



Mining Engineer

ANZSCO 2336

Australia
May 2019

Current labour market rating: Shortage

The labour market for mining engineers has tightened over the year and shortages have become evident. Employers find it increasingly difficult to attract applicants they consider suitable and the majority of vacancies have gone unfilled.

Key research findings

- During the research period, relatively few job vacancies were identified and the employer response rate was low. Few (or no) vacancies were surveyed in Victoria, Tasmania and the Australian Capital Territory.
- Shortages were most prevalent in Western Australia and Queensland. Employers in the Northern Territory and New South Wales fared somewhat better, filling (on average) 64 per cent of their vacancies in total.
- A small number of employers suggested that the market for mining engineers was competitive and the location of mines and accommodation arrangements (for example, whether Fly-In Fly-Out or residential) affected the number of applicants for vacancies.
 - Commentary indicated that mining engineer vacancies that were closer to metropolitan areas were likely to attract a higher number of applicants than those in regional or remote areas.
- Difficulty filling residential positions in remote areas has been raised consistently by employers and recruitment agents over multiple years.
- While the proportion of vacancies filled has varied over the past five years, the number of suitable applicants has been in consistent decline over the same period.
- The most common reason for unsuitability amongst applicants was a lack of experience, either in length of experience or working in a similar mining engineer role or commodity type.
- Other reasons for unsuitability included a lack of directly relevant qualifications (in some instances, applicants with a qualification in civil engineering had applied for mining engineer vacancies).
- A small number of employers with unfilled vacancies had suitable candidates who declined an offer of employment due to remuneration issues, the candidate choosing alternative employment or deciding to stay with their current employer.

2019 Survey Results¹



48%
of vacancies filled



12.5
Applicants per vacancy

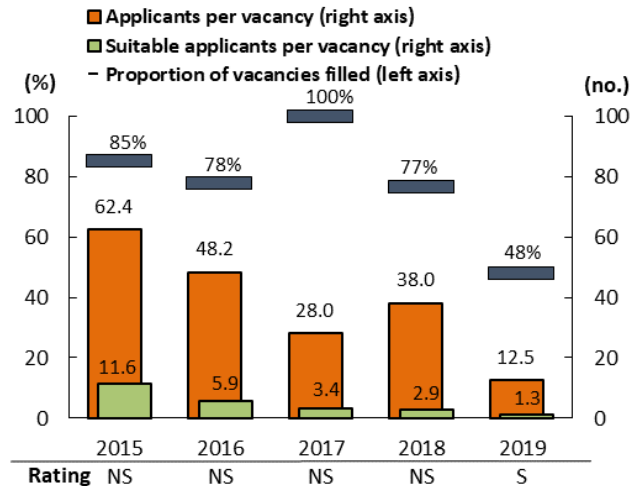


5.6
Qualified applicants per vacancy



1.3
Suitable applicants per vacancy

Figure 1: Survey results, Mining Engineer, 2015 to 2019



Key to ratings: S = Shortage; NS = No Shortage;

Demand and supply

- Labour market conditions in the mining industry have regained traction over the last two years. As a result, demand for mining engineers has increased.
 - Internet vacancy numbers have grown steadily in the same period and the number of employed mining engineers has increased significantly over the year to May 2019.
- The number of students commencing higher education studies in mining engineering remains subdued and has declined for five consecutive years.
 - Commencement numbers have continued to fall since the peak recorded in 2012 while completion numbers have been trending down since 2014 and may continue to unwind in the year ahead, in line with the continued decline in commencements.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: ABS Labour Force Survey, May 2019, Department of Employment, Skills, Small and Family Business (DESSFB) trend; DESSFB, Internet Vacancy Index, May 2019, 12 month average; Department of Education, Higher Education Statistics (domestic students).