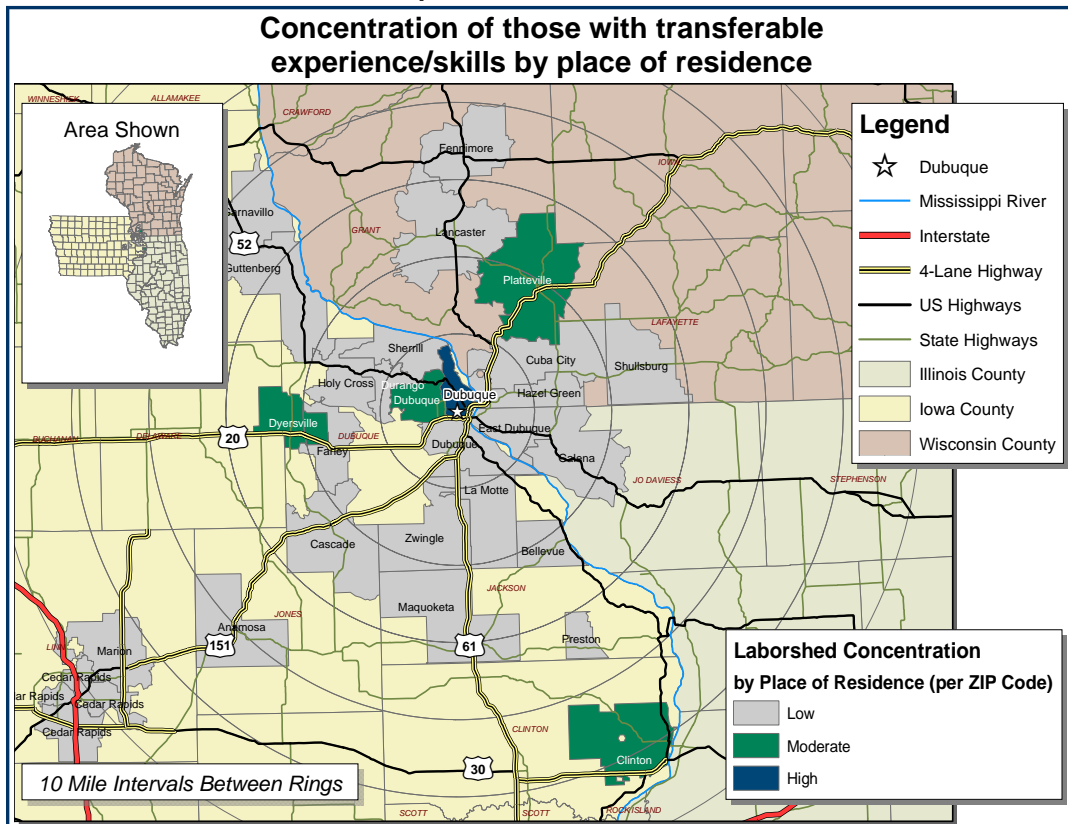


# Labor Characteristics

## Warehouse & Distribution

### Dubuque, Iowa Laborshed



### Estimated Potential Available Labor Per Occupational Category:

#### Business Operations:

- Managers - 509
- Clerks - 7,160
- Customer Service Reps - 3,069
- Graphic Designers - 1,534
- Salespersons - 4,603
- Sales Reps - 2,046

#### Production:

- Supervisors - 3,578
- Assemblers - 3,580
- Job Printers - 511
- Maintenance & Repair Workers - 1,536
- Prepress Techs - 1,020
- Printing Machine Operators - 514
- Weighers & Measurers - 1,023

#### Material Movers:

- Forklift Operators - 1,537
- Heavy Truck Drivers - 8,183
- Laborers & Freight, Stock, & Material Movers - 2,560
- Light Truck Drivers - 508
- Material Moving Workers, All Other - 523
- Packers & Packagers - 1,530
- Tank Car, Truck, & Ship Loaders - 505

**An estimated total of 46,029 people in the Laborshed area**

### Underemployment:

- Total Underemployment - 7.8%
  - Low hours - 2.2%
  - Mismatch of skills - 6.7%
  - Low income - 1.1%

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](mailto:gddc@greaterdubuque.org)  
[www.greaterdubuque.org](http://www.greaterdubuque.org)

Workers who have transferable experience/skills in the industry are currently commuting an average of 9 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 13 miles one way for the right employment opportunity.

### Employment Status:

#### 67.8% Employed

- 27.9% of the employed are willing to change employment

#### 17.8% Unemployed

- 56.3% of the unemployed are willing to accept employment

#### 4.4% Homemakers, Not Employed

#### 10.0% Retired

### Education Levels:

- 53.3% Education beyond high school
- 10.0% Vocational training
- 10.0% Associate degree
- 11.1% Undergraduate degree
- 3.3% Postgraduate degree

### Workplace Flexibility:

(by percent of interest)

- Cross-training - 69.0%
- Varied shifts (2nd, 3rd, & split) - 51.7%
- Job sharing - 24.1%
- Job teams - 86.2%
- Seasonal work - 48.3%
- Temporary work - 55.2%

### Other Facts:

- 74.2% paid an hourly wage
- 73.3% are/were employed full-time
- 16.7% are/were employed part-time
- 5.6% are/were seasonally employed
- 1.6% hold two or more jobs
- Currently working an average of 41 hrs/week

### Current Benefits:

- Health/medical insurance - 94.8%
- Pension/retirement/401K - 60.3%
- Paid vacation - 55.2%
- Dental coverage - 51.7%
- Vision coverage - 36.2%
- Life insurance - 29.3%
- Paid holidays - 25.9%
- Prescription drug coverage - 24.1%
- Disability insurance - 19.0%
- Paid sick leave - 17.2%

### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 96.2%
- Pension/retirement/401K - 50.0%
- Paid vacation - 46.2%
- Dental coverage - 42.3%
- Vision coverage - 38.5%
- Prescription drug coverage - 26.9%
- Disability insurance - 23.1%
- Life insurance - 23.1%
- Paid holidays - 23.1%

### Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
  - [www.iowaworkforce.com](http://www.iowaworkforce.com)
  - [www.accessdubuque.com](http://www.accessdubuque.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
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
Customer Service Representatives	43-4051	\$ 14.55	\$ 9.93	\$ 16.85	\$ 14.20
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-1021	\$ 20.42	\$ 14.51	\$ 23.37	\$ 20.54
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 22.09	\$ 15.82	\$ 25.22	\$ 21.37
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	\$ 21.09	\$ 11.93	\$ 25.67	\$ 19.95
General and Operations Managers	11-1021	\$ 43.84	\$ 20.61	\$ 55.45	\$ 37.67
Graphic Designers	27-1024	\$ 16.13	\$ 11.24	\$ 18.58	\$ 14.70
Helpers--Production Workers	51-9198	\$ 12.67	\$ 10.36	\$ 13.82	\$ 13.04
Industrial Truck and Tractor Operators	53-7051	\$ 13.54	\$ 10.50	\$ 15.06	\$ 13.49
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.29	\$ 8.96	\$ 13.96	\$ 11.93
Maintenance and Repair Workers, General	49-9042	\$ 15.53	\$ 9.83	\$ 18.37	\$ 14.73
Order Clerks	43-4151	\$ 12.38	\$ 9.05	\$ 14.04	\$ 11.54
Packers and Packagers, Hand	53-7064	\$ 10.21	\$ 7.68	\$ 11.48	\$ 9.29
Parts Salespersons	41-2022	\$ 14.14	\$ 9.71	\$ 16.36	\$ 13.53
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
Production, Planning, and Expediting Clerks	43-5061	\$ 18.19	\$ 13.28	\$ 20.64	\$ 16.26
Retail Salespersons	41-2031	\$ 11.14	\$ 7.42	\$ 13.00	\$ 8.75
Sales Representatives, Wholesale and Manufacturing, Except Technical and	41-4012	\$ 27.67	\$ 12.66	\$ 35.17	\$ 20.97
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
Team Assemblers	51-2092	\$ 14.71	\$ 10.95	\$ 16.60	\$ 14.15
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
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](http://www.iowaworkforce.org).