

2017 LABORSHED ANALYSIS

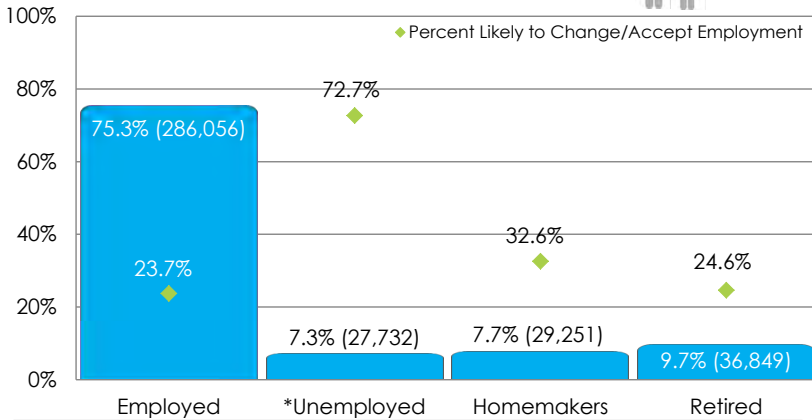


Greater Dubuque
DEVELOPMENT CORP.

GREATER DUBUQUE LABORSHED ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. This Laborshed analysis addresses the workforce characteristics of the Greater Dubuque Laborshed area.

EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

Estimated Population 18-64: 379,888 (entire Laborshed area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment in Greater Dubuque (60,730):

- 54,286 Employed
- 2,063 Unemployed
- 2,152 Homemakers
- 2,229 Retired

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- Median wages: \$15.50/hr & \$55,000/yr
- 24.0% are actively seeking new employment
- 16.8% are working multiple jobs
- Currently working an average of 42 hrs/week
- 29.9% currently working within the professional, paraprofessional & technical occupational category followed by 25.8% within the production, construction & material handling occupational category
- Most frequently identified job search resources:

www.accessdubuque.com

Internet,
77.2%

Newspapers,
27.7%

Telegraph Herald - Dubuque

Networking,
10.9%

IowaWORKS
Centers, 9.9%



The top website and newspaper reported are for residents of Zones 1 & 2 only.

UNDEREMPLOYMENT



	Underemployment	
	% Underemployed	Estimated Underemployed
Inadequate Hours	2.0%	1,086
Mismatch of Skills	3.2%	1,737
Low Income	0.2%	109
†Total Underemployment	4.3%	2,334

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

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or have worked for higher wages at previous employment; or are working at wages equal to or less than the national poverty level and work 35 or more hours per week.

EMPLOYMENT LEVELS AND STATUS BY INDUSTRY



Industry	Industry % of Employed	Estimated # of Employed	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Healthcare & Social Services	17.1%	48,916	78.4%	25.0%	5.2%
Manufacturing	16.0%	45,769	77.2%	26.8%	5.4%
Education	15.1%	43,194	76.1%	20.9%	3.4%
Wholesale & Retail Trade	14.9%	42,622	66.7%	26.2%	13.1%
Professional Services	8.8%	25,173	88.6%	20.5%	2.3%
Transportation, Communication & Utilities	6.5%	18,594	78.4%	37.9%	0.0%
Finance, Insurance & Real Estate	5.2%	14,875	88.5%	21.7%	7.7%
Agriculture, Forestry & Mining	4.5%	12,873	87.0%	10.0%	4.3%
Public Administration & Government	4.1%	11,728	62.1%	16.7%	6.9%
Construction	3.6%	10,298	69.6%	12.5%	21.7%
Personal Services	3.6%	10,298	72.7%	31.3%	9.1%
Entertainment & Recreation	0.6%	1,716	**	**	**

**Insufficient survey data/refused

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 healthcare & social services industry.

COMMUTING STATISTICS



The map at the right represents the concentration of those who are likely to commute into Greater Dubuque from their home ZIP for an employment opportunity.

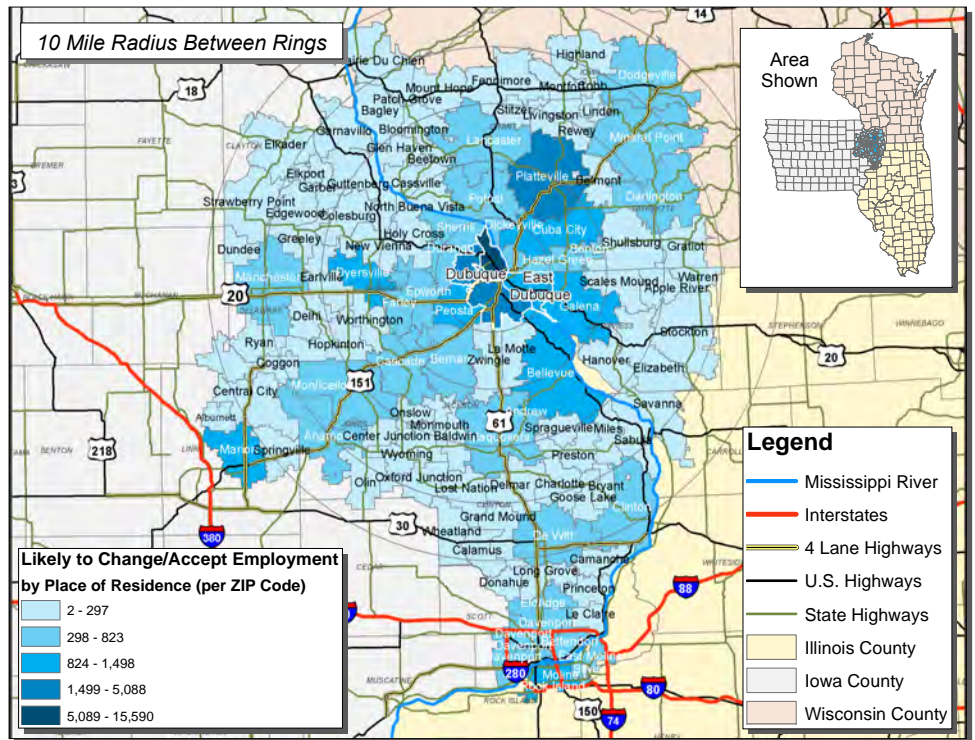
Those who are likely to change/accept employment in the Greater Dubuque Laborshed area are willing to commute an average of 21 miles one-way for employment opportunities.

The out commute for Greater Dubuque is estimated at 8.9 percent—approximately 3,008 people living in Greater Dubuque work in other communities.

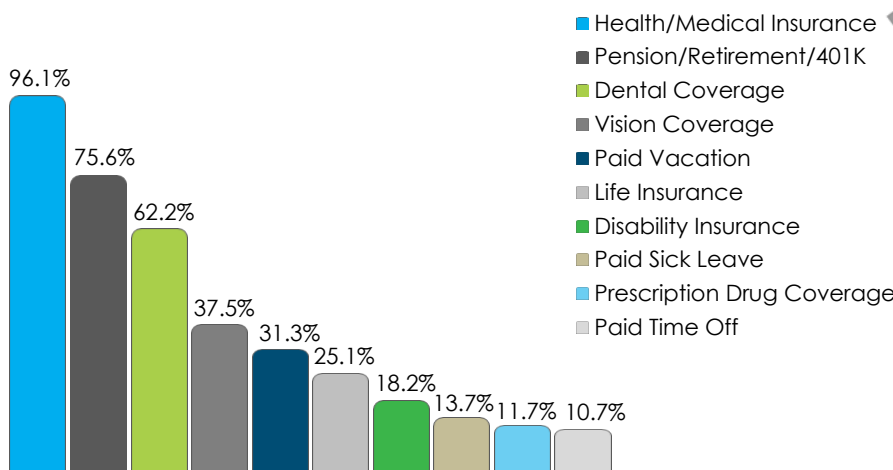
Most of those who are out commuting are working in Peosta (IA), Epworth (IA) or Galena (IL).

Nearly one-tenth (9.1%) of out commuters are likely to change employment (approximately 274 people).

CONCENTRATION OF THOSE LIKELY TO CHANGE/ACCEPT EMPLOYMENT IN GREATER DUBUQUE



TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



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 full-time.

The majority (80.9%) of these respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 12.7 percent indicate their employer pays the entire cost of insurance premiums.

EDUCATION LEVELS AND MEDIAN WAGES BY INDUSTRY



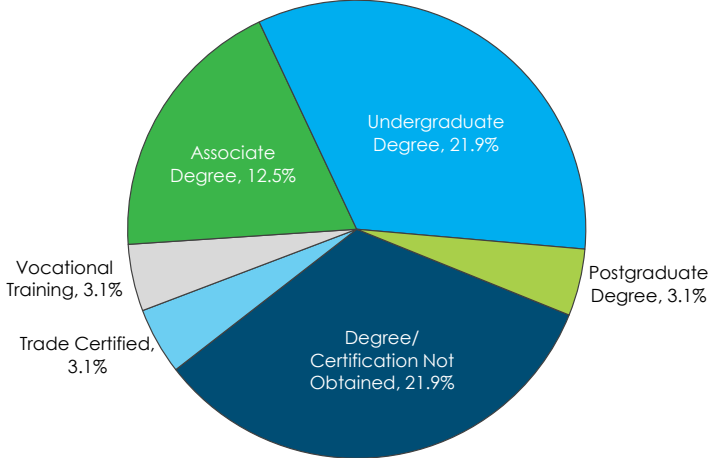
	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Annual Salary	Hourly Wage
All Employed	76.3%	13.9%	39.2%	\$60,000	\$16.50
Agriculture, Forestry & Mining	60.9%	21.7%	17.4%	**	**
Construction	56.5%	4.3%	21.7%	\$62,500	\$25.00
Education	86.4%	12.5%	63.7%	\$55,000	\$13.34
Entertainment & Recreation	**	**	**	**	**
Finance, Insurance & Real Estate	80.8%	15.4%	53.8%	\$70,000	\$19.74
Healthcare & Social Services	86.6%	15.5%	40.2%	\$73,000	\$16.63
Manufacturing	60.9%	15.2%	21.8%	\$71,500	\$18.85
Personal Services	86.4%	9.1%	40.9%	\$59,000	\$19.50
Professional Services	77.3%	18.2%	47.7%	\$80,000	\$14.42
Public Administration & Government	79.4%	13.8%	48.3%	\$62,000	\$22.77
Transportation, Communication & Utilities	70.3%	10.8%	32.4%	**	\$17.23
Wholesale & Retail Trade	62.6%	17.2%	17.1%	\$50,000	\$10.63

The education and wage data by industry within the above table includes all respondents without consideration of employment status or willingness to change/enter employment.
**Insufficient survey data/refused



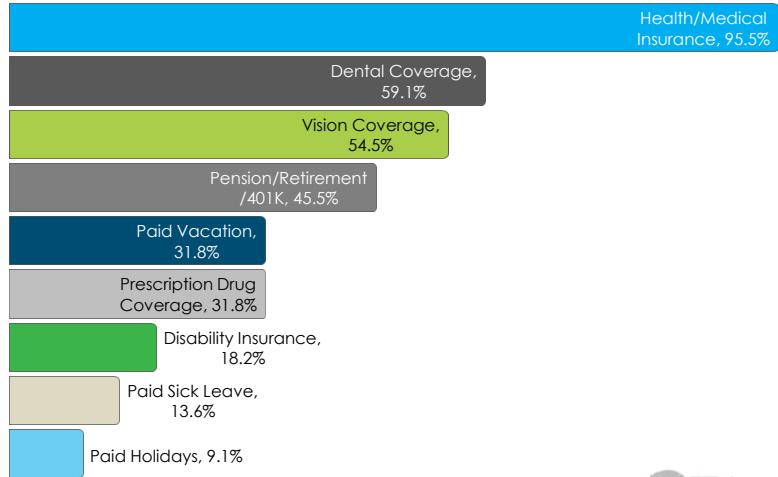
UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 67.7% are actively seeking employment
- An estimated 2,063 unemployed individuals are likely to accept employment in Greater Dubuque.
- Average age is 40 years old
- 56.3% are male; 43.7% are female
- **Education:**
 - 65.6% are educated beyond high school

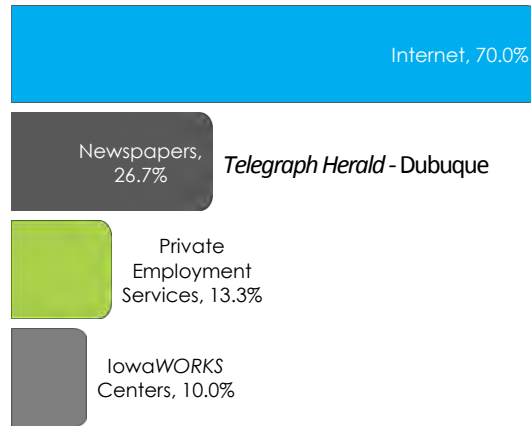


- **Wages:**
 - \$12.00/hr - to attract 66% of applicants
 - \$15.00/hr - to attract 75% of applicants
 - \$10.00/hr - lowest median wage willing to accept
- Willing to commute an average of 18 miles one way for the right opportunity
- 70.0% expressed interest in seasonal and 58.6% in temporary employment opportunities
- 45.2% expressed interest in working varied shifts

TOP DESIRED BENEFITS



TOP JOB SEARCH RESOURCES



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FOR MORE INFORMATION REGARDING THE GREATER DUBUQUE LABORSHED ANALYSIS, CONTACT:

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