

## Saville Assessment Wave® Work Strengths Apprentice Level (INT, IA, 2022) Group Description

This international group consisted of 622 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 9% worked in customer service, 7% in sales & marketing, 6% in IT & engineering, 5% in administration, 4% in education, 4% in construction, 4% in hospitality, 3% in operations, 3% in health and 2% in finance. The remaining 53% worked in other fields including human resources, leisure, data processing, design, welfare, and law<sup>2</sup>.

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

### 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 21 years.

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

60% had school level qualifications, 18% had a college/associate degree, with the remaining 22% of the group having other or no formal qualifications.

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

14% of the group had between 6 and 9 years' work experience, 20% had between 3 and 5 years', 14% had between 1 and 2 years', 9% had between 6 and 12 months', with the remaining 44% having had less than 6 months' work experience.

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

50% of the group described themselves as White (including British, Australian and European), 18% as Black (including African and South African), 16% as Asian (including Indian, Chinese and Thai), 11% as Arabic, 1% as Hispanic, with the remaining 4% coming from a range of other backgrounds<sup>8</sup>.

### Country of Completion<sup>9</sup>

19% of respondents completed Work Strengths in Australia, 19% of respondents completed Work Strengths in South Africa, 19% of respondents completed Work Strengths in the United Kingdom, 9% in the United Arab Emirates, 9% in Switzerland, 5% in India, 4% in the United States, 2% in France, 2% in Italy, 1% in New Zealand and 1% in Thailand. The remaining 10% completed the questionnaire in various other countries including Colombia, Chile, Mexico and the Philippines.

<sup>1</sup> Based on 2019-2022 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 100% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 95% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Aboriginal Australian and Maori

<sup>9</sup> Based on 99% group response