

Insights into Mechanic Tradespersons

A Manpower Market Insights Paper



August 2009
Australia

What do you do?



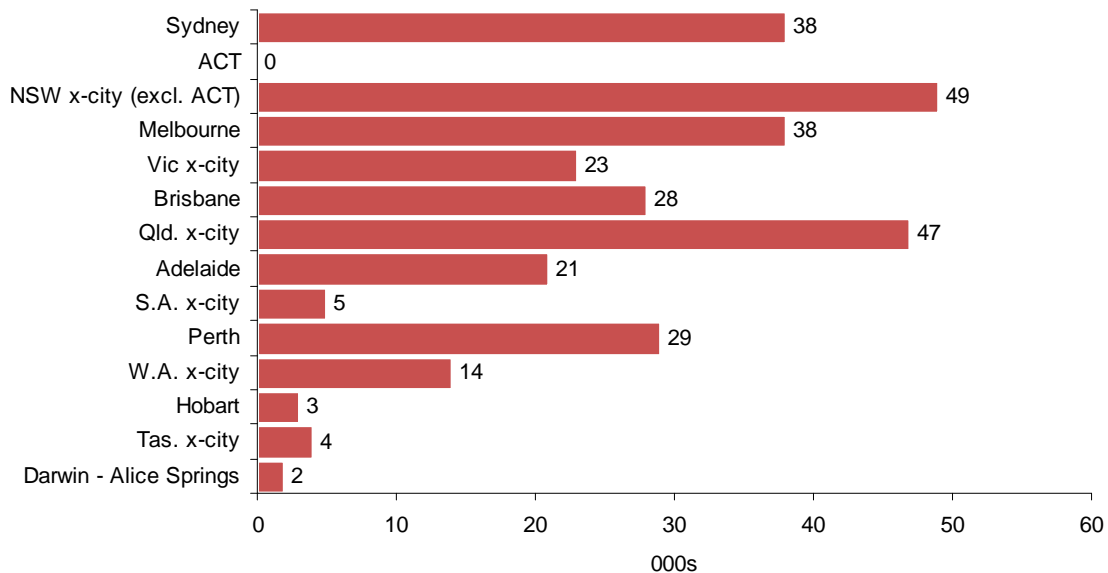
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Mechanic Tradespersons Demographic Profile*

In Australia there are approximately 303,000 Mechanic Tradespersons according to Roy Morgan Research March 2009 survey data.

Geographic Distribution

The geographic skew is to the eight capital cities along with regional areas. 53% of Mechanic Tradespersons reside in capital cities and a total of 31% are residing in NSW and Qld regional areas.



Gender, Age and Generations

- 98% of Mechanic Tradespersons are men and 2% are women.
- 12% of Mechanic Tradespersons are aged 45-49, Generation X and baby boomers.
- The mean age of a Mechanic Tradespersons is 47 years old.

Education

Mechanic Tradespersons in Australia have predominantly finished technical studies (38%). 10% have a diploma and 12% have finished Year 10.

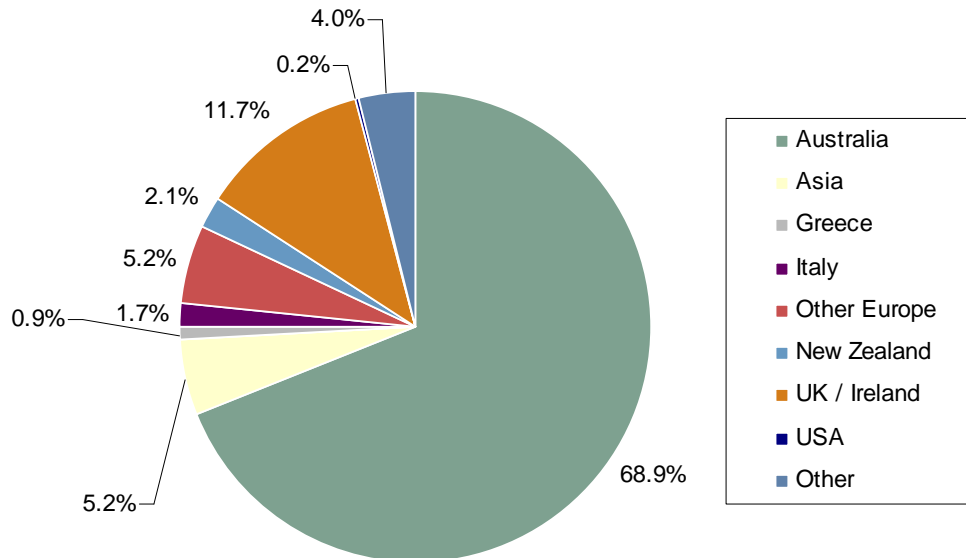
Mobility & Access

- On average Mechanic Tradespersons travel 25kms to work.
- Mechanic Tradespersons rely upon public transport. In the last 3 months, 53% of have traveled by train and 24% have traveled by buses.

*Survey data in this section was obtained from Roy Morgan Single Source, March 2009

Country of Birth

Mechanic Tradespersons come from a range of backgrounds. 69% were born in Australia, 12% were born in UK & Ireland, 5% were born in Asia, 2% were born in New Zealand and 5% were born in other European countries such as Germany and France etc.



Income

The national mean income of Mechanic Tradespersons is \$59K p.a. in 2009.

Work Status & Company Size

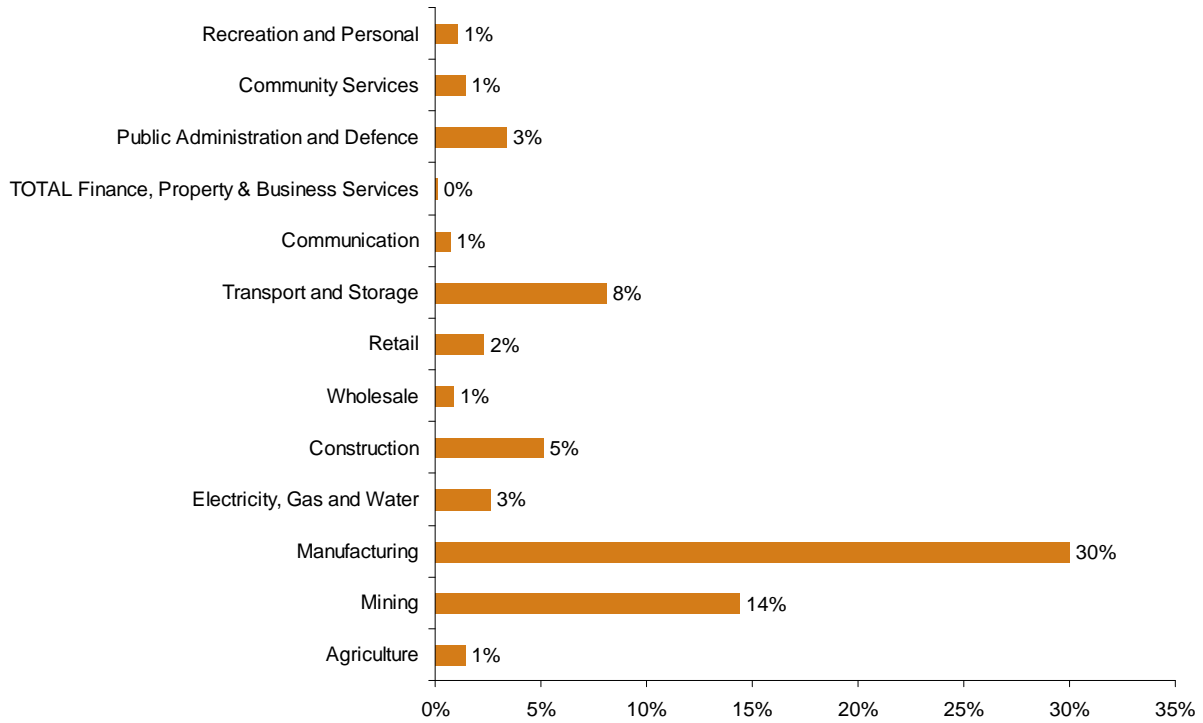
67% of Mechanic Tradespersons work full-time and 5% are part-time workers. 2% are looking for full-time work and 0.5% are looking for part-time work.

Mechanic Tradespersons tend to work in small to medium enterprises, 10-49 employees (20%), 50-499 employees (31%).

Industry & Sector

Mechanic Tradespersons predominantly work in the private sector (60%). 8% work in the public sector and 3.5% are self-employed.

30% of Mechanic Tradespersons work in the manufacturing industry. Other industries that Mechanic Tradespersons tend to work in include mining, transport & storage and construction.



Mechanic Tradespersons Attitudes*

About Mechanic Tradespersons

Mechanic Tradespersons:

- Are optimistic about the future (70%)
- Are 'Mr Fix It' type of person (77%)
- Are success-driven (53%) and live a full & busy life (56%)
- Need security in their job (74%)
- Don't enjoy taking risks (50%)

Employment Sites Visited

Mechanic Tradespersons have visited employment sites in the four weeks:

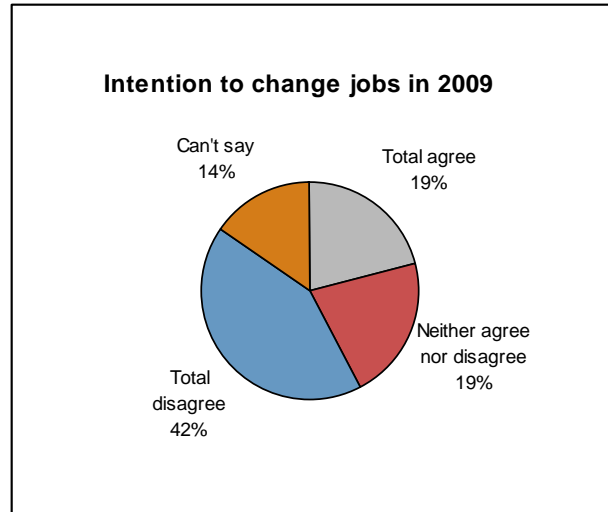
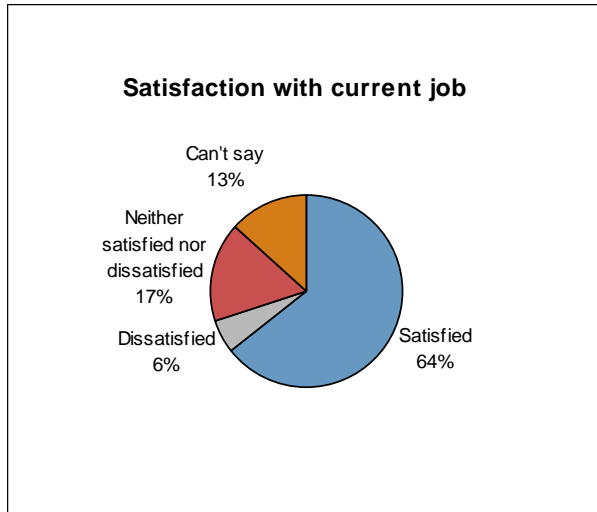
- 7% have visited www.seek.com.au
- 4% have visited www.mycareer.com.au
- 5% have visited www.careerone.com.au

**Survey data in this section was obtained from Roy Morgan Single Source Data, March 2009*

Mechanic Tradespersons Job Satisfaction*

Overall Job Satisfaction and Intention to Change Jobs

64% of mechanic tradespersons are happy with their present job but 42% are planning on changing jobs in 2009



Satisfaction Drivers

Job Recognition

Mechanic Tradespersons in Australia are less satisfied with the job recognition they receive in their present role (40%). Compared to the rest of the working population, Mechanic Tradespersons are more dissatisfied with the amount of job recognition that they receive.

Job Opportunities

Over a quarter of Mechanic Tradespersons are not happy with the opportunities available to them in their current role (33%).

Current Rate of Pay

Mechanic Tradespersons are generally dissatisfied with their current pay, only 33% stating they are happy and 28% believing the pay they receive is fair and 14% believe their current pay is poor.

Job Security

Mechanic Tradespersons are generally less satisfied with the security (48%) they have in their current role.

Training

40% of Mechanic Tradespersons are satisfied with the training they presently receive and 18% are unhappy with their training.

Management's Use of Employee's Ideas

Mechanic Tradespersons are less satisfied with management's use of their good ideas (37%) compared to the rest of the working population (52%).

*Survey data in this section was obtained from Roy Morgan Single Source Data, March 2009

About Manpower Inc.

Manpower Inc. (NYSE: MAN) 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. Celebrating its 60th anniversary in 2008, the US\$22 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 82 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 or www.manpower.com.au.

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