

WGEA Employer Statement 2024-2025

Skillinvest values and recognises diversity in the workplace and is an inclusive employer that actively employs people from different cultural backgrounds, genders, ages and skill sets. This approach recognises our diverse business and offerings. Skillinvest strives to achieve equal opportunity for all women and men and actively participates in the annual reporting to WGEA.

Skillinvest pays all genders equally which is governed by our Enterprise Agreement and pay scales which are dependent on skills, experience and the role being performed.

By way of background, in 2023/2024 Skillinvest's gender pay gap was 19.2% and the industry comparison dropped to 9.5%. In 2024-2025 Skillinvest's gender pay gap is 16.7% and the industry comparison is 10.6%. The WGEA was contacted seeking clarification on these changes and how this data has been reported. Changes in the reporting process and how businesses report on their primary industry group has influenced the industry pay gaps and how they are reported.

In addition, Skillinvest is a diverse business, the primary industry class categories do not allow for the various business units of Skillinvest to be separately identified for the purpose of calculating the gender pay gap against the relevant industries which Skillinvest operates.

The industry gender pay gap differs from the WGEA national average total remuneration gap of 21.1% for 2024-25. Skillinvest's gender pay gap is 16.7%. When considering the diversity of Skillinvest's business units, this percentage provides a more accurate reflection of the organisation's overall gender pay gap.

Women at Skillinvest are well represented at Board, senior and mid management levels. There are however a high proportion of women who perform administrative and part time roles which impacts the gender pay gap.

We continue to regularly analyse salaries; to ensure women and men are paid equally for the same role. Individuals are not paid different based on their gender. We acknowledge that certain roles attract different genders and where possible we aim to have diversity within our teams. To support Skillinvest's diversity, flexible working arrangements are offered across our organisation, allowing women the opportunity to perform the same roles as men. Skillinvest actively continues to focus on strategies to ensure its workforce is diverse, equal and inclusive and is an equal opportunity employer.

