



South Australian Mining and METS Sector

Hiring Intentions Insights, Q4 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 **910 job advertisements** have been placed for the SA resources sector in Q4 FY2021-22. This is **equal to** the same period in FY2020-21 and **reflects the equal highest level of Q4 job vacancies since RESA records commenced** in 2013. This continues the **highest levels of vacancy activity** in the SA mining and energy sectors.

Industry Activity

Commodity prices softened during Q4 due to concerns of slowing global growth with copper and iron ore the worst affected dropping 19%.

COVID related absenteeism and weather events challenged the sector, although production and exploration activities continued at strong levels.

Activity contributing to job demand included:

- OZ Minerals Prominent Hill Wirra Shaft Project and Carrapateena block cave expansion;
- BHP Olympic Dam returning to full operation following the major smelter maintenance operation;
- SIMEC Mining magnetite expansion project;
- resource definition drilling by BHP at Oak Dam;
- preparation works by Nuerizer at the Leigh Creek Urea Project; and
- underground exploration decline work at Hillgrove Resources' Kanmantoo mine.

Projects in development in Q4 include:

- scoping work for a major hydrogen production facility near Whyalla;
- preparation works for Hillside project by Rex Minerals;
- development of Hawks Nest mine by Peak Iron Mines; and,
- ongoing operational and drilling programs, many supported by the Accelerated Drilling Initiative.

During the quarter the top ten occupations in demand were:

1. Diesel Mechanics / Diesel Fitters
2. Mobile Plant Operators
3. Mechanical Fitters
4. Boilermaker / Welders
5. Driller's Assistants
6. Auto Electricians
7. Electricians
8. Maintenance Personnel
9. Drillers
10. Riggers

The top 3 Engineering occupations in demand were:

1. Mining Engineer
2. Engineer - Asset Management
3. Mine Planner/Project Manager (equal)



910 Jobs Advertised
in **222** companies



Equal to highest level
of Q4 job ads listed FY20/21



Trades and Operators
52% of vacancies

Contact Us

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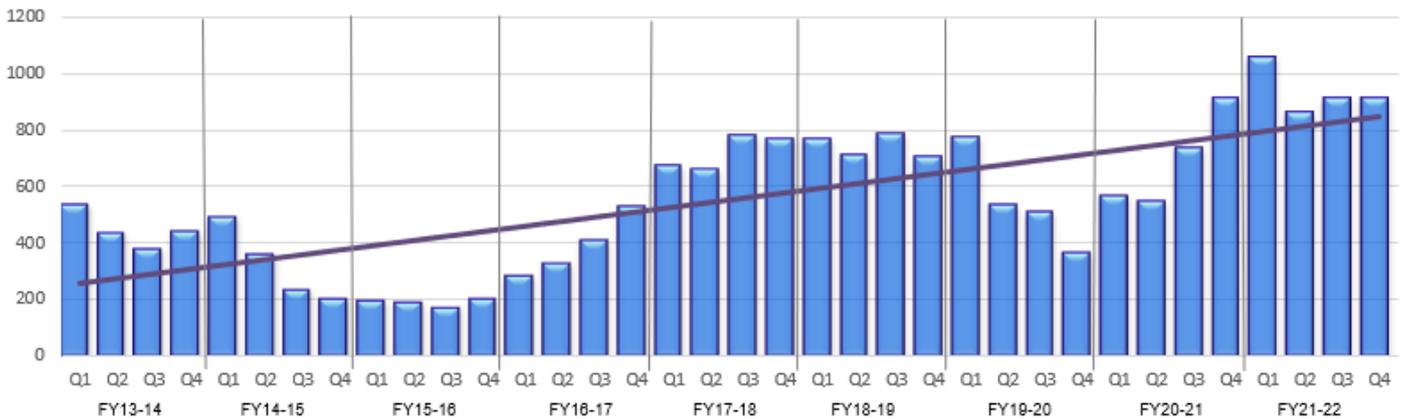
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Hiring Intentions Data – Q4 FY21-22



Quarterly Job Advertisements

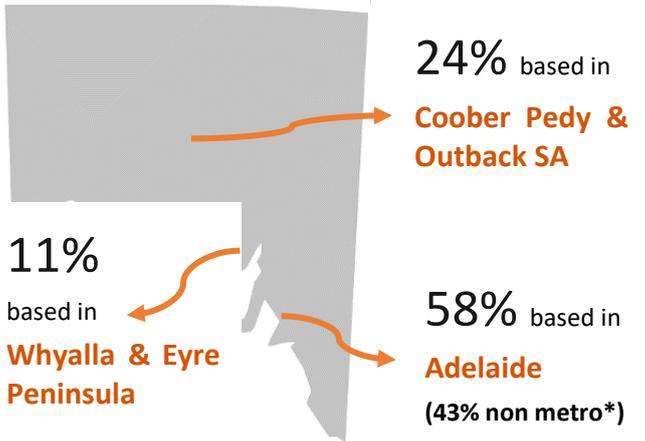


Q4 FY21-22 jobs advertised reflects **continuing high demand with equal highest Q4 job ads** in South Australian mining and energy sectors since RESA records commenced in 2013

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 slight shift to Adelaide and Coober Pedy and Outback based roles, reflected in a decrease in the Whyalla and Eyre Peninsula region. In Q4 FY21-22, Adelaide advertised jobs represented 58% of the total, however 43% were for occupations more likely to be undertaken in regional SA.

The Challenge of External Demand

131 job opportunities advertised in South Australia were for positions requiring relocation interstate or overseas (not included in total), an increase from the previous quarter resulting in **a ratio of 8:1 for SA based jobs to interstate/overseas**. Demand is predominantly from interstate operations across the mining and energy sectors. External (non SA based) demand is primarily for heavy diesel & mechanical maintenance trades, metal trades, auto electricians, plant operators, drillers, maintenance planners and mining engineers— continuing the challenge for SA operations in recruiting and retaining these high demand and highly skilled personnel.

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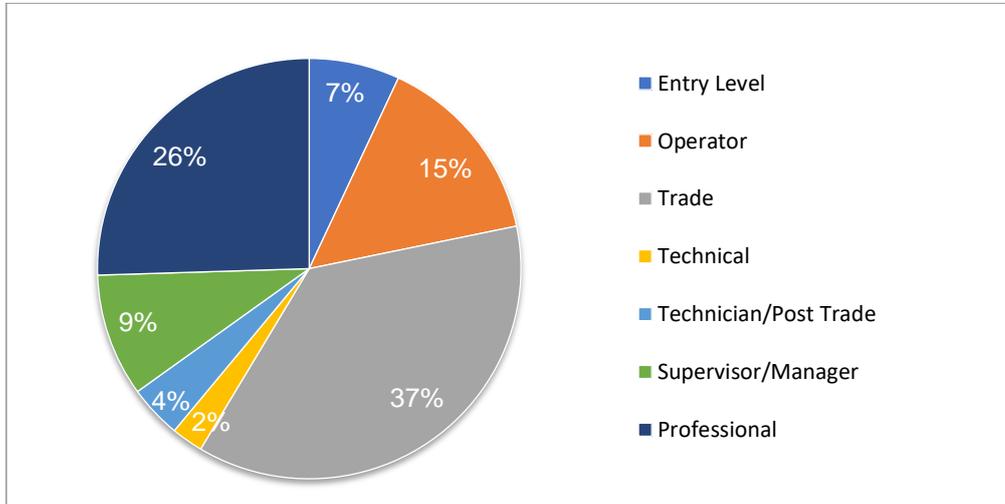
Hiring Intentions Data – Q4 FY21-22

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q4 with **Trade** job advertisements representing **37%** of total jobs. The **highest demand** (52%) 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.

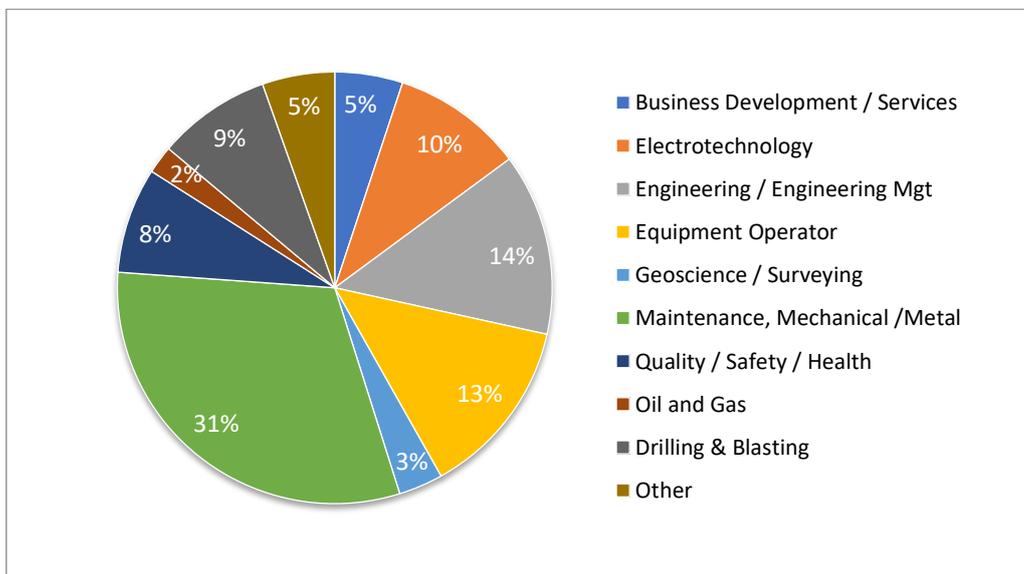
Q4 FY21/22 Vacancy Distribution - Occupation Level



Q4 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** (31%), **Engineering/Engineering Management** (14%) and **Equipment Operations** (13%) roles. The proportion of **Maintenance - Mechanical/Metal** roles increased by 4% reflected in minor changes in other sectors. **Other** occupations represented 5% of total vacancies, reflecting demand in **Transport and Logistics, Environment, Exploration/Field Services, Environmental** and **Human Resources/Training** roles.

Q4 FY21-22 Vacancy Distribution – Sector



The Q4 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.