

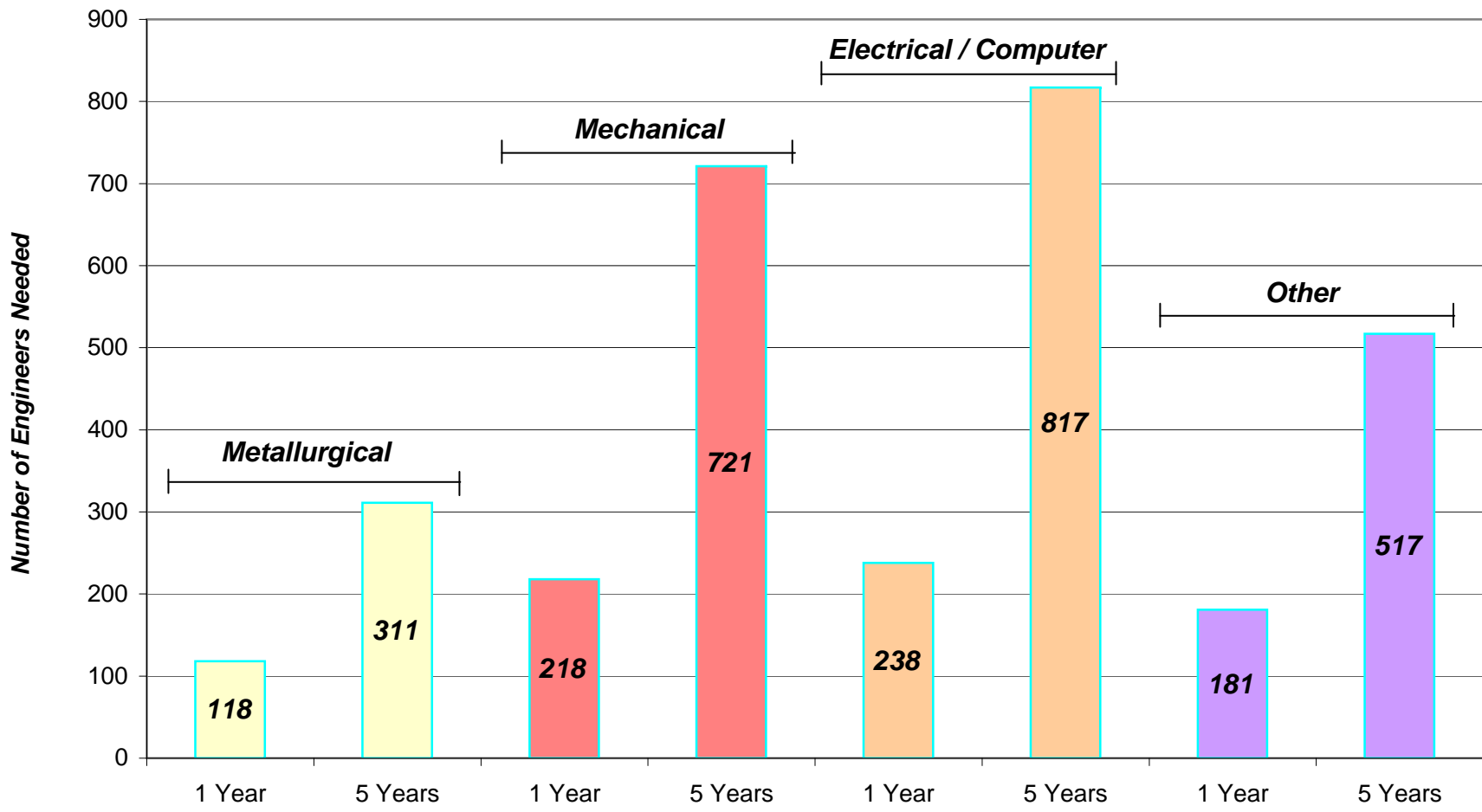


Engineering Needs Survey - October 2008 Steel and Steel-related Companies

This survey was sent to 42 steel manufacturers and related technology companies providing service to the North American steel industry. It is intended to assist North American universities with curriculum planning for the next generation of steel industry engineers.

Twelve companies (29%) completed the survey. The results will be distributed at the AIIST Industry-University Round Table, to all participating companies, and to over 75 universities throughout North America.

**AIST / SMA Engineering Needs Survey
Steel and Steel-related Companies
October 2008**



North American Steel industry - Estimated Hiring Needs for Engineers

AIST / SMA
 Engineering Needs Survey
 Steel and Steel-related Companies

October 2008

Responding Company Number		Co 1	Co 2	Co 3	Co 4	Co 5	Co 6	Co 7	Co 8	Co 9	Co 10	Co 11	Co 12	Total
1a.	How many METALLURGICAL ENGINEERS does your company plan to hire over the next 12 months?	25	4	1	2	0	2	2	20	15	2	10	35	118
1b.	How many METALLURGICAL ENGINEERS does your company plan to hire over the next 5 years (including 1a)?	40	12	8	3	1	10	2	20	30	10	75	100	311
1c.	When hiring for METALLURGICAL ENGINEERS, does your company prefer a bachelors, masters, or doctorate degree?													
	All Bachelors			X	X	X		X			X			
	Primarily Bachelors with up to 10% Masters		X						X	X		X		
	Primarily Bachelors with 10-25% Masters						X							
	Primarily Bachelors with 25-50% Masters	X												
	Primarily Bachelors and Masters with up to 10% Ph.D												X	
	All Masters													
	Primarily Masters with some Bachelors													
	Primarily Masters with some Ph.D													
	All Ph.D													
	Primarily Ph.D with some Bachelors and Masters													
1d.	Do your hiring needs for METALLURGICAL ENGINEERS differentiate between process metallurgists and physical metallurgists?	Yes	Yes	No	Yes	No	No	No	Yes	No		No	Yes	

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2a.	How many MECHANICAL ENGINEERS does your company plan to hire over the next 12 months?	20	2	3	0	0	3	10	10	18	1	12	139	218
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2b.	How many MECHANICAL ENGINEERS does your company plan to hire over the next 5 years (including 2a)?	32	8	20	1	1	11	10	10	45	3	80	500	721
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2c.	When hiring for MECHANICAL ENGINEERS, does your company prefer a bachelors, masters, or doctorate degree?													
	All Bachelors		X			X		X			X			
	Primarily Bachelors with up to 10% Masters						X		X	X		X	X	
	Primarily Bachelors with 10-25% Masters													
	Primarily Bachelors with 25-50% Masters	X		X	X									
	Primarily Bachelors and Masters with up to 10% Ph.D													
	All Masters													
	Primarily Masters with some Bachelors													
	Primarily Masters with some Ph.D													
	All Ph.D													
	Primarily Ph.D with some Bachelors and Masters													

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3a.	How many ELECTRICAL/COMPUTER ENGINEERS does your company plan to hire over the next 12 months?	10	5	4	1	0	2	10	20	22	2	15	147	238
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3b.	How many ELECTRICAL/COMPUTER ENGINEERS does your company plan to hire over the next 5 years (including 3a)?	10	12	20	2	1	10	10	20	52	10	120	550	817
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3c.	When hiring for ELECTRICAL/COMPUTER ENGINEERS, does your company prefer a bachelors, masters, or doctorate degree?													
	All Bachelors		X	X	X	X		X			X			
	Primarily Bachelors with up to 10% Masters						X			X		X	X	
	Primarily Bachelors with 10-25% Masters													
	Primarily Bachelors with 25-50% Masters	X							X					
	Primarily Bachelors and Masters with up to 10% Ph.D													
	All Masters													
	Primarily Masters with some Bachelors													
	Primarily Masters with some Ph.D													
	All Ph.D													
	Primarily Ph.D with some Bachelors and Masters													

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4a. How many OTHER ENGINEERING DISCIPLINES (in addition to those listed above) are you planning to hire over the next 12 months?	12	2	15	0	0	0	2	20	15	0	15	100	181
4b. How many OTHER ENGINEERING DISCIPLINES (in addition to those listed above) are you planning to hire over the next 5 years (including 4a.)	0	8	30	1	0	0	0	0	57	1	120	300	517
4c. When hiring for OTHER ENGINEERING DISCIPLINES does your company prefer a bachelors, masters, or doctorate degree?													
All Bachelors		X	X	X	X	X	X			X			
Primarily Bachelors with up to 10% Masters								X	X		X	X	
Primarily Bachelors with 10-25% Masters													
Primarily Bachelors with 25-50% Masters	X												
Primarily Bachelors and Masters with up to 10% Ph.D													
All Masters													
Primarily Masters with some Bachelors													
Primarily Masters with some Ph.D													
All Ph.D													
Primarily Ph.D with some Bachelors and Masters													
4d. What OTHER ENGINEERING DISCIPLINES do you plan on hiring for these additional positions?													
Chemical								X					
Civil	X									X	X		
Industrial													
All of the above		X	X						X			X	
Other				X	X		X						