



ManpowerGroup™

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Manpower's Global HR Lab opens at London School of Economics and Political Science

The demand for UK skills is higher than its supply according to the inaugural briefing

London - September 20, 2006 - Manpower Inc. today announced that it has launched a new global research laboratory, the Manpower Human Resources Lab at the Centre for Economic Performance (CEP) at the London School of Economics and Political Science (LSE).

The aim of the Manpower Human Resources Lab is to establish a leading centre of excellence and important thought leadership platform for the study and analysis of the impact of HR and labour market decisions and trends on productivity at all levels. The Lab will link innovative data analysis to the practical world of business management which will be used to inform and support Talent Management professionals worldwide.

The inaugural industry briefing was held at the Lab on September 12, revealing that the overall return on investment for university degrees is still at a high level in Britain compared to international standards. Employers continue to offer generous salaries to graduates, suggesting that there is as yet no over-supply of this group of people.

And, although some of the new vocational qualifications are being found to have very low or minimal economic value, the labour market nevertheless continues to place a very high value on more basic skills, indicating that the demand for skills continues to be higher than its supply.

These are some of the issues that were discussed at the briefing, which was opened by Barbara Beck, President EMEA, Manpower and Dr. David Metcalf, Professor of Industrial Relations at the LSE and member of the Low Pay Commission, which sets the national minimum wage. This was followed by the keynote briefing 'Education Policy in the UK', presented by Dr. Anna Vignoles, Deputy Director, Centre for the Economics of Education, Institute of Education. This was the first in a series of briefings with future topics covering trends and issues of interest in the changing world of work.

A straw poll was taken from the audience at the event, which comprised business, academic and Governmental representatives, asking which policies would best support the skills gaps faced by employers. The poll indicated that attendees believed the highest importance should be placed on policies that gave greater emphasis to the acquisition of basic numeracy and literacy skills in schools. The results also showed that most audience members thought that employer driven training schemes which allow employees to up skill and re-skill would be of high value.

The Manpower HR Lab, under the leadership of its directors Professor John Van Reenen and Professor Stephen Machin, will publish a Manpower Working Paper Series supported by the appointment of a Manpower Fellow and Manpower PhD scholar.

Professor Steve Machin, who will head the Manpower HR Lab, said: 'The establishment of the Manpower HR Lab is a significant contribution to the development of Talent Management research at LSE and we are looking forward to working with Manpower as an industry partner. The first year will conclude with a working conference and will offer the opportunity for practitioners, academics and policy makers to come together and share both theoretical analysis and industry experience with the Lab's research findings.'

Barbara Beck, commenting on the launch said: 'Business leaders increasingly recognise that the world of work is changing and responding to this is vital in motivating staff and staying ahead of the competition. The Centre for Economic Performance at LSE is one of the leading economic research centres in Europe and has had a large impact on employment and education policy over the past 20 years. We believe that together with Manpower's practical experience of the employment services market, the establishment of the Lab will add a valuable resource to studies of Talent Management in the global marketplace.'

For further information or to arrange a briefing with a Manpower spokesperson, please contact Hannah Smith or Julian Heathcote at Ruder Finn on +44 207 462 8900.

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. The \$16 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 72 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.

Notes to Editor

The audience of the inaugural industry briefing, which comprised forty business, academic and Governmental representatives, were asked to rank in order of importance the approaches which would best support the skills gap faced by employers. The options offered were: more supply of business specific training schemes, an improvement in teacher training, an increase in the supply of teachers, employer driven training schemes allowing employees to up skill and re skill, more availability of finance options for individuals to pay for courses to add to their skills set, more participation by industry and government to create apprentice type scenarios, an increase in opportunities for employer placements as part of the national curriculum and, the placement of greater emphasis on the acquisition of basic numeracy and literacy skills in schools.