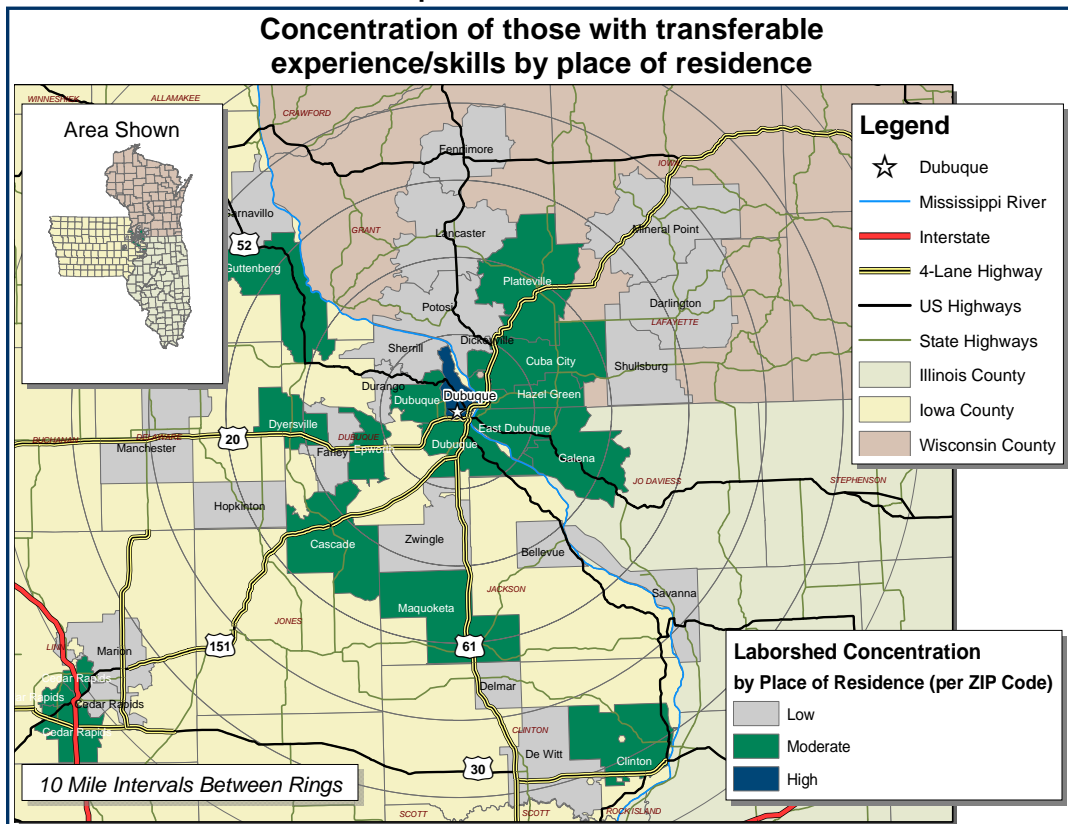


Labor Characteristics

Food Processing

Dubuque, Iowa Laborshed



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 511
- Accountants - 2,043
- Clerks - 9,702
- Office & Administrative Support Workers - 508
- Sales Reps - 509
- Secretaries - 8,681

Production:

- Supervisors - 3,575
- Agricultural Workers - 1,018
- Bakers - 1,018
- Butchers & Meat Cutters - 1,027
- Cutters & Trimmers - 519
- Environmental Scientists & Specialists - 522
- Dietitians & Nutritionists - 1,021
- Food Batchmakers - 508
- Inspectors - 3,064
- Installation, Maintenance, & Repair Workers - 2,550
- Licensed Practical & Licensed Vocational Nurses - 1,532
- Maintenance & Repair Workers - 1,536
- Mechanical Engineers - 500
- Medical & Clinical Laboratory Technologists - 2,553
- Production Workers - 9,192
- Water & Liquid Waste Treatment Plant & System Operators - 514
- Weighers & Measurers - 1,020

Material Movers:

- Forklift Operators - 1,538
- Heavy Truck Drivers - 8,170
- Laborers & Freight, Stock, & Material Movers - 2,549
- Light Truck Drivers - 509
- Material Moving Workers, All Other - 506

An estimated total of 66,895 people in the Laborshed area

Underemployment:

Total Underemployment - 7.6%

- Low hours - 3.1%
- Mismatch of skills - 6.1%
- Low income - 1.5%

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 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:

72.5% Employed

- 33.7% of the employed are willing to change employment

15.3% Unemployed

- 60.0% of the unemployed are willing to accept employment

3.1% Homemakers, Not Employed

9.1% Retired

Education Levels:

- 53.4% Education beyond high school
- 0.8% Trade certified
- 6.9% Vocational training
- 8.4% Associate degree
- 13.7% Undergraduate degree
- 2.3% Postgraduate degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 71.4%
- Varied shifts (2nd, 3rd, & split) - 38.8%
- Job sharing - 32.7%
- Job teams - 87.8%
- Seasonal work - 53.1%
- Temporary work - 49.0%

Other Facts:

- 75.8% paid an hourly wage
- 76.3% are/were employed full-time
- 15.3% are/were employed part-time
- 6.9% are/were temporarily/seasonally employed
- 7.4% hold two or more jobs
- Currently working an average of 40 hrs/week

Current Benefits:

- Health/medical insurance - 93.3%
- Pension/retirement/401K - 68.9%
- Dental coverage - 64.4%
- Paid vacation - 55.6%
- Vision coverage - 36.7%
- Life insurance - 32.2%
- Paid holidays - 30.0%
- Disability insurance - 25.6%
- Prescription drug coverage - 22.2%
- Paid sick leave - 20.0%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 83.7%
- Paid vacation - 51.2%
- Dental coverage - 41.9%
- Pension/retirement/401K - 41.9%
- Vision coverage - 32.6%
- Life insurance - 25.6%
- Disability insurance - 23.3%
- Prescription drug coverage - 23.3%
- Paid holidays - 20.9%

Top Advertising Media:

(for those seeking employment opportunities)

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 27.91	\$ 16.31	\$ 33.71	\$ 24.00
Agricultural Inspectors	45-2011	\$ 21.63	\$ 18.32	\$ 23.28	\$ 21.87
Bakers	51-3011	\$ 10.03	\$ 8.82	\$ 10.65	\$ 9.71
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.20	\$ 8.99	\$ 15.30	\$ 12.68
Butchers and Meat Cutters	51-3021	\$ 10.87	\$ 7.82	\$ 12.39	\$ 10.12
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 13.12	\$ 10.45	\$ 14.46	\$ 12.97
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$ 14.20	\$ 11.83	\$ 15.40	\$ 14.20
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$ 14.20	\$ 11.83	\$ 15.40	\$ 14.20
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.69	\$ 11.84	\$ 17.61	\$ 14.89
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	\$ 9.11	\$ 7.74	\$ 9.80	\$ 8.59
Farmworkers, Farm and Ranch Animals	45-2093	\$ 10.06	\$ 7.49	\$ 11.35	\$ 8.09
First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	45-1011	\$ 28.03	\$ 22.83	\$ 30.63	\$ 26.78
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 22.09	\$ 15.82	\$ 25.22	\$ 21.37
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	\$ 14.22	\$ 12.61	\$ 15.01	\$ 14.33
Food Batchmakers	51-3092	\$ 12.41	\$ 9.11	\$ 14.06	\$ 12.58
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	\$ 14.56	\$ 13.52	\$ 15.08	\$ 14.18
General and Operations Managers	11-1021	\$ 43.84	\$ 20.61	\$ 55.45	\$ 37.67
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
Licensed Practical and Licensed Vocational Nurses	29-2061	\$ 17.34	\$ 14.41	\$ 18.81	\$ 17.25
Maintenance and Repair Workers, General	49-9042	\$ 15.53	\$ 9.83	\$ 18.37	\$ 14.73
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	\$ 10.62	\$ 9.21	\$ 11.32	\$ 10.78
Mechanical Engineers	17-2141	\$ 26.64	\$ 19.13	\$ 30.39	\$ 26.44
Medical and Clinical Laboratory Technologists	29-2011	\$ 22.21	\$ 19.76	\$ 23.43	\$ 22.30
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$ 14.30	\$ 13.61	\$ 14.64	\$ 14.40
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
Packaging and Filling Machine Operators and Tenders	51-9111	\$ 10.22	\$ 8.43	\$ 11.10	\$ 10.41
Production Workers, All Other	51-9199	\$ 12.89	\$ 9.95	\$ 14.35	\$ 13.02
Production, Planning, and Expediting Clerks	43-5061	\$ 18.19	\$ 13.28	\$ 20.64	\$ 16.26
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$ 28.60	\$ 17.67	\$ 34.07	\$ 27.84
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 14.26	\$ 10.95	\$ 15.92	\$ 14.03
Stock Clerks and Order Fillers	43-5081	\$ 10.09	\$ 7.89	\$ 11.18	\$ 9.27
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

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.