

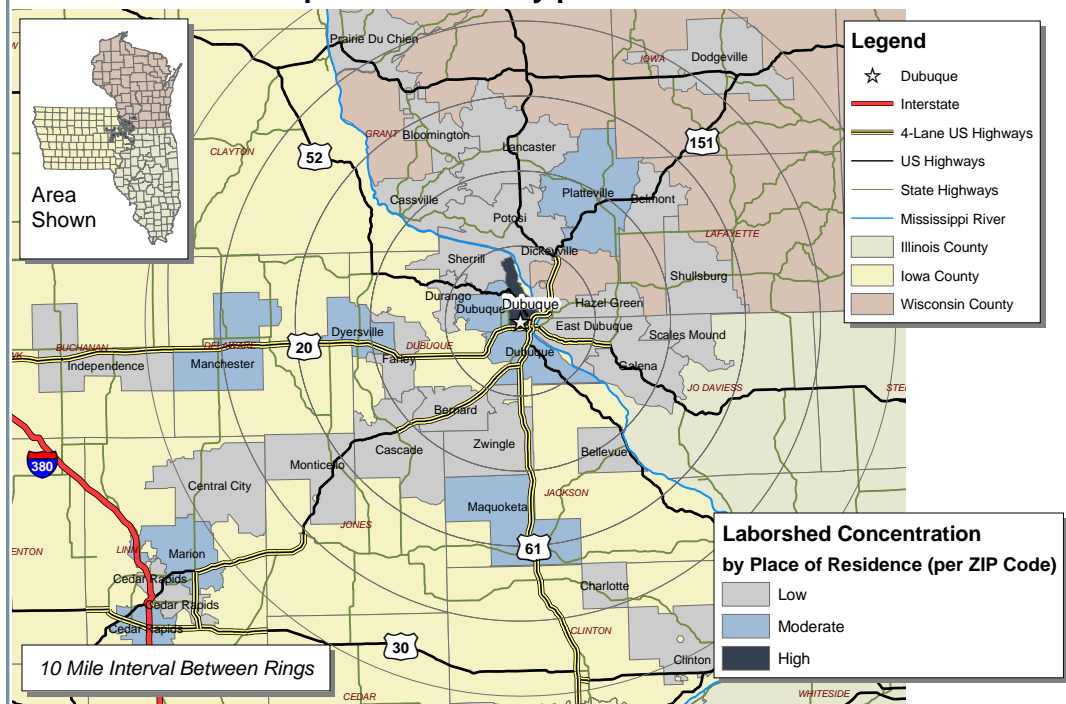
Labor Characteristics

Warehouse & Distribution

Dubuque, Iowa



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



Potential Available Labor Per Occupational Category:

Business Operations:

- Managers - 3,932
- Designers - 983
- Sales - 4,914
- Switchboard Operators - 491
- Accounting Clerks - 3,440
- Customer Service Representatives - 5,446

Production:

- Supervisors - 3,440
- Maintenance & Repair - 1,470
- Assemblers & Fabricators - 4,423
- Production Clerks - 983
- Stock Clerks & Order Fillers - 503

Material Movers:

- Couriers & Messengers - 488
- Heavy Truck Drivers - 4,905
- Light Truck Drivers - 1,965
- Loading Machine Operators - 483
- Freight, Stock, & Material Handlers - 987
- Packers & Packagers - 974
- Material Moving Workers - 995

An estimated total of 40,822 people in the Laborshed area

Workers who have transferable experience/skills in the Laborshed area 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:

79.5% Employed

- 28.8% of the employed are willing to change employment

12.0% Unemployed

1.2% Homemakers, Not Employed

7.2% Retired

Education Levels:

- 46.6% Education beyond high school
- 6.0% Associate degree
- 4.8% Vocational training completed
- 14.5% Undergraduate degree
- 2.4% Postgraduate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 73.5%
- Varied shifts (2nd, 3rd, & split) - 29.4%
- Job sharing - 23.5%
- Job teams - 73.5%
- Seasonal work - 48.5%
- Temporary work - 33.3%

Other Facts:

- 71.8% paid an hourly wage
- 83.1% are/were employed full-time
- 10.8% are/were employed part-time
- 7.6% hold two or more jobs
- Currently working an average of 44 hrs/week

Current Benefits:

- Health/medical insurance - 96.9%
- Pension/retirement/401K - 64.6%
- Dental coverage - 49.2%
- Paid vacation - 32.3%
- Vision coverage - 30.8%
- Life insurance - 23.1%
- Paid holidays - 21.5%
- Disability insurance - 18.5%
- Paid sick leave - 12.3%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 95.7%
- Dental coverage - 30.4%
- Vision coverage - 26.1%
- Pension/retirement/401K - 17.4%
- Paid vacation - 17.4%
- Life insurance - 8.7%

Top Advertising Media:

(for those seeking employment opportunities)

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

Underemployment:

Total Underemployment - 6.0%

- Low hours - 2.4%
- Mismatch of skills - 2.4%
- Low income - 1.2%

IWD only counts individuals once when estimating Total Underemployment.



The Greater 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.

| 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 |
| Bill and Account Collectors | 43-3011 | \$ 17.98 | \$ 13.01 | \$ 20.45 | \$ 17.82 |
| Cleaners of Vehicles and Equipment | 53-7061 | \$ 8.15 | \$ 6.27 | \$ 9.07 | \$ 7.32 |
| Customer Service Representatives | 43-4051 | \$ 13.79 | \$ 9.73 | \$ 15.82 | \$ 13.27 |
| Dispatchers, Except Police, Fire, and Ambulance | 43-5032 | \$ 14.77 | \$ 8.37 | \$ 17.98 | \$ 15.46 |
| Excavating and Loading Machine and Dragline Operators | 53-7032 | \$ 18.88 | \$ 17.62 | \$ 19.50 | \$ 18.92 |
| First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand | 53-1021 | \$ 23.31 | \$ 13.75 | \$ 28.09 | \$ 19.69 |
| First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators | 53-1031 | \$ 25.93 | \$ 15.33 | \$ 31.23 | \$ 23.24 |
| General and Operations Managers | 11-1021 | \$ 43.84 | \$ 23.24 | \$ 54.13 | \$ 37.70 |
| Helpers--Production Workers | 51-9198 | \$ 13.24 | \$ 11.26 | \$ 14.22 | \$ 12.92 |
| Industrial Truck and Tractor Operators | 53-7051 | \$ 12.99 | \$ 9.58 | \$ 14.70 | \$ 12.83 |
| Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 | \$ 12.59 | \$ 9.08 | \$ 14.35 | \$ 11.85 |
| Maintenance and Repair Workers, General | 49-9042 | \$ 15.35 | \$ 10.76 | \$ 17.65 | \$ 15.40 |
| Order Clerks | 43-4151 | \$ 11.13 | \$ 8.43 | \$ 12.47 | \$ 10.89 |
| Packers and Packagers, Hand | 53-7064 | \$ 9.13 | N.A. | \$ 10.63 | \$ 8.01 |
| Production Workers, All Other | 51-9199 | \$ 13.29 | \$ 9.54 | \$ 15.16 | \$ 13.96 |
| Production, Planning, and Expediting Clerks | 43-5061 | \$ 14.64 | \$ 11.17 | \$ 16.36 | \$ 13.96 |
| Sales and Related Workers, All Other | 41-9099 | \$ 17.45 | \$ 9.79 | \$ 21.28 | \$ 15.22 |
| 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 |
| Shipping, Receiving, and Traffic Clerks | 43-5071 | \$ 12.83 | \$ 9.97 | \$ 14.24 | \$ 12.91 |
| Stock Clerks and Order Fillers | 43-5081 | \$ 10.05 | \$ 7.36 | \$ 11.39 | \$ 9.64 |
| Switchboard Operators, Including Answering Service | 43-2011 | \$ 9.67 | \$ 6.86 | \$ 11.08 | \$ 10.04 |
| Team Assemblers | 51-2092 | \$ 13.37 | \$ 9.93 | \$ 15.09 | \$ 12.78 |
| Transportation, Storage, and Distribution Managers | 11-3071 | \$ 28.54 | \$ 17.38 | \$ 34.12 | \$ 26.98 |
| 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 |

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.

For more information regarding the Greater Dubuque Laborshed Analysis, 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

