

Employer Statement

1 Describe your overall commitment and approach to achieving gender equality.

Adelaide Training and Employment Centre (ATEC) stands at the forefront of fostering gender equity within the workplace, exemplifying a steadfast commitment to inclusivity and diversity. ATEC recognizes the immense value that gender diversity brings to the workplace, understanding that it not only promotes a more inclusive environment but also enhances organizational performance and innovation.

ATEC's commitment to gender equity is evident in its comprehensive policies and initiatives that ensure equal opportunities for all employees, regardless of gender. The organization actively works towards eliminating gender-based discrimination, fostering a workplace culture that embraces diversity and empowers individuals to reach their full potential.

ATEC goes beyond mere rhetoric, implementing targeted programs aimed at addressing gender imbalances within traditionally male-dominated industries. The centre actively encourages women to pursue careers in fields where they are underrepresented, providing training, mentorship, and support to help break down barriers and create a more level playing field.

By consistently promoting gender equity, ATEC not only strives to create a workplace that reflects the diversity of the community but also sets an industry standard for inclusivity. Through its dedication to gender equity, ATEC sets an inspiring example for other organizations, reinforcing the importance of fostering a workforce that values and respects individuals irrespective of gender.

2 Outline your gender pay gap and any relevant contexts or influences on your GPG.

ATEC's gender pay gap is -50.1% - our females are paid more than our male employees - and is directly impacted by the 200+ apprentices we have in male-dominated trades, construction, fabrication, engineering and electrical. These trades are offered to females, and we have had numerous Women in Welding courses along with targeting females in schools via social media with a focus on generational influences (parents and grandparents).

Our gender pay gap has been identified as equal for 2022-2023 which was our target for the 2024-2025 financial year.

3 Identify the drivers of your GPG.

One of our drivers has been providing equal opportunities for all to upskill which opens up a wider range of opportunities for all of our staff for career progression.

Our managers are vigilant in providing equal opportunities to all current and potential employees.

Our EBA provides equal opportunities and equal pay for all roles within ATEC.

Our Group Training apprentices are all covered by an industrial award.

4 Detail your action plan to address any gaps and amplify existing strengths.

Our Action plan is to target females in high school to consider trade apprenticeships in an environment that provides gender equity for all.

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