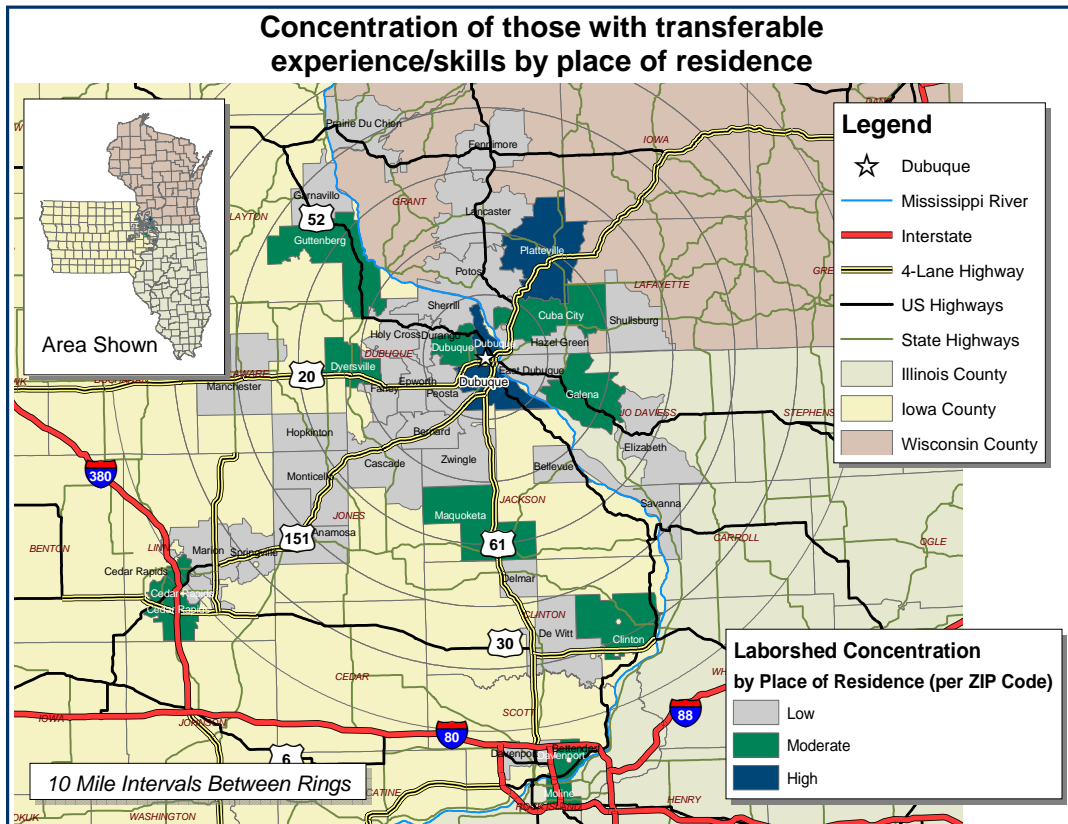


Labor Characteristics

Advanced Manufacturing

Dubuque, Iowa Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Executives & Owners - 16,363
- General & Operation Managers - 539
- Financial Managers - 542
- Bookkeeping & Accounting Clerks - 3,596
- Customer Service Representatives - 3,057
- Shipping & Receiving Clerks - 1,528
- Executive Secretaries & Administrative Assistants - 8,721
- Office & Administrative Support - 542

Production:

- Supervisors - 3,601
- Software Engineers - 533
- Industrial Engineers - 1,531
- Mechanical Engineers - 543
- Engineers, All Other - 1,524
- Engineering Technicians - 991
- Weighers & Measurers - 987
- Electricians - 986
- Painters - 537
- Sheet Metal Workers - 1,525
- Maintenance & Repair Workers - 1,528
- Engine & Machine Assemblers - 543
- Structural Metal Fabricators - 538
- Assemblers & Fabricators - 3,595
- Computer Controlled Machine Operators - 541
- Numerical Tool Programmers - 984
- Grinding, Lapping, & Polishing Machine Operators - 537
- Machinists - 546
- Multiple Machine Operators - 3,592
- Tool & Die Makers - 540
- Welding Machine Operators - 2,068
- Job Printers - 531
- Prepress Technicians - 997
- Printing Machine Operators - 535
- Water & Liquid Waste Systems Operators - 543
- Inspectors & Testers - 3,057
- Production Workers - 9,171

Material Movers:

- Heavy Truck Drivers - 8,182
- Light Truck Drivers - 546
- Forklift Operators - 1,530
- Laborers, Freight, Stock, & Material Movers - 2,517

An estimated total of 90,267 people in the Laborshed area

Underemployment:

- Total Underemployment - 6.8%
- Low hours - 1.1%
- Mismatch of skills - 4.5%
- Low income - 2.3%

IWD only counts individuals once when estimating Total Underemployment.

Greater Dubuque Development Corporation

300 Main Street, Suite 120
 Dubuque, Iowa 52001
 Phone: 563-557-9049
 Fax: 563-557-1059
 Email: gddc@greaterdubuque.org
www.greaterdubuque.org

Workers who have transferable experience/skills in the industry are currently commuting an average of 10 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 15 miles one way for the right employment opportunity.

Employment Status:

71.6% Employed

- 30.2% of the employed are willing to change employment

15.9% Unemployed

- 67.9% of the unemployed are willing to accept employment

2.8% Homemakers, Not Employed

9.7% Retired

Current Benefits:

- Health/medical insurance - 93.8%
- Pension/retirement/401K - 75.2%
- Paid vacation - 59.3%
- Dental coverage - 58.4%
- Paid holidays - 37.2%
- Vision coverage - 37.2%
- Life insurance - 34.5%
- Prescription drug coverage - 28.3%
- Disability insurance - 27.4%
- Paid sick leave - 23.0%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 88.3%
- Paid vacation - 53.3%
- Pension/retirement/401K - 46.7%
- Dental coverage - 43.3%
- Vision coverage - 30.0%
- Disability insurance - 25.0%
- Prescription drug coverage - 25.0%
- Life insurance - 23.3%
- Paid holidays - 21.7%

Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
 - www.accessdubuque.com
 - www.iowaworkforce.com
- Local/Regional Newspapers
 - The Telegraph Herald* - Dubuque
- Iowa Workforce Development Centers
- Networking through friends, family, or acquaintances

Education Levels:

- 54.5% Education beyond high school
- 3.4% Trade certified
- 6.3% Vocational training
- 8.0% Associate degree
- 15.3% Undergraduate degree
- 4.5% Postgraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 79.7%
- Varied shifts (2nd, 3rd, & split) - 40.6%
- Job sharing - 26.6%
- Job teams - 89.1%
- Seasonal work - 51.6%
- Temporary work - 45.3%

Other Facts:

- 64.1% paid an hourly wage
- 76.7% are/were employed full-time
- 9.7% are/were employed part-time
- 9.1% are/were self-employed
- 7.1% hold two or more jobs
- Currently working an average of 43 hrs/week

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Assemblers and Fabricators, All Other	51-2099	\$ 14.26	\$ 11.82	\$ 15.48	\$ 14.45
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.20	\$ 8.99	\$ 15.30	\$ 12.68
Chief Executives	11-1011	\$ 69.67	\$ 28.28	\$ 90.37	\$ 62.40
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$ 13.22	\$ 9.19	\$ 15.22	\$ 13.75
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$ 16.12	\$ 12.24	\$ 18.07	\$ 16.07
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 13.12	\$ 10.45	\$ 14.46	\$ 12.97
Customer Service Representatives	43-4051	\$ 14.55	\$ 9.93	\$ 16.85	\$ 14.20
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$ 14.20	\$ 11.83	\$ 15.40	\$ 14.20
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$ 13.66	\$ 12.38	\$ 14.30	\$ 13.92
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	\$ 15.58	\$ 14.02	\$ 16.37	\$ 15.59
Electrical and Electronic Engineering Technicians	17-3023	\$ 20.64	\$ 15.66	\$ 23.15	\$ 21.49
Electrical and Electronic Equipment Assemblers	51-2022	\$ 14.37	\$ 11.28	\$ 15.92	\$ 12.42
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	\$ 19.64	\$ 14.74	\$ 22.09	\$ 18.41
Electrical Engineers	17-2071	\$ 31.32	\$ 18.75	\$ 37.61	\$ 29.93
Engineering Managers	11-9041	\$ 42.10	\$ 30.77	\$ 47.75	\$ 39.25
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.69	\$ 11.84	\$ 17.61	\$ 14.89
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	\$ 10.45	\$ 8.55	\$ 11.40	\$ 10.21
Financial Managers	11-3031	\$ 43.24	\$ 25.12	\$ 52.30	\$ 37.47
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 22.09	\$ 15.82	\$ 25.22	\$ 21.37
General and Operations Managers	11-1021	\$ 43.84	\$ 20.61	\$ 55.45	\$ 37.67
Metal and Plastic	51-4033	\$ 15.09	\$ 13.37	\$ 15.95	\$ 14.84
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	\$ 13.95	\$ 13.07	\$ 14.38	\$ 14.25
Helpers--Production Workers	51-9198	\$ 12.67	\$ 10.36	\$ 13.82	\$ 13.04
Industrial Engineering Technicians	17-3026	\$ 21.50	\$ 16.12	\$ 24.19	\$ 19.79
Industrial Engineers	17-2112	\$ 28.62	\$ 22.01	\$ 31.92	\$ 28.83
Industrial Machinery Mechanics	49-9041	\$ 17.76	\$ 13.14	\$ 20.06	\$ 17.39
Industrial Production Managers	11-3051	\$ 35.85	\$ 24.08	\$ 41.74	\$ 31.25
Industrial Truck and Tractor Operators	53-7051	\$ 13.54	\$ 10.50	\$ 15.06	\$ 13.49
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 15.41	\$ 11.87	\$ 17.18	\$ 14.65
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$ 14.46	\$ 9.58	\$ 16.91	\$ 13.99
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.29	\$ 8.96	\$ 13.96	\$ 11.93
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	\$ 15.65	\$ 12.90	\$ 17.02	\$ 16.02
Machinists	51-4041	\$ 16.60	\$ 13.60	\$ 18.11	\$ 16.90
Maintenance and Repair Workers, General	49-9042	\$ 15.53	\$ 9.83	\$ 18.37	\$ 14.73
Maintenance Workers, Machinery	49-9043	\$ 19.13	\$ 13.96	\$ 21.71	\$ 20.10
Mechanical Engineering Technicians	17-3027	\$ 22.13	\$ 16.93	\$ 24.72	\$ 19.29
Mechanical Engineers	17-2141	\$ 26.64	\$ 19.13	\$ 30.39	\$ 26.44
Metal Workers and Plastic Workers, All Other	51-4199	\$ 17.65	\$ 15.58	\$ 18.68	\$ 17.74
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$ 14.30	\$ 13.61	\$ 14.64	\$ 14.40
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	\$ 12.89	\$ 9.93	\$ 14.37	\$ 13.29
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$ 12.76	\$ 11.15	\$ 13.55	\$ 12.10
Office and Administrative Support Workers, All Other	43-9199	\$ 11.79	\$ 9.96	\$ 12.70	\$ 11.67
Packaging and Filling Machine Operators and Tenders	51-9111	\$ 10.22	\$ 8.43	\$ 11.10	\$ 10.41
Painters, Transportation Equipment	51-9122	\$ 15.91	\$ 13.65	\$ 17.03	\$ 15.67
Pourers and Casters, Metal	51-4052	\$ 13.18	\$ 11.18	\$ 14.17	\$ 13.51
Prepress Technicians and Workers	51-5022	\$ 16.30	\$ 11.38	\$ 18.75	\$ 16.12
Printing Machine Operators	51-5023	\$ 16.12	\$ 10.43	\$ 18.98	\$ 15.89
Production Workers, All Other	51-9199	\$ 12.89	\$ 9.95	\$ 14.35	\$ 13.02
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 22.27	\$ 15.47	\$ 25.67	\$ 21.54
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	\$ 13.98	\$ 12.09	\$ 14.93	\$ 14.01
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 12.10	\$ 9.35	\$ 13.49	\$ 11.69
Structural Metal Fabricators and Fitters	51-2041	\$ 14.39	\$ 13.11	\$ 15.02	\$ 14.34
Team Assemblers	51-2092	\$ 14.71	\$ 10.95	\$ 16.60	\$ 14.15
Tool and Die Makers	51-4111	\$ 18.59	\$ 14.17	\$ 20.80	\$ 17.25
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 16.33	\$ 12.19	\$ 18.40	\$ 15.51
Truck Drivers, Light or Delivery Services	53-3033	\$ 12.29	\$ 8.58	\$ 14.14	\$ 11.72
Water and Liquid Waste Treatment Plant and System Operators	51-8031	\$ 16.16	\$ 10.71	\$ 18.90	\$ 16.95
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	\$ 12.15	\$ 9.64	\$ 13.40	\$ 11.58
Welders, Cutters, Solderers, and Brazers	51-4121	\$ 16.72	\$ 13.36	\$ 18.41	\$ 15.78

This Iowa Wage Survey for Iowa Workforce Development (IWD) Region 1 service area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the IWD Region 1 service area. The source of the wage and employment data is the 2009 Iowa Wage Survey. Additional data from the Iowa Wage Survey for individual counties, Iowa Workforce Development regions, and by industry statewide are available on the Iowa Workforce Development web site located at www.iowaworkforce.org.