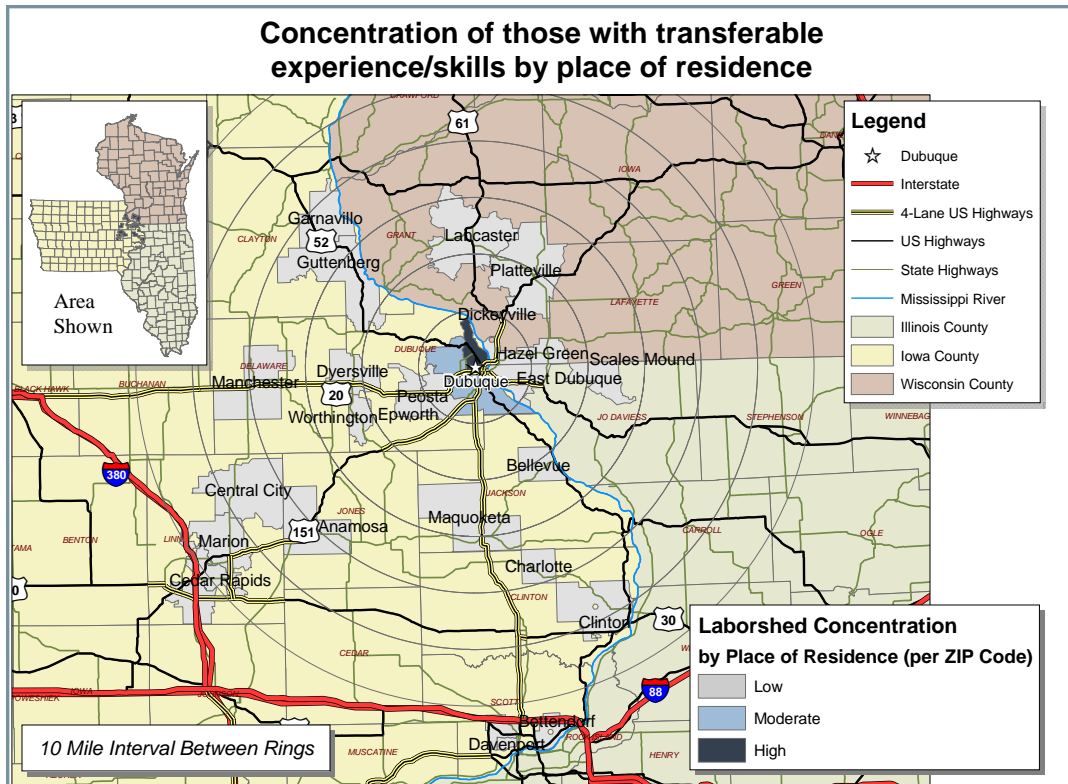


Labor Characteristics

Financial, Insurance, & Real Estate

Dubuque, Iowa



Potential Available Labor Per Occupational Category:

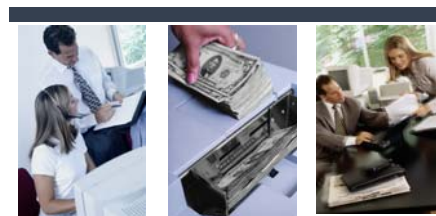
Business Operations:

- Management - 1,472
- Training & Development Specialists - 997
- Human Resources - 1,481
- Logisticians - 473
- Business Operation Specialists - 477
- Accountants & Auditors - 2,469
- Appraisers & Assessors - 484
- Financial Analysts - 1,005
- Personal Financial Advisors - 1,994
- Market Analysts - 468
- Planners - 471
- Paralegal Assistants - 991
- Public Relations - 475
- Editors - 463
- Insurance Sales - 994
- Sales Reps - 2,987
- Sales - 4,463
- Billing Clerks - 480
- Customer Service Reps - 5,460
- Insurance Claims Processors - 2,004
- Secretaries & Office Support - 14,815

Computer:

- Software Engineers - 474
- Support Specialists - 481
- Network & System Administrators - 988
- Computer Operators - 485

An estimated total of 47,351 people in the Laborshed area



Underemployment:

- Total Underemployment - 2.1%
- Low hours - 2.1%
 - Mismatch of skills - 0.0%
 - Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.

The Iowa Workforce Development Greater Dubuque MSA 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 Laborshed area 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:

80.1% Employed

- 32.5% of the employed are willing to change employment

6.3% Unemployed

6.3% Homemakers, Not Employed

7.3% Retired

Education Levels:

- 68.8% Education beyond high school
- 14.6% Associate degree
- 4.2% Vocational training
- 3.1% Trade certified
- 25.0% Undergraduate degree
- 9.4% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 62.2%
- Varied shifts (2nd, 3rd, & split) - 27.0%
- Job sharing - 32.4%
- Job teams - 73.0%
- Temporary work - 31.4%
- Seasonal work - 31.4%

Other Facts:

- 60.0% paid an hourly wage
- 81.3% are/were employed full-time
- 13.5% are/were employed part-time
- 9.1% hold two or more jobs
- Currently working an average of 41 hrs/week

Current Benefits:

- Health/medical insurance - 93.6%
- Pension/retirement/401K - 67.9%
- Dental coverage - 44.9%
- Paid vacation - 37.2%
- Life insurance - 28.2%
- Vision coverage - 28.2%
- Paid holidays - 25.6%
- Paid sick leave - 19.2%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 83.3%
- Pension/retirement/401K - 26.7%
- Dental coverage - 16.7%
- Paid vacation - 13.3%
- Paid holidays - 13.3%
- Disability insurance - 10.0%
- Vision coverage - 6.7%

Top Advertising Media:

(for those seeking employment opportunities)

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

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 27.50	\$ 16.20	\$ 33.16	\$ 22.95
Administrative Services Managers	11-3011	\$ 26.83	\$ 16.66	\$ 31.92	\$ 25.20
Bill and Account Collectors	43-3011	\$ 17.98	\$ 13.01	\$ 20.45	\$ 17.82
Business Operations Specialists, All Other	13-1199	\$ 20.39	\$ 10.59	\$ 25.29	\$ 18.60
Claims Adjusters, Examiners, and Investigators	13-1031	\$ 20.87	\$ 13.67	\$ 24.49	\$ 18.85
Compensation, Benefits, and Job Analysis Specialists	13-1072	\$ 23.53	\$ 15.92	\$ 27.32	\$ 23.71
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$ 22.53	\$ 15.47	\$ 26.05	\$ 22.32
Computer and Information Systems Managers	11-3021	\$ 34.71	\$ 24.41	\$ 39.85	\$ 34.47
Computer Operators	43-9011	\$ 13.17	\$ 9.82	\$ 14.84	\$ 12.10
Computer Programmers	15-1021	\$ 24.15	\$ 17.66	\$ 27.40	\$ 22.81
Computer Software Engineers, Applications	15-1031	\$ 24.82	\$ 18.45	\$ 28.01	\$ 23.19
Computer Specialists, All Other	15-1099	\$ 13.23	\$ 8.28	\$ 15.72	\$ 15.55
Computer Support Specialists	15-1041	\$ 20.25	\$ 14.25	\$ 23.25	\$ 19.70
Computer Systems Analysts	15-1051	\$ 27.35	\$ 16.21	\$ 32.92	\$ 27.81
Cost Estimators	13-1051	\$ 20.75	\$ 13.95	\$ 24.15	\$ 20.13
Credit Analysts	13-2041	\$ 17.39	\$ 13.64	\$ 19.28	\$ 16.43
Customer Service Representatives	43-4051	\$ 13.79	\$ 9.73	\$ 15.82	\$ 13.27
Data Entry Keyers	43-9021	\$ 10.48	\$ 8.51	\$ 11.47	\$ 10.46
Database Administrators	15-1061	\$ 26.33	\$ 18.07	\$ 30.47	\$ 26.80
Employment, Recruitment, and Placement Specialists	13-1071	\$ 22.12	\$ 13.88	\$ 26.23	\$ 21.96
Financial Managers	11-3031	\$ 38.67	\$ 20.85	\$ 47.58	\$ 34.21
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 20.53	\$ 13.48	\$ 24.05	\$ 18.59
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	\$ 16.15	\$ 6.31	\$ 21.06	\$ 14.52
Insurance Sales Agents	41-3021	\$ 25.68	\$ 13.47	\$ 31.79	\$ 19.23
Loan Officers	13-2072	\$ 22.48	\$ 14.63	\$ 26.41	\$ 21.25
Management Analysts	13-1111	\$ 27.78	\$ 16.30	\$ 33.53	\$ 25.68
Marketing Managers	11-2021	\$ 37.96	\$ 21.07	\$ 46.40	\$ 32.82
Meeting and Convention Planners	13-1121	\$ 15.87	\$ 10.01	\$ 18.79	\$ 15.78
Network and Computer Systems Administrators	15-1071	\$ 25.82	\$ 17.65	\$ 29.90	\$ 25.48
Network Systems and Data Communications Analysts	15-1081	\$ 28.50	\$ 16.99	\$ 34.25	\$ 27.18
Office and Administrative Support Workers, All Other	43-9199	\$ 14.07	\$ 11.79	\$ 15.19	\$ 13.41
Personal Financial Advisors	13-2052	\$ 25.78	\$ 18.60	\$ 29.37	\$ 25.17
Purchasing Agents and Buyers, Farm Products	13-1021	\$ 22.05	\$ 15.22	\$ 25.46	\$ 24.05
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$ 20.25	\$ 13.88	\$ 23.43	\$ 19.55
Sales Managers	11-2022	\$ 51.92	\$ 24.84	\$ 65.47	\$ 39.51
Sales Representatives, Services, All Other	41-3099	\$ 14.86	\$ 7.61	\$ 18.47	\$ 13.90
Secretaries, Except Legal, Medical, and Executive	43-6014	\$ 11.50	\$ 8.42	\$ 13.04	\$ 11.37
Tellers	43-3071	\$ 10.14	\$ 8.50	\$ 10.95	\$ 9.92
Training and Development Specialists	13-1073	\$ 24.36	\$ 12.39	\$ 30.35	\$ 18.49
Wholesale and Retail Buyers, Except Farm Products	13-1022	\$ 25.44	\$ 13.81	\$ 31.24	\$ 24.48

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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