



South Australian Mining and METS Sector

Hiring Intentions Insights, Q3 FY21-22

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 **913 job advertisements** have been placed for the SA resources sector in Q3 FY2021-22. This is a **20% increase** when compared to the same period in FY2020-21. It **reflects the highest level of Q3 job vacancies since RESA records commenced** in 2013, and is the **second highest level of vacancy activity** in the SA mining and energy sectors.

This quarter continues the overall growth trend in job vacancy activity.

Industry Activity

Commodity prices remained strong for South Australia's main mineral commodities with Uranium lifting approximately 35% in response to the escalation of the Russian/Ukrainian conflict. Copper and gold prices remained at elevated levels while iron ore recovered to US\$150/tonne.

Mining and energy sector operational activity has continued the demand for skilled workers during Q3 FY21-22, further driven by ongoing challenges of workforce retention, site access and availability in a COVID-19 landscape. Border re-openings with WA have added pressure with the increase in access to interstate opportunities.

Activity in the sector contributing to job demand has included:

- operational & exploration drilling programs, across 13 drilling operations;
- Hillgrove Resources targeted recruitment & request for EOIs to support operations expected to commence mid-year;
- Oz Minerals' ongoing Prominent Hill block cave expansion project;
- demand for FIFO-willing paramedics to conduct COVID-19 management protocols; and
- recruitment for 2022/23 graduate and internship programs across a broad range of disciplines.

During the quarter the top ten occupations in demand were:

1. Diesel Mechanics / Diesel Fitters
2. Mobile Plant Operators
3. Boilermaker / Welders
4. Mechanical Fitters
5. Drillers
6. Driller's Assistants
7. HSE Advisors
8. Auto Electricians
9. Riggers
10. Electricians / Drill Fitters (equal demand)

The top 3 Engineering occupations in demand were:

1. Project Manager
2. Mining Engineer
3. Mine Planner



913 Jobs Advertised
in **223** companies



20% increase in job ads
from Q3 FY2020/21



Trades and Operators
49% of vacancies

Contact Us

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Hiring Intentions Data – Q3 21-22



Quarterly Job Advertisements

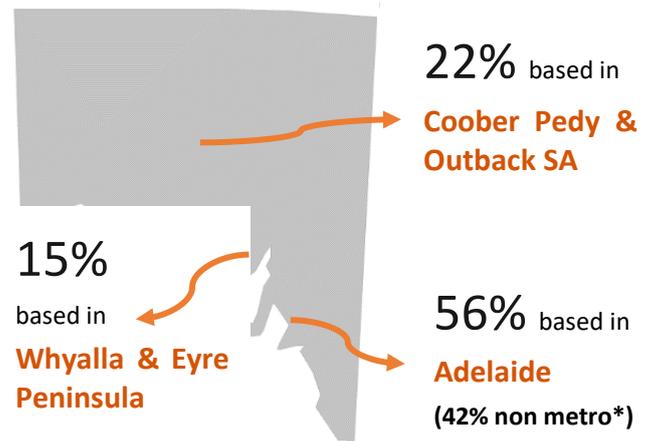


Q3 FY21-22 jobs advertised reflects **continuing growth with highest Q3 demand** in the South Australian mining and energy sectors since RESA records commenced in 2013

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: drillers, dump truck operators.

Regional Distribution

The distribution of vacancies across the state has seen a 12% decrease in Adelaide based roles reflected in increases in both Cooper Pedy & Outback SA and Whyalla and Eyre Peninsula regions. In Q3 FY21-22, Adelaide advertised jobs represented 56% of the total, however 42% were for occupations more likely to be undertaken in regional SA.

88 job opportunities advertised in South Australia (not included in total) were for positions requiring relocation interstate or overseas, an increase from the previous quarter resulting in a ratio of 10:1 for SA based jobs to interstate/overseas. With WA borders reopening this has doubled the proportion of interstate mining industry opportunities External (non SA based) demand is primarily for heavy diesel & mechanical maintenance trades, drilling operations and mining engineers– continuing the challenge for SA operations in recruiting and retaining these high demand and highly skilled personnel.

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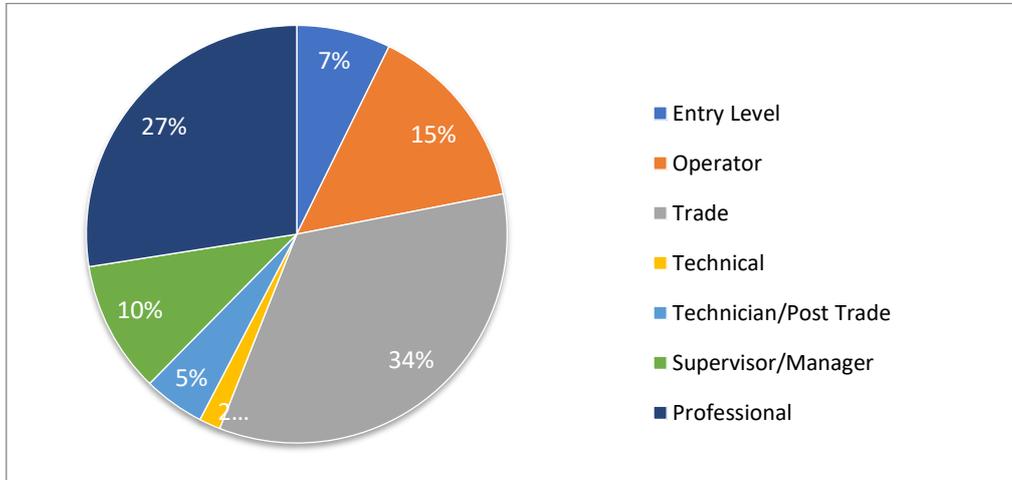
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Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q3 with **Trade** job advertisements representing **34%** of total jobs. The **highest demand** (49%) continues to be for Trade and Operator occupations, with **heavy diesel fitters/mechanical fitters, boilermaker/welders, drill fitters, auto electricians, drillers and driller's assistants and riggers** in greatest demand.

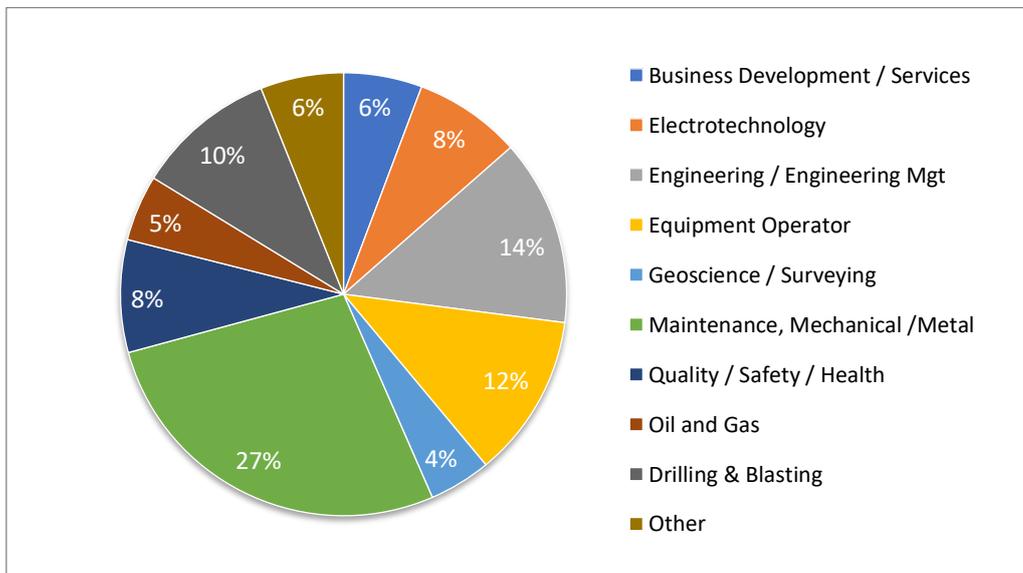
Q3 FY21/22 Vacancy Distribution - Occupation Level



Q3 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 shifted slightly with: continuing demand in **Mechanical/Maintenance** (27%), **Engineering/Engineering Management** (14%) and **Equipment Operations** (12%) roles. **Engineering** roles (14%) increased slightly while Maintenance-Mechanical/Metal roles decreased by 4%. **Other** occupations represented 6% of total vacancies, reflecting demand in **Transport and Logistics, Environment, Exploration/Field Services, Environmental** and **Human Resources/Training** roles.

Q3 FY21-22 Vacancy Distribution – Sector



The Q3 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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