

The Ai Group
Apprentice and Trainee Centre

Gender Pay Gap Report 2023



Foreword

by Ai Group CEO & Head of the
Apprentice & Trainee Centre

The Ai Group Apprentice and Trainee Centre (Ai Group ATC) is committed to building the gender balanced and inclusive workforce of the future. Our plans and strategies focus on creating and maintaining a workplace experience for our apprentices and trainees where everyone is supported to reach their full potential.

Our work is in progress. We have a number initiatives in place to increase female representation within our apprentice and trainee community.

Change takes time and we know that the impact of our approach will take time to show in the data, but we are confident that we have the right plans in place to succeed in creating a thriving, diverse and equitable workforce.

We confirm that the data reported is accurate as of the last reporting period.

Innes Willox & Peter Nolan

Ai Group CEO & Head of the Apprentice & Trainee Centre



An explanation of the terms

A pay gap or pay difference is not the same as equal pay, which requires that women and men in the same role or doing comparable work are paid the same. In Australia, this has been a legal requirement since 1969.

Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organisations, industries and the workforce as a whole.

The pay gap is calculated by assessing the difference between average earnings of men and women at Ai Group.

An average or mean pay difference is calculated by taking the average annual earnings and comparing the differences between women and men.

A median pay difference is calculated by taking the figure in the middle of a range of annual earnings, arranged from the smallest to the largest.

What about non-binary employees?

The gender pay gap calculation does not yet include data about non-binary employees. In our role as a peak industry association, Ai Group will continue to work with WGEA to develop an approach to support employers to collect this information that is safe & respectful to people who identify as non-binary.



About our report

There are a number of factors that can impact the gender pay gap.

Our organisational processes and policies seek to eliminate or reduce factors such as unconscious bias in the hiring, remuneration or promotions process.

We are rethinking & reshaping workplace flexibility – especially in senior and leadership roles where we encourage flexible work regardless of gender.

We are conscious of the impact for women of caring responsibilities and time out of the workforce and what that means for them financially. Our parental leave and flexible working options seek to remedy inequitable financial outcomes for women who are parents or carers.

For our apprentice and trainees this is around supporting our hosts in creating an inclusive environment as well as educating and promoting apprentice and trainees of the future about the options that are available to them.

An overview of our data

Ai Group's Gender Pay Gap

All Employees	2020-21	2021-22	2022-23
Average (mean) total remuneration	-20.9%	-40.1%	-15.3%
Median total remuneration	-8.9%	-15.0%	-6.9%
Average (mean) base salary	-18.6%	-31.1%	-14.0%
Median base salary	-10.8%	-14.2%	-6.5%

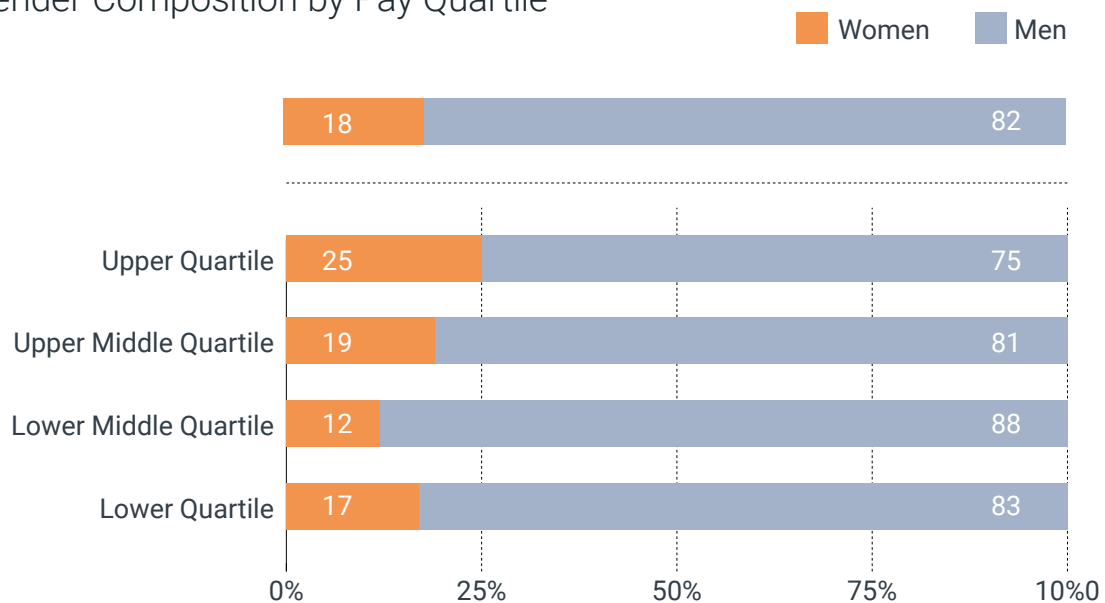
Gender Composition by role

Managers		Non-management	
Women	Men	Women	Men
25%	75%	18%	82%

Gender Composition by employment status

	Full-time	Part-time	Casual
Female	15%	49%	100%
Male	85%	51%	-

Gender Composition by Pay Quartile



Our gender pay gap analysis – Ai Group ATC

- ▶ A pay gap in favour of women does not mean our work here is done. Our goal is a pay gap moving towards zero.
- ▶ Overwhelmingly our apprentices and trainees are male. When this group of males and their corresponding wages are grouped with comparable women, who predominantly work in the teams who manage and support the apprentices, the gap appears significantly better than average. We are actively continuing our work on achieving true 'like for like' gender parity.
- ▶ There is still a significant amount of work to do to ensure a balanced composition for leadership roles, part time and casual roles.
- ▶ There is an opportunity to impact the composition of Ai Group governing bodies to achieve a better gender balance in subsequent appointments
- ▶ The data presented does not take into consideration the broader Australian Industry Group organisation. This is covered in a separate report.



Closing the gap – what we are focusing on at Ai Group ATC

Our people are critical to the success of Ai Group. It is important that we drive initiatives and build strategies to create a diverse and inclusive workforce that is gender pay equitable.

Change takes time but we are committed to progress and will continue to drive our strategies to close the gap.

- ▶ Access for all genders to the parental leave entitlement
- ▶ Superannuation for employees on unpaid parental leave
- ▶ Continuing our regular gender pay gap reviews (every 6 months).
- ▶ Continuing our role by role parity review through the remuneration review process
- ▶ Remuneration policy and framework to drive consistency and clarity
- ▶ Inclusive language tools
- ▶ Recruitment process in place to drive gender balance
- ▶ Unconscious bias training
- ▶ Reviewing flexible working options