



South Australian Mining and METS Sector

Hiring Intentions Insights, Q4 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 **670 job advertisements** have been placed in **199 companies** for the SA resources and energy sector in Q4 FY2023-24.

This is the **lowest level of jobs advertised** for this period **since 2020** and represents a **23% fall** in vacancy activity level for against the same period last year. This continues the return to pre-covid levels of vacancy activity in FY-Q3 following 11 consecutive quarters of record vacancy activity.

Industry Activity

Commodity prices have shifted from end of Q3 FY23-24 to end of Q4 FY23-24 - copper increased by 8.9%, gold by 3.7% and iron ore by 4.1%. Uranium fell by 1.8%.

While mining activity remained strong across SA operations, vacancy activity declined in Q4 FY23-24. This may be attributed to stabilisation of the workforce for existing operations, a lull in planned and unplanned maintenance requirements and the flow of affects of unplanned shutdowns such as the GFG – Blast Furnace maintenance complications.

There has been a notable shift in demand for electrical maintainers / electrician role, directly related to renewable energy projects.

The highest number of vacancies were listed by BHP, Agile Mining Services, Nyrstar Port Pirie Pty Ltd, COLLAR®, Qube, Hillgrove Resources Limited, Recruitment Vision, Randstad – Construction Property & Engineering and Piacentini & Son Pty Ltd. Companies services are in mineral resources, mineral processing, renewable energy and infrastructure and engineering services.

In Q4 in vacancy activity continues to focus on the Adelaide region (56%), however 47% 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 Q4 FY23-24 were:

1. Electrical Maintainer / Electrician
2. Diesel Fitter / Mechanic
3. Mobile Plant Operator
4. Project Manager
5. HSE Advisor
6. Drill Fitter
7. Boilermaker/Welder
8. Auto Electrician
9. Industrial Spray Painter & Sandblaster
10. Rigger

The top 3 Engineering occupations in demand were:

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



670 Jobs Advertised
in **199** companies



23% fall in vacancy
activity level compared to
Q4 FY22-23



Trades and Operators
50% of vacancies

Contact Us

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**Resources and Engineering
Skills Alliance**

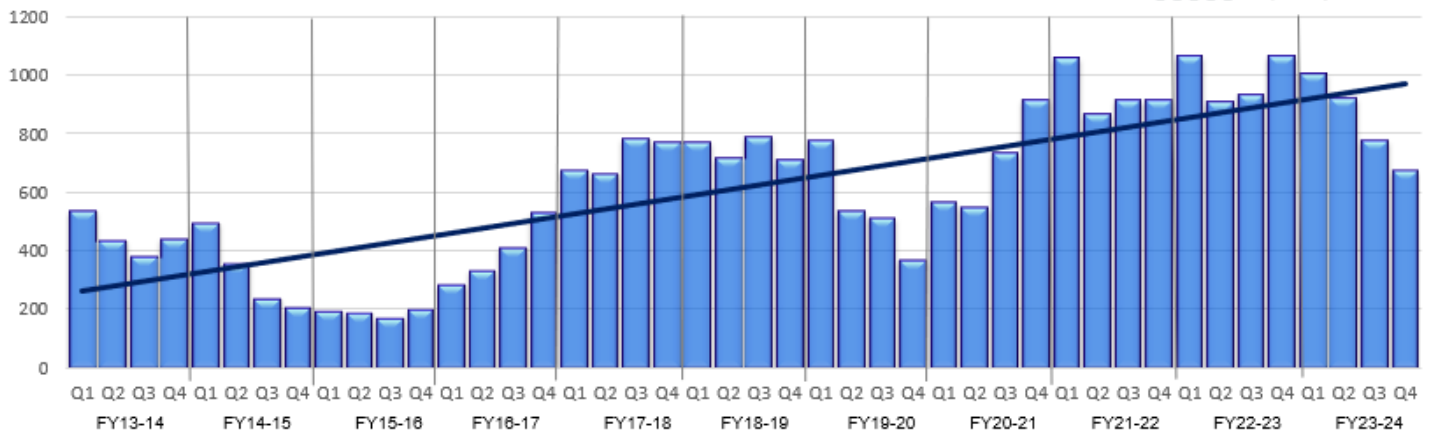
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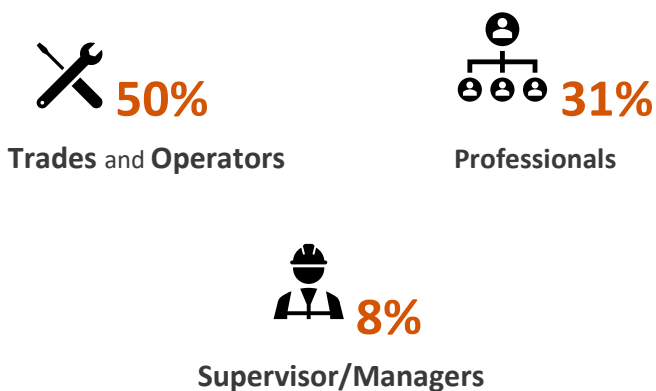
Hiring Intentions Data – Q4 FY23-24

Quarterly Job Advertisements

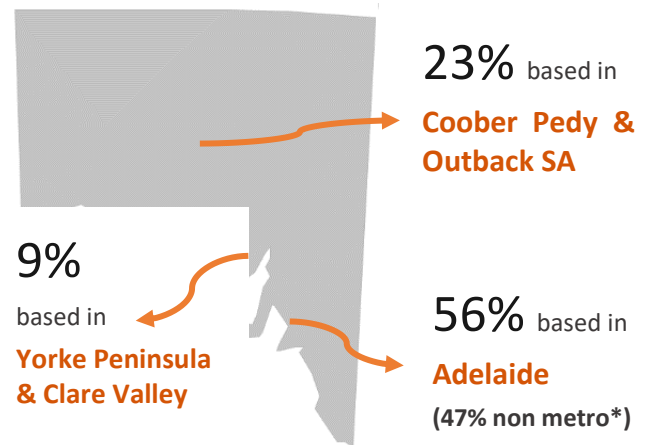


Mining and Energy vacancy activity returns to pre-covid levels in Q4 FY23-24

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 the Q3 shift in the distribution of vacancies towards Adelaide from regional SA. (56%) continued, followed by Coober Pedy and Outback (20%), Yorke Peninsula & Clare Valley (9%) and Whyalla and Eyre Peninsula (7%). In Q4 FY23-24, Adelaide advertised jobs represented 58% of the total, however 47% 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 1:29, with one vacancy drawing SA talent interstate for every 29 vacancies for South Australians. Interstate demand is predominantly for mechanical & maintenance trades and supervisors, drilling maintenance and operators and plant and equipment operators. There is some demand for technical and professional roles across occupational sectors. Additionally, 17% of vacancies listed were for roles that may be undertaken interstate. This continues the challenge for SA operations to keep skilled workers in high demand occupations.

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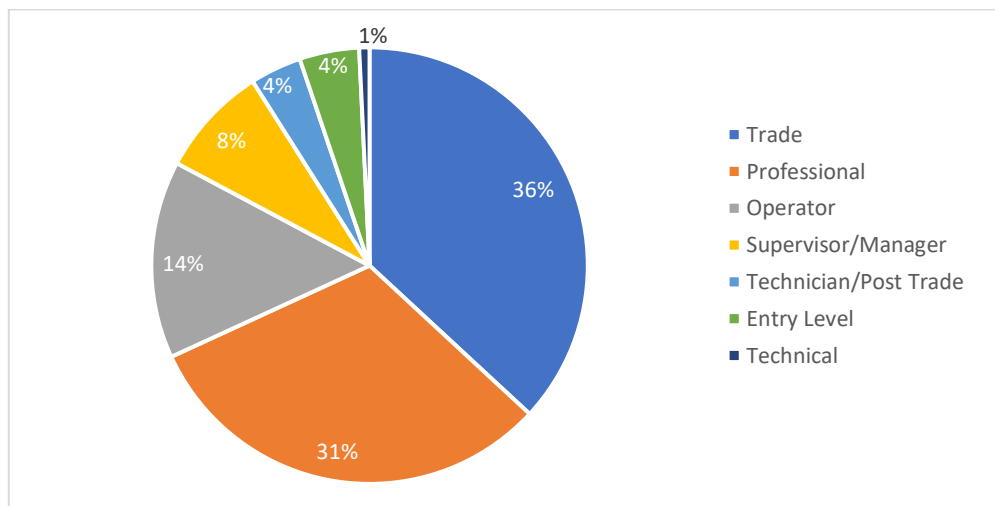
Hiring Intentions Data – Q4 FY23-24

Occupational Demand

Vacancy Distribution

The distribution of the level of jobs remained consistent in Q4 with **Trade** job advertisements representing **36%** of, with total jobs, followed by **Professional** occupations (**31%**). **Trade** occupations in highest demand included **Electrical Maintainers/Electricians, Heavy Diesel Fitters/Mechanical Fitters, Drill Fitters** and **Boilermaker / Welders**. Professional occupations in highest demand included **Project Managers, HSE Advisors, Quarry Managers, Maintenance Planners, Mining** and **Electrical Engineers**.

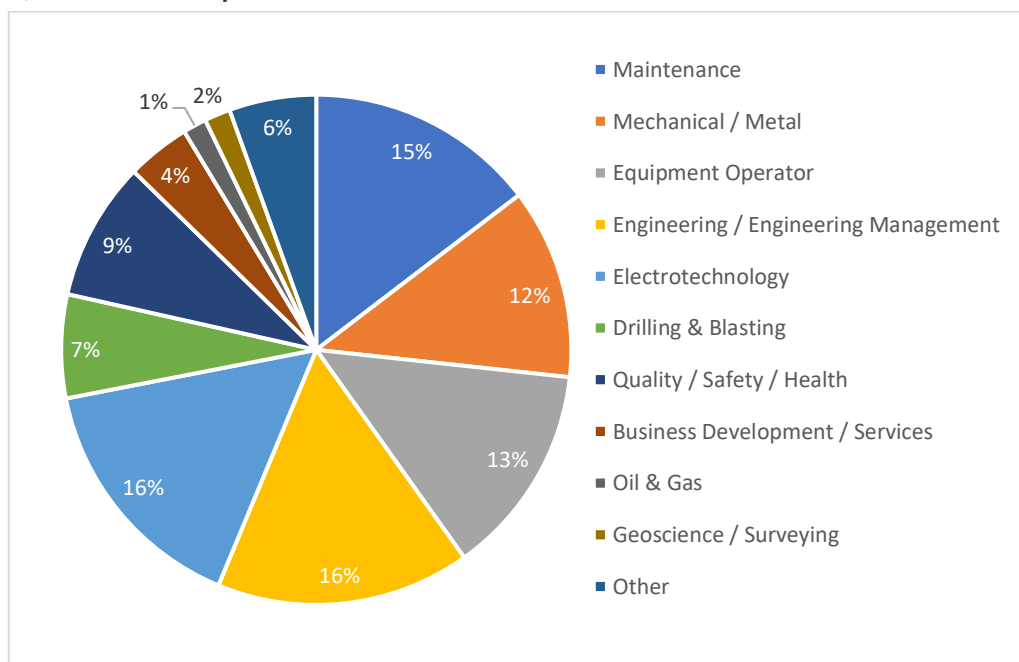
Q4 FY23-24 Vacancy Distribution - Occupation Level



Q4 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 has seen a shift towards Professional and Electrotechnology sector roles. While highest demand continues to be in **Mechanical/Maintenance** (27%) roles, **Engineering/Engineering Management** (16%), **Electrotechnology** (16%, including Auto Electricians) exceeded **Equipment Operators** (13%). Demand for occupations in **Quality Safety and Health** (9%), **Drilling & Blasting** (7%), **Business Development/Services** (4%) 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.

Q4 FY23-24 Vacancy Distribution – Sector



Q4 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.