



South Australian Mining and METS Sector

Hiring Intentions Insights, Q1 21-22

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 **1056 job advertisements** have been placed for the SA resources sector in Q1 2020-21. This is an **87% increase** when compared to the same period in FY2020-21 and a **14% increase** on previous quarter job advertisement activity.

For the second consecutive month, this is the **highest level of job vacancy activity recorded** since 2013.

Industry Activity

Prices were strong for South Australia's main mineral commodities during the quarter supporting mine production and exploration activity. Copper and gold prices remained high. However, iron ore dropped to just below US\$120/tonne, from a record high last quarter of US\$218/tonne (62% Fe).

Mining and energy sector activity has continued the demand for skilled workers during Q1 FY21-22.

While BHP reported record annual copper production for FY20-21, the planned smelter maintenance campaign is expected to reduce production but has increased immediate job demand for maintenance works.

Nyrstar also commenced recruitment for 100 vacancies in engineering, trades, operations and maintenance support roles, contributing to the highest recorded level of employment activity in the sector since 2013.

During the quarter the top ten occupations in demand were:

1. Diesel Mechanics / Diesel Fitters
2. Mobile Plant Operators
3. Mechanical Fitters
4. Maintenance Personnel (eg: undefined trades, spotters, sentry, HPWJ operator, Vac Truck operators, riggers)
5. Boilermaker / Welders
6. Driller's Assistant
7. HSE Advisors
8. Drill Fitter
9. Electrician
10. Auto Electrician

The top 3 Engineering occupations in demand were:

1. Mining Engineer
2. Project Manager
3. Scheduler / Planner



1056 Job Advertisements
in **253** companies



87% increase in job ads
from Q1 FY2020/21



Trades and Operators
47% of vacancies

Contact Us

Jodie Badcock

Chief Executive Officer

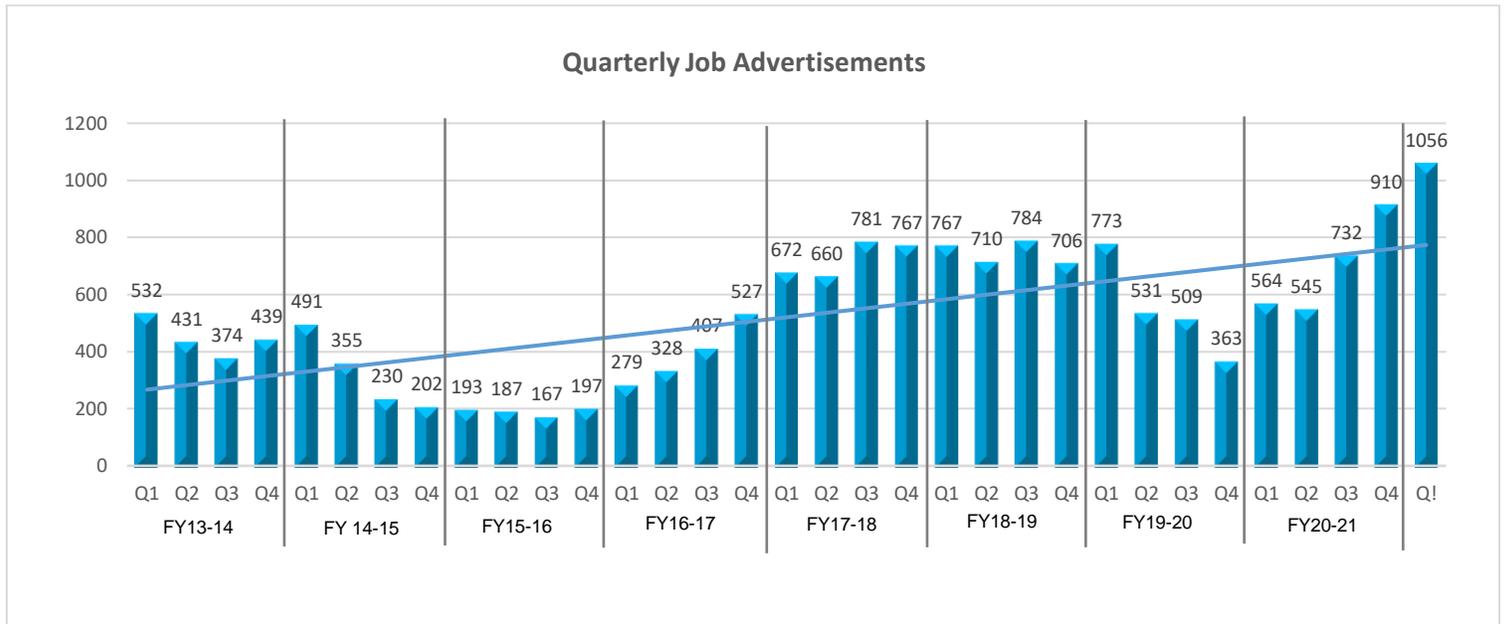
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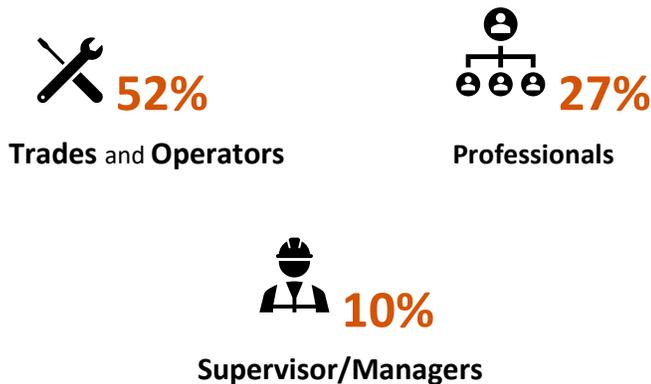
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Hiring Intentions Data – Q1 21-22

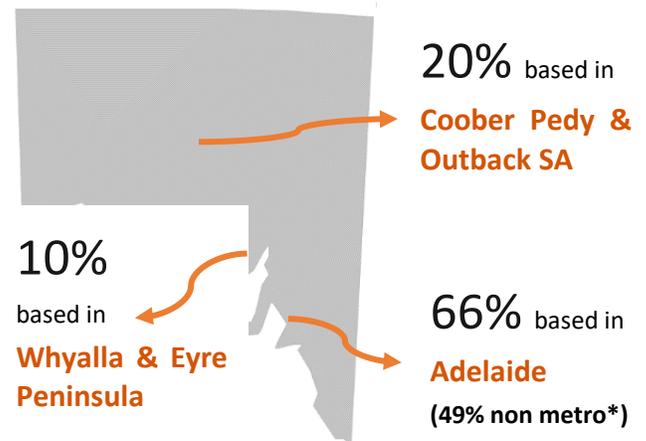


Q1 FY21-22 jobs advertised reflects the *highest level of vacancy activity* in the South Australian mining and energy sectors *since 2013*.

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: drillers, dump truck operators.

Regional Distribution

The distribution of vacancies across the state has remained consistent in Q1 FY21-22. Adelaide advertised jobs represented 66% of the total, however 49% were for occupations more likely to be undertaken in regional SA.

33 job opportunities advertised in South Australia (not included in total) were for positions requiring relocation interstate or overseas, slightly less than in the previous quarter resulting in a ratio of 32:1 for SA based jobs to interstate/overseas. External (non SA based) demand is for heavy diesel & mechanical maintenance trades, operators, drilling operations and mining engineers— continuing the challenge for SA operations in retaining these high demand and highly skilled personnel.

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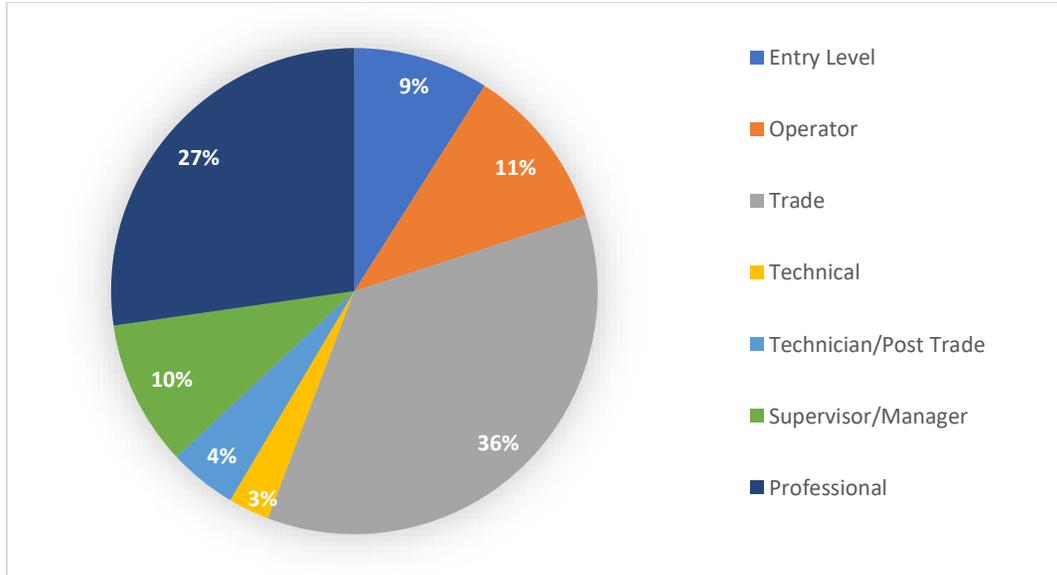
Hiring Intentions Data – Q1 FY21-22

Occupational Demand

Vacancy Distribution

The Q3 shift in the distribution of the level of jobs continued in Q4 and Q1 FY21-22 with **Trade** job advertisements representing **36%** of total jobs. The **highest demand** (47%) continues to be for Trade and Operator occupations, with **heavy diesel fitters/mechanics, boilermaker/welders, drill fitters, auto electrical and mechanical fitter trades and plant operators, riggers, drillers and driller’s assistants** in greatest demand.

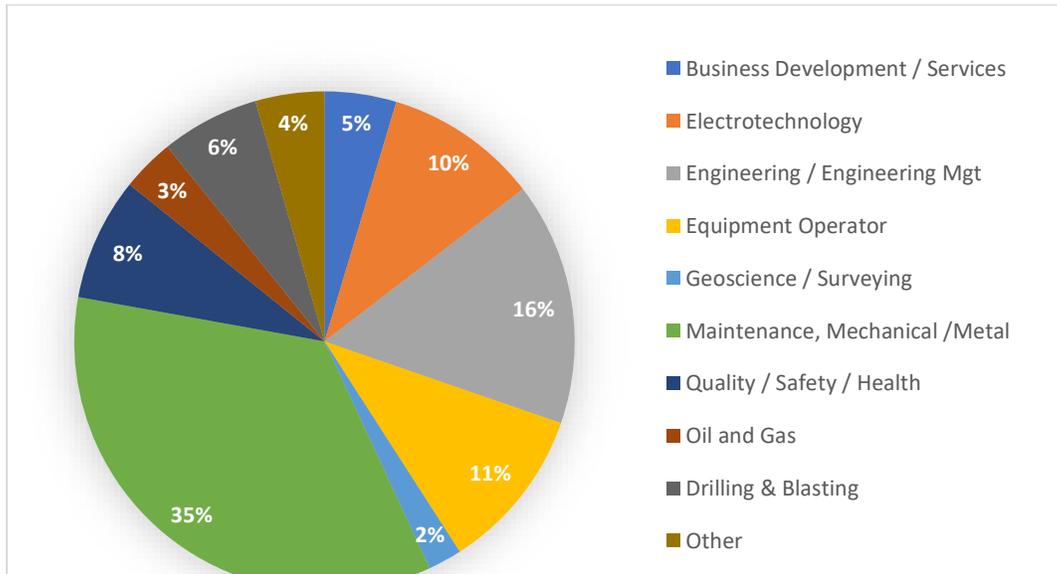
Q1 FY21/22 Vacancy Distribution - Occupation Level



Q1 FY21-22 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 remains consistent with continuing demand in **Mechanical/Maintenance** (35%), **Engineering** (16%), **Equipment Operations** (11%) **Electrotechnology** (10%) and **Drilling & Blasting** (8%) roles. **Other** occupations represented 6% of total vacancies, reflecting demand in **Transport and Logistics, Environment, Exploration/Field Services** and **Human Resources/Training** roles.

Q1 FY21-22 Vacancy Distribution – Sector



The Q1 FY21-22 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.

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