Recruitment Trends - Implications for the Investment Market

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Mining Employment Projections

EXECUTIVE RECRUITMENT – MINING. GLOBALLY. NOW.

Topics of Discussion Today

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1. Where are we in the Mining Cycle?
2. *(Do we still have a Mining Cycle?!)*
3. What has COVID meant for us?
4. Latest Mining Employment Data
5. Recruitment Clock. "What Time is it?"
6. Predictions – The Year Ahead

The Year Ahead – Your Thoughts?

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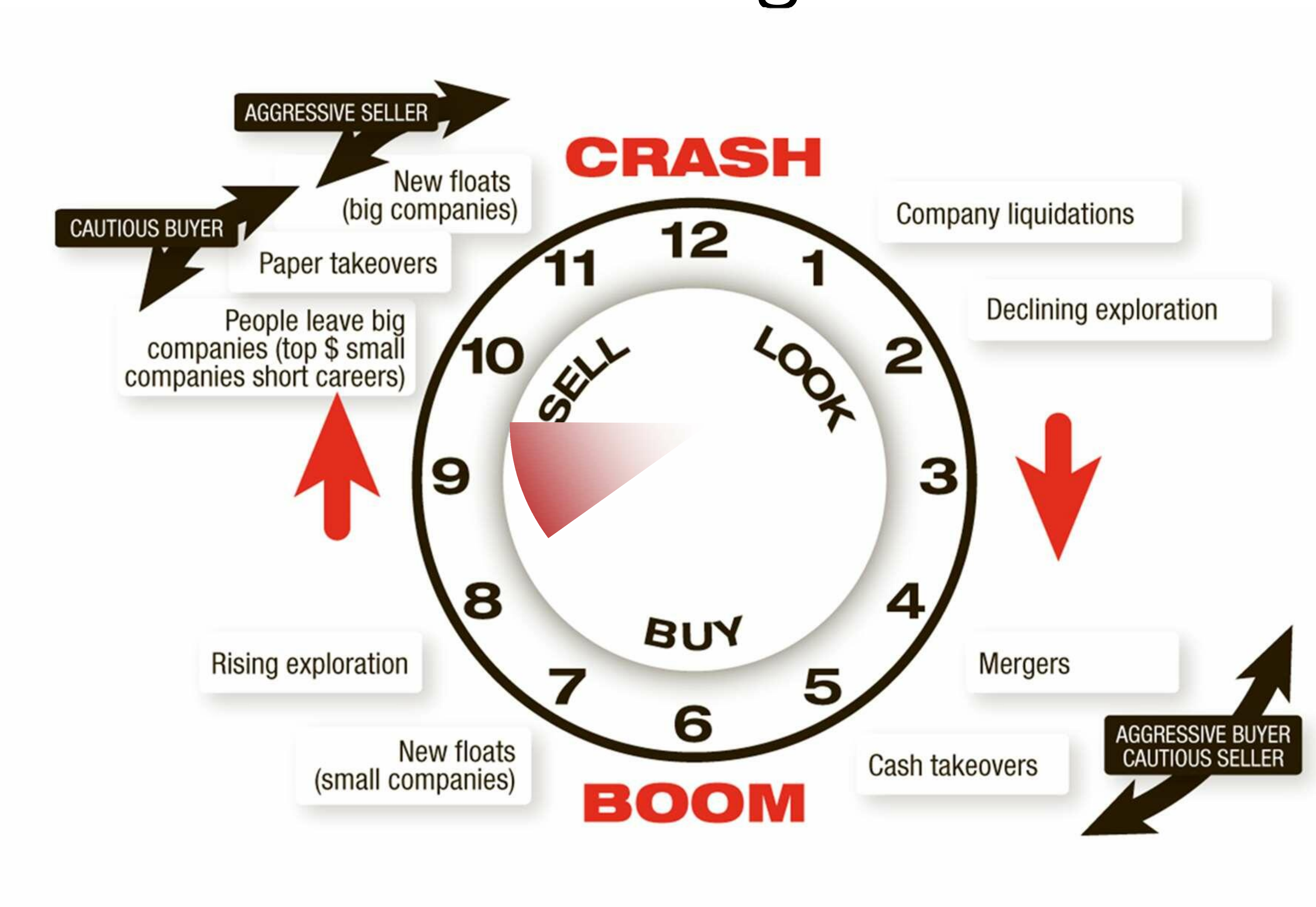
What Are **YOU** Expecting in the Next 12 Months?

Worse, Same or Better?

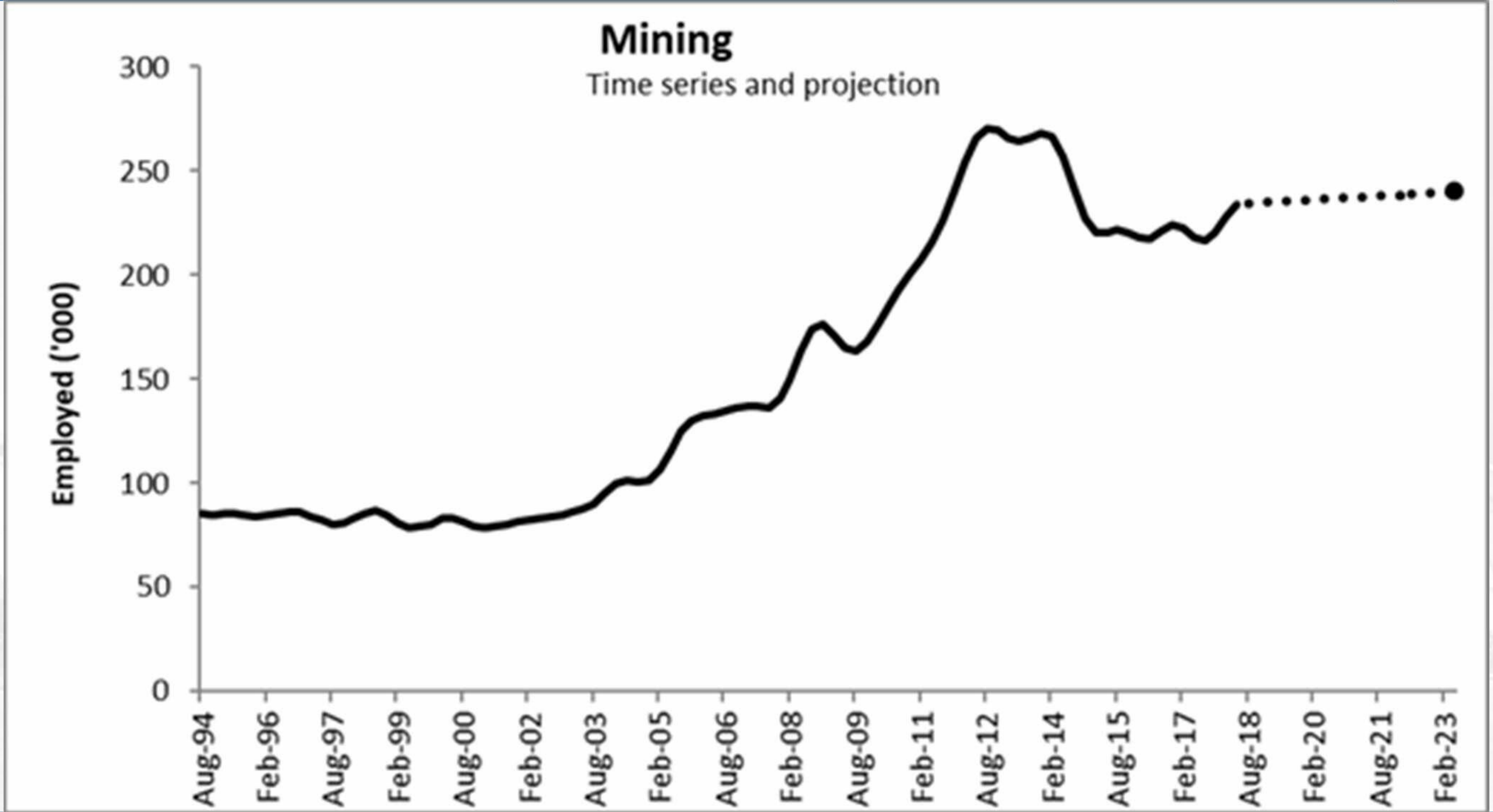
My Guess as to Your Response

WORSE	30%
SAME	50%
BETTER	20%

Lion Mining Clock



Industry Employment Projections *from 2018*



Largest Industries + Mining – 5 Yr Projections

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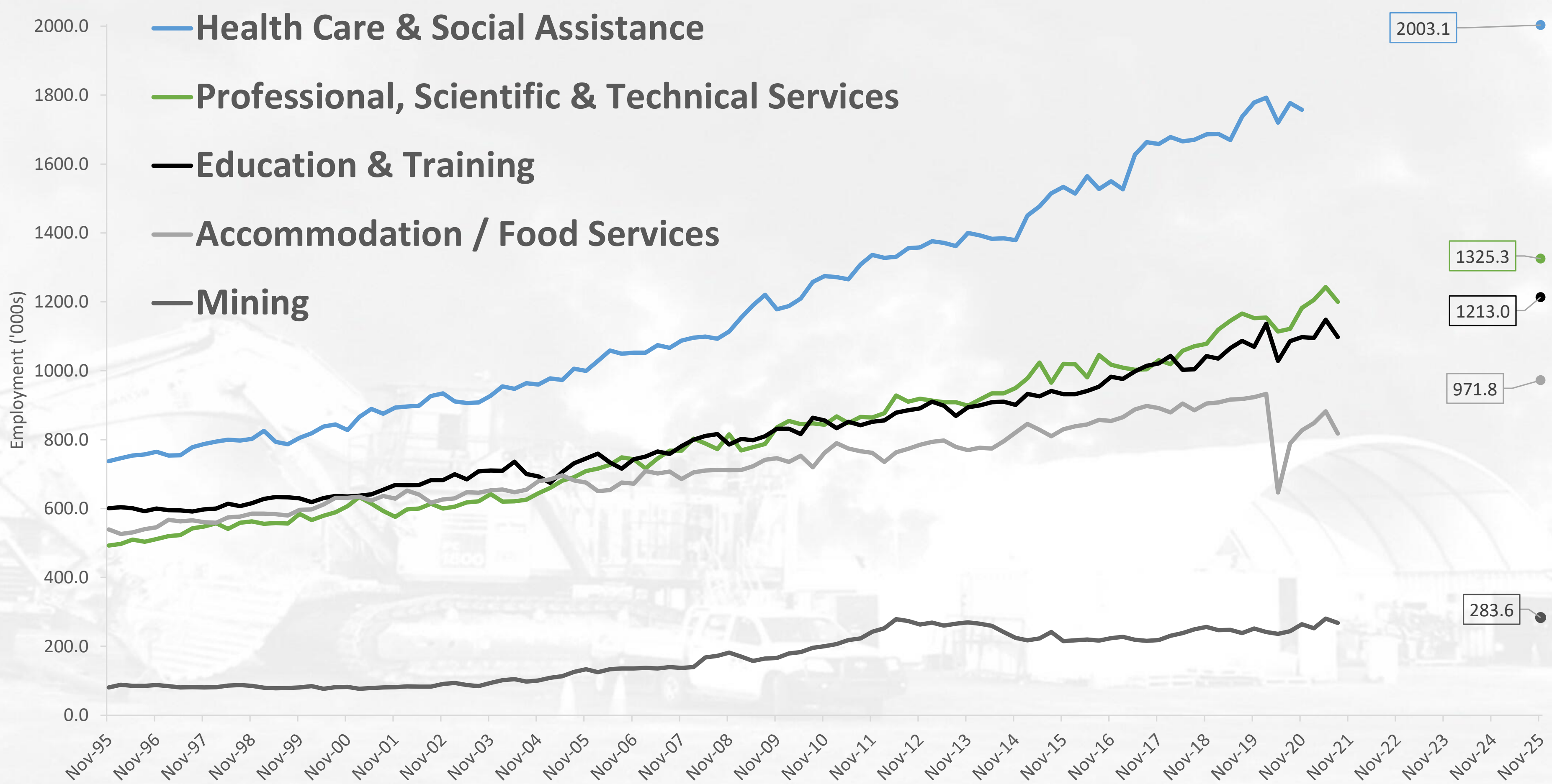

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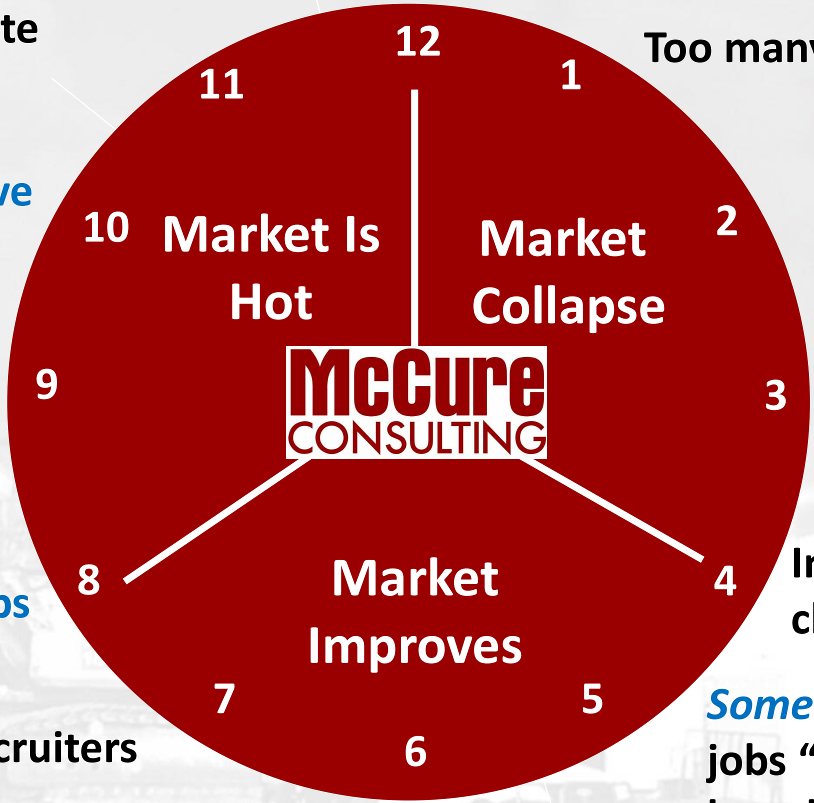
Five Year Industry Projections to May 2023

Industry	Projected employment growth 5 years to Nov 2025 ('000)	(%)
Accommodation and Food Services	139.9	**16.8**
Health Care and Social Assistance	249.5	**14.2**
Professional, Scientific and Technical Services	131.1	**11**
Education and Training	118.6	**10.8**
Arts and Recreation Services	20.6	**8.8**
Mining	21.7	**8.3**
Electricity, Gas, Water and Waste Services	11.7	**7.6**
Transport, Postal and Warehousing	47.3	**7.3**
Construction	80.7	**6.8**
Rental, Hiring and **Real Estate** Services	13.5	**6.5**
Financial and Insurance Services	28.8	**5.9**
Public Administration and Safety	36.7	**4.2**
Retail Trade	52.5	**4.1**
Agriculture, Forestry and Fishing	4.1	**1.2**
Manufacturing	-5.9	**-0.7**
Information Media and Telecommunications	-7.5	**-3.9**
All Industries	**991.6**	**7.8**

The McCure Recruitment Clock



Redundancies

Too many candidates, no jobs, no job ads

Recruiters gone

No staff movement. People leave industry. "Reinvention".

Internal restructuring, title changes, pay cuts, bonuses gone

Some job ads, long recruitment processes, jobs "disappear", filled internally. Don't hear back from internal recruiters

Return of lower level jobs

Slow return of recruiters

Return of mid-level jobs

Return of ~~dodgy~~ recruiters

More higher level/executive jobs. Pay increases

Too many jobs, no candidates, jobs unfilled. Greed, poor candidate behaviour

Where Is This Market Heading?

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- **Continuing Strength** but with constant underlying FRAGILITY
- What I said last time (Nov 2019) "**Business is buoyant** - this will probably continue but **potential market shocks seem increasingly possible**"

Predictions – The Year Ahead

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- ✓ **Steady Growth… In Almost All Parts of the Market**
  - ➢ **In Operations especially**
- ✓ **More Candidate Shortages** — This will get worse still; expect yet more noise about this issue
- ✓ **Increased Salary Packages** — More Subdued than the last Boom but still evident
- ✓ *(Noting this is what I said in Oct 2019 – all proved to be accurate)*