

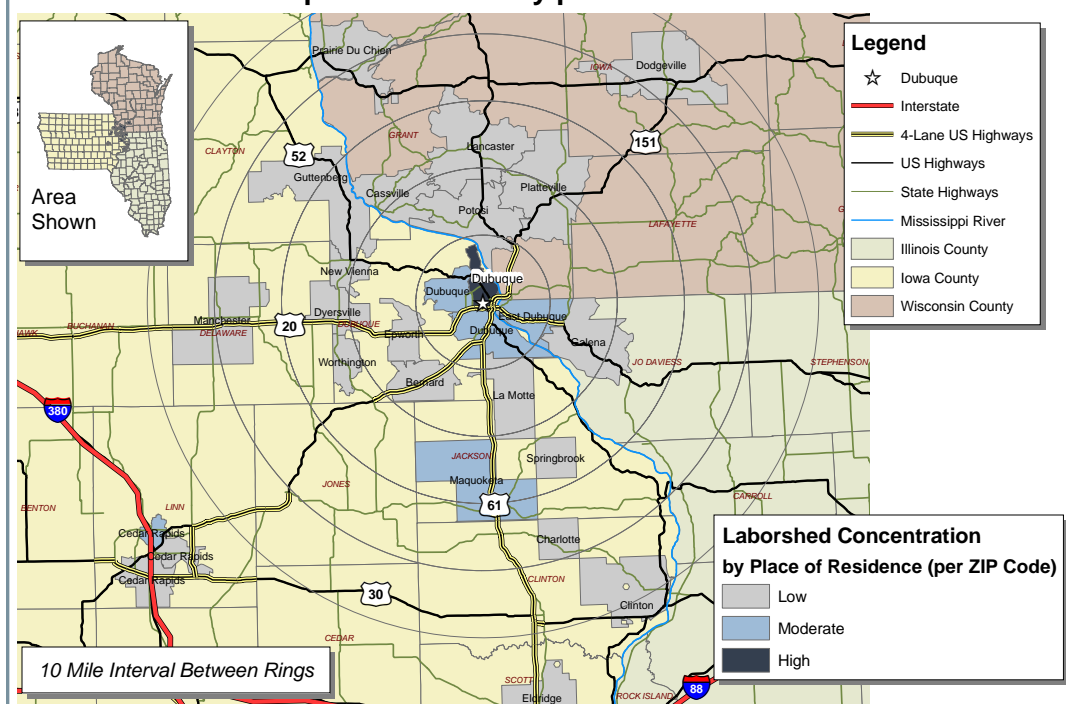
# Labor Characteristics

## Wholesale & Retail

### Dubuque, Iowa



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



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 15 miles one way for the right employment opportunity.

#### Employment Status:

##### 76.1% Employed

- 39.4% of the employed are willing to change employment

##### 8.5% Unemployed

##### 5.6% Homemakers, Not Employed

##### 9.9% Retired

#### Education Levels:

- 62.1% Education beyond high school
- 8.5% Associate degree
- 2.8% Vocational training
- 2.8% Trade certified
- 16.9% Undergraduate degree
- 5.6% Postgraduate degree

#### Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 72.7%
- Varied shifts (2nd, 3rd, & split) - 39.4%
- Job sharing - 36.4%
- Job teams - 69.7%
- Seasonal work - 38.7%
- Temporary work - 32.3%

#### Other Facts:

- 69.8% paid an hourly wage
- 69.0% are/were employed full-time
- 23.9% are/were employed part-time
- 10.5% hold two or more jobs
- Currently working an average of 40 hrs/week

#### Current Benefits:

- Health/medical insurance - 97.4%
- Pension/retirement/401K - 46.2%
- Dental coverage - 28.2%
- Paid vacation - 28.2%
- Vision coverage - 15.4%
- Life insurance - 12.8%
- Disability insurance - 12.8%
- Paid holidays - 7.7%
- Paid sick leave - 7.7%

#### Desired Benefits:

(by percent of interest)

- Health/medical insurance - 76.0%
- Pension/retirement/401K - 36.0%
- Dental coverage - 16.0%
- Paid vacation - 16.0%
- Disability insurance - 8.0%
- Paid holidays - 4.0%
- Paid sick leave - 4.0%
- Prescription drug coverage - 4.0%
- Vision coverage - 4.0%

#### Top Advertising Media:

(for those seeking employment opportunities)

- Local/Regional Newspapers
  - Telegraph Herald - Dubuque
  - The Quad City Times
- The Internet
  - [www.accessdubuque.com](http://www.accessdubuque.com)
  - [www.monster.com](http://www.monster.com)
- Iowa Workforce Development Centers
- Networking through friends, family, & acquaintances

#### Potential Available Labor Per

#### Occupational Category:

##### Business Operations:

- Managers - 7,514
- Wholesale & Retail Buyers - 499
- Business Operation Specialists - 478
- Administrative Supervisors - 997
- Accountants & Auditors - 502
- Billing Clerks - 514
- Customer Service Reps - 1,008
- Processing Clerks - 1,504
- Secretaries & Office Support - 984

##### Retail:

- Sales Supervisors - 1,496
- Sales - 5,022
- Floral Designers - 472
- Stock Clerks - 508
- Merchandise Displayers - 1,496
- Pharmacists - 494
- Cooks - 995
- Waiters & Waitresses - 1,509
- Dishwashers - 503
- Housekeeping, Janitors, & Maids - 1,994
- Non-farm Animal Caretakers - 479
- Cashiers - 1,492
- Carpenters - 485
- Butchers & Meat Cutters - 489
- Food Batchmakers - 497
- Machine Operators - 499
- Installation, Maintenance, & Repair - 1,510
- Production Workers - 505

#### Material Movers:

- Truck Drivers - 483
- Material Movers - 491

**An estimated total of 35,419 people in the Laborshed area**

#### Underemployment:

- Total Underemployment - 12.7%
- Low hours - 7.0%
- Mismatch of skills - 2.8%
- Low income - 2.8%

IWD only counts individuals once when estimating Total Underemployment.



Information was compiled by Iowa Workforce Development using 2008 data.

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Accountants and Auditors	13-2011	\$ 27.50	\$ 16.20	\$ 33.16	\$ 22.95
Automotive Body and Related Repairers	49-3021	\$ 15.94	\$ 11.51	\$ 18.15	\$ 15.21
Automotive Service Technicians and Mechanics	49-3023	\$ 14.66	\$ 9.88	\$ 17.05	\$ 12.56
Bakers	51-3011	\$ 10.83	\$ 9.49	\$ 11.51	\$ 10.73
Billing and Posting Clerks and Machine Operators	43-3021	\$ 13.32	\$ 10.43	\$ 14.76	\$ 12.93
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 12.97	\$ 8.82	\$ 15.04	\$ 13.01
Business Operations Specialists, All Other	13-1199	\$ 20.39	\$ 10.59	\$ 25.29	\$ 18.60
Butchers and Meat Cutters	51-3021	\$ 14.68	\$ 10.99	\$ 16.51	\$ 14.37
Cashiers	41-2011	\$ 7.64	\$ 6.33	\$ 8.30	\$ 7.50
Cooks, Fast Food	35-2011	\$ 7.03	\$ 6.28	\$ 7.41	\$ 6.78
Cooks, Restaurant	35-2014	\$ 9.97	\$ 7.62	\$ 11.14	\$ 9.86
Counter and Rental Clerks	41-2021	\$ 9.10	\$ 6.42	\$ 10.44	\$ 8.50
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
Demonstrators and Product Promoters	41-9011	\$ 9.11	\$ 8.02	\$ 9.64	\$ 8.51
Dishwashers	35-9021	\$ 7.21	\$ 6.31	\$ 7.66	\$ 7.08
Driver/Sales Workers	53-3031	\$ 10.29	\$ 6.57	\$ 12.14	\$ 9.62
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	\$ 16.40	\$ 10.81	\$ 19.18	\$ 14.93
Hairdressers, Hairstylists, and Cosmetologists	39-5012	\$ 9.75	\$ 7.20	\$ 11.02	\$ 9.05
Hotel, Motel, and Resort Desk Clerks	43-4081	\$ 8.32	\$ 6.68	\$ 9.12	\$ 8.44
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	\$ 11.40	\$ 7.58	\$ 13.32	\$ 10.55
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.59	\$ 9.08	\$ 14.35	\$ 11.85
Maids and Housekeeping Cleaners	37-2012	\$ 8.11	\$ 6.41	\$ 8.95	\$ 7.78
Nonfarm Animal Caretakers	39-2021	\$ 7.61	\$ 6.30	\$ 8.26	\$ 7.53
Office and Administrative Support Workers, All Other	43-9199	\$ 14.07	\$ 11.79	\$ 15.19	\$ 13.41
Office Clerks, General	43-9061	\$ 10.62	\$ 7.28	\$ 12.30	\$ 10.49
Parts Salespersons	41-2022	\$ 14.50	\$ 9.35	\$ 17.06	\$ 14.18
Production, Planning, and Expediting Clerks	43-5061	\$ 14.64	\$ 11.17	\$ 16.36	\$ 13.96
Retail Salespersons	41-2031	\$ 11.54	\$ 6.97	\$ 13.83	\$ 9.09
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
Security Guards	33-9032	\$ 12.97	\$ 8.23	\$ 15.34	\$ 12.03
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
Taxi Drivers and Chauffeurs	53-3041	\$ 9.86	\$ 7.55	\$ 11.03	\$ 9.82
Tellers	43-3071	\$ 10.14	\$ 8.50	\$ 10.95	\$ 9.92
Tire Repairers and Changers	49-3093	\$ 11.58	\$ 10.53	\$ 12.10	\$ 11.44
Truck Drivers, Light or Delivery Services	53-3033	\$ 12.08	\$ 8.31	\$ 13.97	\$ 10.90
Waiters and Waitresses	35-3031	\$ 7.28	\$ 6.37	\$ 7.72	\$ 6.79
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](http://www.iowaworkforce.org).

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