



South Australian Mining and METS Sector

Hiring Intentions Insights, Q1 FY24-25

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 **727 job advertisements** have been placed in **198 companies** for the SA resources and energy sector in Q1 FY2024-25.

This is the **lowest level of jobs advertised** for this period since **2020** and represents a **36% fall** in vacancy activity level against the same period last year. This continues the return to pre-covid levels of vacancy activity since FY23-24-Q3, following 11 consecutive quarters of record vacancy activity.

Industry Activity

Commodity prices have shifted from end of Q4 FY23-24 to end of Q1 FY24-25 - copper fell by 2%, gold by 13.5% and uranium fell by 1.8 %. Iron ore prices increased 4.1%.

While mining activity remained strong across SA operations, vacancy activity declined in Q1 FY24-25. This may be attributed to stabilisation of the workforce for existing operations, a lull in planned and unplanned maintenance requirements and the flow on affects of GFG’s ongoing operational maintenance challenges and planned transition of the SIMEC Mining hematite operation. This has impacted both contractor and direct employment opportunities. This is evidenced by the shift in regional vacancy distribution from the Whyalla region to Coober Pedy & Outback and Yorke Peninsula.

The highest number of vacancies in Q1 FY24-25 were listed by BHP, Nyrstar Port Pirie Pty Ltd, Agile Mining Services, Techforce Personnel Pty, Enerven, Volley Recruit, Randstad – Construction, Property & Engineering and Hillgrove Resources. Company services are in mining and mineral processing, maintenance services, renewable energy and infrastructure & engineering services.

In Q1 vacancy activity continues to focus on the Adelaide region (53%), 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 Q1 FY24-25 were:

1. Diesel Fitter / Mechanic
2. Boilermaker/Welder
3. Mobile Plant Operator
4. Project Manager
5. Electrical Maintainer / Electrician
6. Rigger
7. Drill Fitter
8. Auto Electrician
9. Summer Student / Graduate Program
10. HSE Advisor

The top 3 Engineering occupations in demand were:

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



727 Jobs Advertised
in **198** companies



36% fall in vacancy
activity level compared to
Q1 FY23-24



Trades and Operators
48% of vacancies

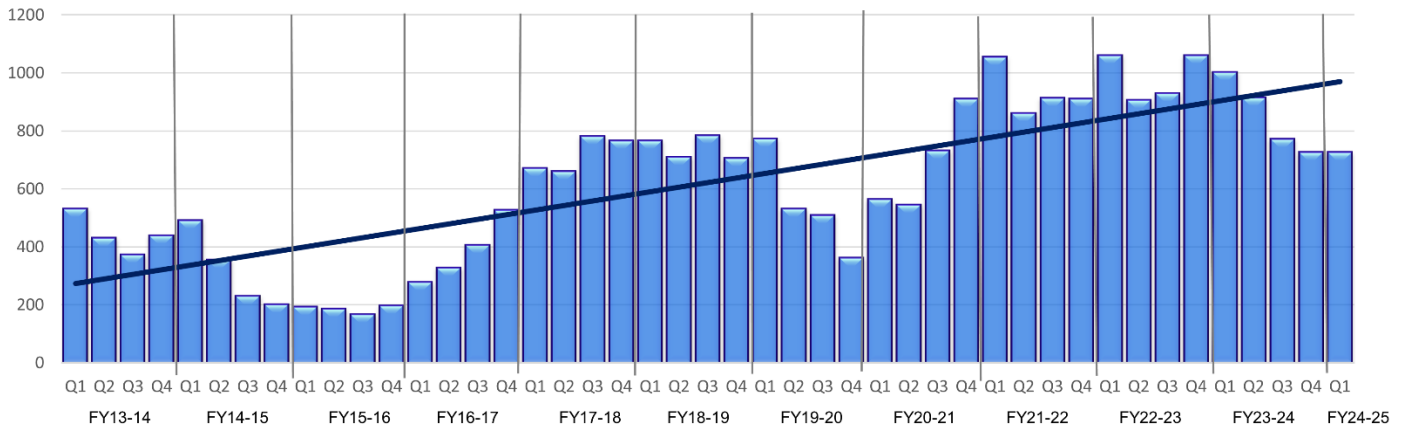
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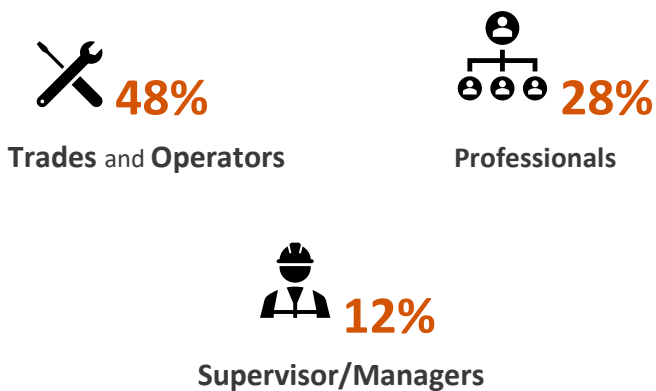
Hiring Intentions Data – Q1 FY24-25

Quarterly Job Advertisements

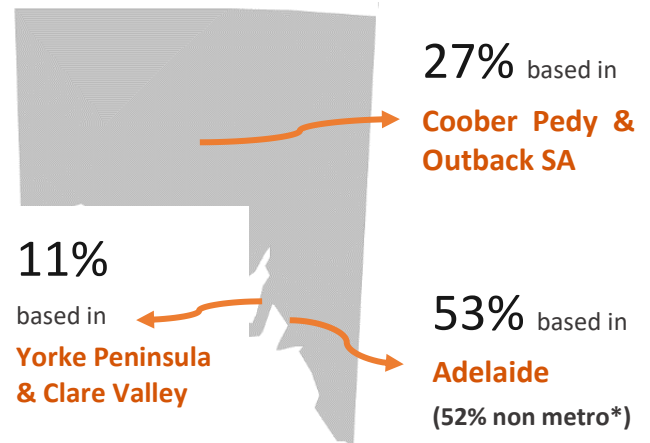


Mining and Energy vacancy activity returns to pre-covid levels in Q1 FY24-25

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 in Q1 has seen the proportion of Adelaide vacancies drop slightly to 53% (from 56%), with a 7% increase in Coober Pedy and Outback vacancies (27%). Yorke Peninsula & Clare Valley vacancies increased (11%) and Whyalla and Eyre Peninsula dropped a further 2% (5% total). In Q1 FY24-25, Adelaide advertised jobs represented 53% 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 1:13, with one vacancy drawing SA talent interstate for every 13 vacancies for South Australians. Interstate demand is predominantly for mechanical and electrical maintenance trades and supervisors, drillers and drill fitters, and 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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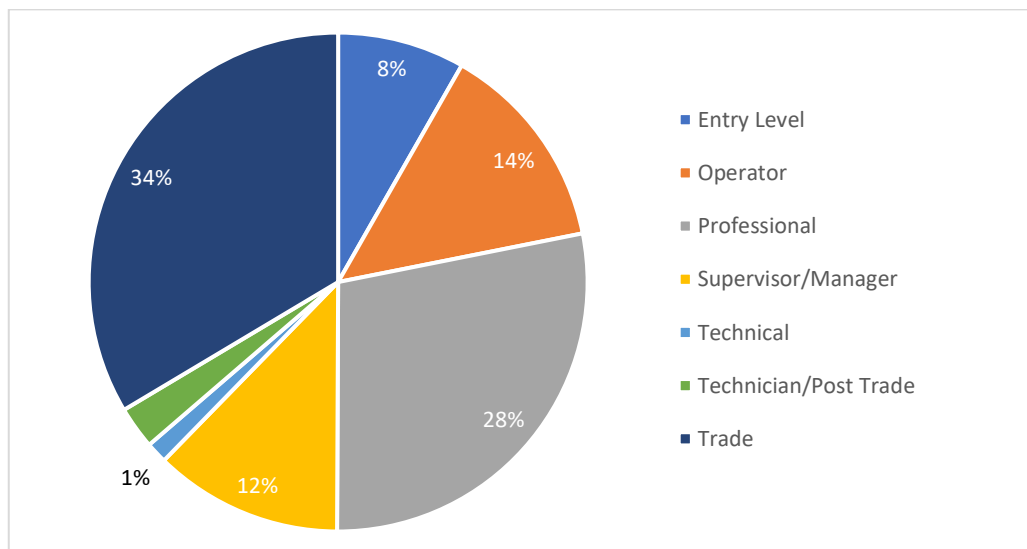
Hiring Intentions Data – Q1 FY24-25

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q1 with **Trade** job advertisements representing **34%** of total jobs, followed by **Professional** occupations (**28%**). **Trade** occupations in highest demand included **Heavy Diesel Fitters/Mechanical Fitters, Boilermaker / Welders, Electricians** and **Drill Fitters**. Professional occupations in highest demand included **Project Managers, HSE Advisors, Quarry Managers, Mining Engineers** and **Environmental Advisors**.

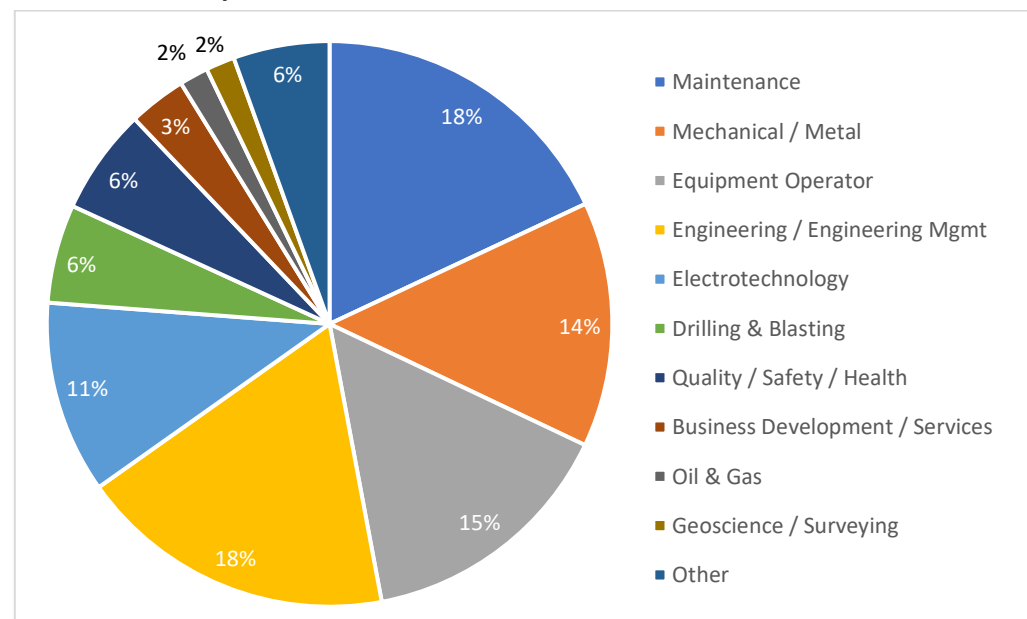
Q1 FY24-25 Vacancy Distribution - Occupation Level



Q1 FY24-25 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 has seen a shift towards Maintenance and Engineering/Engineering Management sector roles. Highest demand shifted from **Mechanical/Metal** roles (14%) to **Maintenance** and **Engineering/Engineering Management** (both 18%). **Equipment Operatos** roles increased (15%) while **Electrotechnology** roles made up 11% of vacancies. Demand for occupations in Quality Safety and Health (6%), Drilling & Blasting (6%), Business Development/Services (6%) and **Other** occupations (6% including *Camp Site Services, Human Resources / Training, Chemical Processing, Finance, Civil Construction, Transport and Distribution* and *Exploration/Field Services* roles) remained consistent.

Q1 FY24-25 Vacancy Distribution – Sector



Q1 FY24-25 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.