



South Australian Mining and METS Sector

Hiring Intentions Insights, Q3 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 **787 job advertisements** have been placed in **217 companies** for the SA resources and energy sector in Q3 FY2023-24.

This is the **lowest level of jobs advertised** for this period **since 2020** and represents a **12% fall** in vacancy activity level for against the same period last year. Overall vacancy trends continue to demonstrate growing workforce demand. This follows 11 consecutive quarters of record vacancy activity levels.

Industry Activity

Commodity prices have shifted from end of Q2 FY23-24 to end of Q3 FY23-24 - copper increased by 4.1% and gold by 9.1%. Iron ore fell by 28.2% and uranium by 4.9% following increases of 25.7% in Q2 and 31.2% in Q1.

While mining activity remained strong across SA operations, vacancy activity declined in Q3 FY23 - 24 with four of the companies with the highest level of job ads in Q2 falling out of the top 10.

In Q3, there has been a shift from mineral processing to energy sector employers. There has been a 4% decrease in the proportion of vacancies in both the Whyalla and Eyre Peninsula and Coober Pedy and Outback SA regions.

The highest number of vacancies were listed by BHP, Agile Mining Services, Nyrstar Port Pirie Pty Ltd, AGL, Exact Contracting, SA Power Networks, Randstad – Construction Property and Engineering, Piacentini and Son Pty Ltd, Santos Ltd and SRG Global. There has been a shift from mineral processing to energy sector employers.

In Q3 in vacancy activity continues to focus on the Adelaide region (58%), however 52% of these positions were in roles that would normally be performed in the region of operations outside of metropolitan Adelaide.

The top ten occupations in demand In Q3FY23-24 were:

1. Diesel Mechanic/Fitter
2. Mobile Plant Operator
3. Service Technician
4. HSE Advisor
5. Electrician
6. Boilermaker/Welder
7. Blast Crew
8. Drill Fitter
9. Driller
10. Maintenance Supervisor

The top 3 Engineering occupations in demand were:

1. Summer Undergraduate Program Engineers
2. Mining Engineer
3. Geotechnical Engineer



787 Jobs Advertised
in **217** companies



12% fall in vacancy
activity level compared to
Q3 FY22-23



Trades and Operators
50% of vacancies

Contact Us

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

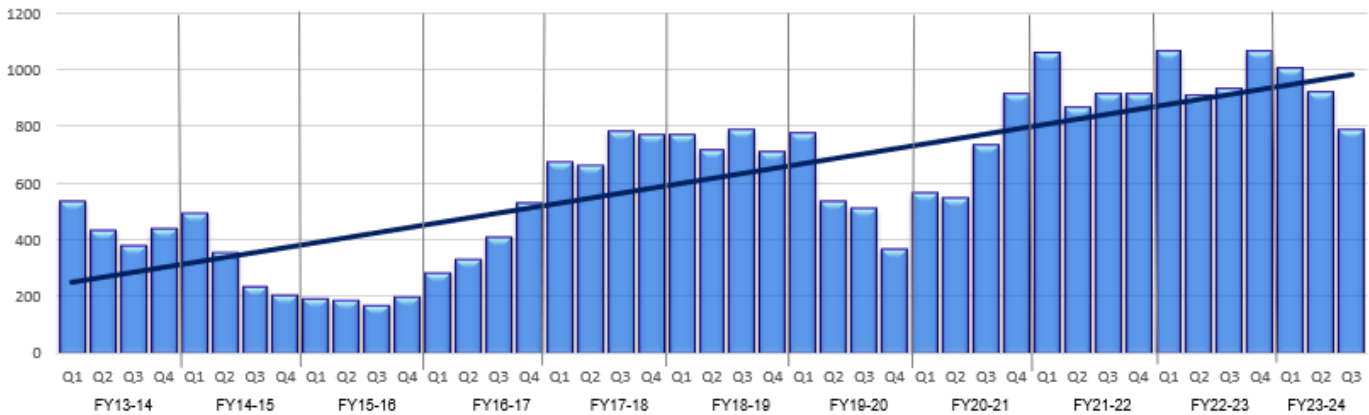
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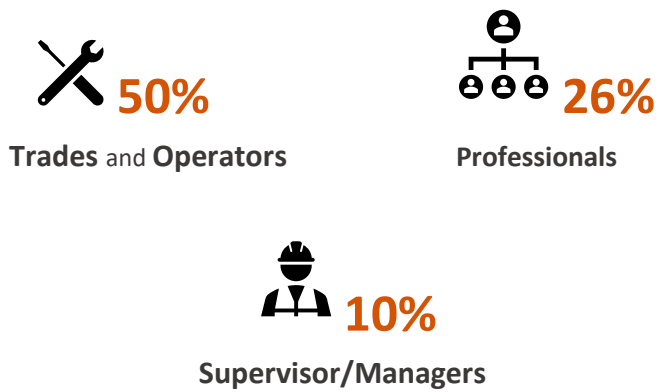
Hiring Intentions Data – Q3 FY23-24

Quarterly Job Advertisements

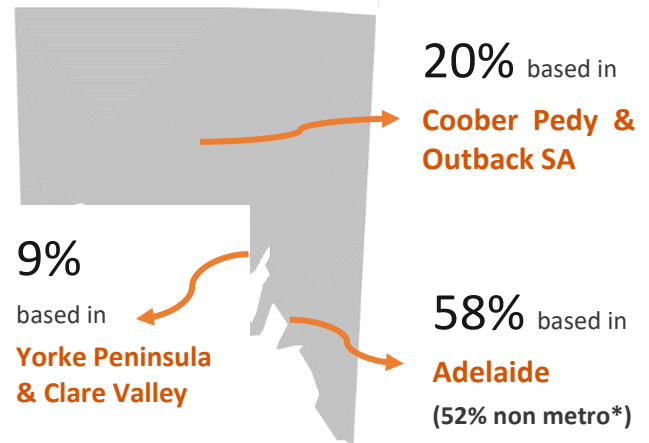


Mining and Energy vacancy activity returns to pre-covid levels in Q3 FY23-24

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

Regional Distribution

The distribution of vacancies across the State has seen a further 8% shift in the distribution of vacancies towards Adelaide from regional SA. (58%) followed by Coober Pedy and Outback (20%) and Yorke Peninsula & Clare Valley (9%) followed closely by Whyalla and Eyre Peninsula (8%). In Q3 FY23-24, Adelaide advertised jobs represented 58% of the total, however 52% were for occupations 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 a ratio of 1:25, with one vacancy drawing SA talent interstate for every 25 vacancies for South Australians. Interstate demand is across predominantly for trades and maintenance, plant and machinery operators. There is some demand for 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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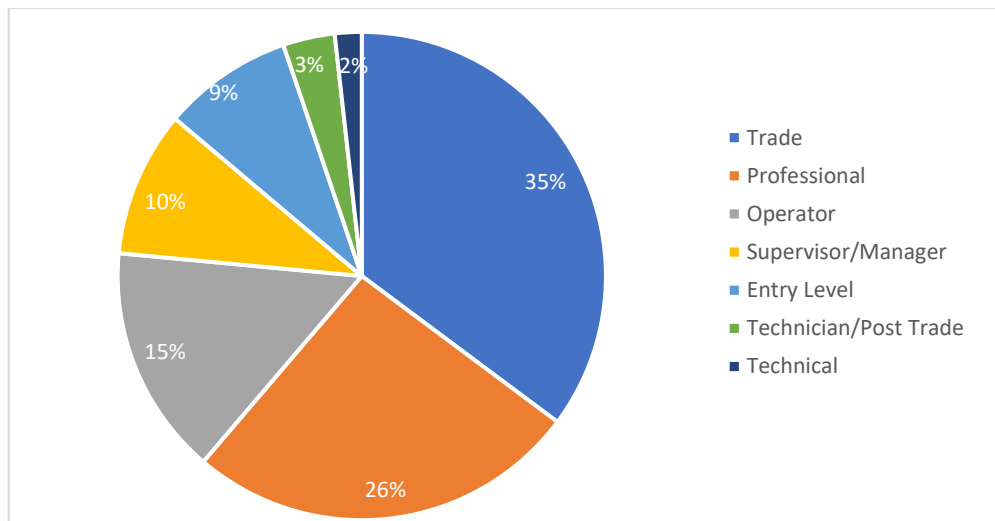
Hiring Intentions Data – Q3 FY23-24

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q3 with **Trade** job advertisements representing **35%** of total jobs. The **highest demand (50%)** continues to be for Trade and Operator occupations, with **service technician, heavy diesel fitters/mechanical fitters, electricians, boilermaker / welders, auto electricians, blast crew, drill fitters, drillers** and **mobile plant operators** in greatest demand. Professional occupations represent 26% of total vacancies with greatest demand in the occupations of **Maintenance Supervisor / Manager, Mining Engineer** and **Maintenance Planners**.

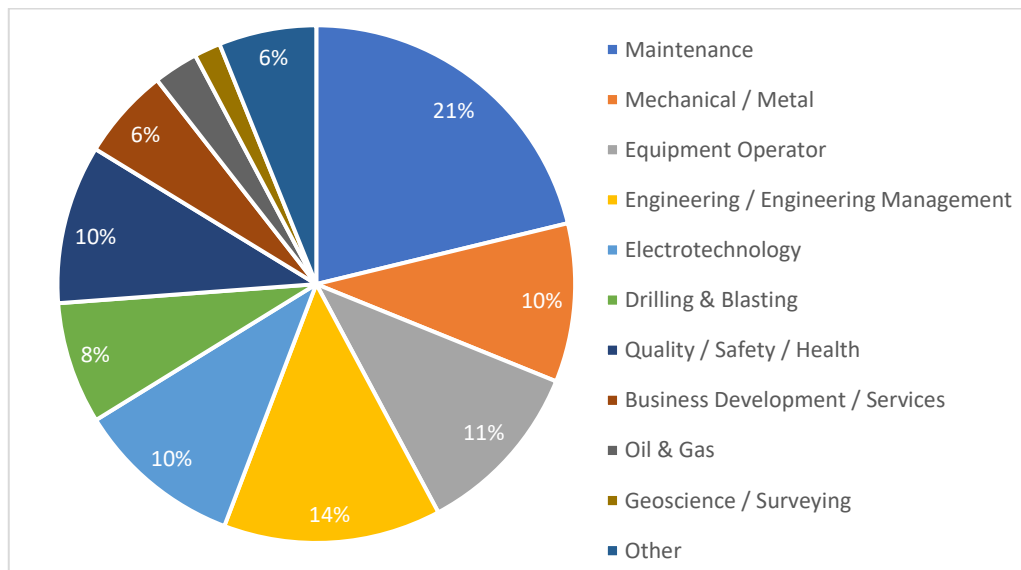
Q3 FY23-24 Vacancy Distribution - Occupation Level



Q3 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 (31%)** roles, followed by **Engineering/Engineering Management (14%)** and **Equipment Operators (11%)** with similar demand across **Electrotechnology (10%** including Auto Electricians), **Quality Safety and Health (10%)** and **Drilling & Blasting (8%)**. **Other** occupations represented 6% of total vacancies, reflecting demand in **Camp Site Services, Human Resources / Training, Chemical Processing, Finance, Civil Construction** and **Exploration/Field Services** roles.

Q3 FY23-24 Vacancy Distribution – Sector



Q3 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.

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