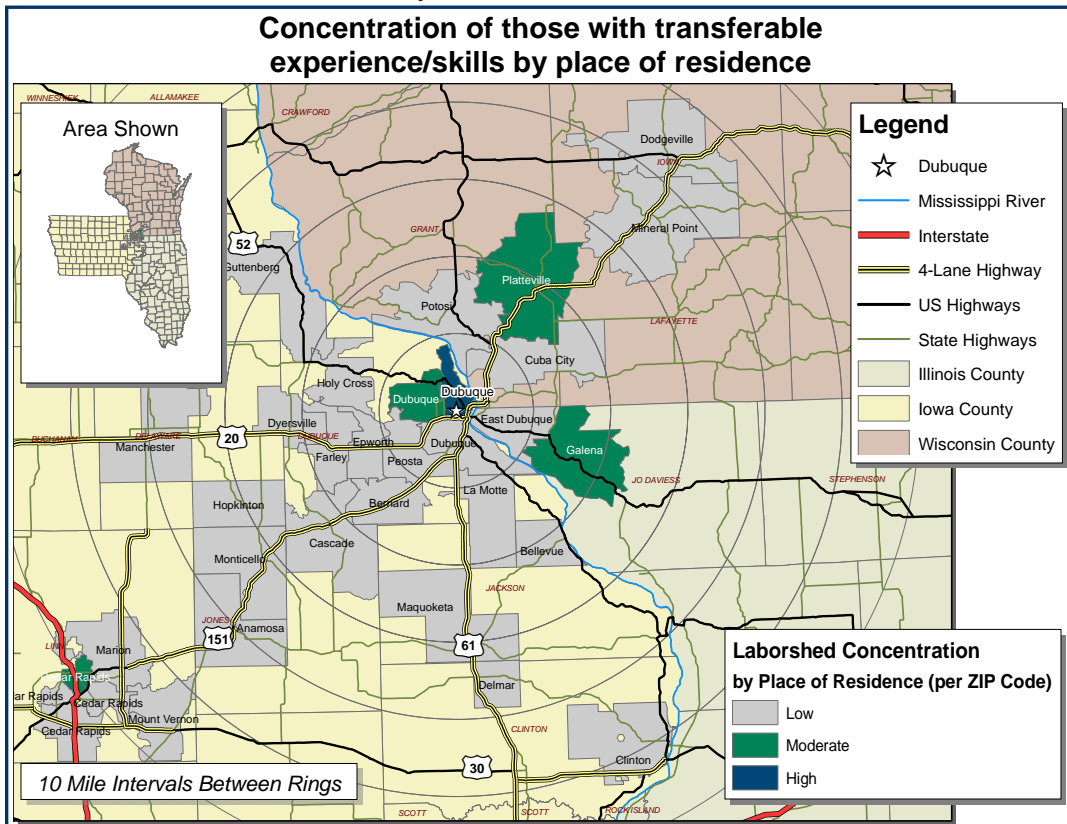


Labor Characteristics

Financial Services

Dubuque, Iowa Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 3,062
- Accountants - 2,041
- Advertising Sales Agents - 507
- Appraisers & Assessors - 515
- Business Operations Specialists - 3,573
- Clerks - 7,655
- Communications Equipment Operators - 516
- Customer Service Reps - 3,056
- Editors - 517
- Employment & Recruitment Specialists - 510
- Financial Analysts - 506
- Human Resources Specialists - 520
- Insurance Sales Agents - 513
- Logisticians - 505
- Management Analysts - 1,021
- Office & Administrative Support Workers - 1,017
- Sales & Related Workers - 4,082
- Sales Reps - 1,528
- Secretaries - 9,186
- Technical Writers - 1,019
- Training & Development Specialists - 500
- Urban & Regional Planners - 518
- Word Processors & Typists - 521

Computers:

- Computer Software Engineers - 1,531
- Computer Specialists - 502
- Computer Support Specialists - 1,532
- Computer Systems Analysts - 508
- Network & Computer Systems Administrators - 1,023

An estimated total of 48,484 people in the Laborshed area

Underemployment:

- Total Underemployment - 7.4%
- Low hours - 4.2%
 - Mismatch of skills - 4.2%
 - Low income - 3.2%

IWD only counts individuals once when estimating Total Underemployment.

The Iowa Workforce Development Region 1 service area aggregated wage data was also extracted from the Iowa Wage Survey and is provided in the table on page 2 which reflects mean, entry, experienced, and median wages.

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 12 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:

78.9% Employed

- 32.0% of the employed are willing to change employment

9.5% Unemployed

- 33.3% of the unemployed are willing to accept employment

7.4% Homemakers, Not Employed

4.2% Retired

Education Levels:

- 78.9% Education beyond high school
- 5.3% Trade certified
- 11.6% Associate degree
- 28.4% Undergraduate degree
- 7.4% Postgraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 67.7%
- Varied shifts (2nd, 3rd, & split) - 25.0%
- Job sharing - 38.7%
- Job teams - 93.5%
- Seasonal work - 45.2%
- Temporary work - 41.9%

Other Facts:

- 53.2% paid an hourly wage
- 78.9% are/were employed full-time
- 17.9% are/were employed part-time
- 2.1% are/were temporarily employed
- 4.0% hold two or more jobs
- Currently working an average of 40 hrs/week

Current Benefits:

- Health/medical insurance - 88.4%
- Pension/retirement/401K - 75.4%
- Paid vacation - 63.8%
- Dental coverage - 58.0%
- Vision coverage - 40.6%
- Life insurance - 31.9%
- Paid holidays - 31.9%
- Disability insurance - 24.6%
- Paid sick leave - 21.7%
- Prescription drug coverage - 20.3%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 76.7%
- Pension/retirement/401K - 43.3%
- Dental coverage - 40.0%
- Paid vacation - 40.0%
- Life insurance - 20.0%
- Paid holidays - 20.0%
- Vision coverage - 20.0%
- Disability insurance - 16.7%

Top Advertising Media:

(for those seeking employment opportunities)

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 27.91	\$ 16.31	\$ 33.71	\$ 24.00
Advertising Sales Agents	41-3011	\$ 16.55	\$ 10.61	\$ 19.53	\$ 13.92
Appraisers and Assessors of Real Estate	13-2021	\$ 23.17	\$ 15.05	\$ 27.23	\$ 22.18
Billing and Posting Clerks and Machine Operators	43-3021	\$ 12.58	\$ 9.11	\$ 14.33	\$ 12.58
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.20	\$ 8.99	\$ 15.30	\$ 12.68
Business Operations Specialists, All Other	13-1199	\$ 21.75	\$ 11.78	\$ 26.74	\$ 19.14
Computer Software Engineers, Applications	15-1031	\$ 33.00	\$ 22.58	\$ 38.22	\$ 31.89
Computer Software Engineers, Systems Software	15-1032	\$ 33.15	\$ 24.43	\$ 37.51	\$ 30.58
Computer Specialists, All Other	15-1099	\$ 20.33	\$ 14.49	\$ 23.25	\$ 19.16
Computer Support Specialists	15-1041	\$ 18.70	\$ 14.42	\$ 20.85	\$ 18.27
Computer Systems Analysts	15-1051	\$ 24.86	\$ 15.09	\$ 29.74	\$ 23.62
Credit Analysts	13-2041	\$ 20.43	\$ 15.24	\$ 23.02	\$ 18.81
Customer Service Representatives	43-4051	\$ 14.55	\$ 9.93	\$ 16.85	\$ 14.20
Demonstrators and Product Promoters	41-9011	\$ 14.20	\$ 8.32	\$ 17.15	\$ 14.58
Editors	27-3041	\$ 12.45	\$ 10.13	\$ 13.60	\$ 12.35
Employment, Recruitment, and Placement Specialists	13-1071	\$ 19.38	\$ 8.32	\$ 24.91	\$ 21.82
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.69	\$ 11.84	\$ 17.61	\$ 14.89
Financial Managers	11-3031	\$ 43.24	\$ 25.12	\$ 52.30	\$ 37.47
Financial Specialists, All Other	13-2099	\$ 25.18	\$ 14.59	\$ 30.47	\$ 22.78
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 21.72	\$ 14.81	\$ 25.17	\$ 20.41
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 19.89	\$ 7.59	\$ 26.04	\$ 18.50
Insurance Claims and Policy Processing Clerks	43-9041	\$ 13.17	\$ 11.30	\$ 14.09	\$ 12.24
Insurance Sales Agents	41-3021	\$ 19.33	\$ 11.71	\$ 23.14	\$ 18.97
Loan Interviewers and Clerks	43-4131	\$ 14.46	\$ 11.24	\$ 16.07	\$ 14.36
Loan Officers	13-2072	\$ 26.31	\$ 18.36	\$ 30.28	\$ 26.62
Management Analysts	13-1111	\$ 24.87	\$ 22.94	\$ 25.84	\$ 24.03
Marketing Managers	11-2021	\$ 37.81	\$ 21.24	\$ 46.08	\$ 29.40
Network and Computer Systems Administrators	15-1071	\$ 25.85	\$ 18.30	\$ 29.63	\$ 25.24
Office and Administrative Support Workers, All Other	43-9199	\$ 11.79	\$ 9.96	\$ 12.70	\$ 11.67
Office Clerks, General	43-9061	\$ 12.07	\$ 8.98	\$ 13.62	\$ 11.85
Order Clerks	43-4151	\$ 12.38	\$ 9.05	\$ 14.04	\$ 11.54
Receptionists and Information Clerks	43-4171	\$ 10.94	\$ 8.27	\$ 12.27	\$ 10.87
Sales and Related Workers, All Other	41-9099	\$ 26.02	\$ 12.23	\$ 32.91	\$ 31.66
Sales Managers	11-2022	\$ 37.73	\$ 21.78	\$ 45.72	\$ 32.45
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 27.67	\$ 12.66	\$ 35.17	\$ 20.97
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$ 23.24	\$ 13.68	\$ 28.01	\$ 17.65
Tax Preparers	13-2082	\$ 12.07	\$ 7.67	\$ 14.27	\$ 10.64
Technical Writers	27-3042	\$ 22.26	\$ 17.38	\$ 24.70	\$ 21.80
Telemarketers	41-9041	\$ 12.42	\$ 8.12	\$ 14.59	\$ 11.64
Training and Development Specialists	13-1073	\$ 19.29	\$ 14.61	\$ 21.62	\$ 18.51
Word Processors and Typists	43-9022	\$ 14.21	\$ 8.34	\$ 17.15	\$ 16.14

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.