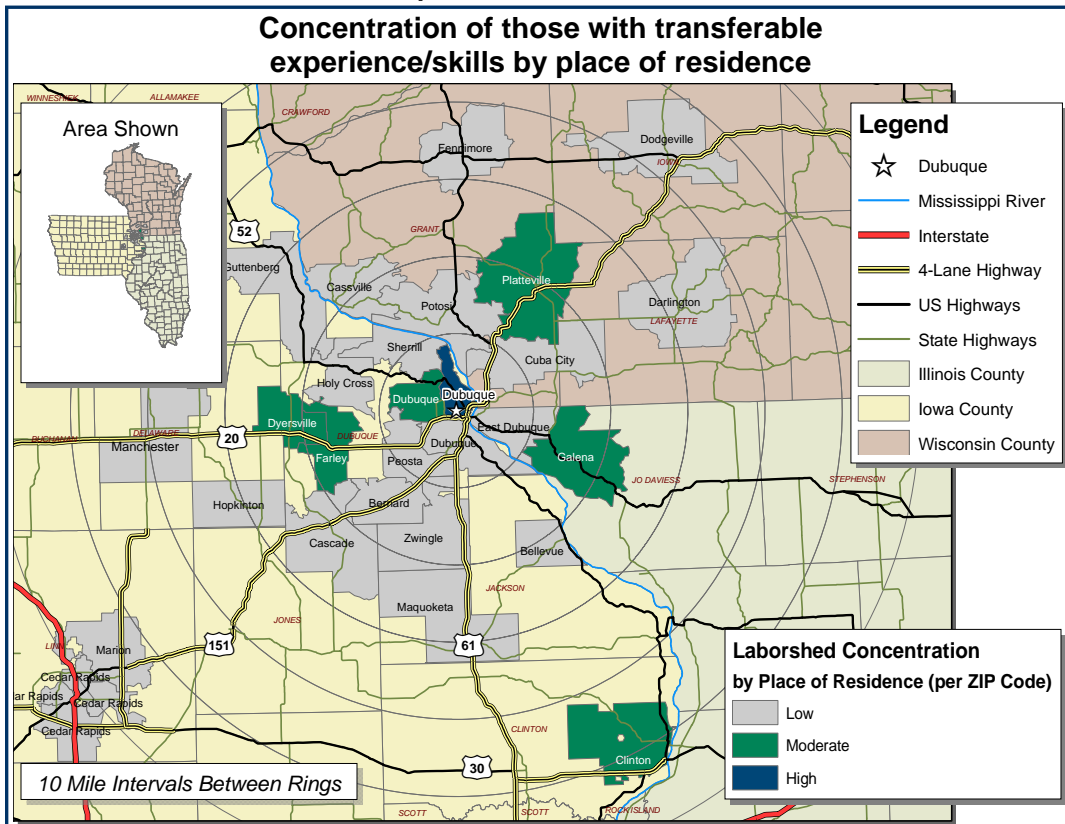


# Labor Characteristics

## Wholesale & Retail

### Dubuque, Iowa Laborshed



#### Estimated Potential Available Labor Per Occupational Category:

##### Business Operations:

- Managers - 3,076
- Supervisors - 502
- Chief Executives & Owners - 2,051
- Accountants - 510
- Clerks - 4,613
- Communications Equipment Operators - 512
- Computer Specialists - 516
- Customer Service Reps - 508
- Management Analysts - 513
- Office & Administrative Support Workers - 503
- Secretaries - 518

##### Sales:

- Supervisors - 2,574
- Cashiers - 5,126
- Demonstrators & Product Promoters - 519
- Sales & Related Workers - 507
- Salespersons - 3,070
- Sales Reps - 522

##### Production:

- Supervisors - 2,564
- Bakers - 1,017
- Combined Food Prep & Serving Workers - 1,025
- Cooks - 3,588
- Floor Layers - 504
- Food Batchmakers - 499
- Food Preparation Workers - 506
- Maids & Housekeeping Cleaners - 509
- Production Workers - 1,040
- Security Guards - 520
- Tool & Die Makers - 527
- Waiters & Waitresses - 3,080

##### Material Moving:

- Heavy Truck Drivers - 510
- Laborers & Freight, Stock, & Material Movers - 524
- Packers & Packagers, Hand - 1,021

**An estimated total of 43,574 people in the Laborshed area**

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:

##### 69.4% Employed

- 30.5% of the employed are willing to change employment

##### 17.6% Unemployed

- 53.3% of the unemployed are willing to accept employment

##### 7.1% Homemakers, Not Employed

##### 5.9% Retired

#### Education Levels:

- 55.3% Education beyond high school
- 2.4% Trade certified
- 9.4% Vocational training
- 11.8% Associate degree
- 7.1% Undergraduate degree
- 1.2% Postgraduate degree

#### Workplace Flexibility:

(by percent of interest)

- Cross-training - 78.1%
- Varied shifts (2nd, 3rd, & split) - 50.0%
- Job sharing - 40.6%
- Job teams - 84.4%
- Seasonal work - 56.3%
- Temporary work - 56.3%

#### Other Facts:

- 80.7% paid an hourly wage
- 65.9% are/were employed full-time
- 24.7% are/were employed part-time
- 4.7% are/were self-employed
- 6.8% hold two or more jobs
- Currently working an average of 39 hrs/week

#### Current Benefits:

- Health/medical insurance - 92.5%
- Pension/retirement/401K - 73.6%
- Dental coverage - 66.0%
- Paid vacation - 58.5%
- Vision coverage - 35.8%
- Paid holidays - 32.1%
- Life insurance - 30.2%
- Prescription drug coverage - 26.4%
- Disability insurance - 24.5%
- Paid sick leave - 20.8%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 88.5%
- Paid vacation - 50.0%
- Dental coverage - 46.2%
- Pension/retirement/401K - 38.5%
- Paid holidays - 26.9%
- Vision coverage - 26.9%
- Disability insurance - 19.2%
- Life insurance - 19.2%
- Prescription drug coverage - 19.2%

#### Top Advertising Media:

(for those seeking employment opportunities)

- The Internet
  - [www.monster.com](http://www.monster.com)
  - [www.iowaworkforce.com](http://www.iowaworkforce.com)
- Local/Regional Newspapers
  - *The Telegraph Herald* - Dubuque
  - *Quad City Times*
- Networking through friends, family, or acquaintances
- Iowa Workforce Development Centers

#### Underemployment:

Total Underemployment - 10.6%

- Low hours - 4.7%
- Mismatch of skills - 7.1%
- Low income - 3.5%

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.

Information compiled by Iowa Workforce Development using Laborshed data released 2010.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 27.91	\$ 16.31	\$ 33.71	\$ 24.00
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
Cashiers	41-2011	\$ 8.09	\$ 7.33	\$ 8.49	\$ 7.54
Chief Executives	11-1011	\$ 69.67	\$ 28.28	\$ 90.37	\$ 62.40
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	\$ 8.24	\$ 7.65	\$ 8.53	\$ 7.84
Computer Specialists, All Other	15-1099	\$ 20.33	\$ 14.49	\$ 23.25	\$ 19.16
Cooks, Fast Food	35-2011	\$ 7.89	\$ 7.60	\$ 8.03	\$ 7.65
Cooks, Institution and Cafeteria	35-2012	\$ 10.31	\$ 8.64	\$ 11.15	\$ 10.28
Cooks, Restaurant	35-2014	\$ 9.80	\$ 8.04	\$ 10.68	\$ 9.22
Cooks, Short Order	35-2015	\$ 9.08	\$ 7.88	\$ 9.68	\$ 8.74
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
Driver/Sales Workers	53-3031	\$ 11.38	\$ 7.70	\$ 13.22	\$ 7.97
Executive Secretaries and Administrative Assistants	43-6011	\$ 15.69	\$ 11.84	\$ 17.61	\$ 14.89
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	\$ 13.35	\$ 9.74	\$ 15.16	\$ 12.12
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	37-1011	\$ 17.06	\$ 12.32	\$ 19.43	\$ 15.72
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 21.72	\$ 14.81	\$ 25.17	\$ 20.41
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 22.09	\$ 15.82	\$ 25.22	\$ 21.37
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 16.53	\$ 9.84	\$ 19.87	\$ 14.22
Food Batchmakers	51-3092	\$ 12.41	\$ 9.11	\$ 14.06	\$ 12.58
Food Preparation Workers	35-2021	\$ 9.24	\$ 7.81	\$ 9.94	\$ 8.85
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.29	\$ 8.96	\$ 13.96	\$ 11.93
Maids and Housekeeping Cleaners	37-2012	\$ 9.36	\$ 7.88	\$ 10.11	\$ 9.01
Management Analysts	13-1111	\$ 24.87	\$ 22.94	\$ 25.84	\$ 24.03
Managers, All Other	11-9199	\$ 25.99	\$ 12.49	\$ 32.74	\$ 21.97
Marketing Managers	11-2021	\$ 37.81	\$ 21.24	\$ 46.08	\$ 29.40
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
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
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
Receptionists and Information Clerks	43-4171	\$ 10.94	\$ 8.27	\$ 12.27	\$ 10.87
Retail Salespersons	41-2031	\$ 11.14	\$ 7.42	\$ 13.00	\$ 8.75
Sales and Related Workers, All Other	41-9099	\$ 26.02	\$ 12.23	\$ 32.91	\$ 31.66
Sales Representatives, Services, All Other	41-3099	\$ 20.14	\$ 12.26	\$ 24.09	\$ 17.44
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 27.67	\$ 12.66	\$ 35.17	\$ 20.97
Security Guards	33-9032	\$ 13.38	\$ 8.93	\$ 15.61	\$ 12.43
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
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
Waiters and Waitresses	35-3031	\$ 8.43	\$ 7.61	\$ 8.83	\$ 7.70

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).

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