



South Australian Mining and METS Sector

Hiring Intentions Insights, Q3 FY22-23

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 **930 job advertisements** have been placed for the SA resources and energy sector in Q3 FY2022-23.

This is **the highest level of jobs advertised** for this period since RESA records commenced in 2013 and represents a **2% increase** on the same period last year.

Industry Activity

Following falling commodity prices in Q1 for copper, gold and iron ore, Q3 has continued Q2's steady improvement with copper up a further 7%, gold 8% and iron ore 8%. Uranium prices have also increased by 4% following a short-term fall in early November.

The highest number of vacancies were listed by BHP, Nyrstar Port Pirie Pty Ltd, Santos Ltd, Lucas Total Contract Solutions, GFG Alliance – SIMEC Mining and Techforce Personnel.

Overall demand appears to be arising from an increase in activity across mining and energy operations rather than specific large volume recruitment activity aligned to specific projects. This is consistent with the distribution of vacancies across sectors within the industry.

Competition for skilled workers from interstate operations continues to present a challenge for SA operations with salary incentives continuing to increase. In Q3 incentives have included:

- diesel mechanic wages up to \$280k per annum;
- WA state government home builder grants of \$20k for workers to relocate introduced during Covid19 lockdowns and
- offers including a personal ute as a bonus for FIFO workers.

During the quarter the top ten occupations in demand were:

1. Diesel Mechanics / Diesel Fitters
2. Mechanical Fitters / Fitters
3. Mobile Plant Operators
4. Electricians
5. Geologists / Surveying
6. Boilermaker / Welders
7. Mining Engineer & Project Manager
8. Drill Fitter
9. Driller's Assistants
10. Drillers

The top 3 Engineering occupations in demand were:

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



930 Jobs Advertised
in **229** companies



Highest level of FY-Q3
job ads on record



Trades and Operators
52% of vacancies

Contact Us

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

e info@resa.org.au

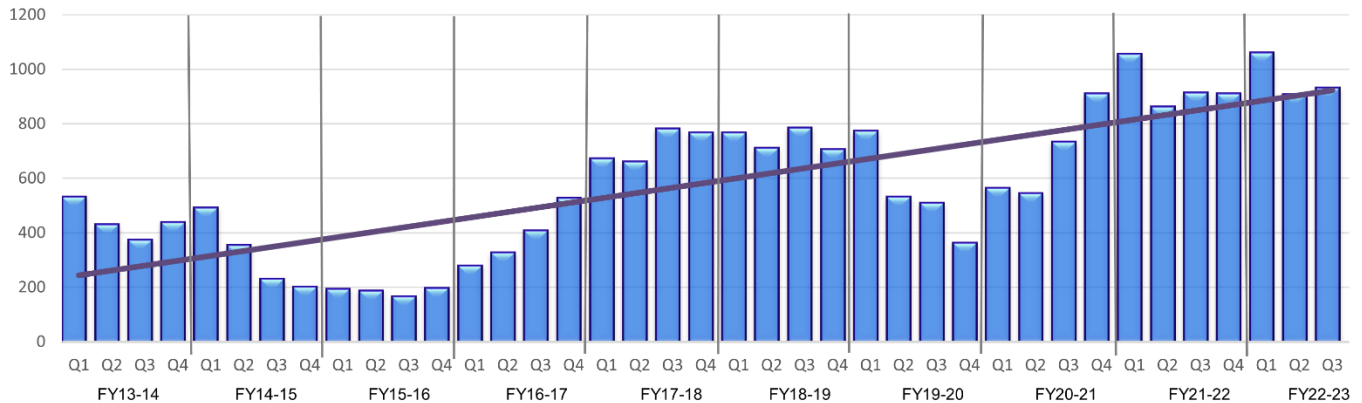
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Hiring Intentions Data – Q3 FY22-23



Quarterly Job Advertisements



Hiring activity continues quarterly *record highs* in South Australia's mining and energy sectors for financial year Q3

(since RESA records commenced in 2013).

Top 3 Advertised Roles



Trades and Operators

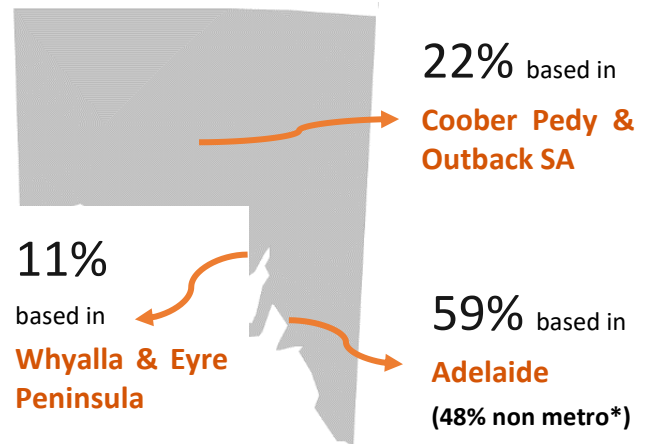


Professionals



Supervisor/Managers

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 the distribution of vacancies remained steady with regional vacancies most prominent in the Coober Pedy and Outback region (19%) followed by Whyalla and Eyre Peninsula (10%). In Q3 FY22-23, Adelaide advertised jobs represented 64% of the total, however 45% were for occupations more likely to be undertaken in regional SA.

The Challenge of External Demand

The number of job vacancies requiring for positions requiring relocation interstate or overseas (not included in total) continued to drop falling 93 in Q1, to 18 in Q2 and just 8 in Q3. Demand is predominantly from interstate power distribution and energy operators in trade and maintenance occupations. This continues the challenge for SA operations to keep skilled workers in high demand occupations. It may also indicate interstate operations being more open to interstate FIFO arrangements.

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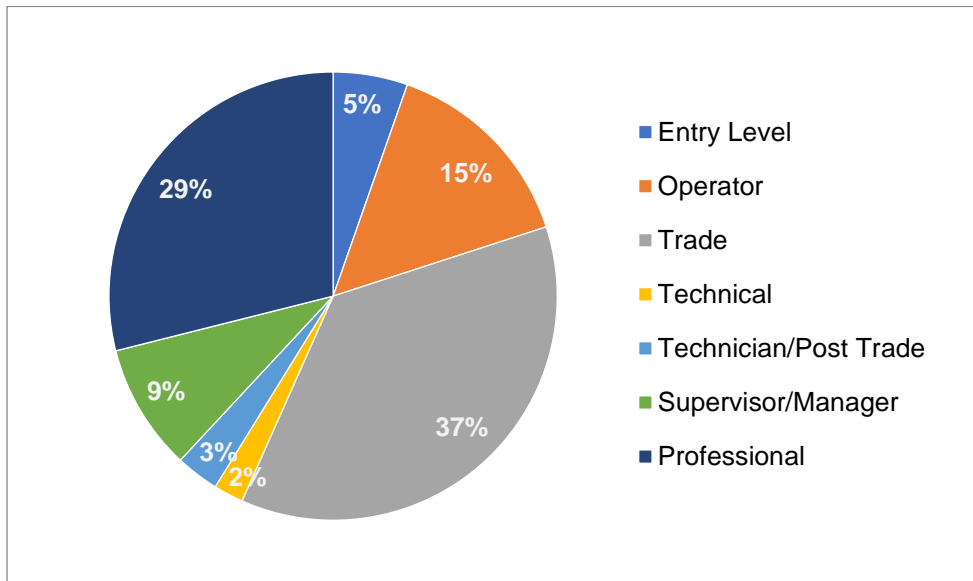
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Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q3 with **Trade** job advertisements representing **37%** of total jobs. The **highest demand** (52%) continues to be for Trade and Operator occupations, with **heavy diesel fitters/mechanical fitters, mobile plant operators, boilermaker/welders, drill fitters, electricians, auto electricians, drillers and driller's assistants** in greatest demand. Professional occupations represent 29% of total vacancies with greatest demand in the occupations of Mining Engineer, Project Manager, HSE Specialist/Advisor and Environmental Advisor.

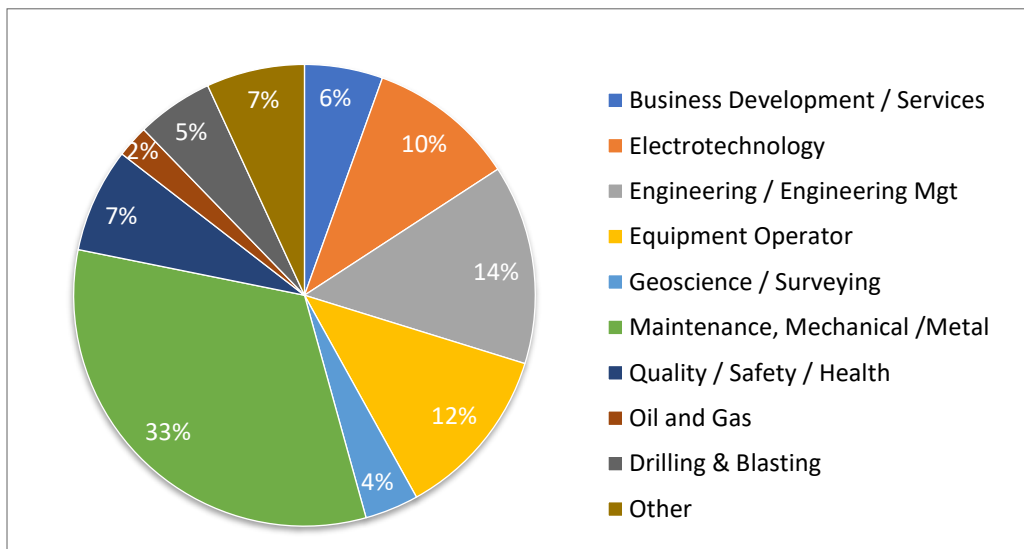
Q3 FY22-23 Vacancy Distribution - Occupation Level



Q3 FY22-23 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** (33%) roles, followed by **Engineering/Engineering Management** (14%) and **Equipment Operations** (12%) with similar demand across **Electrotechnology** (10% including Auto Electricians), **Geoscience/Surveying** (7%), **Quality Safety and Health** (7%) and **Drilling and Blasting** (5%) roles. **Other** occupations represented 7% of total vacancies, reflecting demand in **Environment, Transport & Logistics** and **Exploration/Field Services** roles.

Q3 FY22-23 Vacancy Distribution – Sector



Q3 FY22-23 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.