

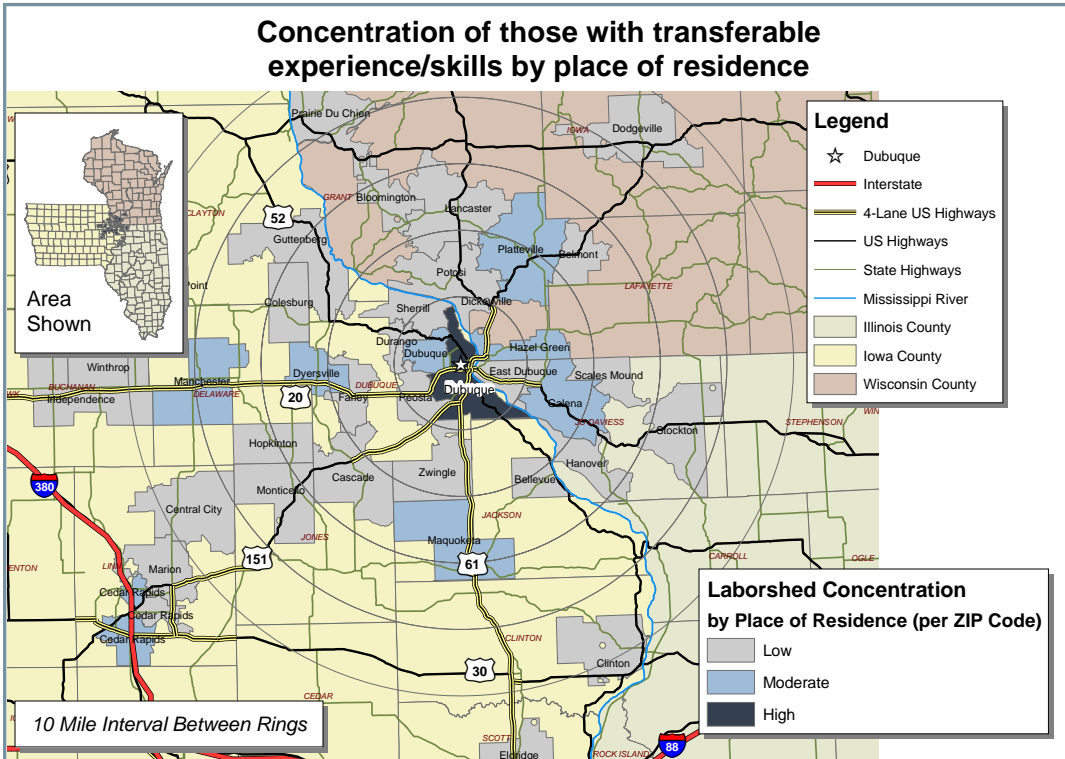
Labor Characteristics

Advanced Manufacturing

Dubuque, Iowa



Concentration of those with transferable experience/skills by place of residence



Potential Available Labor Per Occupational Category:

Business Operations:

- General Managers - 1,488
- Analysts - 518
- Customer Service Reps - 5,434
- Computer Operators - 527
- Secretaries & Office Support - 6,922

Production:

- Supervisors - 3,429
- Engineers & Drafters - 4,982
- Engineering Technicians - 511
- Surveying Technicians - 508
- Painters - 970
- Sheet Metal Workers - 1,488
- Maintenance & Repair Workers - 1,495
- Metal Fabricators & Fitters - 520
- Assemblers & Fabricators - 4,464
- Milling Machine Operators - 513
- Cutting & Punching Machine Operators - 978
- Machinists - 968
- Model Makers - 515
- Multiple Machine Operators - 4,916
- Welders - 1,484
- Crushing Machine Operators - 514
- Mixing & Blending Machine Operators - 523
- Inspectors & Testers - 972
- Production Workers - 13,326

Material Movers:

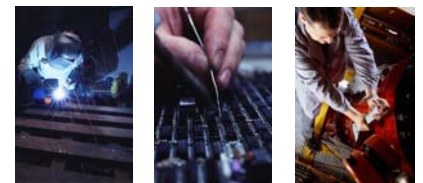
- Heavy Truck Drivers - 4,916
- Light Truck Drivers - 2,005

An estimated total of 64,886 people in the Laborshed area

Underemployment

- Total Underemployment - 4.6%
- Low hours - 2.3%
 - Mismatch of skills - 1.5%
 - Low income - 0.8%

IWD only counts individuals once when estimating Total Underemployment.



The Dubuque Metropolitan Statistical 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 was compiled by Iowa Workforce Development using 2008 data.

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 17 miles one way for the right employment opportunity.

Employment Status:

76.3% Employed

- 30.0% of the employed are willing to change employment

9.2% Unemployed

1.5% Homemakers, Not Employed

13.0% Retired

- 17.6% of the employed are willing to change employment

Education:

- 51.9% Education beyond high school
- 10.7% Associate degree
- 2.3% Trade certified
- 3.1% Vocational training
- 13.8% Undergraduate degree
- 3.8% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 77.6%
- Varied shifts (2nd, 3rd, & split) - 24.5%
- Job sharing - 36.7%
- Job teams - 85.7%
- Seasonal work - 36.7%
- Temporary work - 38.8%

Other Facts:

- 74.6% paid an hourly wage
- 86.3% are/were employed full-time
- 9.2% are/were employed part-time
- 9.0% hold two or more jobs
- Currently working an average of 44 hrs/week

Current Benefits:

- Health/medical insurance - 91.8%
- Pension/retirement/401K - 71.1%
- Dental coverage - 46.4%
- Paid vacation - 35.1%
- Vision coverage - 25.8%
- Life insurance - 21.6%
- Paid holidays - 21.6%
- Paid sick leave - 16.5%
- Disability insurance - 11.3%
- Prescription drug coverage - 10.3%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 93.0%
- Pension/retirement/401K - 27.9%
- Dental coverage - 25.6%
- Paid vacation - 20.9%
- Vision coverage - 14.0%
- Life insurance - 7.0%
- Paid holidays - 7.0%

Top Advertising Media:

(for those seeking employment opportunities)

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Assemblers and Fabricators, All Other	51-2099	\$ 12.80	\$ 9.41	\$ 14.49	\$ 12.86
Bindery Workers	51-5011	\$ 12.57	\$ 10.47	\$ 13.62	\$ 11.59
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$ 14.59	\$ 11.62	\$ 16.08	\$ 13.79
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$ 16.03	\$ 12.60	\$ 17.75	\$ 16.11
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$ 15.82	\$ 15.24	\$ 16.11	\$ 16.08
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$ 14.18	\$ 11.07	\$ 15.73	\$ 13.46
Etchers and Engravers	51-9194	\$ 16.80	\$ 15.08	\$ 17.67	\$ 17.47
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 20.17	\$ 14.21	\$ 23.15	\$ 19.41
Grinding and Polishing Workers, Hand	51-9022	\$ 11.31	\$ 8.90	\$ 12.51	\$ 10.68
Helpers--Production Workers	51-9198	\$ 13.24	\$ 11.26	\$ 14.22	\$ 12.92
Industrial Production Managers	11-3051	\$ 28.21	\$ 19.35	\$ 32.65	\$ 26.12
Industrial Truck and Tractor Operators	53-7051	\$ 12.99	\$ 9.58	\$ 14.70	\$ 12.83
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$ 17.23	\$ 12.85	\$ 19.43	\$ 16.74
Installation, Maintenance, and Repair Workers, All Other	49-9099	\$ 14.89	\$ 9.55	\$ 17.56	\$ 13.74
Job Printers	51-5021	\$ 14.47	\$ 11.10	\$ 16.15	\$ 14.47
Machinists	51-4041	\$ 17.39	\$ 13.19	\$ 19.50	\$ 17.63
Maintenance Workers, Machinery	49-9043	\$ 17.41	\$ 11.72	\$ 20.26	\$ 17.33
Metal Workers and Plastic Workers, All Other	51-4199	\$ 13.41	\$ 12.79	\$ 13.73	\$ 13.02
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	\$ 15.10	\$ 10.11	\$ 17.59	\$ 15.68
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$ 15.84	\$ 12.86	\$ 17.33	\$ 15.84
Patternmakers, Metal and Plastic	51-4062	\$ 17.99	\$ 12.00	\$ 20.99	\$ 16.79
Pourers and Casters, Metal	51-4052	\$ 15.10	\$ 11.30	\$ 17.00	\$ 15.50
Power Plant Operators	51-8013	\$ 23.13	\$ 17.72	\$ 25.83	\$ 24.33
Prepress Technicians and Workers	51-5022	\$ 15.47	\$ 11.49	\$ 17.46	\$ 15.35
Printing Machine Operators	51-5023	\$ 15.42	\$ 11.02	\$ 17.61	\$ 13.97
Production Workers, All Other	51-9199	\$ 13.29	\$ 9.54	\$ 15.16	\$ 13.96
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 24.83	\$ 12.42	\$ 31.05	\$ 20.30
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$ 26.25	\$ 12.62	\$ 33.08	\$ 22.87
Stationary Engineers and Boiler Operators	51-8021	\$ 17.38	\$ 16.26	\$ 17.95	\$ 17.25
Structural Metal Fabricators and Fitters	51-2041	\$ 15.03	\$ 12.84	\$ 16.12	\$ 15.69
Team Assemblers	51-2092	\$ 13.37	\$ 9.93	\$ 15.09	\$ 12.78
Tool and Die Makers	51-4111	\$ 19.27	\$ 14.17	\$ 21.83	\$ 19.03
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 17.29	\$ 12.01	\$ 19.93	\$ 16.16
Truck Drivers, Light or Delivery Services	53-3033	\$ 12.08	\$ 8.31	\$ 13.97	\$ 10.90
Welders, Cutters, Solderers, and Brazers	51-4121	\$ 15.12	\$ 11.83	\$ 16.76	\$ 13.93

This Iowa Wage Survey for the Greater Dubuque Metropolitan Statistical Area (MSA) was produced by the Workforce Data & Business Development Bureau to provide communities local information on wages by occupation. This publication was developed specifically for the Greater Dubuque MSA. The source of the wage and employment data is the 2007 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.

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