa	age Calcul	ator at <u>htt</u>	ps://living	wage.mit	.edu/coun	ties/19097
Number of Adults		1 AC	OULT		2 <i>A</i>	ADULTS (1	. WORKIN	G)	2 A	DULTS (E	OTH WO	RKING)
Number of Children	0	1	2	3	0	1	2	3	0	1	2	3
Living Wage	\$15.25	\$31.90	\$41.51	\$55.00	\$24.62	\$30.91	\$35.92	\$40.18	\$12.21	\$17.91	\$22.98	\$27.67
Poverty Wage	\$6.53	\$8.80	\$11.07	\$13.34	\$8.80	\$11.07	\$13.34	\$15.61	\$4.40	\$5.54	\$6.67	\$7.81
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25

BUSINESS DEVELOPMENT

Business development is the core function of community economic development efforts. Business development efforts are divided into two broad categories, business retention and expansion and business attraction.

Business Retention and Expansion

Business retention and expansion programs are designed to support existing businesses and prevent them from leaving the community or going out of business. It is estimated that 85% of new employment within a community is generated by the existing businesses. Existing businesses form the foundation of the community's employment opportunities and stabilize the tax base. The Jackson County Economic Alliance (JCEA) uses the Synchronist survey program to gather information from businesses and respond to their needs. This program assists existing businesses as they encounter challenges or opportunities.

Business Attraction

Business attraction activities are designed to encourage businesses that are expanding or planning to relocate, to choose your community. New businesses enhance and diversify the economic base and improve the quality of life. While business attraction efforts have historically targeted manufacturing businesses, today communities also seek to attract retail, tourism, technology, service sector, and entertainment venues to diversify and expand their business

clusters and community. JCEA manages the county's Location One profile to market available buildings and sites.

Figure 7.10 below is the JCEA's 2021-2022 Annual Report on business development results.

BUSINESS RETENTION, EXPANSION, & RECRUITMENT

9 Synchronist visits with industries

Downtown Incentive Programs in Bellevue, Preston, and Maguoketa

7 expansions, 5 start-ups

Manufacturing 4.0

3 Grants totalling \$600,000

Catalyst Grants

• 6 Grants totalling \$600,000

Maguoketa Downtown CDBG Facade

Awarded \$500,000

Innovate 120 - \$407,000 CDBG-CV Grant

· also 2 Rural Ready Grants

138 S. Main - \$488,604 CDBG-CV Grant

HIGH WAGES

Hourly Wage Growth 2013-2021

\$13.88-\$18.73

Number of Jobs

- 2013 5,594
- · 2018 **6,156**
- 2022 5,883

NEW CONSTRUCTION

In 2021: over \$15 million

2018 to 2021: over \$75 million

Figure 7.10 JCEA 2021-2022 Annual Report

Source: Jackson County Economic Alliance

AGRICULTURAL ECONOMY

According to the **2017 Census of Agriculture**, there are 1,107 farms
totaling 315,748 acres of land in Jackson
County. The average size of a farm is 285
acres, and the median size is 141 acres.
While the median size is comparable to
the statewide number of 142 acres, the
statewide average size is 355 acres.

The average dollar value per acre of Jackson County farmland based on Iowa State University estimates was \$11,100 as of November 1, 2022, compared to the statewide value of \$11,411. This was an increase of 17.47% from the previous year's value per acre of \$9,499. Comparatively, the state had an overall increase of 17.02% from the previous year's value of \$9,751. Figure 7.11 shows the change in value per acre in the four RPA counties and the state of Iowa from 2009 to 2022.

The average value of agricultural products sold per farm is \$238,539. This is lower than the statewide average of \$336,296; however, this may be because of the presence of much larger farms throughout the state.

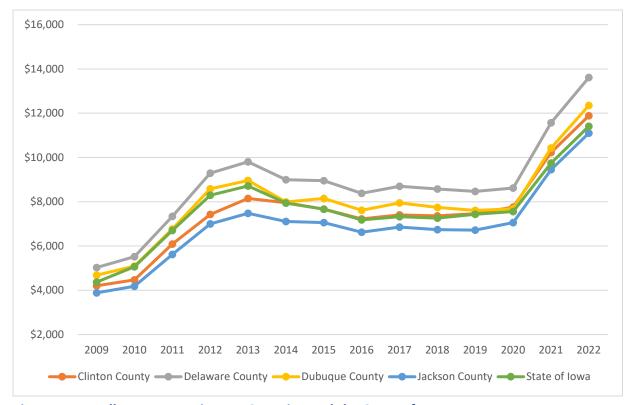


Figure 7.11 Dollars per Acre in RPA Counties and the State of Iowa

Source: Iowa State University Farmland Survey at https://www.card.iastate.edu/farmland/isu-survey/archive/

"The Census of Agriculture is a complete count of U.S. farms and ranches and the people who operate them.

The Census of Agriculture, taken only once every five years, looks at land use and ownership, operator characteristics, production practices, income and expenditures. For America's farmers and

ranchers, the Census of Agriculture is their voice, their future, and their opportunity." The most current Census of Agriculture is for 2017, shown in Figure 7.12. The 2022 update is scheduled for data release in spring/summer 2024.

Source: U.S. Department of Agriculture (USDA) at https://www.nass.usda.gov/AqCensus/

Figure 7.12 2017 Census of Agriculture for Jackson County

Source: U.S. Department of Agriculture (USDA) at https://www.nass.usda.gov/Publications/AgCensus/2017/Online Resources/County Profiles/Iowa/cp19097.pdf



Total and Per Farm	Overview, 2017	7 and change since	2012

	2017	% change since 2012	
Number of farms	1,107	-12	
Land in farms (acres)	315,748	+2	
Average size of farm (acres)	285	+16	
Total	(\$)		
Market value of products sold	264,062,000	+12	
Government payments	7,264,000	-19	
Farm-related income	12,008,000	-33	
Total farm production expenses	218,676,000	+6	
Net cash farm income	64,659,000	+13	
Per farm average	(\$)		
Market value of products sold	238,539	+27	
Government payments			
(average per farm receiving)	8,946	-5	
Farm-related income	17,764	-27	
Total farm production expenses	197,539	+21	
Net cash farm income	58,409	+28	

4	Percent of state agriculture
	sales

38
62
02

Acres irrigated: 214	
Other	3
Woodland	11
Pastureland	14
Cropiand	72

(Z)% of land in farms

Land	Use Practices	(% of farms)

No till	31
Reduced till	29
Intensive till	13
Cover crop	14

Farms by Value of Sale	es		Farms by Size		
	Number	Percent of Total a		Number	Percent of Total a
Less than \$2,500	320	29	1 to 9 acres	85	8
\$2,500 to \$4,999	50	5	10 to 49 acres	250	23
\$5,000 to \$9,999	71	6	50 to 179 acres	304	27
\$10,000 to \$24,999	121	11	180 to 499 acres	287	26
\$25,000 to \$49,999	93	8	500 to 999 acres	118	11
\$50,000 to \$99,999	107	10	1,000 + acres	63	6
\$100,000 or more	345	31			

USDA		United States Department of Agriculture National Agricultural Statistics Service
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www.nass.usda.gov/AgCensus

Jackson County lowa, 2017 Page 2	ECENSUS of County Profile
Mandad Malana and Amelandi Manada Barada	0-14

Market value of Agricultural Products Sold					
	Sales (\$1,000)	Rank in State ^b	Counties Producing Item	Rank in U.S. ^b	Counties Producing Item
Total	264,062	48	99	331	3,077
Crops	99,043	75	99	562	3,073
Grains, oilseeds, dry beans, dry peas	95,267	76	99	414	2,916
Tobacco	-	-	-	-	323
Cotton and cottonseed	-	-	-	-	647
Vegetables, melons, potatoes, sweet potatoes	(D)	48	94	1,593	2,821
Fruits, tree nuts, berries	153	22	95	1,136	2,748
Nursery, greenhouse, floriculture, sod	(D)	84	89	(D)	2,601
Cultivated Christmas trees, short rotation	` '				
woody crops	(D)	41	53	(D)	1,384
Other crops and hay	3,527	5	99	731	3,040
Livestock, poultry, and products	165,020	29	99	257	3,073
Poultry and eggs	7,751	35	99	582	3,007
Cattle and calves	124,823	7	99	99	3,055
Milk from cows	15,706	16	77	353	1,892
Hogs and pigs	16,143	80	99	306	2,856
Sheep, goats, wool, mohair, milk	161	64	99	942	2,984
Horses, ponies, mules, burros, donkeys	181	29	99	1,050	2,970
Aquaculture	-	-	27	-	1,251
Other animals and animal products	254	14	96	461	2,878

Total Producers c	1,861	Percent of farms that:		Top Crops in Acres d		
Sex Male Female	1,194 667	Have internet access	78	Corn for grain Soybeans for beans Forage (hay/haylage), all Corn for silage or greenchop	110,188 48,418 30,526 4,478	
Age <35 35 – 64 65 and older	194 1,100 567	Farm organicall y	1	Oats for grain	1,220	
Race American Indian/Alaska Native Asian Black or African American	2 2	Sell directly to consumers	2	Livestock Inventory (Dec 31, 2 Broilers and other meat-type chickens	, (D)	
Native Hawaiian/Pacific Islander White More than one race	1,856 1	Hire farm labor	27	Cattle and calves Goats Hogs and pigs Horses and ponies	97,463 489 51,628 1,122	
Other characteristics Hispanic, Latino, Spanish origin With military service New and beginning farmers	16 185 377	Are family farms	97	Layers Pullets Sheep and lambs Turkeys	203,332 (D) 968 (D)	

See 2017 Census of Agriculture, U.S. Summary and State Data, for complete footnotes, explanations, definitions, commodity descriptions, and methodology.

*May not add to 100% due to rounding. *Among counties whose rank can be displayed. *Data collected for a maximum of four producers per farm.
*Crop commodity names may be shortened; see full names at www.nass.usda.gov/go/cropnames.pdf. *Position below the line does not indicate rank.
(D) Withheld to avoid disclosing data for individual operations. (NA) Not available. (Z) Less than half of the unit shown. (-) Represents zero.

USDA is an equal opportunity provider, employer, and lender.

TOURISM AND ATTRACTIONS

Jackson County has many regional attractions that interest tourists. These tourists spend money in Jackson County which generates revenue that can be used for further development. This section highlights some of the attractions in Jackson County.

Parks and Recreation

Some of Jackson County's most popular attractions are its many parks and opportunities for outdoor recreation. For a more comprehensive overview of Jackson County's parks see Chapter 4. Community Facilities and Services and Chapter 10. Parks, Recreation and Cultural Resources.

Outside of the public parks in Jackson County there are also privately-owned recreational opportunities such as resorts, golf courses, and bowling alleys.

Restaurants and Shopping

Jackson County offers many opportunities for dining and shopping to attract tourists from across the region.
According to the Jackson County Economic Alliance's Community Profile,

in 2022 there were 117 retail businesses and 58 accommodation/food service businesses located in the county. These businesses include restaurants, boutiques, breweries, and other unique establishments which bring visitors from across the region to Jackson County.

Museums and Historic Sites

Jackson County has historical sites that also bring in tourists. The Jackson County Historical Society operates three sites: the Jackson County Museum, Clinton Engines Museum, and the Hurstville Lime Kilns.

The Jackson County Museum is located inside the Pearson Memorial Center on the County Fairgrounds in Maquoketa. The museum is 22,000 square feet and has two floors of facts, photos and artifacts detailing the history of the county. There is also a Hall of Fame Wall with the likenesses of men and women who have made a significant impact on the area. The Penningrath Machine Shed shows the history of agriculture in the county.

The Clinton Engines Museum located at 607 E Maple Street in Maquoketa is an

interactive museum dedicated to telling the story of one of the biggest manufacturing companies in Iowa's history. The La Motte Depot was relocated to the site in 2015, letting people tour a historic train depot. Additionally, there are plans to complete the Agricultural Heritage Building to further tell the story of agriculture in Jackson County.

The Hurstville Lime Kilns located at 7301 Hurstville Road in Maquoketa were used to help build masonry buildings across the state. The four kilns on the site were restored by the Historical Society In 1985 to allow visitors to explore their history.

For more information, see Chapter 10. Parks, Recreation and Cultural Resources.

ECONOMIC DEVELOPMENT PARTNERS

Several public and private organizations work with Jackson County to help develop the local economy. These organizations help small businesses develop, administer state programs, and create and implement effective local policies to foster economic growth and development.

Chambers of Commerce

The Bellevue Chamber of Commerce, Maquoketa Chamber of Commerce, and Preston Growth and Development are organizations of businesses that further the needs of each other and promote tourism activities. They bring businesses together to build networks and create pro-business initiatives.

Innovate 120

Innovate 120 in Maquoketa offers coworking space, innovation services, meeting space, and team-building activities to foster entrepreneurship in Jackson County and help businesses launch, grow, and remain competitive.



Jackson County Economic Alliance

The Jackson County Economic Alliance (JCEA) is an organization of community governments and private entities that has the goal of facilitating, leading, and promoting organized economic growth to improve the quality of life and to protect and create jobs through innovative and conventional programs within the county. JCEA is also responsible for developing and implementing an overall economic development plan for Jackson County.



Community Foundation of Jackson County

The Community Foundation of Jackson County is a part of the Community Foundation of Greater Dubuque. It was established to make a positive impact, nurture charitable giving, enrich quality of life, and promote a sense of community now and in the future.

East Central Intergovernmental Association



The East Central Intergovernmental

Association (ECIA) manages several economic development programs. ECIA Business Growth was founded in 1982 and covers Jackson for revolving loan funds including Small Business
Association (SBA) 504 programs and the Jackson County Revolving Loan Fund.

They also develop and update the Comprehensive Economic Development Strategy (CEDS), utilized to monitor and evaluate long term economic goals and strategies to coordinate economic development activities in the region.

Prosperity eastern i o w a

Prosperity Eastern Iowa

Another ECIA program, Prosperity
Eastern Iowa is a partnership of
economic development stakeholders that
leverage financial and human resources
to achieve efficiencies, utilizing assets to
attain economic prosperity for its region,
including Jackson County.

LOCAL, STATE, & FEDERAL PROGRAMS

As cities in Jackson County attempt to encourage business growth in their communities, they often can utilize local, state, and federal programs to assist in economic development activities. Some examples of programs that communities can use include the following:

Tax-Increment Financing (TIF)

An incentive program that captures increased property taxes a business pays for improving their property. The incentive can be used for infrastructure improvements or to provide grants/rebates to the business. To receive the funding, the businesses must commit to job creation in the community or must have an extraordinary positive impact.

Low Interest Loans

Loans for improving buildings are available for qualified projects within selected areas in the cities and county.

Land Discount

Communities can provide a discount on land if the business contributes to significant job creation in the community.

State of Iowa Programs

High Quality Jobs, Certified Sites, Revitalize Iowa's Sound Economy (RISE), and the Economic Development Set-Aside (EDSA) programs are available from the State of Iowa for qualifying projects.

Jobs Training

The State of Iowa's 260E and 260F programs provide employee training through Iowa's 15 community colleges. 260E is available for businesses looking to expand their Iowa workforces, while 260F is available for existing Iowa businesses.

Industrial Property Tax Exemption

This program provides a five-year property tax exemption for new or expanding industrial construction.

Jackson County Economic Alliance

The Jackson County Economic Alliance provides an Incentives Directory at https://www.thejcea.org/resources/incentives-directory as well as information on Business and Community Resources at https://www.thejcea.org/resources.

USDA Rural Development

The United States Department of Agriculture (USDA) Rural Development invests in rural America with loan, grant, and loan guarantee programs to help drive economic security and prosperity. USDA Rural Development programs expand access to high-speed internet, electric, and transportation infrastructure, and support business growth, healthcare, education, housing, and other community essentials.

A quick overview of USDA program areas along with a list of state office contacts in the USDA Rural Development At-a-Glance flyer is available online at https://www.rd.usda.gov/media/file/download/usdard-ataglance-final508.pdf

Source: USDA Rural Development at https://www.rd.usda.gov/about-rd

ISSUES AND OPPORTUNITIES

Business Literacy

Issue: According to interviews with bankers in the Jackson County Tomorrow Plan developed in 2018, successful businesses in the area have traditionally thrived due to excellent customer service, but owners have often lacked financial knowledge that can maximize their businesses' capabilities, with many businesses closing due to a lack of financial literacy.

Opportunities: Economic development partners such as the Jackson County Economic Alliance or Innovate 120 can help provide resources to business owners that can help local businesses attain financial and business literacy to help them stay active. These organizations also could facilitate knowledge sharing between businesses to expand community knowledge and create a stronger business community in the area.

Hosting business education classes are another strategy to connect businesses to each other so they can exchange knowledge and improve their financial literacy. Advance Iowa, a consulting program through the University of Northern Iowa, provides seminars, trainings, and workshops to allow businesses to develop skills to help them maximize their potential.

Business Succession Planning

Issue: Businesses also struggle with succession, as many businesses in the area lack processes to facilitate business transitions. The impact of a local business closing can have huge ramifications on a community. Analysis done in the Tomorrow Plan indicates that the loss of a retail store would be projected to be the loss of industrial output totaling \$1.06 million, while the loss of a mid-size manufacturing firm would result in a projected loss of industrial output totaling \$30.4 million.

Opportunities: Economic development partners could connect businesses with resources related to succession planning to help businesses transition.

One strategy for business succession mentioned in the Jackson County Tomorrow Plan was to utilize cooperative business structures, allowing employees to have a stake in the business's future and providing financial assets and incentives to their current employees.

Advance Iowa, a consulting program through the University of Northern Iowa, can help businesses with seeking business valuations. This allows for owners to track progress towards financial goals, gives owners a measure of how much value they add to their business to meet exit goals, establishes timelines for reaching exit goals, and provides a foundation for analyzing exit options and minimizing tax consequences.

Small Business Development Centers (SBDCs) also offer additional workshops, counseling, and programming for businesses that are beginning the succession planning process.

Business Development

Issue: Jackson County struggles with a lack of economic diversification. There are few large businesses, meaning one of those businesses closing or downsizing would have dramatic effects on the community.

Opportunities: The Jackson County
Tomorrow Plan suggested establishing a
community investment club for people
wanting to pool money and make
investments in local projects of their
choosing. Creating this organization
would allow community stakeholders to
spend their money strategically and
collaboratively with others to create a
focused strategy in Jackson County.
Economic development partners such as
the Community Foundation of Jackson
County and ECIA can help provide
funding for community investment as
well.

The 2022-2027 Comprehensive Economic Development Strategy (CEDS) calls for the support and increased creation of entrepreneurial centers. Continuing to support hubs such as Innovate 120 will be key in the future as well to provide potential entrepreneurs with resources to build their business in the county.

Workforce Retention

Issue: Jackson County struggles with retaining a lot of its youth. According to the Tomorrow Plan, many high school students would like to stay in Jackson County. A lack of higher educational

opportunities in the area means that many students leave the county to pursue an education. This trend contributes to population decline as there are a lack of incentives for individuals to return once they graduate. There are very few high paying jobs available to young people as well, which deters them from staying in Jackson County.

Opportunities: The Jackson County
Tomorrow Plan recommended
distributing surveys to high school
seniors to get contact information as well
as post-graduation plans. This would
allow the county to send job
opportunities to local alumni as well as
gather information on what
opportunities graduates are looking for
when wanting to come back to the area.

Workforce Training

Issue: Jackson County experiences a skills and education gap. Many of the jobs available in the region are "middle-skilled", which require education inbetween a high school diploma and a bachelor's degree. However, not enough residents of Jackson County currently possess these skills.

Opportunities: Working with institutions such as Clinton Community College for job training classes would be a good way to educate current residents who may be looking to learn new skills for a career. This will provide a resource for helping overcome the existing skill gap.

The CEDS also recommends partnering with organizations such as IowaWorks to track and analyze workforce data that can help communities understand where they stand in their skill gaps and what skills may need to be focused on.

Creating a more inclusive environment would be crucial for bringing in a more diverse workforce. The CEDS recommends promoting diversity, equity and inclusivity training and programming to businesses in the region.

Tourism/Community Character

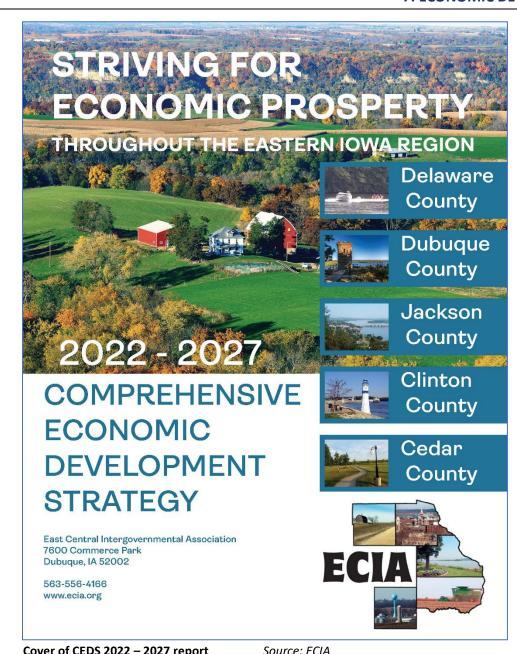
Issue: Jackson County has a lack of varied events, restaurants, and "night life" that could help increase livability and tourism.

Opportunity: Jackson County has a wealth of natural beauty, outdoor recreation, and artistic culture that has a lot of potential to be developed on. The CEDS calls for further supporting artistic

endeavors through investing in events, organizations, and institutions that would show that the county is focusing towards building community character.

Marketing will be key in informing potential tourists and residents about opportunities in Jackson County. Continuing to promote local events and online sites such as Grant Wood Loop (gwloop.com) to show that Jackson County supports its recreational, cultural, and art opportunities and will increase interest in expanding those opportunities in the area.

The CEDS also mentions the importance of strong downtowns for building communities. Promoting and encouraging partnerships that pursue downtown revitalization and supporting entrepreneurial investment in those areas will build strong downtown areas that can bring in a wide array of businesses.



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GOALS AND OBJECTIVES

Workforce Development

7.1 Attract and maintain a diverse population and workforce that can meet the needs of regional employers.

- Partner with existing workforce agencies to analyze workforce skills and trends.
- Research best practices for attracting high demand workers to the region.
- Partner with institutions such as Clinton Community College for job training programs.
- Attract a diverse workforce by creating a more inclusive environment.

Business Attraction and Retention

7.2 Continue to support business retention and expansion through capital investments and entrepreneurial centers.

- Support efforts that attract, maintain, promote, and expand regional industries.
- Support and promote the efforts of educational institutions and their business programs.
- Identify entrepreneurial resources that are lacking and collaborate with community partners to improve.
- Encourage an economic development environment that supports entrepreneurship and existing businesses while attracting new businesses.
- Partner with institutions that provide resources to help businesses increase their knowledge.
- Develop and maintain a Small
 Business Committee and a business directory to promote awareness of and support for local businesses in Jackson County.

Tourism

7.3 Improve the region's desirability by enhancing and expanding access to the arts and recreational opportunities.

- Invest in cultural/arts events, organizations, and institutions.
- Spread awareness of community events and resources such as gwloop.com.
- Develop and maintain a data base of Jackson County businesses, venues, attractions, and other resources to promote tourism in Jackson County.