



South Australian Mining and METS Sector

Hiring Intentions Insights, Q1 FY23-24

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 **1003 job advertisements** have been placed for the SA resources and energy sector in Q1 FY2023-24.

This is the **second highest level of jobs advertised** for this period since RESA records commenced in 2013 and represents a 5% decrease on the same period last year. Overall vacancy trends continue to demonstrate high demand with Q1 vacancy activity **exceeding record demand in Q2 and Q3 in FY22-23**.

Industry Activity

Vacancy activity has maintained high in Q1 despite variations in commodity prices. From end of FY22-23 Q4 to end of FY23-24 Q1 copper fell by 1.1% and gold 3.5%. Iron ore increased by 5.4%. Uranium prices increased by 31.2%. Notably, over a 12 month period to end of Q1 FY23-copper, gold, uranium and iron ore prices increased indicating overall confidence in ongoing operations.

The highest number of vacancies were listed by Nyrstar Port Pirie Pty Ltd, BHP, Santos Ltd, Agile Mining Services, Byrnescut Australia Pty Ltd, Lucas Total Contract Solutions, Randstad - Construction, Property & Engineering, Oz Minerals, Kaefer Integrated Services Pty Ltd and Hillgrove Resources – Programmed - SRG Global (equal listings).

Overall demand in Q1 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 and operators, contractors and specialist service providers across the industry

In Q1 there has been a shift in vacancy activity towards Adelaide region (52%) however 36% of these positions were in roles that would normally be performed in the region of operations.

The top ten occupations in demand In Q1 FY23-24 were:

1. Boilermaker / Welder
2. Diesel Mechanics / Diesel Fitters
3. Drill Fitters
4. Mobile Plant Operators
5. Maintenance Personnel
6. Fitters
7. Electricians
8. Truck Drivers (HC/MC)
9. HSE Advisors
10. Mechanics – Light Vehicle

The top 3 Engineering occupations in demand were:

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



1003 Jobs Advertised
in **263** companies



2nd highest level of FY-
Q1 **job ads on record**



Trades and Operators
50% of vacancies

Contact Us

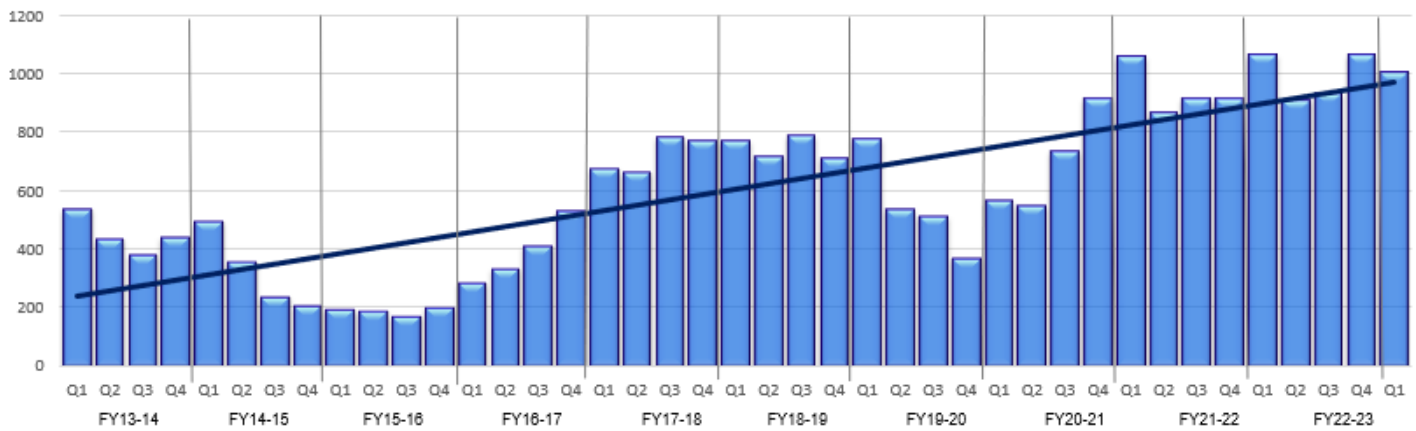
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Hiring Intentions Data – Q1 FY23-24

Quarterly Job Advertisements



Hiring activity reached **second highest vacancy levels**

in South Australia's mining and energy sectors for financial year Q1 (since RESA records commenced in 2013).

Top 3 Advertised Roles



50%
Trades and Operators

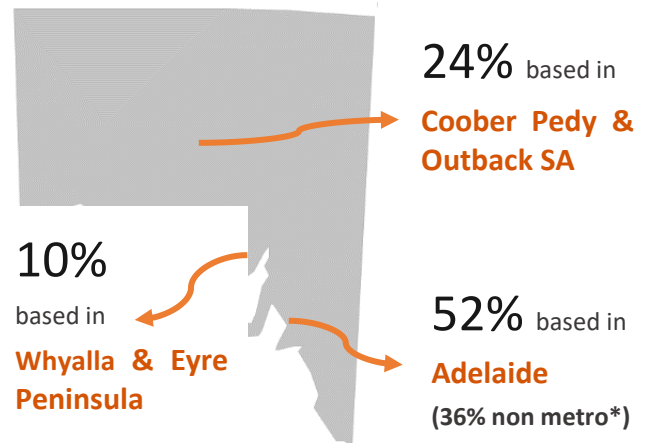


29%
Professionals



12%
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: campsite services, drilling and blasting, exploration/field services, geoscience/surveying, dump truck operators.

Regional Distribution

The distribution of vacancies across the State has seen an 11% shift in the distribution of vacancies towards Adelaide from regional SA. followed by Coober Pedy and Outback (24%) and Whyalla and Eyre Peninsula (10%). In Q1 FY23-24. Adelaide advertised jobs represented 52% of the total, however 36% were for occupations more likely to be undertaken in regional SA.

The Challenge of External Demand

The number of job vacancies for positions requiring relocation interstate or overseas (not included in total) have decreased to 52. This represents one vacancy drawing SA talent interstate for every 20 vacancies for South Australians. Interstate demand is across trade, maintenance, operator, technical and professional roles across occupational sectors. This continues the challenge for SA operations to keep skilled workers in high demand occupations.

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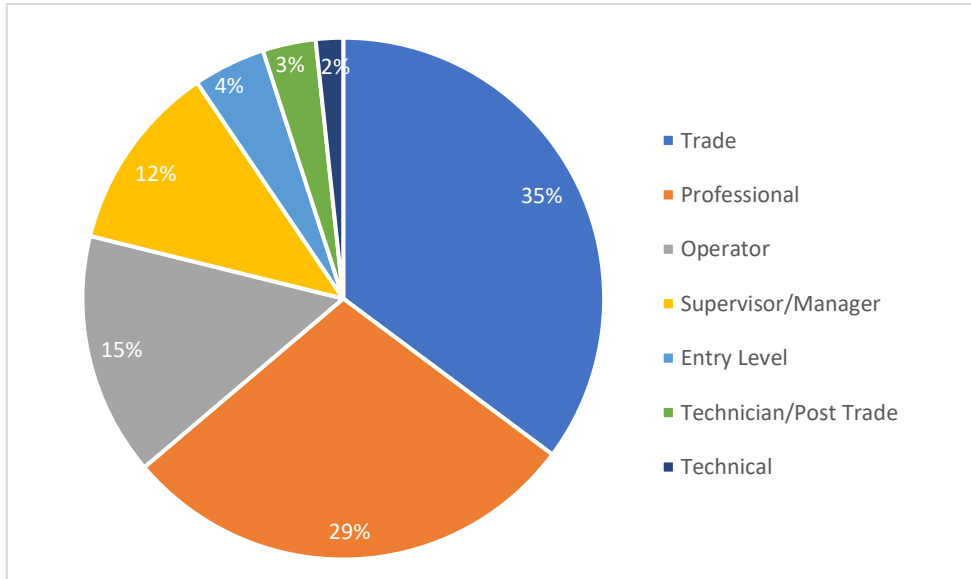
Hiring Intentions Data – Q1 FY23-24

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q1 with **Trade** job advertisements representing **35%** of total jobs. The **highest demand (50%)** continues to be for Trade and Operator occupations, with **boilermaker/welders, heavy diesel fitters/mechanical fitters, drill fitters, mobile plant operators, 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.

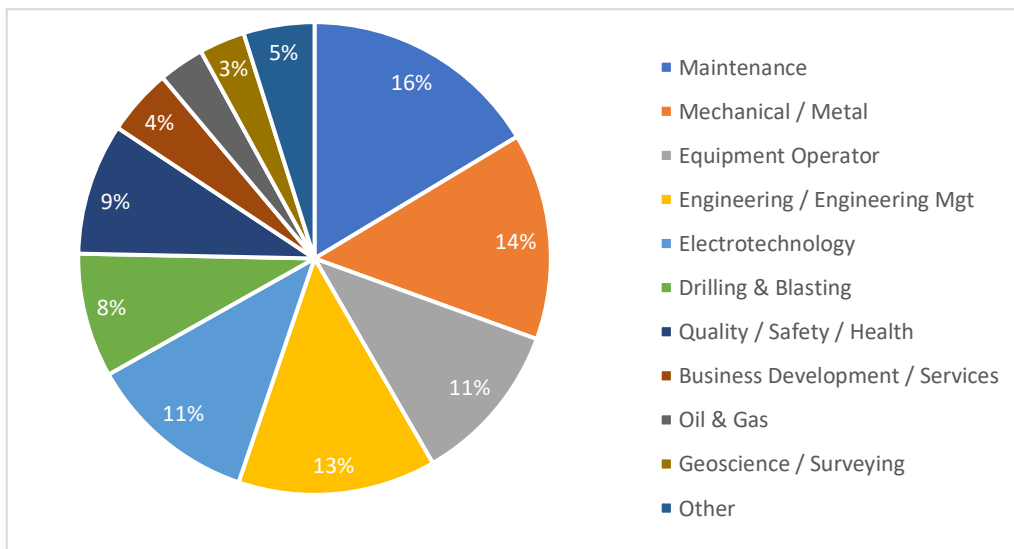
Q1 FY23-24 Vacancy Distribution - Occupation Level



Q1 FY23-24 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 (30%)** roles, followed by **Engineering/Engineering Management (13%)** and **Equipment Operators (11%)** with similar demand across **Electrotechnology (11% including Auto Electricians)**, **Quality Safety and Health (9%)** and **Drilling & Blasting (8%)**. **Other** occupations represented 5% of total vacancies, reflecting demand in *Camp Site Services, Human Resources / Training, Chemical Processing, Finance, Civil Construction and Exploration/Field Services* roles.

Q1 FY23-24 Vacancy Distribution – Sector



Q1 FY23-24 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.