Saville Assessment Wave® Focus Styles
Graduates – Recent (UK, IA, 2021) Group Description

This group consisted of 1,268 individuals[1] in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 13% worked in finance, 10% in administration, 10% in consulting, 9% in IT & engineering, 6% in customer service, 5% in sales & marketing, 5% in law, 4% in human resources, 3% in operations and 2% in research. The remaining 33% worked in other fields including hospitality, education, health, transport and purchasing[2].

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

Gender[3]

51% of the group were female, 49% were male and less than 1% responded with not specified.

Age[4]

The mean age of the group was 24 years.

Education (highest qualification)[5]

29% had a postgraduate degree as their highest qualification and 71% had a first/undergraduate degree.

Work Experience[6]

48% of the group had between 3 and 5 years' work experience, 17% had between 1 and 2 years', 11% had between 6 and 12 months' with the remaining 24% having had less than 6 months' work experience.

Cultural Background[7]

56% of the group described themselves as White (including British, European and Irish), 34% as Asian (including Malaysian, Chinese and Indian), 5% as Black (including African, Caribbean and African and Caribbean), 1% as Arabic, with the remaining 4% coming from a range of other backgrounds[8].

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[1] Based on 2017-2020 completions
[2] Based on 81% group response
[3] Based on 100% group response
[4] Based on 97% group response
[5] Based on 100% group response
[6] Based on 100% group response
[7] Based on 97% group response
[8] Other backgrounds included mixed backgrounds and Hispanic