

Insights into Engineering Professionals (New Zealand)

A Manpower Market Insights Paper



May 2009
New Zealand

What do you do?



Manpower®

New Zealand needs Engineering Professionals today – civil, mechanical, chemical and electrical. Government and businesses are looking for people with the right skills, qualifications and experience to grow the future of the country.

Introduction

Engineering Professionals in this report are defined as the following occupations under the Australian New Zealand Standard Classification of Occupations (ANZSCO):

Occupation Group
Engineering Managers
Building and Engineering Professionals
Including: Mine Superintendent Supply and Distribution Manager, Architect, Conservation Architect, Heritage Architect, Landscape Architect, Quantity Surveyor, Geomatic Engineer, Chemical Engineer, Electronic and Computer Engineer, Cadastral Surveyor, Geodetic Surveyor, Hydrographic Surveyor, Photogrammetric Surveyor, Building Surveyor, Civil Engineer, Traffic Engineer, Hydraulics 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

This report is based on research conducted in Jan 2009. The research shows that there are approximately 79,000 people classified as Engineering Professionals in New Zealand. In 2008, the 79,000 Engineering Professionals in New Zealand showed the following general characteristics. They predominantly:

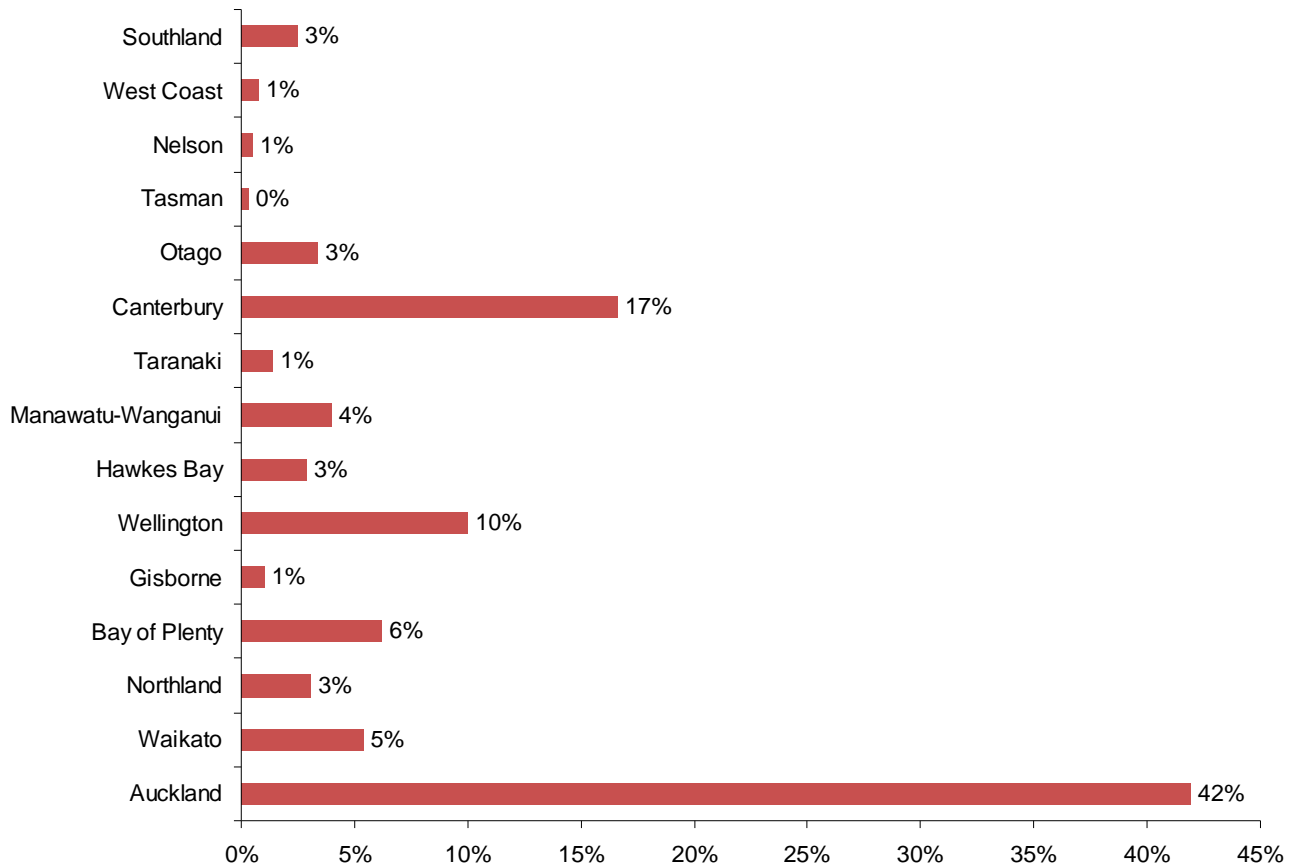
- Reside in Auckland
- Are men
- Are aged between 25-44
- Are born in New Zealand
- Earn between \$40K to \$100K pa
- Work full-time
- Work in the private sector
- Work in small to medium enterprises
- Work in community services industry
- Are less satisfied with their current job

Engineering Professional Demographic Profile*

In New Zealand there are approximately 79,000 Engineering Professionals, which include occupations such as Civil Engineers, Mechanical Engineers and Electrical Engineers.

Geographic Distribution

52% of Engineering Professionals reside in Auckland. The geographic skew is to the fifteen major cities and regions.



Gender & Age

- 57% of Engineering Professionals are men and 43% are women.
- 52% of Engineering Professionals are aged 25-44. The median age of an Engineering Professional is 42 years old.

Education

Engineering Professionals in New Zealand have predominantly finished university studies. 72% of Engineering Professionals have a degree and 28% have a diploma.

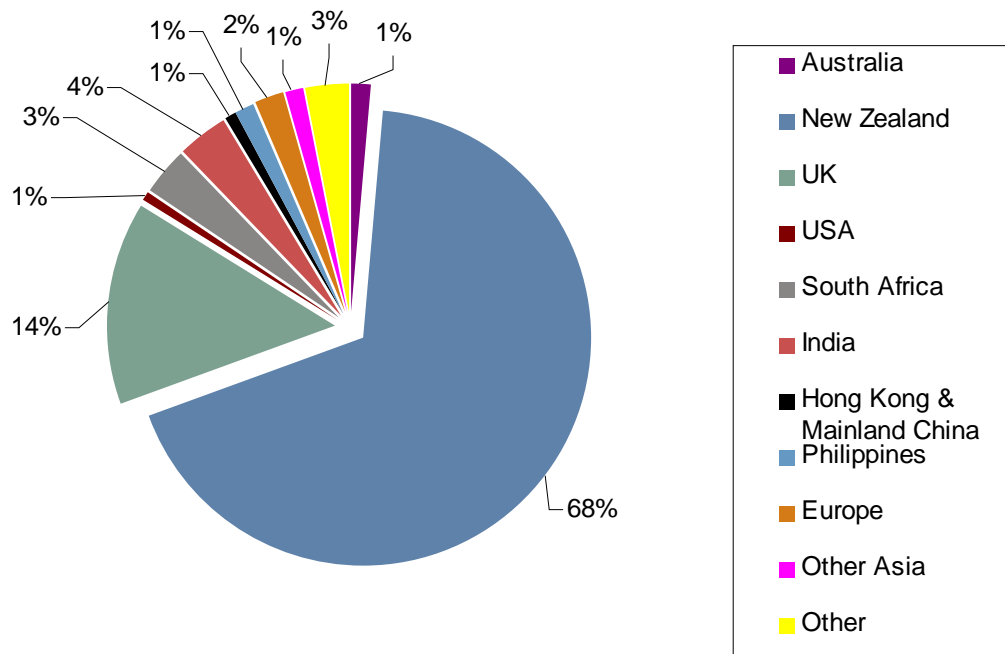
Mobility & Access

- Engineering Professionals rely upon their car for transport, 92% of them are drivers. Only 5% have company cars (Company, Family Business or Government Department).
- They rarely travel by public transport. In the last 3 months, 33% of Engineering Professionals have travelled on buses, 17% have travelled by train and 38% have travelled by taxi.

*Information in this section was obtained from Roy Morgan Single Source Data, January 2009

Country of Birth

Engineering Professionals come from a range of backgrounds. 68% were born in New Zealand, 14% were born in UK, 4% were born in India and 3% were born in South Africa.



Income

The income range of Engineering Professionals is \$40K-\$100K p.a. in 2008¹.

Work Status & Company Size

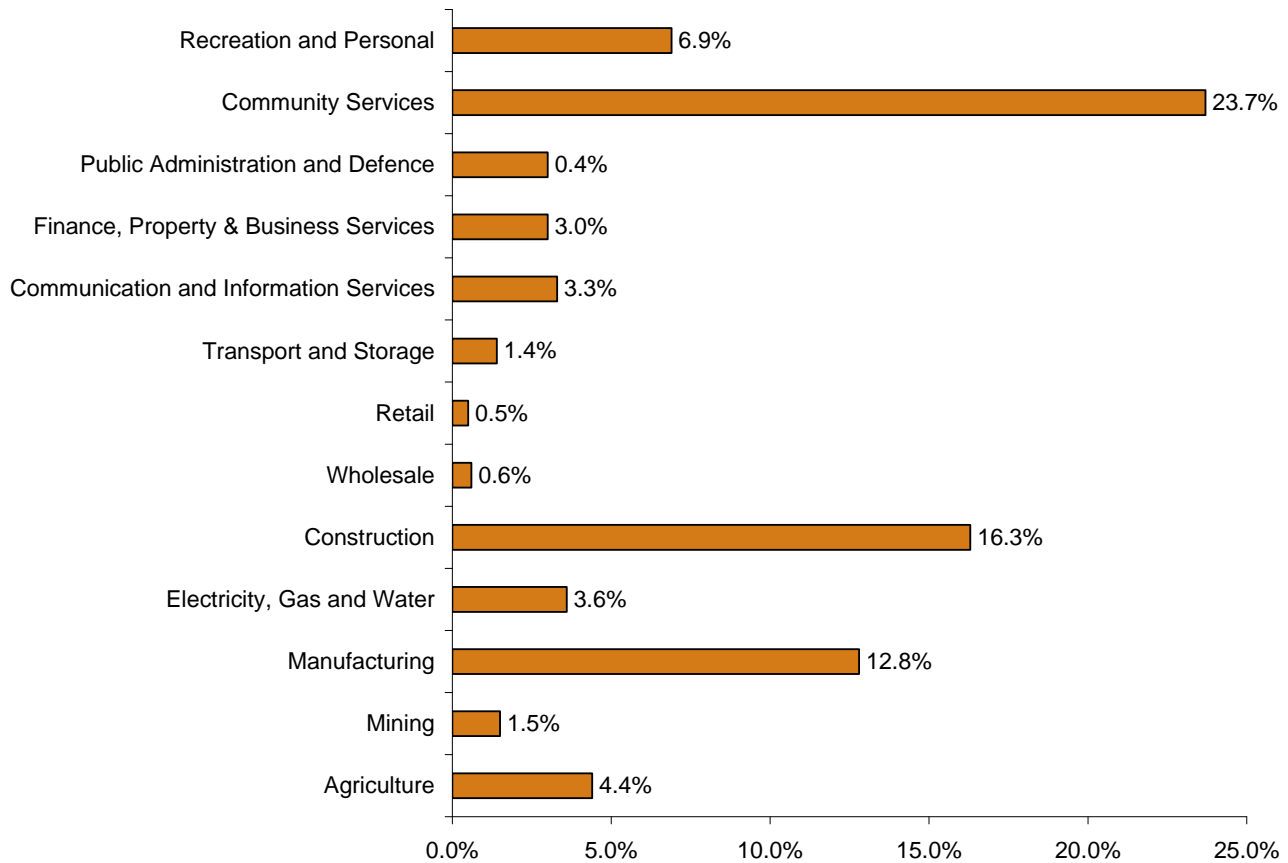
- 38% of Engineering Professionals work part-time and 28% are full-time workers. 5.5% are looking for full-time and part-time work, 7% are retired.
- Engineering Professionals tend to work in small to medium enterprises, 1-299 employees (57%). 19% work for large companies (300+ employees).

¹ New Zealand Immigration Guide

Industry & Sector

Engineering Professionals predominantly work in the private sector (48%). 26% work in the public sector and 8% are self-employed.

16% of Engineering Professionals work in the community services industry. Other industries that Engineering Professionals tend to work in include construction, manufacturing and recreation & personal.



Engineering Professional Attitudes*

About Engineering Professionals

Engineering Professionals:

- Optimistic about the future (86%)
- Are success-driven (67%) and live a full & busy life (80%)
- Need security in their job (66%)
- Wouldn't have difficulty coping with a demanding career/job (80%)
- Are environmentalists at heart (70%)
- Enjoy taking risks (58%)
- Feel financially stable at the moment (63%)

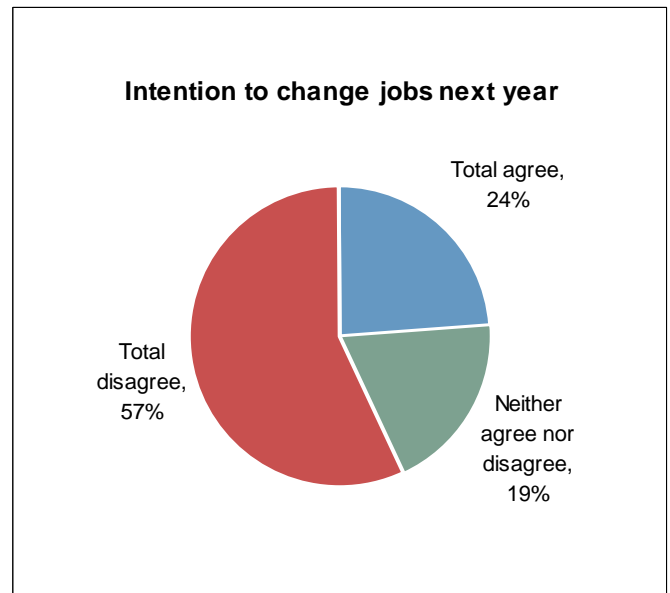
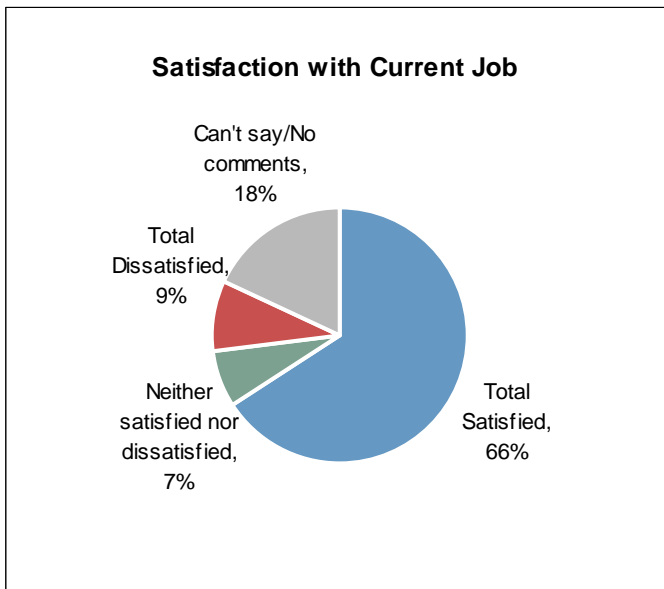
*Information in this section was obtained from Roy Morgan Single Source Data, January 2009

66% of Engineering Professionals are happy with their present job, this result is lower than the rest of the working population (76%).

Engineering Professional Job Satisfaction*

Overall Job Satisfaction and Intention to Change Jobs

66% of Engineering Professionals are happy with their present job and 24% are planning on changing jobs in 2009.



Satisfaction Drivers

Job Recognition

Less than half of Engineering Professionals (48%) in New Zealand are satisfied with the job recognition they receive in their present role. Compared to the rest of the working population, Engineering Professionals are less satisfied with the amount of job recognition that they receive.

Job Opportunities

Only 36% of Engineering Professionals are happy with the opportunities available to them in their current role.

Current Rate of Pay

Engineering Professionals are less dissatisfied with their current pay, 45% stating they are happy and 23% believing the pay they receive is fair and 13% believe their current pay is poor.

Job Security

Engineering Professionals are less satisfied with the security (46%) they have in their current role.

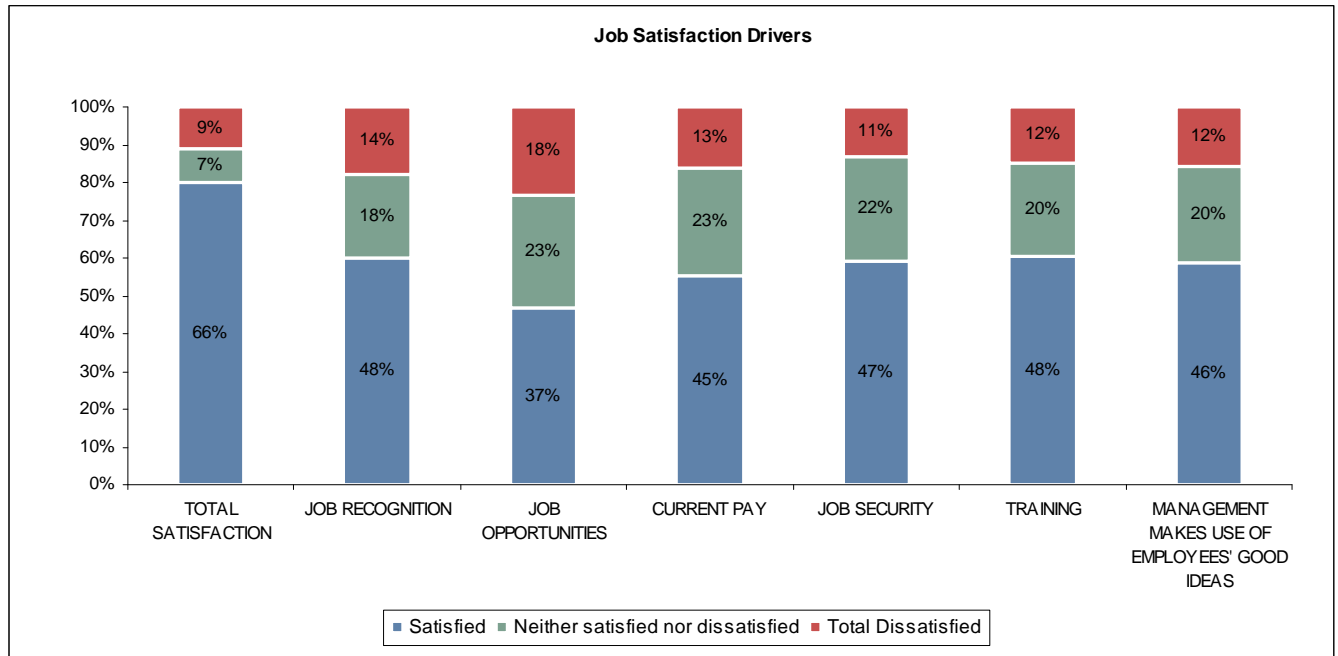
*Information in this section was obtained from Roy Morgan Single Source Data, January 2009

Training

Only 48% of Engineering Professionals are satisfied with the training they presently receive and 12% are unhappy with their training.

Management's Use of Employee's Ideas

Engineering Professionals are less satisfied with management's use of their good ideas (46%) when compared to the total working population (54%).



Conclusion

With competition for talent becoming more intense, employers will need to look beyond money and develop alternative attraction and retention strategies to ensure they can secure adequately qualified professionals.

Engineering professionals, in particular, are in high demand. Although increasingly salary is a factor to attracting these candidates to a workplace, it is important to provide job recognition and job security, on-the-job training, clear potential career paths and make use of employees' good ideas to retain employees.

For strategies on how to attract and retain engineers, please contact your Manpower Professional consultant.

About Manpower Inc.

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Research Sources

Demographic profiles and job satisfaction information is sourced from Roy Morgan Single Source New Zealand Data January 2009.

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