

Saville Assessment Match 6.5 Individual Contributors (UK, IA, 2022) Group Description

This group consisted of 668 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 14% worked in customer service, 10% in hospitality, 9% in sales & marketing, 6% in construction, 5% in operations, 5% in IT & engineering, 4% in law, 3% in administration, 3% in health and 3% in finance. 3% in leisure. The remaining 35% worked in other fields including education, transport, consulting and human resources².

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

Gender³

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

Age⁴

The mean age of the group was 22 years.

Education (highest qualification)⁵

8% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 2% had a professional qualification, 31% had school level qualifications, with the remaining 11% of the group having other or no formal qualifications.

Work Experience⁶

2% of the group had more than 20 years' work experience, 7% had between 10 and 20 years', 11% had between 6 and 9 years', 24% had between 3 and 5 years', 24% had between 1 and 2 years', 10% had between 6 and 12 months', with the remaining 22% having had less than 6 months' work experience.

Cultural Background⁷

79% of the group described themselves as White (including British, European and Irish), 14% as Asian (including Indian, Pakistani and Bangladeshi), 3% as Black (including African and Caribbean), 1% as Arabic, with the remaining 3% coming from a range of other backgrounds⁸.

¹ Based on 2016-2020 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 98% group response

⁶ Based on 99% group response

⁷ Based on 99% group response

⁸ Other backgrounds included mixed backgrounds