

Greater Dubuque Area Laborshed Laborshed Analysis



Prepared for Greater Dubuque Development



2008

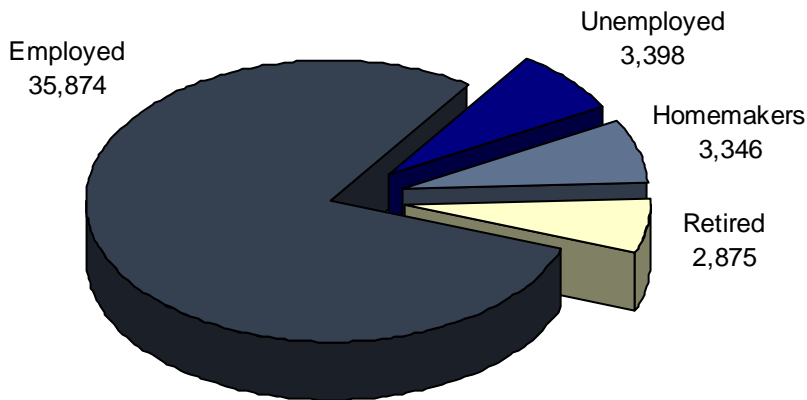


Laborshed Studies

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 Greater 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: 296,744 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (45,493)



Quick Facts:

(Employed - willing to change employment)

- 12.9% are working multiple jobs;
- Currently working an average of 40 hours per week;
- Average age is 43 years old;
- 24.3% currently working in production, construction, or material handling occupations followed by 19.7% in professional, paraprofessional, or technical occupations;
- Most frequently identified job search sources:
 - Local/Regional newspapers
Telegraph Herald - Dubuque
The Gazette - Cedar Rapids
 - Internet
www.accessdubuque.com
www.monster.com
 - Networking through friends, family, or 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.

- 2.2% Inadequate hours (789 people)
- 1.7% Low income (610 people)
- 1.2% Mismatch of skills (430 people)
- 4.7% Total estimated underemployment (1,686 people)

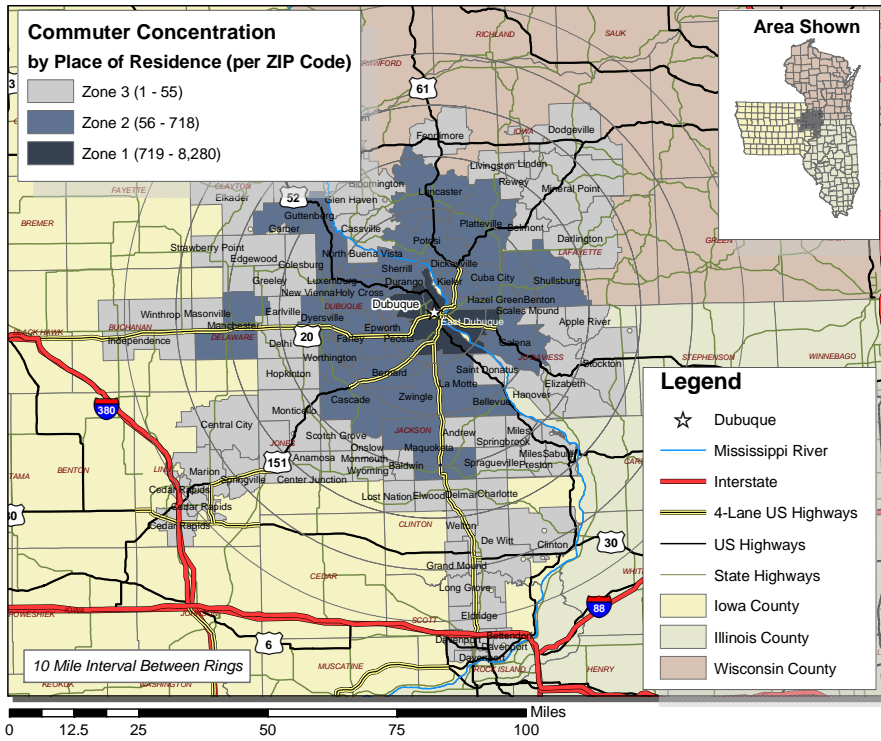
Individuals may be underemployed for more than one reason; but are only counted once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed
Manufacturing	15.5%	36,704
Health Care & Social Services	15.0%	35,520
Education	14.0%	33,152
Wholesale & Retail Trade	11.4%	26,995
Finance, Insurance, & Real Estate	6.8%	16,103
Public Administration & Government	6.1%	14,445
Construction	5.7%	13,498
Transportation, Communication, & Utilities	5.7%	13,498
Personal Services	5.5%	13,024
Agriculture	4.2%	9,946
Professional Services	3.4%	8,051
Entertainment & Recreation	2.5%	5,920

Survey respondents from the Greater 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.

Greater Dubuque Commuting Area



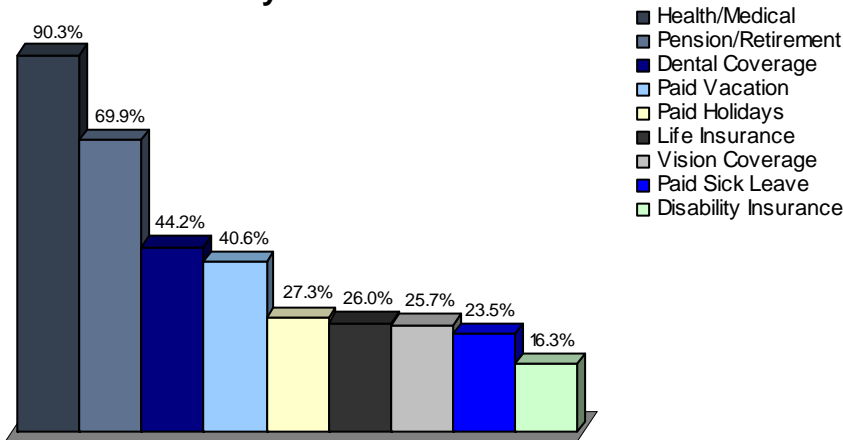
Commuting Statistics

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

Those who are willing to change employment in the Greater Dubuque Laborshed area are willing to commute an average of 25 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 (76.3%) of respondents are currently sharing the cost of premiums with the employer. However, 17.4 percent of the employers in the area pay the entire cost of insurance premiums as a benefit for their employees.

Education and Median Wage Characteristics by Industry

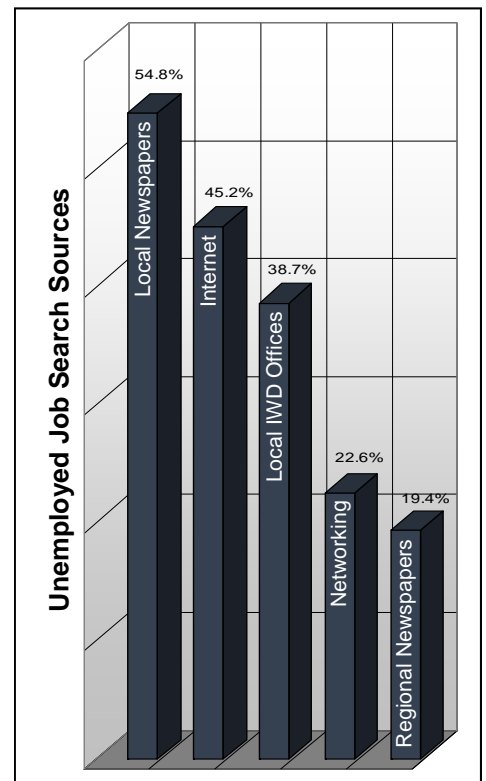
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	45.8%	29.2%	*	\$30,000	\$12.98
Construction	37.8%	10.8%	10.8%	*	\$18.88
Manufacturing	52.5%	5.0%	16.9%	\$57,000	\$14.69
Transportation, Communication, & Utilities	53.1%	12.5%	18.8%	\$50,000	\$14.91
Wholesale & Retail Trade	52.1%	8.5%	22.5%	\$45,000	\$8.92
Finance, Insurance, & Real Estate	70.3%	10.8%	35.1%	\$35,000	\$12.30
Health Care & Social Services	80.5%	26.8%	23.2%	\$50,000	\$12.63
Personal Services	72.4%	10.3%	20.7%	\$25,000	\$12.81
Entertainment & Recreation	60.0%	13.3%	26.7%	\$44,000	\$8.30
Professional Services	65.2%	4.3%	43.4%	*	\$13.37
Public Administration & Government	77.1%	14.3%	42.9%	\$49,000	\$19.00
Education	85.9%	5.1%	74.3%	\$42,000	\$11.25

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

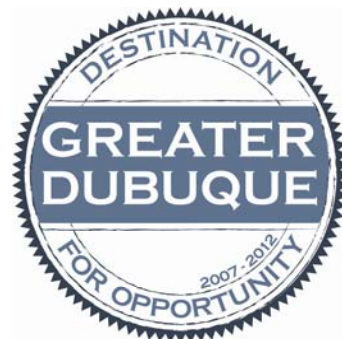
*Insufficient survey data/refused

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

- An estimated 3,398 unemployed individuals are willing to accept employment;
- Average age is 46 years old;
- Education:
 - 57.6% have an education beyond high school
 - 3.0% are trade certified
 - 6.1% completed vocational training
 - 9.1% have an undergraduate degree
 - 6.1% have an postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$18.24 to \$20.00/hr. with a median of the lowest wage of \$15.00/hr.;
- Willing to commute an average of 26 miles one way for the right opportunity;
- 71.0% expressed interest in seasonal and 61.3% in temporary employment opportunities;
- 41.9% are interested in working varied shifts (2nd, 3rd & split);
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance
 - Pension/retirement options
 - Dental coverage
 - Paid vacation
 - Vision coverage
 - Paid sick leave
 - Disability insurance
 - Prescription drug coverage
 - Life insurance
 - Paid holidays
- 83.3% of the unemployed are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Greater Dubuque Laborshed Study, contact:

Greater Dubuque Development Corporation

300 Main Street, Suite 120

Dubuque, Iowa 52001

Phone: (563) 557-9049

Fax: (563) 557-1059

Email: gddc@greaterdubuque.org

www.greaterdubuque.org



This information is analyzed and compiled by the
Iowa Workforce Development
Research & Strategic Initiatives Unit
1000 E. Grand Avenue, Des Moines, Iowa 50319
(515) 281-4896
www.iowaworkforce.org