Talent Shortage Survey 2006 Global Results





2006 Talent Shortage Survey Results

Manpower Inc. (NYSE: MAN) surveyed nearly 33,000 employers across 23 countries and territories in late January to determine the extent to which talent shortages are impacting today's labor markets. The survey results, released today, revealed that 40 percent of employers worldwide are having difficulty filling positions due to the lack of suitable talent available in their markets.

Employers having the most difficulty finding the right people to fill jobs are those in Mexico (78% reporting shortages), Canada (66%) and Japan (58%). The talent shortage appears to be least problematic in India, where only 13 percent of employers reported having difficulty filling positions.

Global Results

The top 10 jobs that employers are having difficulty filling across the 23 countries and territories surveyed are (ranked in order):

- 1. Sales Representatives
- 2. Engineers
- 3. Technicians (primarily production/operations, engineering and maintenance)
- 4. Production Operators
- 5. Skilled Manual Trades (primarily carpenters, welders and plumbers)
- 6. IT Staff (primarily programmers/developers)
- 7. Administrative Assistants/Personal Assistants
- 8. Drivers
- 9. Accountants
- 10. Management/Executives

Total Number of Respondents: 32,975

Employers indicating difficulty filling positions: 40% Employers indicating no difficulty filling positions: 60%

Margin of error: +/- 4.1%



Results by Country

AMERICAS

Canada

- 1. Sales Representatives
- Customer Service Representatives/Customer Support
- 3. Engineers
- 4. Drivers
- 5. Mechanics
- 6. Laborers
- 7. Chefs/Cooks
- 8. Electricians
- 9. Skilled Manual Trades
- 10. Nurses

Total Number of Respondents: 1,000 Employers indicating difficulty filling positions: 66% Employers indicating no difficulty filling positions: 34% Margin of error: +/- 3.1%

Mexico

- 1. Sales Representatives
- Technicians (primarily production/operations, engineering or maintenance)
- 3. Laborers
- 4. Production Operators
- 5. Administrative Assistants & PAs
- 6. Engineers
- 7. Customer Service Representatives/ Customer Support
- 8. Maintenance Managers
- 9. Sales Managers
- 10. Receptionists

Total Number of Respondents: 4,806 Employers indicating difficulty filling positions: 78% Employers indicating no difficulty filling positions: 22% Margin of error: +/- 1.4%

United States

- 1. Sales Representatives
- 2. Engineers
- 3. Nurses
- 4. Technicians (primarily production/operations, engineering or maintenance)
- 5. Accountants
- 6. Administrative Assistants & PAs
- 7. Drivers
- 8. Call Center Operators
- 9. Machinists
- 10. Management/Executives

Total Number of Respondents: 1,275 Employers indicating difficulty filling positions: 44% Employers indicating no difficulty filling positions: 56% Margin of error: +/- 2.7%



ASIA PACIFIC

Australia

- 1. Sales Representatives
- 2. Engineers
- Skilled Manual Trades (primarily welders, boiler makers, plumbers)
- 4. Accountants
- Technicians (primarily production/operations, engineering or maintenance)
- 6. Drivers
- 7. Mechanics
- 8. Receptionists
- 9. Administrative Assistants & PAs
- 10. IT Staff (primarily programmers/developers)

Total Number of Respondents: 3,023 Employers indicating difficulty filling positions: 32% Employers indicating no difficulty filling positions: 68% Margin of error: +/- 1.8%

China

- 1. Production Operators
- 2. Sales Representatives
- Technicians (primarily production/operations, engineering or maintenance)
- 4. Management/Executives
- 5. Engineers
- 6. Machinists
- 7. Researcher (R&D)
- 8. Designers
- 9. Restaurants & Hotel Staff
- 10. Receptionists

Total Number of Respondents: 2,692 Employers indicating difficulty filling positions: 24% Employers indicating no difficulty filling positions: 76% Margin of error: +/- 1.9%

Hong Kong

- 1. Technicians (primarily production/operations, engineering or maintenance)
- 2. Sales Representatives
- 3. Engineers
- 4. IT Staff (primarily programmers/developers)
- 5. Management/Executives
- 6. Buying/Procurement Staff
- 7. Designers
- 8. Accountants
- 9. Quality Controllers
- 10. Project Managers

Total Number of Respondents: 741

Employers indicating difficulty filling positions: 31% Employers indicating no difficulty filling positions: 69% Margin of error: +/- 3.6%

India

- Sales Representatives
- 2. IT Staff (primarily programmers/developers)
- 3. Accountants
- 4. Marketing & PR Executive
- 5. Sales Managers
- 6. Engineering/Technical Managers
- 7. IT Manager/Project Managers
- 8. Engineers
- Administrative Assistants & PAs
- 10. Teachers

Total Number of Respondents: 4,382 Employers indicating difficulty filling positions: 13% Employers indicating no difficulty filling positions: 87% Margin of error: +/- 1.5%

Japan

- 1. Sales Representatives
- 2. Engineers
- 3. Administrative Assistants & PAs
- 4. IT Staff (primarily programmers/developers)
- 5. Production Operators
- 6. Accountants
- 7. Skilled Manual Trades
- 8. Call Center Operators
- 9. Instructors/Teachers
- 10. Planning

Total Number of Respondents: 892 Employers indicating difficulty filling positions: 58% Employers indicating no difficulty filling positions: 42% Margin of error: +/- 3.3%

New Zealand

- 1. Sales Representatives
- 2. Engineers
- 3. IT Staff (primarily programmers/developers)
- 4. Accountants
- 5. Laborers
- 6. Administrative Assistants & PAs
- 7. Technicians (primarily production/operations, engineering or maintenance)
- 8. Machinists
- Customer Service Representatives/Customer Support
- 10. Production Operators
- 11. Receptionists

Total Number of Respondents: 838 Employers indicating difficulty filling positions: 25% Employers indicating no difficulty filling positions: 75% Margin of error: +/- 3.4%



ASIA PACIFIC - continued

Singapore

- 1. Sales Representatives
- 2. Technicians (primarily production/operations, engineering or maintenance)
- 3. Engineers
- 4. Logistics Clerks/Officers
- Customer Service Representatives/Customer Support
- 6. Personal Financial Consultants
- 7. Skilled Manual Trades
- 8. Production Operators
- 9. Security Guards
- 10. Dispatchers

Total Number of Respondents: 627 Employers indicating difficulty filling positions: 47% Employers indicating no difficulty filling positions: 53% Margin of error: +/- 3.9%

Taiwan

- 1. Researchers (R&D)
- 2. Sales Representatives
- 3. Technicians (primarily production/operations, engineering or maintenance)
- 4. Engineers
- 5. Management/Executives
- 6. Production Operators
- 7. Quality Controllers
- 8. Drivers
- 9. Designers
- 10. Project Managers

Total Number of Respondents: 1,438 Employers indicating difficulty filling positions: 53% Employers indicating no difficulty filling positions: 47% Margin of error: +/- 2.5%



EUROPE

Austria

- 1. IT Staff (primarily programmers/developers)
- 2. IT Manager/Project Managers
- 3. Nurses
- 4. Accountants
- 5. Engineers
- Electricians
- 7. Sales Representatives
- 8. Skilled Manual Trades
- 9. Production Operators
- 10. Mechanics

Total Number of Respondents: 760

Employers indicating difficulty filling positions: 31% Employers indicating no difficulty filling positions: 69% Margin of error: +/- 3.6

Belgium

- Technicians (primarily production/operations, engineering or maintenance)
- Drivers
- 3. Electricians
- 4. Production Operators
- 5. Sales Representatives
- 6. Restaurants & Hotel Staff
- 7. Chefs/Cooks
- 8. Accountants
- 9. Nurses
- 10. Administrative Assistants & PAs

Total Number of Respondents: 759

Employers indicating difficulty filling positions: 42% Employers indicating no difficulty filling positions: 58% Margin of error: +/- 3.6%

France

- Skilled Manual Trades (primarily joiners, plumbers, painters, masons, welders)
- 2. Restaurants & Hotel Staff
- 3. Drivers
- 4. Chefs/Cooks
- 5. Sales Representatives
- 6. Production Operators
- 7. Administrative Assistants & PAs
- Technicians (primarily production/operations, engineering or maintenance)
- 9. Management/Executives
- 10. Mechanics

Total Number of Respondents: 1,007

Employers indicating difficulty filling positions: 30% Employers indicating no difficulty filling positions: 70%

Margin of error: +/- 3.1%

Germany

- 1. Production Operators
- 2. Sales Representatives
- 3. Engineers
- 4. Management/Executives
- 5. Restaurants & Hotel Staff
- 6. Administrative Assistants & PAs
- Technicians (primarily production/operations, engineering or maintenance)
- 8. Drivers
- 9. Electricians
- 10. IT Staff (primarily programmers/developers)

Total Number of Respondents: 1,004

Employers indicating difficulty filling positions: 53% Employers indicating no difficulty filling positions: 47%

Margin of error: +/- 3.1%

Ireland

- 1. Sales Representatives
- Nurses
- 3. Chefs/Cooks
- 4. Administrative Assistants & PAs
- Skilled Manual Trades (primarily plumbers, plasterers, bricklayers)
- 6. Drivers
- 7. IT Staff (primarily programmers/developers)
- 8. Machinists
- 9. Multilingual candidates
- 10. Insurance (Qualified Brokers, Clerks)

Total Number of Respondents: 558

Employers indicating difficulty filling positions: 32% Employers indicating no difficulty filling positions: 68% Margin of error: +/- 4.1%

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- 1. Production Operators
- 2. Chefs/Cooks
- 3. Administrative Assistants & PAs
- 4. Drivers

Italy

- 5. Nurses
- 6. Sales Representatives
- 7. Cleaner/Cleaning/Domestic staff
- 8. IT Staff (primarily programmers/developers)
- Customer Service Representatives/ Customer Support
- 10. Engineers

Total Number of Respondents: 1,014

Employers indicating difficulty filling positions: 32% Employers indicating no difficulty filling positions: 68%

Margin of error: +/- 3.1%



EUROPE – continued

Netherlands

- Skilled Manual Trades (primarily fitter, joiner, welder, bricklayer)
- Nurses
- 3. Management/Executives
- 4. Production Operators
- 5. Legal staff (solicitors, lawyers, legal secretaries)
- 6. Teachers
- 7. Accountants
- 8. Mechanics
- Technicians (primarily production/operations, engineering or maintenance)
- 10. Electricians
- 11. Administrative Assistants & PAs

Total Number of Respondents: 780

Employers indicating difficulty filling positions: 30% Employers indicating no difficulty filling positions: 70% Margin of error: +/- 3.5%

Norway

- 1. Engineers
- 2. Nurses
- IT Staff (primarily programmers/developers)
- 4. Skilled Manual Trades
- 5. Sales Representatives
- 6. Accountants
- 7. Teachers
- 8. Not Available
- 9. Not Available
- 10. Not Available

Total Number of Respondents: 750

Employers indicating difficulty filling positions: 26% Employers indicating no difficulty filling positions: 74% Margin of error: +/- 3.6%

Spain

- 1. Production Operators
- 2. Skilled Manual Trades
- 3. Restaurants & Hotel Staff
- 4. Technicians (primarily production/operations, engineering or maintenance)
- 5. Chefs/Cooks
- 6. Sales Representatives
- 7. Management/Executives
- 8. Drivers
- 9. Engineers
- 10. Maintenance Managers

Total Number of Respondents: 1,002

Employers indicating difficulty filling positions: 57% Employers indicating no difficulty filling positions: 43%

Margin of error: +/- 3.1%

Sweden

- Skilled Manual Trades (primarily joiner, welder, bricklaver)
- Chefs/Cooks
- 3. Technicians (primarily production/operations, engineering or maintenance)
- 4. Sales Representatives
- 5. Forestry & Agricultural workers
- 6. Management/Executives
- 7. Engineers
- 8. Drivers
- 9. Sales Managers
- 10. Supervisors

Total Number of Respondents: 754

Employers indicating difficulty filling positions: 29% Employers indicating no difficulty filling positions: 71%

Margin of error: +/- 3.6%

Switzerland

- 1. Production Operators
- Skilled Manual Trades (primarily joiner, welder, bricklayer)
- 3. Management/Executives
- 4. Restaurants & Hotel Staff
- 5. Sales Representatives
- 6. IT Staff (primarily programmers/developers)
- 7. Landscape Gardeners
- 8. Accountants
- 9. Engineers
- 10. Nurses

Total Number of Respondents: 751

Employers indicating difficulty filling positions: 48% Employers indicating no difficulty filling positions: 52% Margin of error: +/- 3.6%

United Kingdom

- 1. Sales Representatives
- 2. Administrative Assistants & PAs
- Skilled Manual Trades (primarily fitter, plumber, joiner)
- 4. Engineers
- 5. Drivers
- 6. Chefs/Cooks
- 7. Restaurants & Hotel Staff
- 8. Accountants
- 9. Cleaner/Cleaning/Domestic staff
- 10. Management/Executives

Total Number of Respondents: 2,122

Employers indicating difficulty filling positions: 42% Employers indicating no difficulty filling positions: 58%

Margin of error: +/- 2.0%

^{*} In this survey, Skilled Manual Trades refers to a broad range of job titles that require workers to possess specialized skills, traditionally learned over a period of time as an apprentice. Examples of skilled trades jobs are: bricklayers, carpenters, cabinetmakers, masons, plumbers, welders, etc. These jobs are listed in order of highest demand for each country.