

## Saville Assessment Aptitude Individual Contributors (UK, IA, 2021) Group Description

Used for:

Swift Analysis Aptitude-Rx (IA)  
Swift Analysis Verbal & Numerical-Rx (IA)  
Verbal Analysis Aptitude-Rx (IA)  
Numerical Analysis Aptitude-Rx (IA)  
Diagrammatic Analysis Aptitude-Rx (IA)

This group consisted of 5,670 individuals<sup>1</sup> in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 10% worked in IT & engineering, 10% in sales & marketing, 10% in customer service, 6% in hospitality, 4% in finance, 4% in education, 3% in operations, 3% in law, 3% in research and 3% in administration. The remaining 44% worked in other fields including health, construction, leisure, consulting and human resources<sup>2</sup>.

The breakdown of the group is provided below (with response rates for each biographical section given in the foot notes):

### Gender<sup>3</sup>

41% of the group were female, 59% were male and less than 1% responded with not specified.

### Age<sup>4</sup>

The mean age of the group was 24 years.

### Education (highest qualification)<sup>5</sup>

19% had a postgraduate degree as their highest qualification, 61% had a first/undergraduate degree, 1% had a professional qualification, 14% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

### Work Experience<sup>6</sup>

2% of the group had more than 20 years' work experience, 6% had between 10 and 20 years', 12% had between 6 and 9 years', 31% had between 3 and 5 years', 19% had between 1 and 2 years', 10% had between 6 and 12 months', with the remaining 20% having had less than 6 months' work experience.

### Cultural Background<sup>7</sup>

77% of the group described themselves as White (including British, European and Irish), 13% as Asian (including Indian, Pakistani and Bangladeshi), 4% as Black (including African and Caribbean), 1% as Arabic, with the remaining 5% coming from a range of other backgrounds<sup>8</sup>.

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<sup>1</sup> Based on 2018 to 2020 completions

<sup>2</sup> Based on 93% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 99% group response

<sup>5</sup> Based on 99% group response

<sup>6</sup> Based on 99% group response

<sup>7</sup> Based on 99% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Hispanic and Scandinavian