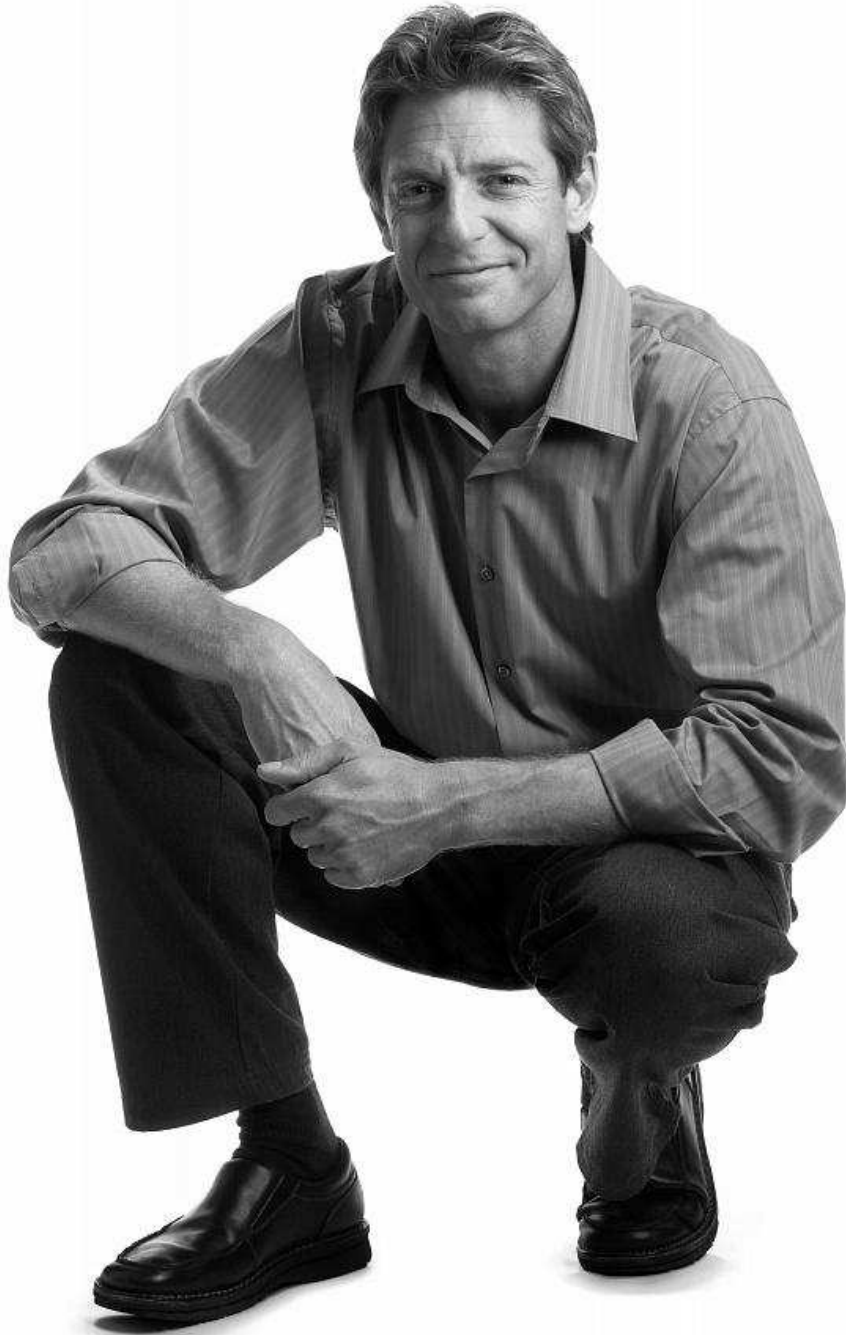


Engineering Professionals

Australia

May 2007



What do you do?



Manpower®

Introduction

Engineers are third in the list of top 10 occupations experiencing talent shortages in Australia, meaning that both government and business need to develop attraction and retention strategies to ensure they can attract and retain these qualified professionals.

There are 338,000 Engineering Professionals in Australia, with 290,000 being degree qualified or at managerial level. See page 6 of this document for more information on this group.

This report focuses on the formally educated Engineers, for the purpose of this report they will be referred to as 'Engineers'.

Demographic Profile

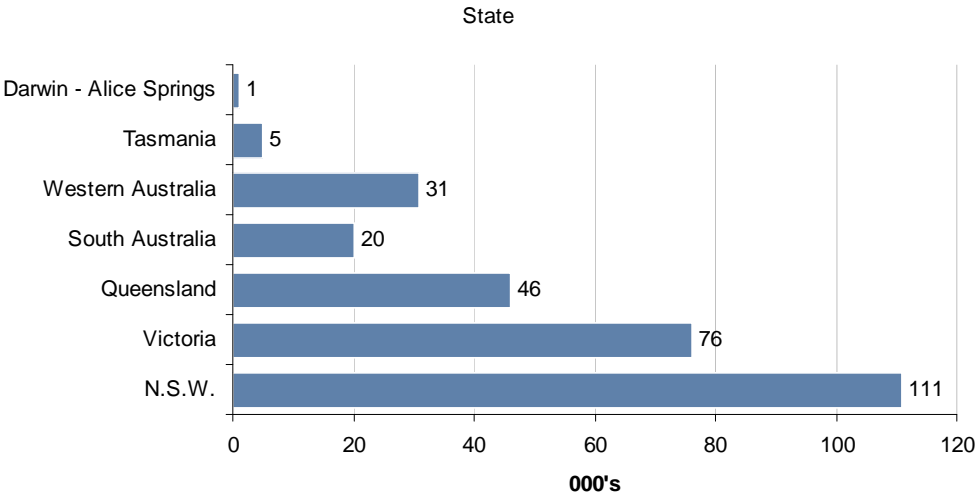
Of the 290,000 Engineers in Australia, they predominantly:

- Are male
- Are 42 years of age
- Are Australian born
- Are tertiary educated
- Work full time
- Earn on average \$79k pa
- Reside on the eastern seaboard

Engineers are generally satisfied with their current job (81%), and are more likely to be so compared to other occupations (77%). However, despite being satisfied, more than one quarter (28%) are considering changing jobs in the next 12 months.

Geographic Distribution

80% of Engineers live on the eastern seaboard, with 78% living in capital cities.



Mobility and Access

On average Engineers travel 18kms to work, two kilometers more than the average population. Engineers rely heavily on their car for transport, with 95% being drivers. 10% drive a company registered vehicle.

They rarely travel by public transport. In the last 3 months, 75% had not travelled by bus, and 63% had not traveled by train.

Gender, Age and Education

90% of Engineers are male.

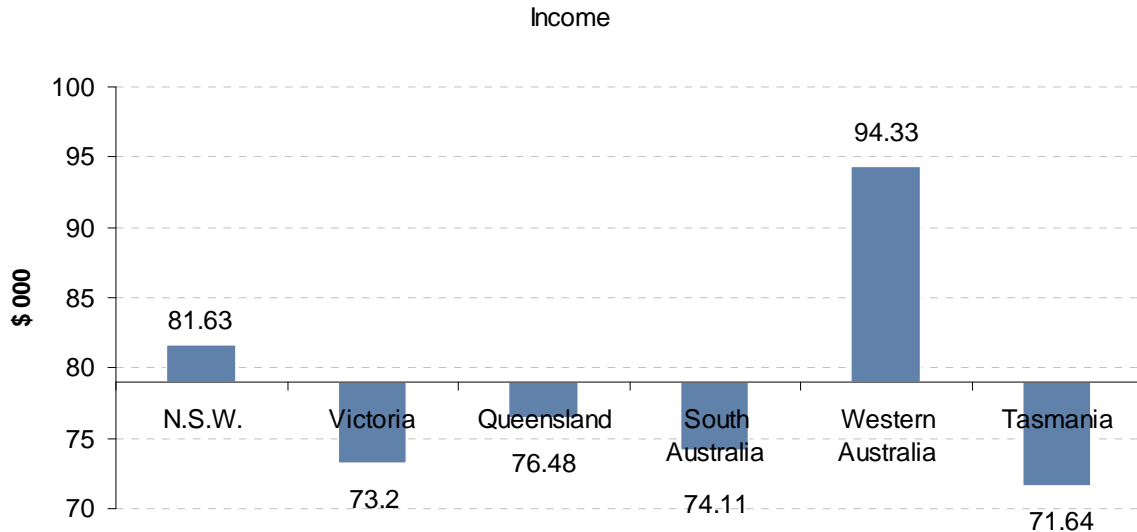
Their average age is 42 years, 3 years younger than the average working population.

Engineers as a group are highly educated, with 62% holding a university degree and another 14% having completed other tertiary education.

Income

The average income of Engineers in Australia is \$79,240 p.a.

Engineers in Western Australia earn 19% more than the national average. Those residing in Tasmania earn the lowest average income, \$71,640 p.a.

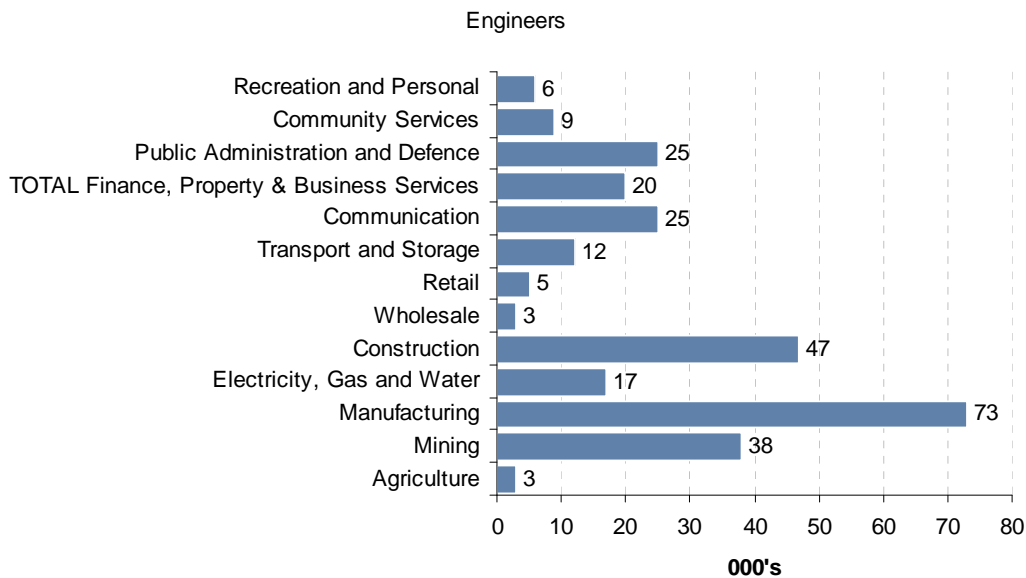


Industry and Sector

The majority of Engineers work in the private sector (76%). 16% work in the public sector and only 8% are self-employed.

Two-thirds of Engineers work in small to medium enterprises, those with 1-299 employees (67%). One quarter (26%) work for large companies (300+ employees).

25% of Engineers work in the Manufacturing industry. Other sectors Engineers tend to work in include Construction and Mining.



Job Satisfaction

81% of Engineers are satisfied with their current job. When compared to the working population, they are more satisfied with:

- Job recognition
- Job opportunities
- Current pay
- Job security
- Engagement with management

Engineers are least satisfied with the training they receive in their job. This is something that employers should focus on when developing attraction and retention strategies.

Attitudes

Engineers:

- Consider themselves as intellectuals (59%)
- Consider themselves "Mr Fix-it" (61%)
- Need security in their job (71%)
- Believe having responsibility in the job is important (86%)
- Believe success is important (66%)

Media Used for Job Searching

Engineers use Newspapers and Internet fairly evenly when searching for jobs (46% and 47% respectively). They are 73% more likely to use the Internet for searching for jobs than the working population. Advertising on job boards would therefore be more effective in reaching this group when compared to other candidate groups.

Talent Shortage

A recent Manpower survey found that 32% of Australian employers are having difficulty filling permanent professional positions due to a lack of available talent in the marketplace. Even more employers (38%) indicated that these talent shortages are causing their organisation to pay higher compensation for these positions when compared to the previous year.

The results of this survey build on the findings of the 2007 Manpower White Paper *Confronting the Coming Talent Crunch*. This report revealed that Engineers are the second most hard to fill jobs in Australia. Factors that are causing the talent shortages worldwide include demographic shifts such as aging populations, global competition and inadequate educational programs.

As these trends grow in the coming years, the companies with the strongest employer brands will be the big winners because they will be able to attract and retain top talent more easily than those who have been slower to adapt. Employers will need to develop alternative attraction and retention strategies to ensure they can secure adequately qualified professionals. They must implement an integrated, strategic approach to talent management, from planning and sourcing to training, development, and retention.

For more information about the Manpower Survey and White Paper, please visit our website www.manpower.com.au.

Top 10 Talent Shortages in Australia

1. Skilled Trades (primarily electricians, boilermakers and welders)
2. Engineers
3. Sales Representatives
4. Accounting & Finance Staff
5. Labourers
6. Management/Executive
7. Drivers
8. Machinist/Machine Operators
9. Technicians
10. Secretaries / PA's / Officer Support Roles

Conclusion

With competition for talent becoming more intense, employers will need to develop alternative attraction and retention strategies to ensure they can secure adequately qualified professionals. Engineering Professionals, in particular, are in high demand. Although increasing salary is a large factor attracting these candidates to a workplace, it is also important to provide on-the-job training and clear potential career paths to retain employees.

For strategies on how to attract and retain Engineers, please contact your Manpower Consultant.

About Manpower Inc.

Manpower Inc. is a world leader in the employment services industry; creating and delivering services that enable its clients to win in the changing world of work. The \$18 billion company offers employers a range of services for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of 4,400 offices in 73 countries and territories enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at www.manpower.com.

Candidate Pool

1. Engineering Professionals are defined as

Engineering Manager, Production Manager (Manufacturing), Plant Manager (Manufacturing), Works Manager (Manufacturing) Production Manager (Mining), Mine Superintendent Supply and Distribution Manager, Information Technology Manager, Computer Services Manager, Architect, Conservation Architect, Heritage Architect, Landscape Architect, Quantity Surveyor, Geomatic Engineer, Cadastral Surveyor, Geodetic Surveyor, Hydrographic Surveyor, Photogrammetric Surveyor, Building Surveyor, Civil Engineer, Traffic Engineer, Hydrolics Engineer, Electrical Engineer, Electrical Design Engineer, Electronics Engineer, Mechatronics Engineers, Radio Engineer, Mechanical Engineer, Airconditioning Engineer, Production or Plant Engineer, Mining Engineer, Petroleum Engineer, Mud Engineer, Petrophysical Engineer, Materials Engineer, Civil Engineering Technologist, Mechanical Engineering Technologist, Electrical or Electronics Engineering Technologists, Engineering Technologist nec, Aeronautical Engineering Technologist, Agricultural Engineering Technologist, Biomedical Engineering Technologist, Chemical Engineering Technologist, Industrial Engineering Technologist, Mining Engineering Technologist, Aeronautical Engineer, Aerospace Engineer, Avionics Systems Engineer, Agricultural Engineer, Biomedical Engineer, Bioengineer, Clinical Engineer, Medical Engineer, Chemical Engineer, Industrial Engineer, Naval Architect, Building and Engineering Professionals nec, Armament Engineer (Defence Force), Instrument Engineer (Defence Force), Product Design Engineer.

<http://www.acacia-au.com/asco.php>

Sources

Talent Shortages & Wage Inflation results are sourced from Manpower's White Paper "Confronting the Coming Talent Crunch" and the Manpower Professional "Talent Shortage & Wage Inflation Survey."

Demographic profiles and job satisfaction information is sourced from Roy Morgan Single Source Data December 2006.

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