

# Greater Dubuque Area Laborshed Laborshed Analysis



2010

*Prepared for Greater Dubuque Development*

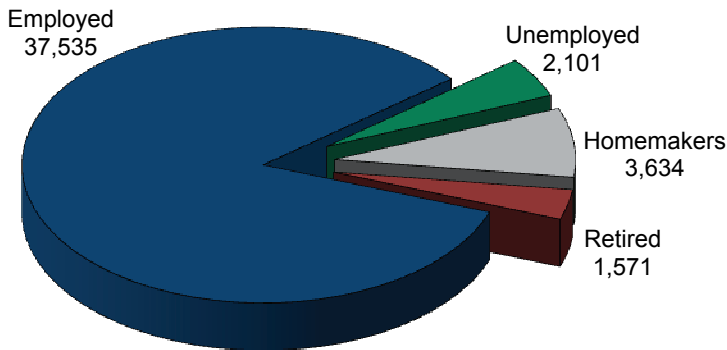


# Laborshed Studies

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of the Dubuque Laborshed area, local employers supplied the ZIP code listings of where each of their employees reside. This Laborshed analysis addresses underemployment, the availability and willingness of current and prospective employees to change employment within the workforce, current and desired occupations, wages, hours worked, and distance willing to commute to work. See *contact information on back*.

**Total Potential Labor Force: 306,859 (entire Laborshed Area)**

**Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (44,841)**



## Quick Facts:

(Employed - willing to change employment)

- 14.4% are working multiple jobs;
- Currently working an average of 39 hours per week;
- Average age is 44 years old;
- 30.3% currently working within the production, construction, & material handling occupational category followed by 24.8% within the professional, paraprofessional, & technical occupational category;
- Most frequently identified job search sources:
  - Internet
    - [www.accessdubuque.com](http://www.accessdubuque.com)
    - [www.monster.com](http://www.monster.com)
    - [www.iowaworkforce.org](http://www.iowaworkforce.org)
  - Local/Regional newspapers
    - Dubuque Telegraph Herald*
    - The Gazette - Cedar Rapids*
    - Quad City Times*
  - Networking through friends, family, and acquaintances
  - Local Iowa Workforce Development Centers

## Underemployment:

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; working at wages equal to or less than the national poverty level; and/or who are working in positions that do not meet their skill or education levels or worked for higher wages at previous employment.

- 3.0% Inadequate hours (1,126 people)
- 3.5% Mismatch of skills (1,314 people)
- 2.0% Low income (751 people)
- 7.0% Total estimated underemployment (2,627 people)

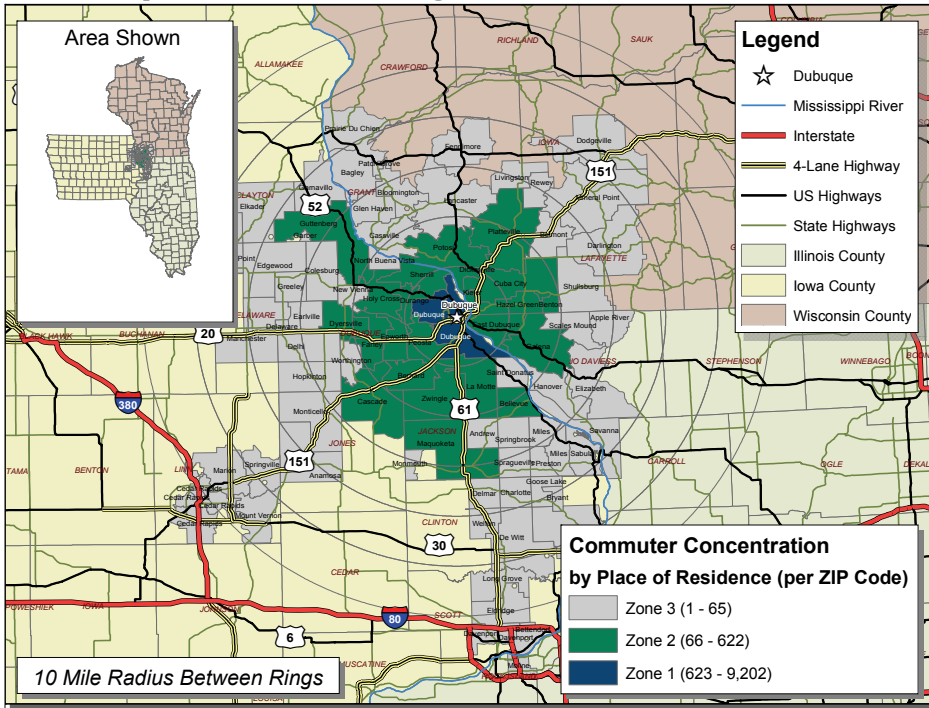
*Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.*

## Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	20.9%	46,817
Health Care & Social Services	18.8%	42,113
Wholesale & Retail Trade	17.9%	40,097
Education	11.8%	26,433
Personal Services	6.9%	15,456
Construction	4.8%	10,752
Finance, Insurance, & Real Estate	4.8%	10,752
Professional Services	4.5%	10,080
Transportation, Communication, & Utilities	4.2%	9,408
Public Administration & Government	3.6%	8,064
Agriculture	0.9%	2,016
Entertainment & Recreation	0.9%	2,016

Survey respondents from the Dubuque Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the manufacturing industry as shown in the table at left.

# Dubuque Commuting Area



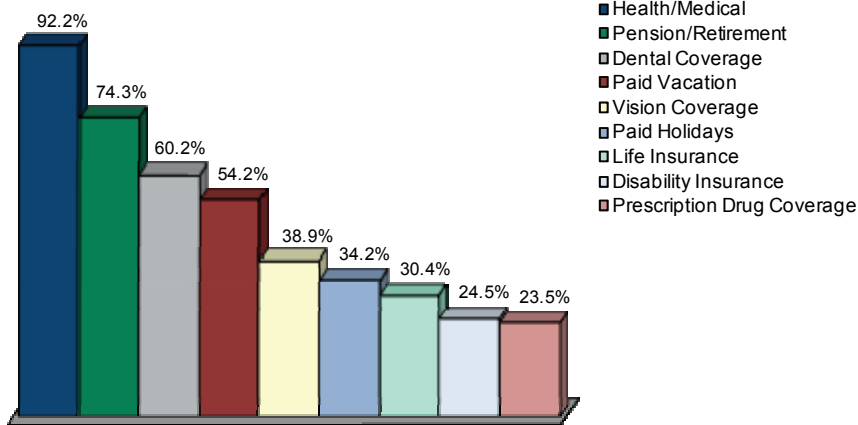
## Commuting Statistics

The map at the left represents commuting patterns into Dubuque with the concentration per ZIP code represented in the legend.

Those who are willing to change employment in the Dubuque Laborshed area are willing to commute an average of 24 miles one way for employment opportunities.



## Benefits Currently Offered



The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at left provides the percentage of responses from those that are currently employed. The top nine benefits are shown.

The majority (79.3%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 12.6 percent indicate their employer pays the entire cost of insurance premiums.

## Education and Median Wage Characteristics by Industry

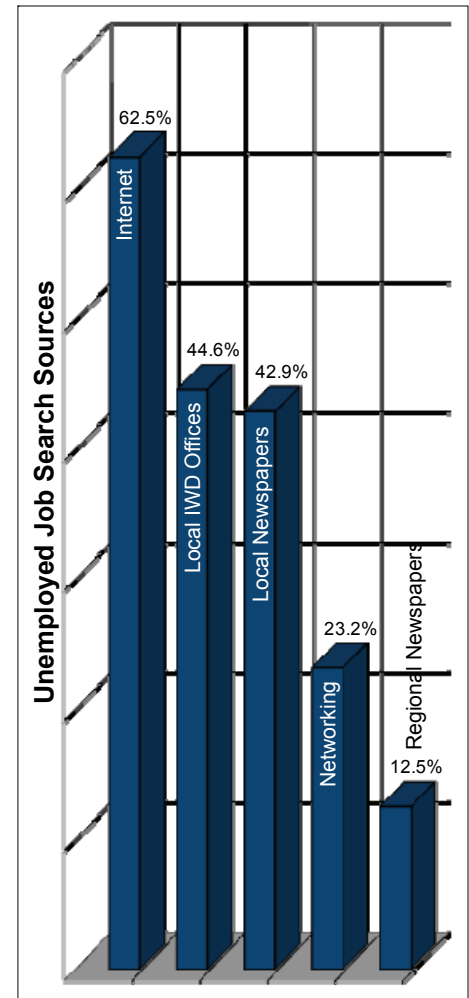
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	*	*	*	*	*
Construction	41.7%	4.2%	*	\$39,500	\$20.75
Manufacturing	48.3%	5.6%	15.7%	\$51,000	\$15.13
Transportation, Communication, & Utilities	56.5%	4.3%	13.0%	\$50,000	\$15.75
Wholesale & Retail Trade	55.3%	11.8%	8.3%	\$36,500	\$9.48
Finance, Insurance, & Real Estate	76.2%	*	42.9%	\$35,000	\$14.50
Health Care & Social Services	77.6%	9.2%	27.7%	\$70,000	\$13.40
Personal Services	67.9%	3.6%	32.1%	\$51,000	\$11.48
Entertainment & Recreation	*	*	*	*	*
Professional Services	76.9%	15.4%	42.2%	\$56,000	\$11.26
Public Administration & Government	66.7%	13.3%	13.4%	*	\$21.00
Education	87.2%	2.1%	70.1%	\$50,000	\$10.69

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

\*Insufficient survey data/refused

## Unemployed - Those Willing to Enter/Re-enter Employment:

- An estimated 2,101 unemployed individuals are willing to accept employment;
- Average age is 46 years old;
- 64.9% are male; 35.1% are female;
- Education:
  - 57.9% have an education beyond high school
  - 5.3% are trade certified
  - 5.3% have completed vocational training
  - 8.8% have an associate degree
  - 14.1% have an undergraduate degree
  - 3.5% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$11.16 to \$12.00/hr. with a median of the lowest wage of \$10.00;
- Willing to commute an average of 27 miles one way for the right opportunity;
- 77.2% expressed interest in seasonal and 71.9% in temporary employment opportunities;
- 52.6% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
  - Health/medical insurance
  - Paid vacation
  - Dental coverage
  - Pension/retirement options
  - Paid holidays
  - Paid sick leave
  - Paid time off
  - Vision coverage
  - Disability insurance
  - Life insurance
  - Prescription drug coverage
  - Flextime
- 71.8% of the unemployed indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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