



South Australian Mining and METS Sector

Hiring Intentions Insights, Q4 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 **1060 job advertisements** have been placed for the SA resources and energy sector in Q4 FY2022-23.

This is **the highest level of jobs advertised** for this period since RESA records commenced in 2013 and represents a **16% increase** on the same period last year. It is also the equal highest level of jobs advertised in this ten year period.

Industry Activity

Vacancy activity has maintained record highs in Q4 despite falls in commodity prices. From end of FYQ3 to end of FYQ4 copper fell by 7.8%, gold 3.3% and iron ore 10.6%. Uranium prices increased by 9.6%. Notably, from beginning to end of FY22-23 copper, gold and uranium prices increased and iron ore dropped only slightly, indicating overall confidence in ongoing operations.

The highest number of vacancies were listed by Nyrstar Port Pirie Pty Ltd, BHP, Oz Minerals, GFG Alliance, Piacentini & Sons Pty Ltd, Santos, Programmed and Halliburton.

As in Q3, overall demand appears to be arising from an increase in activity across mining and energy

operations rather than large volume recruitment activity aligned to specific projects. This is consistent with the distribution of vacancies across sectors within the industry.

In Q4 there has been a shift in vacancy activity towards Coober Pedy and Outback region and Whyalla and Eyre Peninsula. With highest demand in trades and operator roles this indicates a challenge in regional attraction and recruitment.

During the quarter the top ten occupations in demand were:

1. Diesel Mechanics / Diesel Fitters
2. Boilermaker / Welders
3. Drill Fitters
4. Mobile Plant Operators
5. Maintenance Personnel
6. Fitter
7. Electrician
8. Truck Driver (HC/MC)
9. HSE Advisor
10. Mechanic – Light Vehicle

The top 3 Engineering occupations in demand were:

1. Mining Engineer
2. Project Manager
3. Mechanical Engineer



1060 Jobs Advertised
in **249** companies



Highest level of FY-Q4
job ads on record



Trades and Operators
53% of vacancies

Contact Us

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

e info@resa.org.au

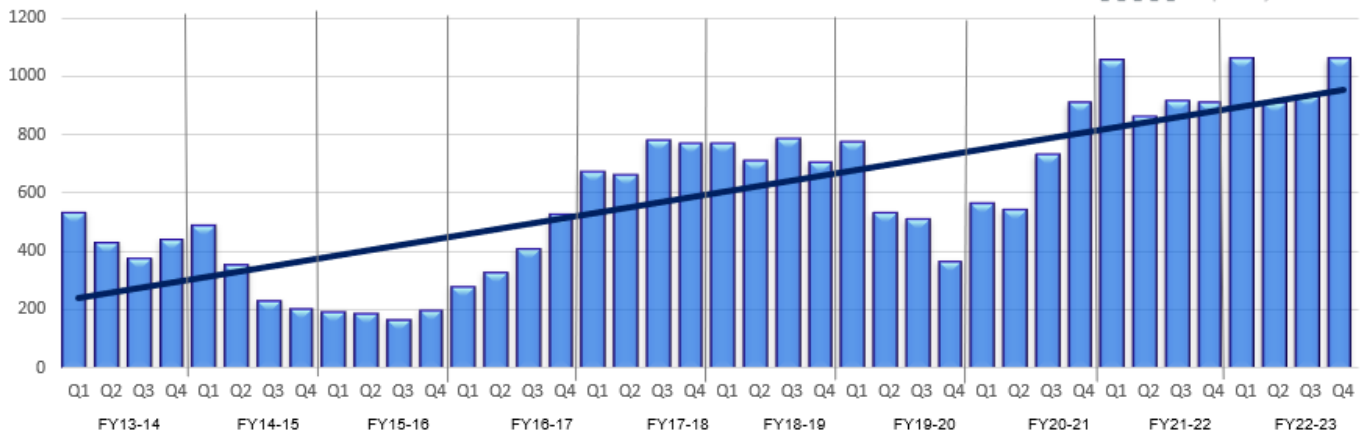
w www.resa.org.au

South Australian Mining and METS Sector

Hiring Intentions Data – Q4 FY22-23



Quarterly Job Advertisements



Hiring activity continues quarterly **record highs** in South Australia’s mining and energy sectors for financial year Q4

(since RESA records commenced in 2013).

Top 3 Advertised Roles

53%

Trades and Operators

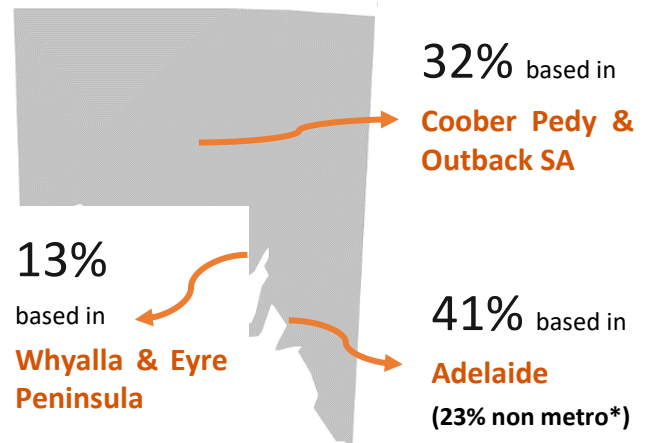
29%

Professionals

10%

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 shift in the distribution of vacancies towards regional SA with vacancies increasing in both the Coober Pedy and Outback region (32%) and Whyalla and Eyre Peninsula (13%). In Q4 FY22-23, Adelaide advertised jobs represented 41% of the total, however 23% 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) have increased from 93 in Q1, 18 in Q2, just 8 in Q3 and 65 in Q4 Demand is predominantly from in trade and maintenance occupations. This continues the challenge for SA operations to keep skilled workers in high demand occupations.

South Australian Mining and METS Sector

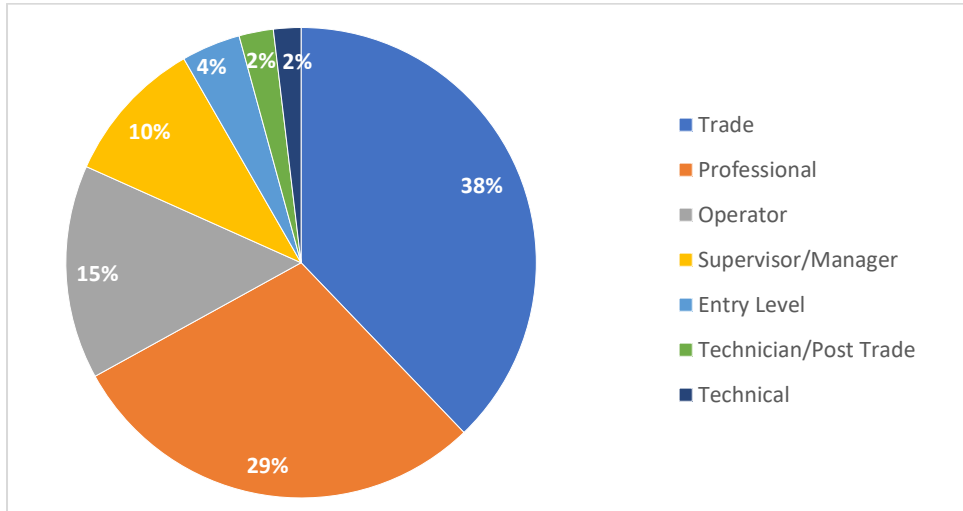
Hiring Intentions Data – Q4 FY22-23

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q4 with **Trade** job advertisements representing **38%** of total jobs. The **highest demand** (53%) continues to be for Trade and Operator occupations, with **heavy diesel fitters/mechanical fitters, mobile plant operators, boilermaker/welders, drill fitters, mobile plant operators, other maintenance personnel, electricians and truck drivers** in greatest demand. Professional occupations represent 29% of total vacancies with greatest demand in the occupations of Maintenance Planner, Project Manager, Mining Engineer and Senior Safety Advisor.

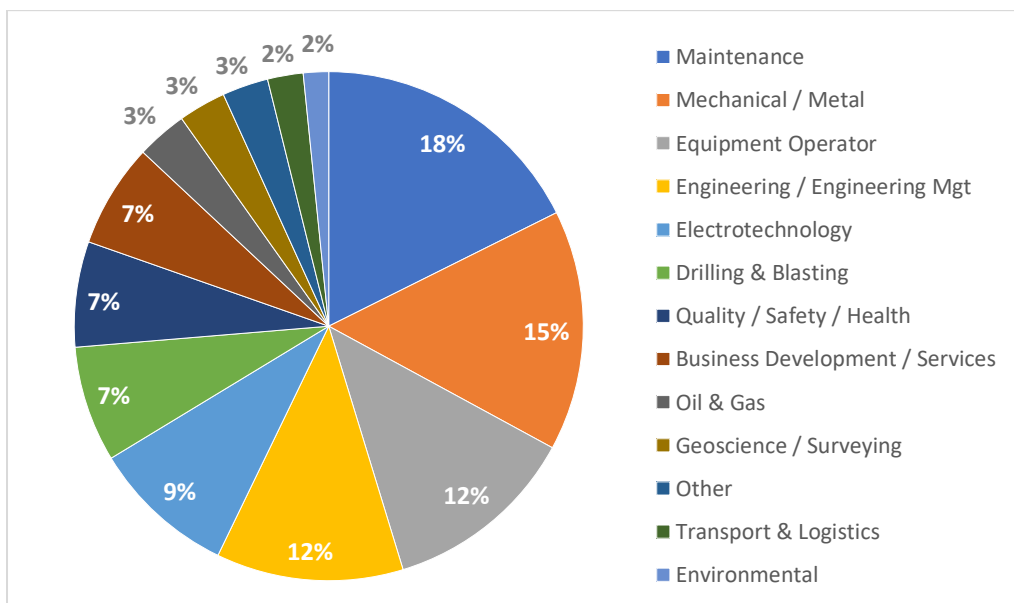
Q4 FY22-23 Vacancy Distribution - Occupation Level



Q4 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 **Equipment Operations** (12%) and **Engineering/Engineering Management** (12%) with similar demand across **Electrotechnology** (19% including Auto Electricians), **Drilling & Blasting** (7%), **Quality Safety and Health** (7%) and **Business Development/Services** (7%) roles. **Other** occupations represented 3% of total vacancies, reflecting demand in **Camp Site Services, Human Resources / Training, Chemical Processing, Finance, Civil Construction and Exploration/Field Services** roles.

Q4 FY22-23 Vacancy Distribution – Sector



Q4 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.

Disclaimer: This report is based on publicly available company, industry and vacancy information. All reasonable care has been taken in the preparation and compilation of the report. It is provided in good faith for general information only and does not purport to be professional advice. No warranty, express or implied, is given as to the completeness, correctness, accuracy, reliability or currency of this material.