



South Australian Mining and METS Sector

Hiring Intentions Insights, Q2 FY23-24

Introduction

RESA's Hiring Intentions report highlights real-time employment activity based on jobs for South Australian residents advertised in the Resources and Energy sectors. Although job ad data does not provide an accurate indicator of actual jobs, it does provide insights into demand, growth and shortages at the occupation and sector levels.

Job Opportunity Trends

What is happening now?

RESA's Hiring Intentions data indicates **918 job advertisements** have been placed in **235 companies** for the SA resources and energy sector in Q2 FY2023-24.

This is the **highest level of jobs advertised** for this period since RESA records commenced in 2013 and represents a 1% increase on the same period last year. Overall vacancy trends continue to demonstrate growing workforce demand.

Industry Activity

Vacancy activity has returned to record highs in Q2 FY23-24 with strong market conditions supporting operations in SA.

Commodity prices have increased From end of Q1 FY23-24 to end of Q2 FY23-24 - copper increased by 4.3%, gold by 11.3%. Iron ore by 19.2%. Uranium prices increased by 25.7% following an increase of 31.2% in the previous quarter., driven by global demand to support nuclear energy projects .

The highest number of vacancies were listed by BHP, Nyrstar Port Pirie Pty Ltd, Agile Mining Services, GFG Alliance, SRG Global, Hillgrove Resources Limited, Golding Contractors Pty Ltd.

Overall demand in Q2 continues to be arising from an increase in activity across mining and energy.

operations rather than large volume recruitment activity aligned to specific project. This is consistent with the distribution of vacancies across sectors and operators, contractors and specialist service providers across the industry

In Q2 in vacancy activity continues to focus on the Adelaide region (54%), however 40% of these positions were in roles that would normally be performed in the region of operations outside of metropolitan Adelaide.

The top ten occupations in demand In Q2FY23-24 were:

1. Diesel Mechanic
2. Mechanical fitter
3. HSE Advisor
4. Drill Fitter
5. Mobile Plant Operator
6. Boilermaker / Welder
7. Mining Engineer
8. Auto Electrician
9. Blast Crew / Rigger / Electrician / Maintenance Supervisor
10. Maintenance Planner

The top 3 Engineering occupations in demand were:

1. Mining Engineer
2. Project Manager
3. Engineer – Asset Management / Electrical Engineer



918 Jobs Advertised
in **235** companies



Highest level of FY-Q2
job ads on record



Trades and Operators
54% of vacancies

Contact Us

Jodie Badcock

Chief Executive Officer
**Resources and Engineering
Skills Alliance**

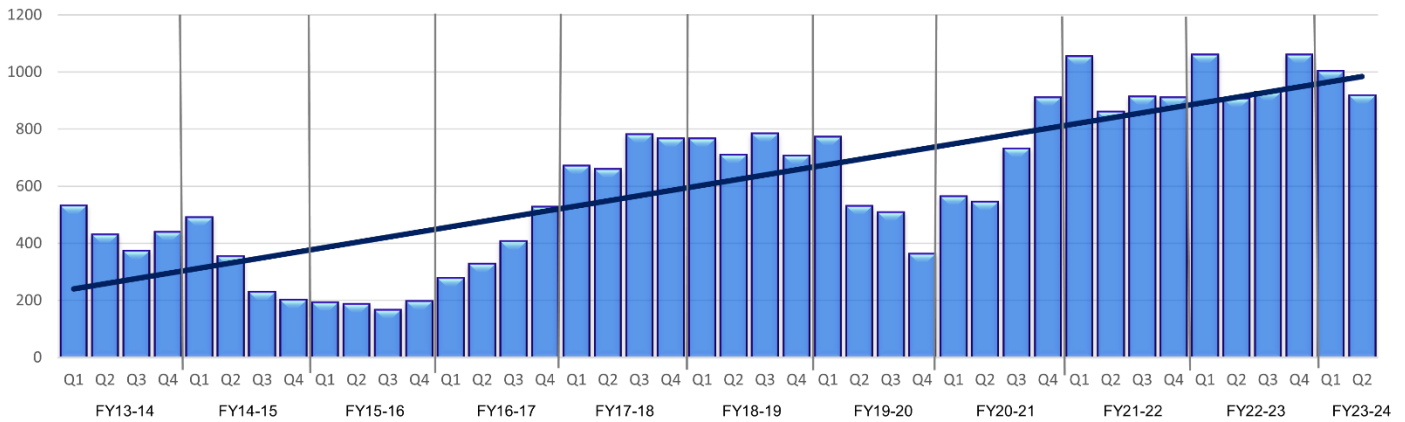
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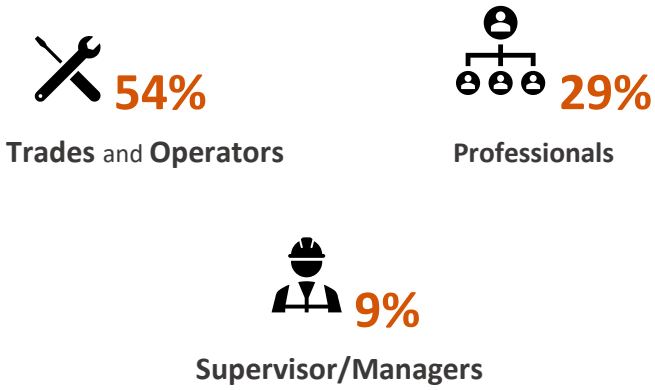
Hiring Intentions Data – Q2 FY23-24

Quarterly Job Advertisements

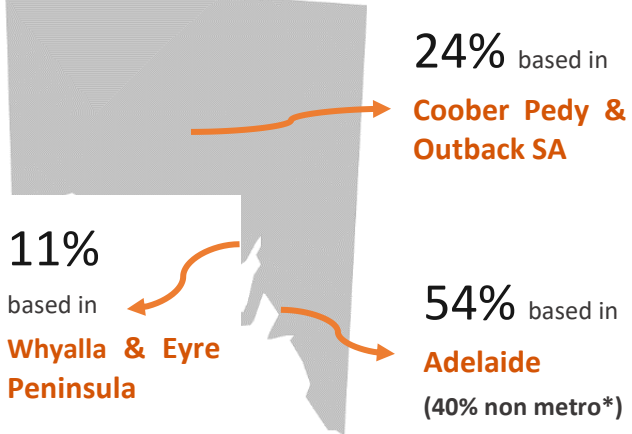


Hiring activity reached **highest vacancy level** in South Australia’s mining and energy sectors for FYQ2 (since RESA records commenced in 2013).

Top 3 Advertised Roles



Regional Distribution



*Job vacancies identified as **non-metro** includes occupations managed from a metropolitan location but usually undertaken in a non-metropolitan region. Eg: campsite services, drilling and blasting, exploration/field services, geoscience/surveying, dump truck operators.

Regional Distribution

The distribution of vacancies across the State has seen a further 2% shift in the distribution of vacancies towards Adelaide from regional SA. (11% shift in Q1) followed by Coober Pedy and Outback (24%) and Whyalla and Eyre Peninsula (11%). In Q2 FY23-24, Adelaide advertised jobs represented 54% of the total, however 40% were for occupations likely to be undertaken in regional SA.

The Challenge of External Demand

The number of job vacancies for positions requiring relocation interstate or overseas (not included in total) have decreased slightly to 46. This continues a ratio of one vacancy drawing SA talent interstate for every 20 vacancies for South Australians. Interstate demand is across predominantly for trades and maintenance, plant and machinery operators. There is some demand for technical and professional roles across occupational sectors. This continues the challenge for SA operations to keep skilled workers in high demand occupations.

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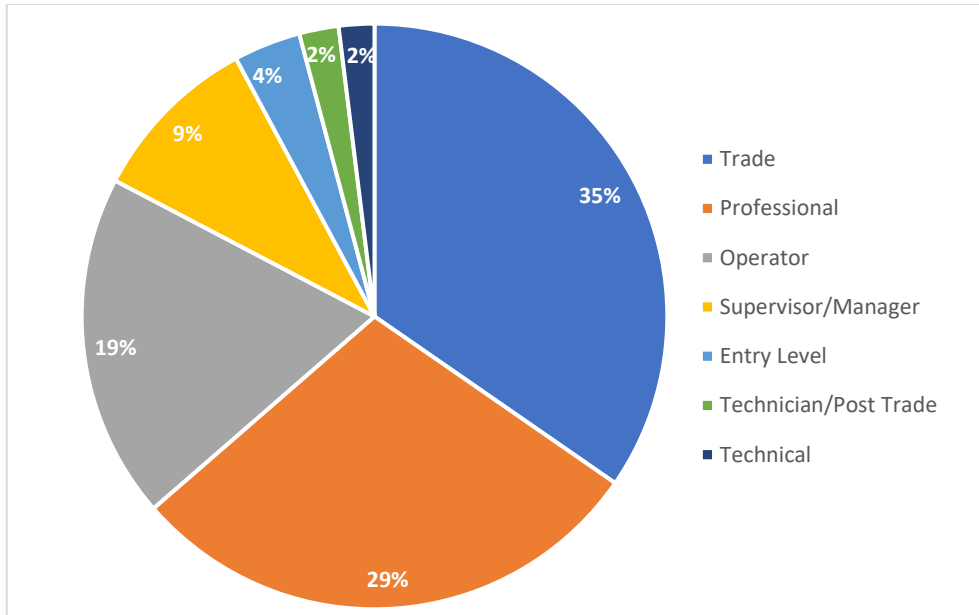
Hiring Intentions Data – Q2 FY23-24

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q2 with **Trade** job advertisements representing **35%** of total jobs. The **highest demand** (54%) continues to be for Trade and Operator occupations, with **heavy diesel fitters/mechanical fitters, drill fitters, mobile plant operators, boilermaker / welders, auto electricians, blast crew, riggers and electricians** in greatest demand. Professional occupations represent 29% of total vacancies with greatest demand in the occupations of HSE Advisor, Maintenance Planner, Mining Engineer and Project..

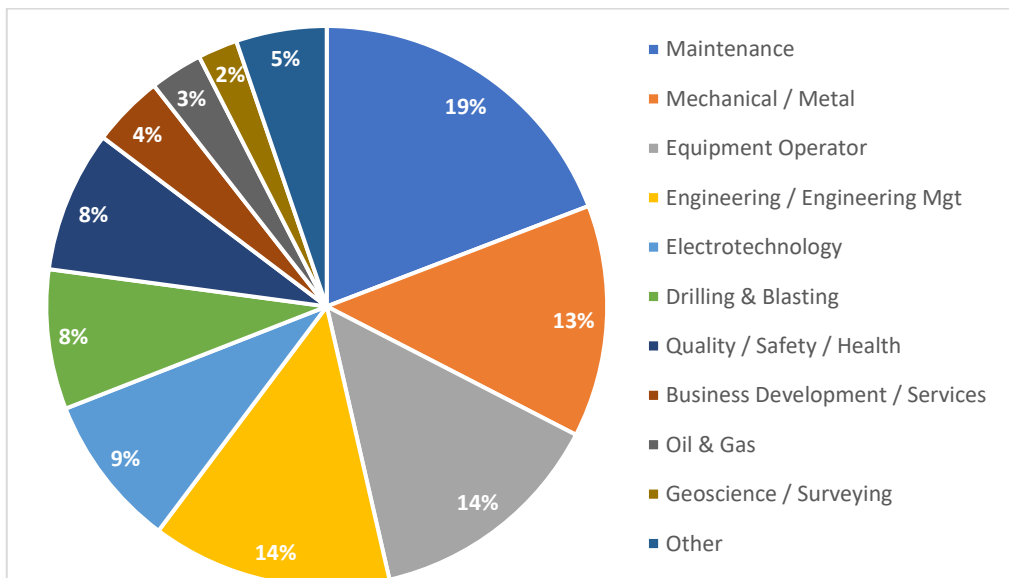
Q2 FY23-24 Vacancy Distribution - Occupation Level



Q2 FY23-24 Vacancy Distribution Occupation Level represents % of total job advertisements that fall into the Occupation Level classification indicated based on the minimum entry requirements and characteristics of the occupation.

The distribution of vacancies across sectors remained consistent with highest demand in **Mechanical/Maintenance** (30%) roles, followed by **Engineering/Engineering Management** (14%) and **Equipment Operators** (14%) with similar demand across **Electrotechnology** (9% including Auto Electricians), **Quality Safety and Health** (8%) and **Drilling & Blasting** (8%). **Other** occupations represented 5% of total vacancies, reflecting demand in **Camp Site Services, Human Resources / Training, Chemical Processing, Finance, Civil Construction** and **Exploration/Field Services** roles.

Q2 FY23-24 Vacancy Distribution – Sector



Q2 FY23-24 Vacancy Distribution – Sector represents % of jobs advertised that fall into the occupational sector categories identified. This is determined by the job role rather than the field of operation of the organisation.