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Jobseeker Index

A biannual resource industry jobseeker survey

June 2013



As Australia's fastest growing industry, the resource industry continues to attract people seeking a rewarding career in our nation's burgeoning mining, oil and gas activities.

The *AMMA miningoilandgasjobs.com Jobseeker Index* is a biannual survey based on the Australian resources recruitment landscape, capturing the job search trends, demographics, motivations and expectations of these jobseekers.

Conducted by the resource industry's owned and operated careers website, AMMA miningoilandgasjobs.com, the June 2013 Jobseeker Index is based on 1,045 responses.

Male, 42yrs and educated

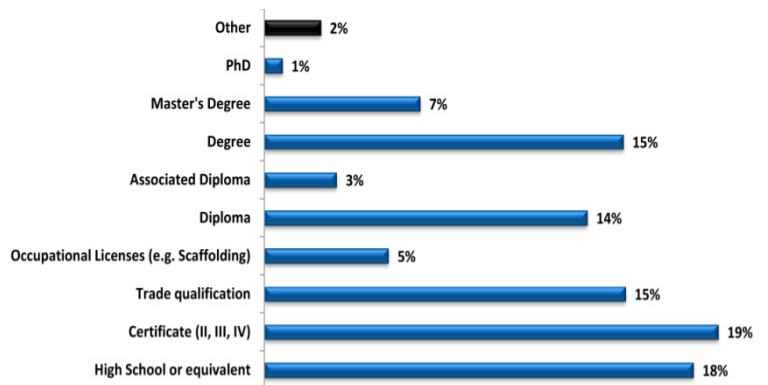
The demographic profile of resource industry jobseekers is relatively mature with 72% of respondents aged 35 or older.

Men represent 70% of the jobseeker audience with an average age of 42 and widely varying levels of education. 23% are Degree educated and 48% are qualified to Diploma, Trade or Certificate II, III or IV level. 61% of jobseekers have more than 15 years of workforce experience.

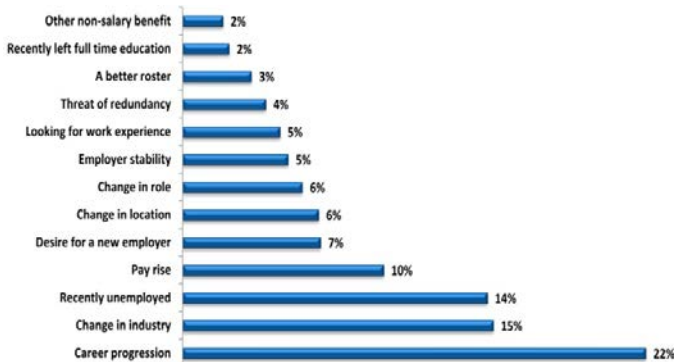
Many occupations in the resource industry remain male-dominated, with women representing just 15% of the total workforce. A 30% female response rate to this survey is an encouraging step towards the Australian Women in Resources Alliance (AWRA) goal to increase the participation of women in the resource workforce to 25% by 2020.

Jobseekers mostly hail from Queensland (32%) and Western Australia (18%).

What is the highest level of Australian qualification of non-Australian equivalent you have achieved?



Why are you looking for a new job?



Motivated by career progression

AMMA miningoilandgasjobs.com candidates are largely motivated by career progression, while others seek a change in industry, attracted by the perceived rewards within the mining, oil and gas sectors.

More than a third of candidates indicate they would consider gaining experience in an international role, highlighting the importance of labour migration programs for Australians.

Performs a skilled trade

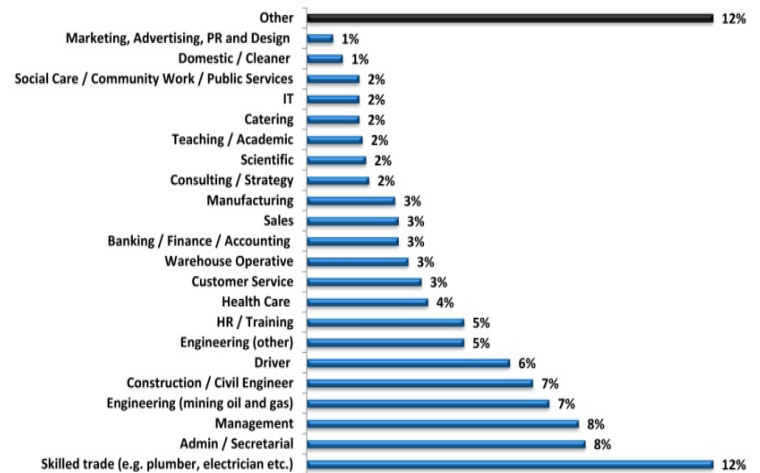
Jobseekers perform a wide variety of roles, with the largest respondent group (12%) being skilled tradespeople such as electricians or plumbers.

Importantly, 12% of respondents are not employed in one of the occupational categories listed. This highlights the extent of the resource industry's appeal among the public.

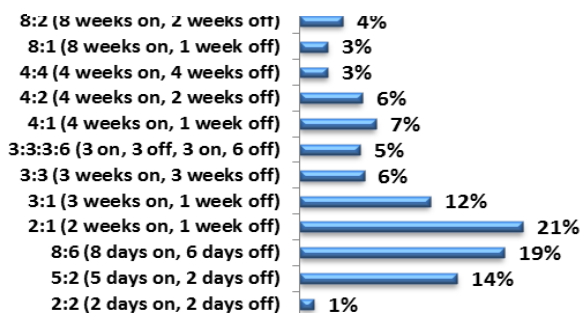
The resources job market is promising for skilled tradespeople, with the latest biannual [AMMA-Pit Crew Labour Market Index](#) showing Australia's major resource and infrastructure projects will require a peak skilled construction workforce of 98,869 during 2013/14.

While Western Australia and Queensland are home to the majority of major projects, the Northern Territory will hold the greatest opportunities, with available labour predicted to be just half of demand.

Which role do you primarily perform in your current / most recent role?



What is your preferred roster?



Seeks a FIFO roster with work-life balance

Standard FIFO rosters are popular among jobseekers, with the most favoured being those offering a good work-life balance of 2 weeks on, 1 week off.

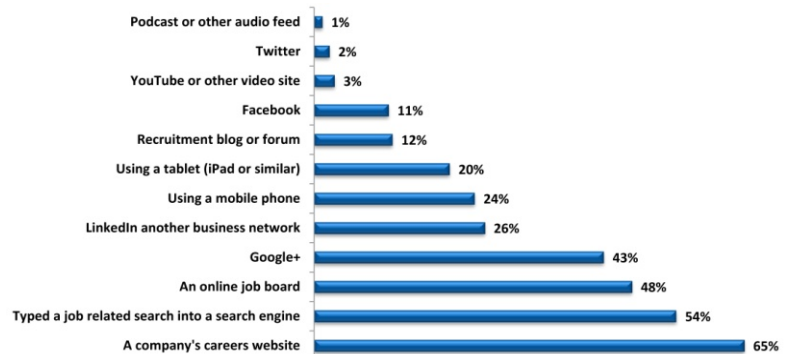
The data validates that projects offering greater roster flexibility are beneficial to both employer and employee.

Is active online

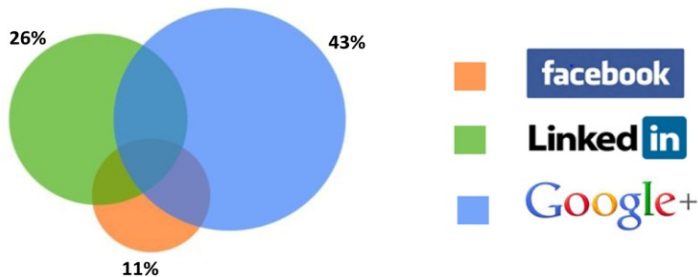
Candidates conduct job seeking through a mixture of online channels, with 15% using recruitment websites *exclusively* when looking for mining, oil and gas employment opportunities.

When online, jobseekers prefer to visit online jobs boards, use search engines and visit company websites.

Which of the following online methods do you use to look at career information?



Which of the following social media sites do you use to look at career information?



Connects through social media

Social media is an increasingly important tool for resource industry jobseekers and employers. 62% of jobseekers use at least one of these social media channels to gather career information. Of those, 43% of respondents use Google+ and 26% use LinkedIn.

LinkedIn appears to be the preferred social media forum for viewing jobs; with more than three quarters (76%) of LinkedIn users browsing career information also viewing job postings. 56% of LinkedIn users network with other industry professionals and 70% join LinkedIn groups.

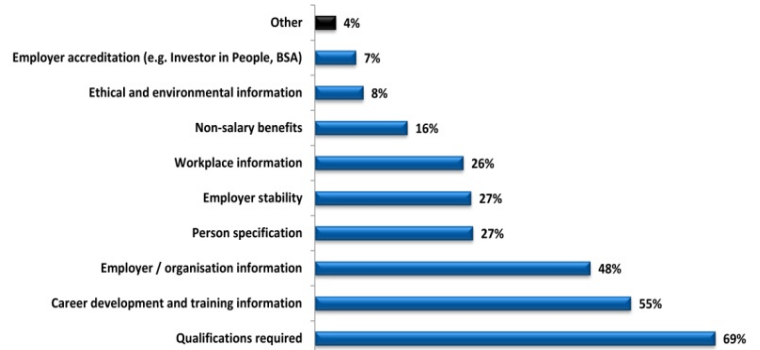
More than half of those using Google+ and Facebook to browse career information view job postings on these forums. 41% use Twitter to view jobs.

Aims to up-skill

More resource industry jobseekers value information on career development and training in job advertisements than other non-salary benefits, indicating willingness to up-skill.

69% agree the qualifications required for a job are the most important details in an advertisement apart from job title, description, salary and location.

Apart from job title, job description, salary and location, what are the three most important details for you in a job advertisement?



About AMMA miningoilandgasjobs.com

Developed especially for the resource and allied industries, AMMA.miningoilandgasjobs.com provides jobseekers with invaluable information about employment and career planning.

Through its jobs board and comprehensive [Careers and Industry Guide](#), the website is the largest source of information about employment in the resource industry for jobseekers, employers, recruiters, registered training organisations and suppliers.

As the national resource industry employer group, AMMA (the Australian Mines and Metals Association) represents the majority of resource employers across the mining, oil, gas, construction and allied sectors directly and indirectly employing more than 600,000 Australian workers.

For more information on the June 2013 AMMA miningoilandgasjobs.com Jobseeker Index, survey results and methodology, contact AMMA media and communications adviser Kylie Sully on 0409 781 580 or kylie.sully@amma.org.au.