



## South Australian Mining and METS Sector

Hiring Intentions Insights, Q2 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 **584 job advertisements** have been placed in **196 companies** for the SA resources and energy sector in Q2 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. While the diversity of employers remains consistent with Q1 FY24-25, the number of vacancies listed has declined.

### Industry Activity

Commodity prices have shifted from Q1 FY24-25 to end of Q2 FY24-25 - copper fell by 11%, uranium fell by 10.8 % and gold fell slightly by 0.7%. Iron ore prices finished Q2 equal to end of Q1.

While mining activity remained strong across SA operations, vacancy activity declined in Q2 FY24-25. This may be attributed to continued stabilization of the workforce for existing operations, a lull in planned and unplanned maintenance requirements and the flow on effects 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 away from the Whyalla region.

The highest number of vacancies in Q2 FY24-25 were listed by BHP, SA Power Networks, Randstad -Property Construction & Engineering, Lucas Total Contract Solutions, Goodline, Nyrstar Port Pirie, Qube, SA Water and PHE Pty Ltd. Company services are in mining and mineral processing, maintenance services, energy, infrastructure & engineering services.

In Q2 vacancy activity continues to focus on the Adelaide region (59%), however 29% 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 Q2 FY24-25 were:

1. Mobile Plant Operator
2. Diesel Fitter / Mechanic
3. Electrician
4. Project Manager
5. Boilermaker / Welder
6. HSE Advisor
7. Powerline - Apprentice
8. Auto Electrician
9. Driller’s Assistant
10. Truck Driver

The top 3 Engineering occupations in demand were:

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



**584** Jobs Advertised  
in **196** companies



**36% fall** in vacancy activity level compared to Q2 FY23-24



**Trades and Operators**  
**45%** of vacancies

### Contact Us

**Jodie Badcock**

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

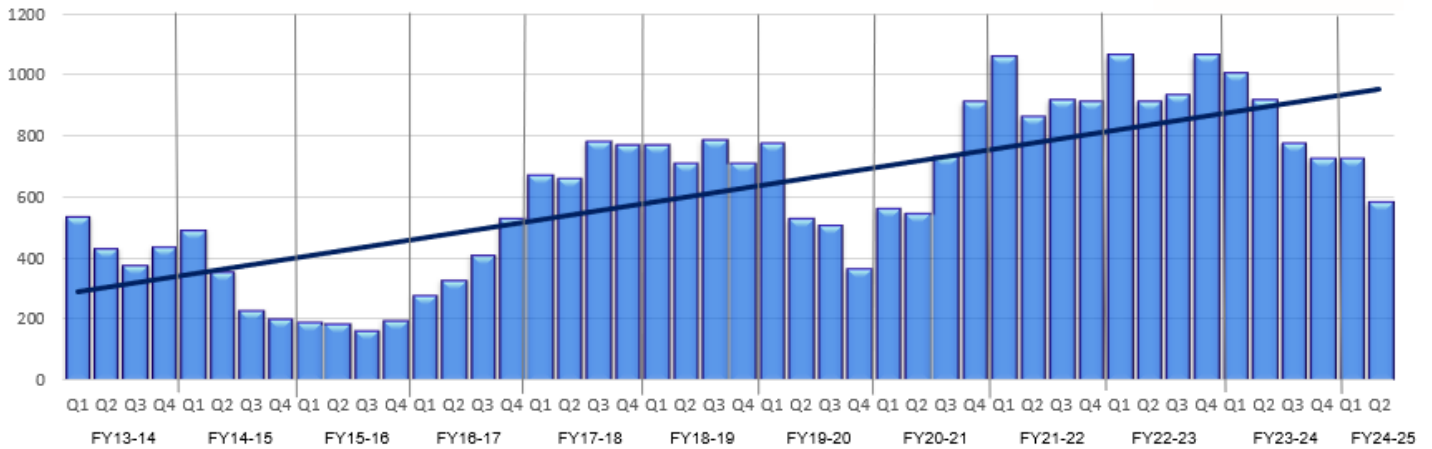
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## Hiring Intentions Data – Q2 FY24-25

Quarterly Job Advertisements



**Mining and energy** vacancy activity *declined 36%* from the same period in **Q2 FY23-24**

### Top 3 Advertised Roles



**45%**  
Trades and Operators

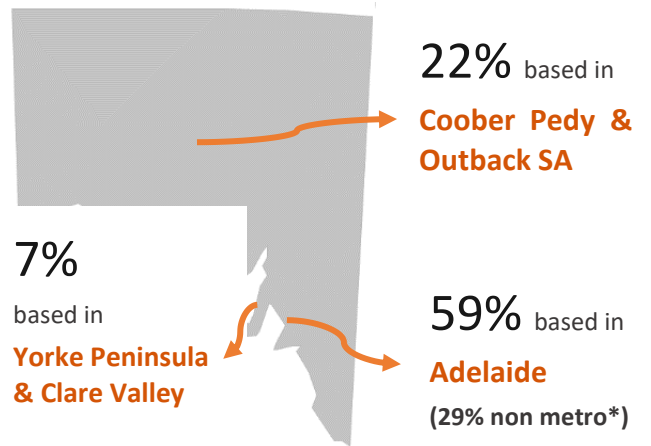


**32%**  
Professionals



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

### Regional Distribution

The distribution of vacancies across the State in Q2 has seen the proportion of Adelaide vacancies increase slightly to 59% (from 53%), with a 5% decrease in Coober Pedy and Outback vacancies (22%). Yorke Peninsula & Clare Valley vacancies increased (7%) and Whyalla and Eyre Peninsula remained stable (5% total). While Adelaide advertised jobs represented 59% of the total, 29% were for occupations likely to be undertaken in regional SA. This has seen a shift in focus of vacancies from site based operational roles to more flexible professional roles and/or Australia wide roles.

### The Challenge of External Demand

There were no vacancies identified for positions requiring relocation although there were 89 listings for Australia wide job opportunities, a ratio of 1:15 - with one vacancy potentially drawing SA talent interstate for every 15 vacancies for South Australians. Australia wide demand is predominantly for Maintenance, Engineering / Engineering Management and Drilling and Blasting roles.

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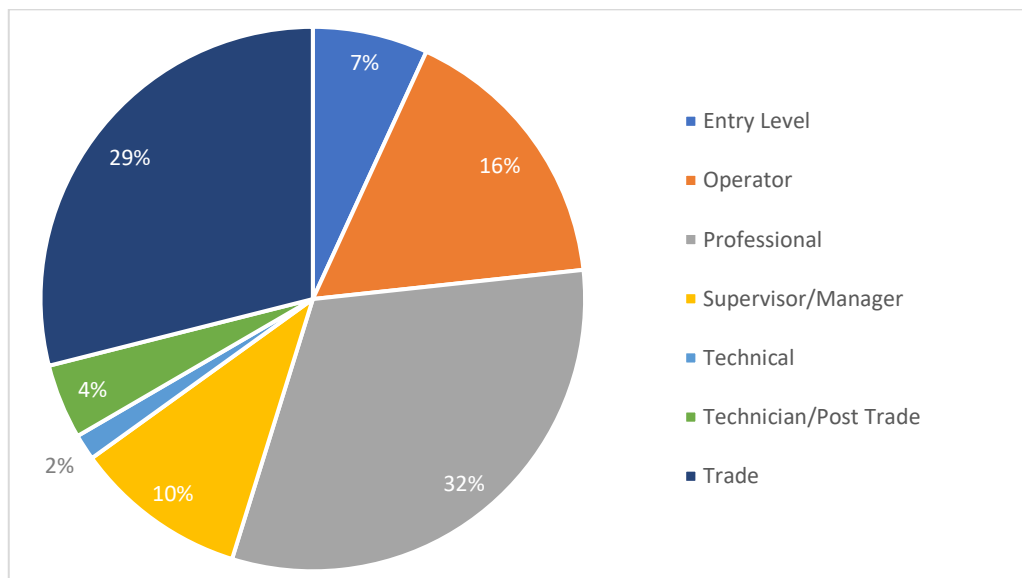
## Hiring Intentions Data – Q2 FY24-25

### Occupational Demand

#### Vacancy Distribution

The distribution of the level of jobs remained consistent in Q2 with **Trade** job advertisements representing **32%** of total jobs, followed by **Professional** occupations (**29%**). **Trade** occupations in highest demand included **Heavy Diesel Fitters/Mechanical Fitters, Electricians, Boilermaker / Welders** and **Drill Fitters**. Professional occupations in highest demand included **Project Managers, HSE Advisors** and **Mining Engineers**.

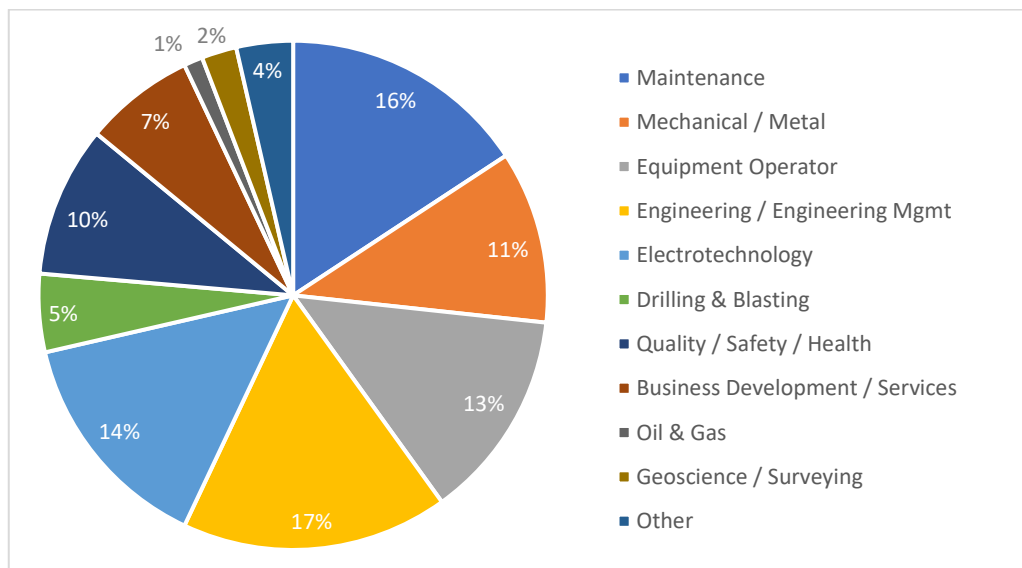
Q2 FY24-25 Vacancy Distribution - Occupation Level



Q2 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.  
Decreased

The distribution of vacancies across sectors has seen a shift towards Maintenance and Engineering/Engineering Management sector roles. Highest demand in Q2 was for **Engineering/Engineering Management** (17%) and **Maintenance** (16%) roles. **Electrotechnology** roles made up 14% of vacancies, **Equipment Operators** roles decreased slightly to 13% and **Mechanical / Metal** roles represented 11% of vacancies listed. Demand for occupations in Quality Safety and Health (10%), Business Development/Services (7%) Drilling & Blasting (5%), and **Other** occupations (4% including *Camp Site Services, Human Resources / Training, Chemical Processing, Finance, Civil Construction, Transport and Distribution and Exploration/Field Services* roles) remained consistent.

Q2 FY24-25 Vacancy Distribution – Sector



Q2 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.