



Civil Service
Fast Stream

Civil Service Fast Stream: Annual Report 2014



Foreword



My team and I are proud of our work to recruit and equip Fast Streamers with the skills, knowledge and experience they need to become effective and inspiring senior leaders in the Civil Service. The Fast Stream is a well-established development programme with a strong reputation amongst students and with other employers. It attracts some of the brightest graduates from across the UK and beyond. As always, the 2014 intake are strongly motivated by a desire to make a difference, and bring the highest standards of professionalism, integrity and impartiality to the work they do.

The Fast Stream is growing, with the recruitment levels having increased since our 2013 report. Further increases will be reported for 2015, and the number of professional options offered will also increase. Our recruitment for 2015 is well underway as I write.

A new development since 2013 has seen central management of Generalist (now called 'Corporate') and Science and Engineering Fast Streamers under my leadership in Civil Service Resourcing. The redesigned programme gives more challenge for Fast Streamers through four 6-month postings and two 1-year postings. This allows for: a focus on their personal development; roles in multiple government departments; an external secondment; focused talent management tailored to individual needs; skills development linked to future challenges, including core skills prioritised by CS Reform. The result is a group of individuals who will be widely deployable into leadership roles across the Civil Service and equipped for leading a modern and more agile Civil Service in the future. In 2014, this approach was extended

to the Digital and Technology and European Fast Streams.

This report reviews our 2014 entrants from the points of view of educational background, gender, ethnicity, disability, sexual orientation and socio-economic status, analysing application and performance by each group at each selection stage. It was the first year that we collected data on sexual orientation.

Our positive action programme for undergraduates is also analysed for the first time in this year's report. The award-winning Summer Diversity Internship Programme has been established for more than a decade and next year the report will also give data on the Early Diversity Internship Programme for first year undergraduates, which we have launched for Easter 2015. These internships are important to us because they help us to explain our work to young people who might not otherwise have an opportunity to see the great work done by civil servants and the wide variety of career opportunities it provides. Because these are positive action programmes, we do not offer automatic conversion to the Fast Stream. Our interns know that what they are getting is an insight into what Civil Servants do, experience of paid work equivalent to that undertaken by Fast Streamers, and freedom to choose whether to apply to work with us through the Fast Stream afterwards. We provide coaching support, but all appointments to the Fast Stream are made strictly on merit so all our interns who do apply are competing fairly against the wider applicant pool.

The report is also an opportunity to describe how we manage the Fast Stream, what Fast Streamers do after they are recruited, and the contribution they make to government. It is a measure of the success of the Fast Stream that its members are increasingly

to be found in roles which bring them into direct contact with the public. The insight this gives them is a valuable part of their personal development, enabling them to see first hand how a policy is received by their fellow citizens and the impact it makes on their lives.

This report provides a snapshot in time and a small window into life on the Fast Stream. The people on the schemes and the work they do is extraordinary. I personally think the development opportunities offered by the Fast Stream are among the best offered by any graduate recruiter in the UK today. I hope that, you will see from the contributions and case studies in this year's report, the value of the programme in shaping the future and delivering excellence in public service.

Gillian Smith

Head of the Civil Service Fast Stream

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INTRODUCTION

1. The Fast Stream is the Civil Service's graduate development programme, designed to equip some of the brightest graduates with the knowledge, skills and experience they need to be the future leaders of the Civil Service. It is an investment in talent, intended to ensure that present and future governments are supported by an efficient and effective Civil Service with the right skill set and the versatility to respond to changing priorities.
2. Fast Streamers' personal development is achieved through a programme of carefully managed contrasting postings, supplemented by formal learning and other support such as coaching, mentoring and action learning.
3. The Fast Stream is managed by a dedicated team in Civil Service Resourcing, part of Civil Service HR, which reports to the Minister for the Cabinet Office.
4. The Fast Stream team also manage the Summer Diversity Internship Programme (SDIP). The Cabinet Office launched SDIP more than ten years ago to encourage more undergraduates and graduates from under-represented groups to think seriously about the Civil Service, and especially the Fast Stream, as a preferred employer. This programme has steadily grown over the years and is therefore going to be included in this report from 2014 onwards.

2014 FAST STREAM OPTIONS

5. The fast streams available in 2014 are listed below:
 - Generalist Fast Stream (consists of the Corporate Fast Stream (essentially the Home Civil Service), the Houses of Parliament, the Diplomatic Service and Science and Engineering). Because the Generalist Fast Stream accounts for such a large proportion of each year's intake, the report focuses on it separately as well as on the Fast Stream as a whole.
 - Economist Fast Stream
 - Statistician Fast Stream
 - Social Research Fast Stream
 - Operational Research Fast Stream
 - Digital and Technology Fast Stream (re-designed from the previous Technology in Business Fast Stream)
 - Human Resources Fast Stream
 - Northern Ireland Fast Stream
 - European Fast Stream
6. For more information about the different Fast Stream programmes, visit <https://www.gov.uk/faststream>.

THE FAST STREAM SELECTION PROCESS

7. The Civil Service recruits to the Fast Stream strictly on the basis of fair and open competition and selection on merit.
8. Civil Service Resourcing, in partnership with Parity plc., the recruitment agency providing bespoke recruitment services, managed the development and delivery of the 2014 competition. As always, our priority was to recruit the best talent available to us, while building on past achievements to make Fast Stream recruitment as fair, inclusive and efficient as possible.

9. Fairness and objectivity: The Civil Service maintains the highest standards of open and fair recruitment. The Fast Stream selection process is subject to a thorough annual check on compliance with the Civil Service Commissioners' principles of merit, fairness and openness. We do everything possible to ensure that our assessment methods are scientifically robust, able to identify relevant attributes, objective and capable of withstanding close scrutiny.
 10. Efficiency and best practice: We use the latest online selection technology, and seek constantly to develop it and maximise its effectiveness. We aim to complete the selection process in the shortest possible time, and to make job offers to the best candidates as quickly as possible. By ensuring that key stages are online, we achieve greater transparency and objectivity, while allowing candidates to drive themselves through each stage of the process using a personalised management support system. We are constrained in getting all job offers out as quickly as we would like by our strict application of merit, which means that we gradually finalise pass marks to ensure that we still have places remaining at the end of the recruitment year for high scoring candidates who we see late in the schedule.
 11. The selection process consisted of the following stages in 2014:
 - registration on Fast Stream website
 - online self-assessment
 - application and online tests
 - online in-tray exercise (the "e-Tray")
 - Fast Stream Assessment Centre.
 12. The Economist, Statistician, Social Research and Operational Research Fast Streams also test professional aptitude in a separate assessment centre. People entering any Fast Stream option have to pass the generic Fast Stream Assessment Centre.
 13. Some Fast Stream options apply a final selection procedure after the assessment centre before deciding who to recommend for appointment. However, all candidates who achieve the pass mark at the assessment centre have reached the required standard and are guaranteed a place in the Corporate Fast Stream if they have expressed it as one of their preferences at the application stage.
 14. Candidates are ranked in order of merit, based on a final mark awarded at the assessment centre. All candidates receive detailed feedback on their performance at the assessment centre in the form of a development report.
- ## OUTREACH ACTIVITY
15. Marketing activity forms an integral part of the Fast Stream recruitments process. In 2014, we increased campus outreach activity by broadening the range of universities we engaged with. We targeted universities by using a combination of diversity demographics, academic performance and historical data on success rates. We built partnerships with careers services to facilitate Q&A panels, presentations, networking events, drop-in sessions and skills sessions. We also extended our work with universities' online platforms and social media. The programme of engagement included more than 140 events and 70 universities. We worked hard to achieve this six-fold increase on the previous year without spending more money.
 16. The reach of our official Fast Stream Facebook page continues to be very effective as it connects potential candidates with current fast streamers. We have existing fast streamers from all of the schemes on hand to answer questions in real time on each working

day of the year – we have increased this by a third compared with 2013. These fast streamers personally encourage, advise and support prospective applicants through the different phases and give insight into the day-to-day work and development they are undertaking.

SUMMER DIVERSITY INTERNSHIP PROGRAMME

17. An important insight into the Fast Stream is our Summer Diversity Internship Programme (SDIP). It is a paid scheme that gives people from diverse backgrounds the opportunity to see what a career in the Civil Service is like. It puts talented undergraduates and graduates on a six to nine week work placement in a government department over the summer. The scheme is for students from black and minority ethnic backgrounds and/or those who are socio-economically disadvantaged. In 2015, we will also seek applicants who are disabled in addition to the groups already included.
18. Participants are usually involved in a range of challenging activities, including conducting research, supporting projects, assisting on policy documents, working alongside senior civil servants and attending critical meetings with senior advisors on major issues. By the end of the internship they should feel confident in their ability to apply for the Fast Stream.
19. More than 170 people were on the programme in 2014, with many also undertaking a coaching programme to provide selection skills to support preparation for their Fast Stream applications.

CASE STUDY – Kalada Bruce



I joined the Foreign and Commonwealth Office on the Diplomatic Service Fast Stream in November 2012. I knew little about the Fast Stream until I joined the Department for Education on the Summer Diversity Internship Programme. I ended up spending a year there, spanning the 2010 general election, working on how we ensure the next generation is better at maths. It was the perfect introduction to the Civil Service as I had studied the subject for my degree. Among other things, I provided the advice to Number 10 that allowed the then-Prime Minister to make an important education policy announcement. It was my job to take our then minister's aims through to fruition, via the experts and the interested members of Parliament or the public. It becomes easier with experience, but there's no substitute for working as part of a team. The generosity and care of my colleagues was a huge influence behind me applying and to make my stay in the Civil Service permanent.

For most of 2012, before I started on the Fast Stream, I worked in the Government's Efficiency and Reform Group, working on how we tackle the £20 billion plus debt owed to the taxpayer as efficiently and fairly as possible. On the face of things, it doesn't sound interesting, but believe it or not, it was. It showed me just how wide-ranging the Civil Service is. I still can't think of another organisation with so many different

roles to choose from, and I'd say that every job I've had has topped the previous one, in one way or another.

My first job on the Fast Stream was a desk officer on Brazil. After a year, I found myself working on how to improve evidence-based policy making across the office, and a few months into that role, I was asked to move to my current role in private office. My job now is to ensure the minister's ambitions are realised by our policy leads and diplomats, just as I, myself, tried to do back at the Department of Education five years ago. Except this time, it's about our productive relations with countries or the safety of British nationals abroad. I have the privilege of working with colleagues based around the world on these issues, from our newest recruits to the most senior and experienced diplomats, and all the time watching the minister balance his responsibilities to his constituents, his party and Parliament.

My next move is likely to be overseas to work at one of our embassies or high commissions, potentially learning a foreign language. That's perhaps the greatest benefit of the particular scheme I am on. But in spite of the stereotypes, from what I've seen so far, far from dryly applying international relations theory, it will be about building relationships and influencing the right people to ensure the UK remains a safe place to live with a stable economy.

THE FAST STREAM IN 2014: A SNAPSHOT

- 20. On 31 March 2014, there were 2,342 fast streamers in total, accounting for just over half of one per cent of the Civil Service.
- 21. Of this total, 48 per cent were women, 12 per cent were from an ethnic minority and 10.9 per cent were disabled.

22. About 41 per cent of fast streamers were occupying policy posts. Half were in the largest programme, the Generalist Fast Stream.

23. The largest employers of fast streamers were, in the following order, The Department for Work and Pensions, the Foreign and Commonwealth Office, the Department for Business, Innovation and Skills, HM Revenue and Customs, the Home Office and the Ministry of Defence.

24. The percentage of fast streamers leaving in the year ending 31 March 2014 was 5.8 per cent.

CASE STUDY – Georgina Clarke



Two years after graduating with a degree in modern languages, I started in the Civil Service HR Fast Stream. I'm four months into my first posting as an HR Business Partner in Cabinet Office. I work with the heads of business areas within Cabinet Office to help and advise them on key HR issues – anything from the training and development of their teams to large

restructures of their business area. It's a fascinating role, both because I am working in the very heart of government and because I am required to know a little bit about every aspect of HR.

I started my career as an HR assistant in a private sector company and found HR really interesting, which is when I decided to apply for the Fast Stream. Any HR job in the world can be found in the Civil Service, and it was this broad opportunity that primarily appealed to me as the possibilities after the scheme are endless. No other scheme that I looked at could offer the same breadth of opportunity as the Civil Service.

By the end of the fast stream, I hope to have been exposed to a variety of HR topics and job roles, both through my placements and through the masters degree that I'll be studying as part of the scheme. There are so many elements to HR – from diversity to organisational design – and I am keen to learn as much as I can. After the scheme I will (hopefully) gain a promotion and I would love to carry on developing and eventually become a HR leader in the Civil Service.

I love working in Cabinet Office as you're at the heart of everything going on in government – my meetings at Number 10 are still exciting. As HR Business Partner to communications, I have insight into some fascinating work – from the GREAT Campaign, a huge campaign run across the world to publicise the UK, to the running of the press offices of the Prime Minister and the Deputy Prime Minister. I enjoy how fast paced and varied my role is – when I come into work in the morning I can't predict how the day will go, which is what keeps me interested and challenged.

THE CORPORATE FAST STREAM

25. The new Corporate Fast Stream was rolled out in 2013 in response to an internal review on fitness of the Fast Stream for the future, and developments in the Civil Service Reform Plan to more actively manage the careers of our most talented people government-wide. The scheme develops core skills and exposes participants to a broad range of work across the Civil Service through postings across different functions, departments and regions, as well as secondments.
26. It's been a busy and exciting year for the Corporate Fast Stream programme in 2014. We successfully organised more than 800 placements for fast streamers in demanding and satisfying roles in government departments and across the private, public and charitable sectors. We also invested heavily in a new week long residential induction for the Corporate Fast Stream. This included some core skills training, an introduction to government, and an opportunity to hear from senior leaders from across the Civil Service. New entrants were able to settle into their departments very quickly.
27. In response to departmental needs we have added two specialist options to the Corporate Fast Stream – defence and security, and international. These options are available after joining the Corporate Fast Stream and after a further selection process. These fast streamers should expect to work in departments such as the Ministry of Defence, Home Office, Cabinet Office and Department for International Development.
28. We have also been working with our digital profession to develop a centrally managed scheme for Digital and Technology Fast Streamers. This built

on and expanded the Technology in Business (TiB) scheme to increase the breadth of digital experience across the Civil Service. The structure of the scheme is similar to the corporate programme that focuses on specific skills areas and is aligned to the digital and technological expertise required in the Civil Service in future.

CASE STUDY – Rosie Foster



I applied for the Economist Fast Stream in my final year of studying economics at Cardiff University. It was the diversity of work available within the Civil Service that attracted me to the Fast Stream. I have not been disappointed as I have worked on lots of different projects in my time at the Office for National Statistics (ONS). I think another part of being on the Fast Stream is being involved in exciting and challenging work outside of London, as well as all the opportunities in Whitehall.

My first post was in the Measuring National Well-being division of ONS, where I was in the economy branch. This was an exciting and developmental area to work, where I was able to contribute to a wide range of interesting and relevant statistics. My work included the development of human capital estimates, looking at the distribution of income and wealth and the estimation of household production.

I then moved on to join the team working on the Johnson Review of Consumer Price Statistics. The director of the Institute for Fiscal Studies was asked by the UK Statistics Authority to review the current range measurement of consumer price statistics produced by ONS. This role was fantastic. It allowed me to learn a huge breadth of knowledge about price statistics in a very short time. The work was very varied and fast paced, between analysis of inflation, drafting, briefing and attending interesting and high level stakeholder meetings.

I now work between ONS and the Bank of England on the National Accounts Flow of Funds project. This is a new initiative designed to increase understanding and capability between the two institutions. It is amazing to have the opportunity to work with the Bank. Working across institutions allows me to see how the national accounts are used and have a different angle for my day to day work.

LOOKING AHEAD

New fast streams

29. 2015 will see the launch of four new Fast Stream schemes for the Finance, Audit, Commercial and Communications professions. We hope that this will attract more graduates who see themselves working in these professions in future.

Growing the centrally managed model

30. We are continually reviewing and measuring the success of the new Corporate Fast Stream scheme. One year into this scheme we have found widespread satisfaction, with line managers of corporate fast streamers reporting that they are highly favourable about the calibre of the individuals. An area that we wish to improve going forward is how we communicate with these fast streamers as they move around different departments. We are

therefore developing a digital platform which is a cloud based service being piloted in spring 2015.

31. Building on the success of the new centrally managed model, the four new Fast Stream schemes being launched in 2015 will be centrally managed immediately with the intake from September 2015.

Early Diversity Internship Programme

32. We recognise that many graduates start to consider their career choices early into university. We have therefore launched a new Early Diversity Internship Programme (EDIP) for first year undergraduates over Easter 2015.

33. EDIP will give up to 100 first-year undergraduates from diverse backgrounds a sense of what being in the Fast Stream is like. It puts talented undergraduates on a one-week placement in a government environment. A successful applicant will be given the opportunity to attend network sessions, skills workshops and will shadow Fast Stream participants as they work. The scheme is exclusively for students from black and minority ethnic and disadvantaged social backgrounds. High performing interns will be encouraged to apply for SDIP and Fast Stream.

Civil Service Fast Track Apprenticeship Scheme

34. From November 2014 the Civil Service Fast Track Apprenticeship Scheme (CSFTAS) became part of the Civil Service Resourcing Fast Stream Team. We will continue to build on the existing offering, providing applicants with a great alternative to university. We are aiming to double the number of apprentices recruited in 2015, giving us a target of 400 apprentices. We are also increasing the types of apprenticeship from three to five – business administration,

commercial, cyber security, digital and technology, and finance.

35. The 2015 report will include apprenticeship information similar to that which we have included in this report on the Fast Stream.

Schools and colleges programme

36. Going forward into 2015 the Civil Service Resourcing Fast Stream team will be delivering the Whitehall Internship Programmes for Year 9 and 12 on behalf of the Cabinet Office. This gives us the ability to align these programmes with both the Fast Stream and Fast Track, providing a valuable opportunity to reach out to sections of society traditionally under-represented in our applicant pools and hires, and to increase representation on the early talent schemes.

37. The Year 12 programme is delivered in partnership with the Social Mobility Foundation, and provides a two week residential internship and a Civil Service mentor. In 2015 we expect to have 80 interns in London and 20 in Scotland. This is targeted at students from lower socio-economic backgrounds with aspiration and ability to attend university.

38. The 2014 Year 9 programme enabled 111 students from ten schools to attend an insight day into the Civil Service in London. Schools were selected in liaison with the Department for Education to enable us to reach out to schools with high proportions of ethnic minority students and/or lower socio-economic students. We hope to significantly expand this programme for 2015.

CASE STUDY – Hugo Jones



I am on the Corporate Fast Stream and currently work in the Department of Health, private office of the Director General for Public and International Health.

Work in private office is always incredibly varied, as you duck in and out of different projects going on across the department. You have to be on the lookout for things your director general or minister needs to know about and make sure their view is represented. It means you get to spend a lot of time with senior officials and ministers, learning how they work and what they want from their Civil Servants.

My last few weeks have been taken up with preparation for a Public Accounts Committee hearing that my director general was appearing before. I was in charge of pulling together all the briefing pack for her, arranging for people from across government to come in and quiz her, and asking tough questions so that she knew what to expect from the MPs. The whole thing provided an amazing insight into the workings of Parliament, and it was great to feel a real sense of responsibility for the process. At the moment a lot of our effort is also spent on the Ebola crisis in West Africa, and the domestic contingency preparations going on in the UK.

I have had four postings since joining the Fast Stream. My first was in the Home Office as Chief of Staff to the Border Force National Command Centre. After that I went up to Newcastle to work in Her Majesty's Revenue and Customs, an experience that gave me a really valuable view into the workings of the Civil Service outside of the Whitehall square mile. With that said I was happy to return to friends and family in London for a job as a policy advisor in the Department of Health's NHS Strategy Unit.

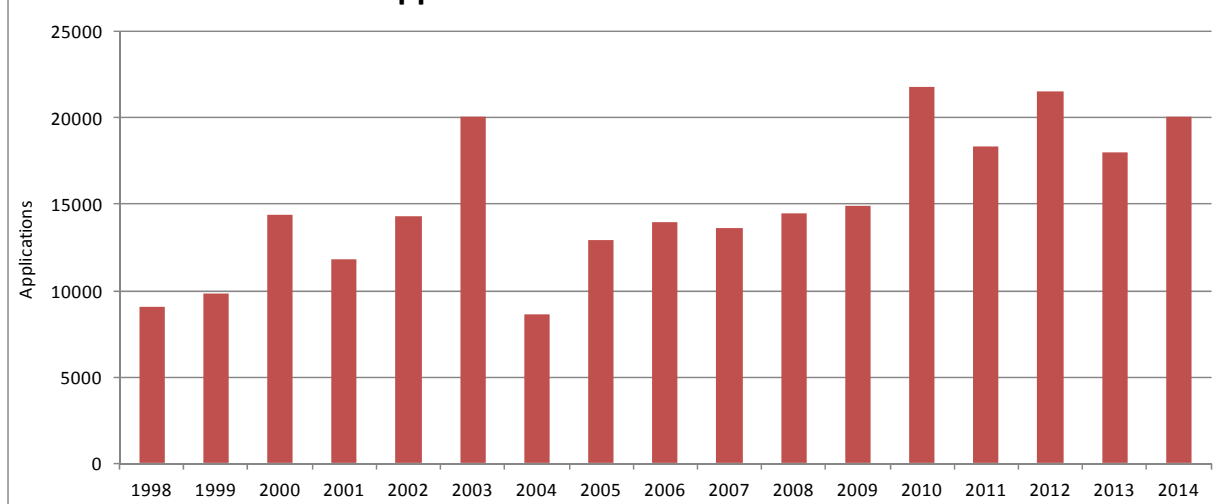
These were my first proper jobs outside of university, so it was a steep learning curve. But this immediate responsibility, coupled with a sense that the work is important and that you get to see so much of it, was what attracted me to the Generalist Fast Stream. I am really proud of some of the work that colleagues and I have done over the past few years, and am looking forward to what's next.

FAST STREAM RECRUITMENT IN 2014: HEADLINE FIGURES

Applications

- 39. The number of registrations (i.e. initial expressions of interest) on the Fast Stream website was up by 12.6 per cent compared with 2013 (from 34,550 to 38,908).
- 40. The number of applicants (we define an applicant as someone who takes the online tests) went up from 17,966 in 2013 to 20,072 in 2014.
- 41. Chart 1 shows the number of applications submitted to the Fast Stream each year since 1998. The fall in 2004 reflects the introduction of online self-assessment to discourage unrealistic applications. The Fast Stream remains a popular career choice.

Chart 1 - Applications to the Fast Stream 1998-2014



Diversity

42. The role of the Civil Service is to serve the government of the day and we must have the best people to provide the best possible service. A longstanding core principle of the Civil Service is that recruitment must be based on merit, regardless of background. We already employ many of the country's brightest and best and it is therefore inevitable, and right, that many of these civil servants come from our best universities.

43. If the best people, recruited on merit, do not reflect society at large then we need to look to our education system to provide more support for younger generations to ensure they have the opportunity to become our future leaders. The Government has introduced significant reforms to education, and is working across departments to make important changes and provide services that will help improve social mobility. We will continue to work with organisations outside of government, including schools, further education colleges, universities, businesses, professional bodies and a wide range of third sector and voluntary organisations to help make opportunities open to everyone – creating a fairer society.

44. As we say in our Talent Action Plan: Removing the barriers to success, we must ensure that every talented, committed and hard-working person has the opportunity to rise to the top, whatever their background and whoever they are. It is our aim in the next three years, to recruit greater numbers of those currently under-represented in the Civil Service, in particular high-quality Black Minority Ethnic, lower socio-economic, disabled and Lesbian, Gay, Bisexual and Transgender candidates.

45. We are determined to reach out further to sections of our society which are not proportionately represented in the Fast Stream. In particular, we invest considerable effort in attracting and recruiting graduates from ethnic minorities, from lower socio-economic groups, or with a disability. We intend to achieve this through our positive action programmes referred to above: the new Early Diversity Internship Programme; the award winning Summer Diversity Internship Programme; the Coaching Programme which is a follow-on from the SDIP, for students who are applying for the Fast Stream; the Whitehall School and College Internship schemes. We have committed to double the size of our Fast Track Apprenticeship Scheme (to 400 in 2015), to increase

opportunities for young people to leave school and go straight into the Civil Service.

46. In addition, a range of diversity activity is undertaken to support fast stream attraction, awareness and selection. These include:

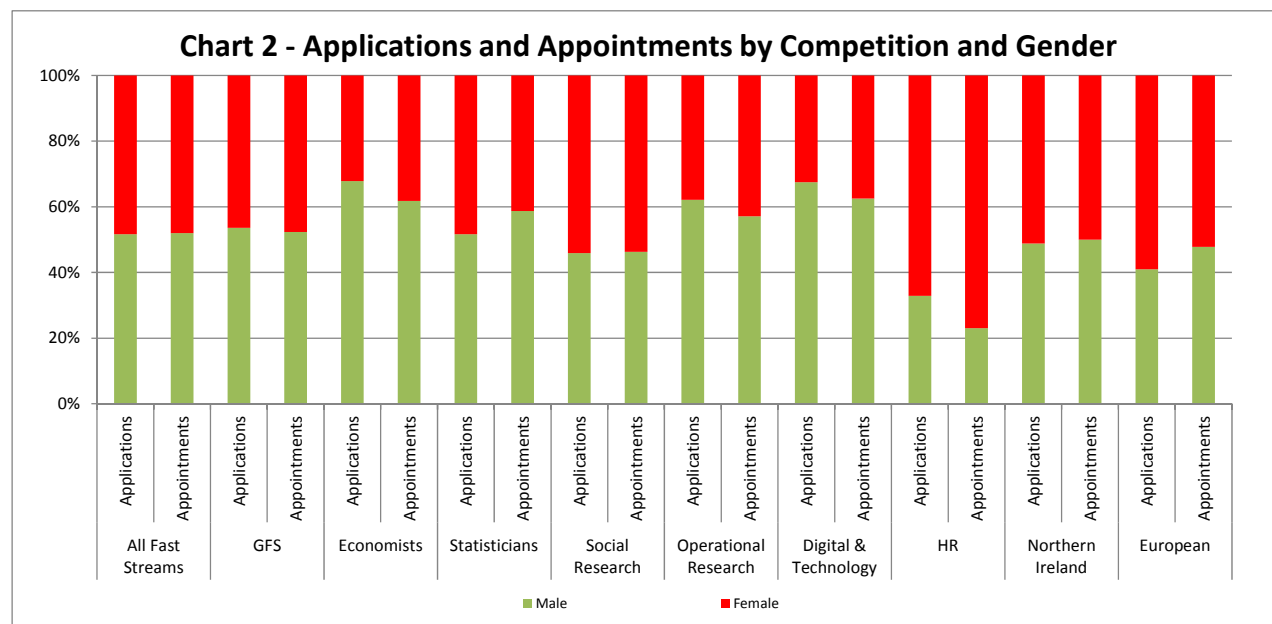
- Social media strategy to engage all applicant groups using a daily moderated Facebook hub, live chats, videos and Twitter site and developing competitions and opportunities to engage.
- Strategic partnerships with agencies offering expertise in engaging with our target groups.
- Targeted campus events across diverse universities.
- Developing strong linkages between the Fast Stream team and the cross-Civil Service Positive Action Pathway project to engage and develop internal diverse staff.

47. The approach for reporting diversity representation has changed. Figures have been calculated as a percentage of those that declared their status. This aligns Fast Stream reporting of diversity representation rates with the standard methodology used by government departments and ONS when reporting Civil Service workforce diversity rates. In previous years the rates were calculated as a percentage of all applicants including those that chose 'Prefer not to say'. Historical trend data has been adjusted in the 2014 data tables to reflect this change in methodology.

48. Tables showing the diversity of the Fast Stream intake every year since 1998 are in the main statistical analysis at the end of this report. The following are headline figures from the 2014 competition, including comparisons with 2013 using the new methodology.

(i) Gender

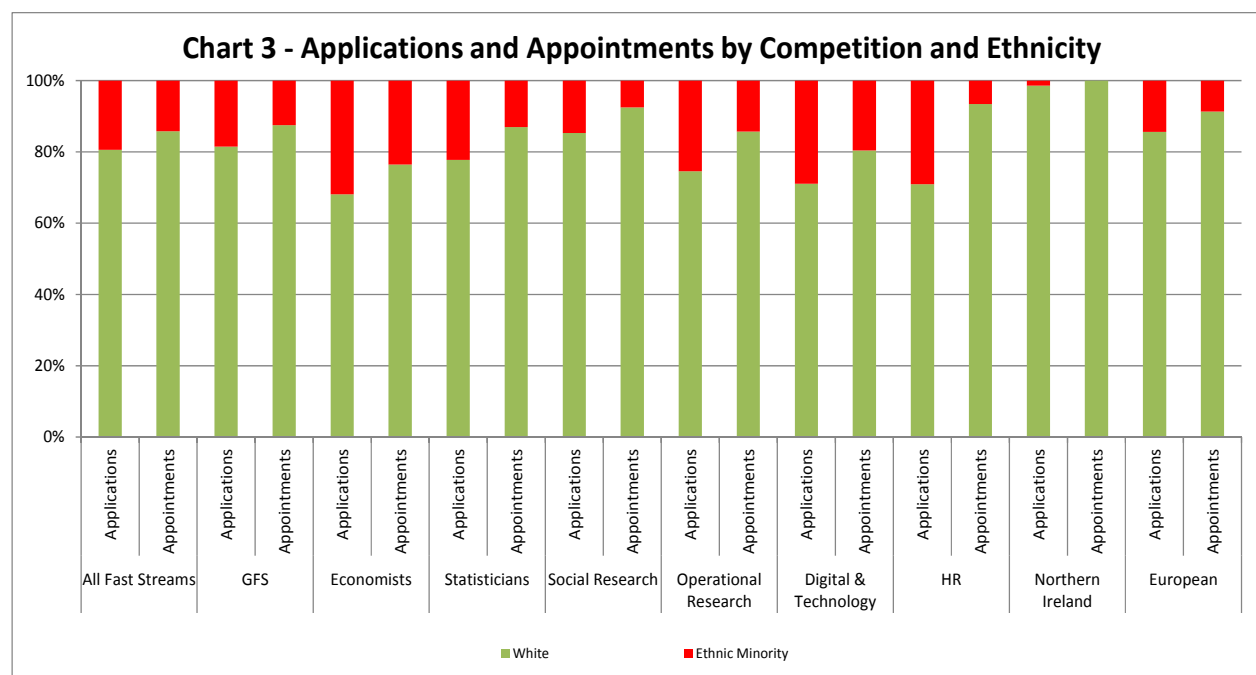
49. In 2014, the proportion of applications from women went up slightly to 48.3 per cent, from 46.2 per cent in 2013. The proportion of successful women applicants fell very slightly to 48.0 per cent, from 50.1 per cent in 2013. Male applicants had a slightly higher success rate than females at 4.6 per cent instead of 4.5 per cent, resulting in a fairly evenly matched intake. Application and appointment proportions by gender differ between the different schemes. The patterns that we see are consistent with others who recruit to professions (for example more men than women applying for technology and more women than men for HR) See Chart 2.



(ii) Ethnicity

50. The proportion of applications from ethnic minority groups rose to 19.4 per cent, from 18 per cent in 2013. The proportion of successful applicants from ethnic minority groups also rose slightly to 14.2 per cent from 13.6 per cent in 2013. This proportion, representing 127 graduates from ethnic minority groups, is the highest we have ever achieved. See Chart 3.

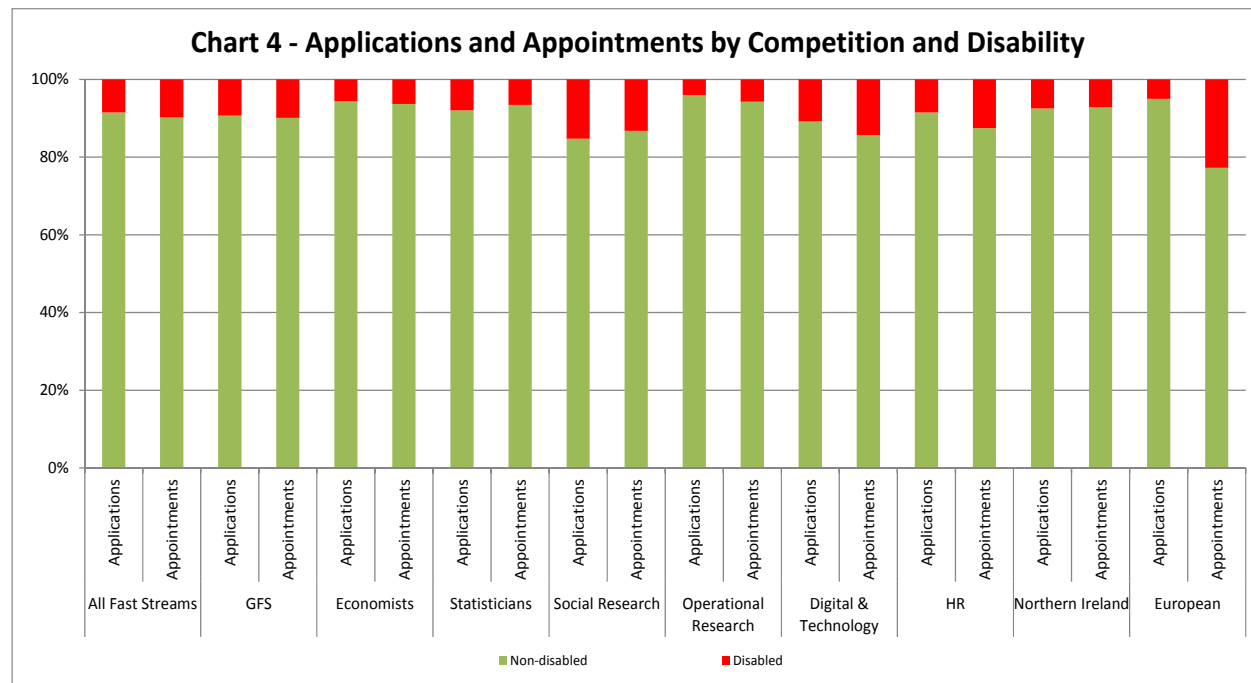
51. 3.3 per cent of ethnic minority applicants were successful, compared with 4.8 per cent of white applicants.



(iii) Disability

52. The proportion of applicants with a disability increased to 8.5 per cent, from 7.5 per cent in 2013. The proportion of successful applicants with a disability went up to 9.8 per cent, from 8.7 per cent 2013. See Chart 4.

53. 5.2 per cent of disabled applicants were successful, compared with 4.5 per cent of non-disabled applicants.



(iv) Socio-economic status

54. Monitoring of the socio-economic status of applicants to the Fast Stream began in 2011. The occupational background of applicants' parents was used as the basis of definition.

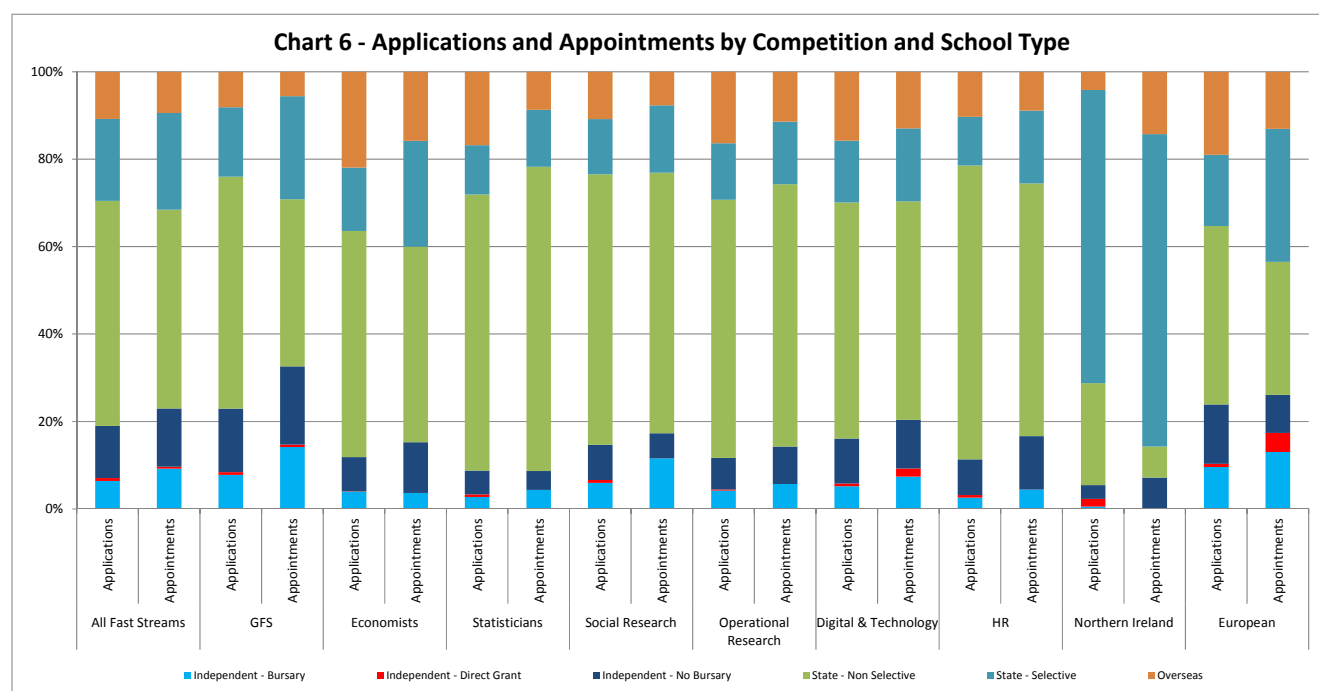
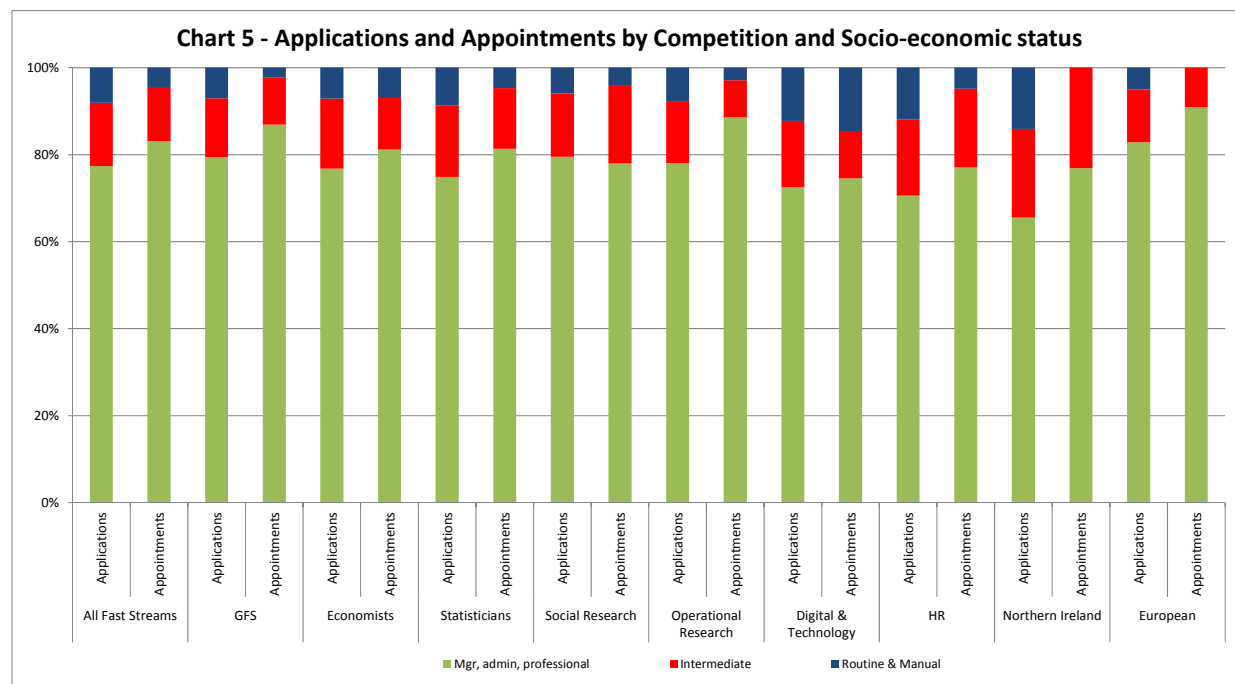
55. In 2014, the proportion of applicants from the routine and manual occupational background went up to 8.1 per cent, compared to 7.6 per cent, in 2013. See Chart 5.

56. The proportion of successful applicants from this group went up to 4.4 per cent, compared to 3.7 per cent in 2013.

57. 9.5 per cent of applicants declined to provide information about their parents' occupation, which is the same as 2013.

58. 65 per cent of successful applicants were educated in state schools. A total of 22 per cent were educated in independent schools, the same as the previous year. The remainder were educated abroad or declined to provide information. See Chart 6.

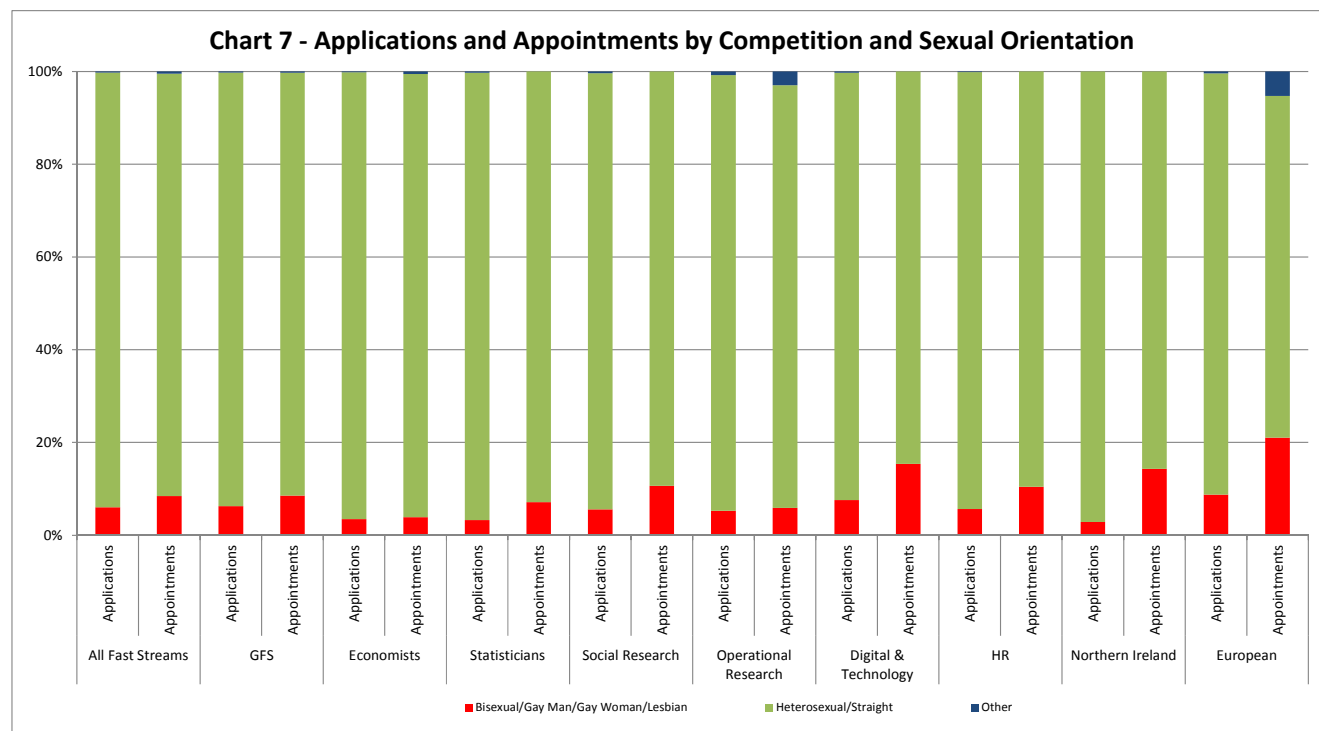
59. The Cabinet Office will be reviewing ways to measure the social mobility data, since other indicators are more commonly used by other employers.



(v) Sexual orientation

60. This year, for the first time, we are including in the report information on the sexual orientation of applicants. The proportion of gay/bisexual/lesbian applicants was 6.0 per cent. See chart 7 below.

61. The success rate of gay/bisexual/lesbian applicants was 6.3 per cent, compared to 4.3 per cent for heterosexual/straight applicants.



Academic background

62. Applications for the 2014 Fast Stream competition came from graduates or prospective graduates at 150 degree-awarding institutions in the UK. Successful candidates came from 79 different institutions.

63. Applications from Oxford and Cambridge Universities fell to 9.2 per cent, from 10.1 per cent in 2013. The proportion of successful candidates from those universities fell to 21 per cent from 22.2 per cent in 2013.

64. The most common degree disciplines amongst successful candidates are humanities (24.9 per cent), economics (23.4 per cent) and social sciences (22.4 per cent).

66. The proportion of applications from ethnic minority groups was 94.1 per cent. The proportion of successful applicants from ethnic minority groups was 91 per cent.

67. The proportion of applicants from a routine or manual occupational background was 26.7 per cent. The proportion of successful applicants from a routine or manual occupational background was 26.8 per cent.

DETAILED ANALYSIS

[See separate tables]

SUMMER DIVERSITY INTERNSHIP PROGRAMME

65. This year, for the first time, we are including in the report information on the Summer Diversity Internship Programme.

Fast Stream Recruitment in 2014: Detailed Analysis

All Fast Stream Schemes (excluding In-Service Fast Stream Competition)

	Vacancies	Applications by first preference	Ratio of applications to vacancies	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Grand Total	820	20,072	24.5	915	4.6%	159

Graduate Fast Stream

	Vacancies	Applications by first preference	Ratio of applications to vacancies	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Central Departments	265	8,729	32.9	363	4.2%	97
Houses of Parliament	6	599	99.8	6	1.0%	0
Diplomatic Service	33	1,733	52.5	25	1.4%	2
Science / Engineering	2	178	89.0	3	1.7%	0
Total	306	11,239	36.7	397	3.5%	99

Other Fast Stream Schemes

	Vacancies	Applications by first preference	Ratio of applications to vacancies	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Economists	244	1,207	4.9	195	16.2%	16
Statisticians	36	368	10.2	47	12.8%	7
Social Research	45	293	6.5	54	18.4%	6
Operational Research	30	408	13.6	35	8.6%	5
Digital and Technology*	49	1,160	23.7	58	5.0%	15
HR	80	1,910	23.9	91	4.8%	10
Northern Ireland	11	1,415	128.6	14	1.0%	0
European	19	2,072	109.1	24	1.2%	1
Total	514	8,833	17.2	518	5.9%	60

* Digital and Technology changed its name from Technology in Business mid-way through 2014.

Fast Stream Recruitment 2014 - In-Service Fast Stream Competition*

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
	729	13	1.8%	2

Gender							
	Male		Female		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	471	65.3%	250	34.7%	8	1.1%	729
Recommended for Appointment	10	76.9%	3	23.1%	0	0.0%	13

Ethnic origin							
	White		Ethnic Minority		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	531	75.2%	175	24.8%	23	3.2%	729
Recommended for Appointment	12	92.3%	1	7.7%	0	0.0%	13

Disability							
	Non-Disabled		Disabled		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	609	87.1%	90	12.9%	30	4.1%	729
Recommended for Appointment	13	100.0%	0	0.0%	0	0.0%	13

* In Service Fast Stream Competition includes those in the Generalist Fast Stream and Digital and Technology Stream.

Applications by University

A blank cell indicates zero

University	GFS		Economists		Statisticians		Social Research		Operational Research		Digital and Technology		HR		Northern Ireland		European		Total		Overall Success Rate
	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	
University of Aberdeen	98		7	1	3	1	2	1			11		17	1	6		24		168	4	2.4%
University of Abertay	6						2		1		1		5	1	4				19	1	5.3%
Anglia Ruskin University	16		2								1		9		1				29	-	0.0%
Aston University	43		5		2		2		2		7		15				12		88	-	0.0%
University of Bath	121	14	19	4	5	1	2	2	5	1	7		6		1		34		200	22	11.0%
Bath Spa University	12		1						2		2		3	1			2		20	1	5.0%
University of Bedfordshire	7						1				1								12	-	0.0%
University of Birmingham	255	1	43	4	6		9		7	2	19	2	35	2	1		47		422	11	2.6%
Birmingham City University	22	1	1								6		14						43	1	2.3%
University College Birmingham	2																		2	-	0.0%
Bishop Grosseteste University College Lincoln	2																		2	-	0.0%
University of Bolton	5								1		1		6						13	-	0.0%
Bournemouth University	12		1								3		10		1				27	-	0.0%
The Arts University College at Bournemouth	1																		1	-	0.0%
BPP University College of Professional Studies	3										1		2				1		7	-	0.0%
University of Bradford	36		16				1	1	2		9	1	9				5		78	2	2.6%
University of Brighton	22		1						2		2		8	1			2		37	1	2.7%
University of Bristol	309	10	21	3	9	1	8	2	11		19		14		4	1	58	2	453	19	4.2%
Brunel University	53	1	17	1	7		3		2		18		27				4		131	2	1.5%
Buckinghamshire New University	7		1										5						13	-	0.0%
University of Cambridge	604	51	31	11	7	3	15	4	12	3	34		8	2	12		128	3	851	77	9.0%
Canterbury Christ Church University	34										11		27		1		1		74	-	0.0%
Cardiff University	187	4	27	2	13	3	5	1	13	1	16	3	42	2	1		30		334	16	4.8%
University of Central Lancashire	28		1				1		2		7	1	16	2	6		5		66	3	4.5%
University of Chester	13				1				1		1		5		1		1		23	-	0.0%
University of Chichester	7										4		5						17	-	0.0%
City University	25	1	11	1	4				1		4		17				2		64	2	3.1%
Coventry University	64		16	1	1						8		22		2		10		124	1	0.8%
Cranfield University	1								1		1		2						2	-	0.0%
University for the Creative Arts	1										1								2	-	0.0%
University of Cumbria	2												5		1				8	-	0.0%
De Montfort University	26		6				1				4		14	1	1		2		54	1	1.9%
University of Derby	14						1						8						23	-	0.0%
University of Dundee	38	1	5	1					1		2	1	5		14		8		74	3	4.1%
Durham University	493	29	27	11	10		13	5	6	1	30	4	38	8	3	1	89		709	59	8.3%
University of East Anglia	108	3	22	7	1		5		17		19		19	1	2		10	1	188	12	6.4%
University of East London	17		2						2		3		33						57	-	0.0%
Edge Hill University	8		1								2		7		1		2		21	-	0.0%
University of Edinburgh	238	13	23	6	4	2	8	2	7	1	14	1	17	1	8		65	1	384	27	7.0%
Edinburgh College of Art	1																		1	-	0.0%
University of Essex	77		14	1	4		4				9		27				10		145	1	0.7%
University of Exeter	312	15	23	8	6	1	6	3	5	1	17	1	26	6			81	1	476	36	7.6%
University College Falmouth	1												1						2	-	0.0%
University of Glamorgan	16				2		1		1		2		17						39	-	0.0%
University of Glasgow	172	5	10	3	3	1	5	1	6		16	1	27		9		44	1	292	12	4.1%
Glasgow Caledonian University	13		1						2		2		6		4				28	-	0.0%
University of Gloucestershire	6										1								8	-	0.0%
University of Greenwich	29		10		4				8		15		27	1			2		95	1	1.1%
Heriot-Watt University	11	1	4		3						4		4	1	5		7		38	2	5.3%
University of Hertfordshire	36		13		1	1	1		2		11		16				5		85	1	1.2%
University of Huddersfield	19				1						4		6		1				31	-	0.0%
University of Hull	113	1	14	2	1		2		2		14	2	27				8		181	5	2.8%
Keele University	78	1	4		2		1		3	1	12	1	5		1		5		111	3	2.7%
University of Kent	170	2	38	1	5		5		12		19	1	28	1	5		26		308	5	1.6%
Kingston University	59		8		4		1		2		11		23		3		7		118	-	0.0%
Lancaster University	164		15	3	5	1	4		4		15		29	2	5		21		262	6	2.3%
University of Leeds	327	16	14	3	7	2	11	1	8		30	3	28	3	5		72	2	502	30	6.0%
Leeds Metropolitan University	22	1	1		1				2		3		28		6		3		63	1	1.6%
Leeds Trinity University College	4										3		3				1		11	-	0.0%
University of Leicester	161	3	16	2	7		4		3		8		33	3			24		256	8	3.1%
University of Lincoln	33				2						4		18		1		2		60	-	0.0%
University of Liverpool	155	1	4		7		8	1	6		14	2	23		7		20		244	4	1.6%
Liverpool Hope University	10						1	1			1		5		4				21	1	4.8%
Liverpool Institute for Performing Arts															1				1	-	0.0%
Liverpool John Moores University	36		2				4	1	1		11		17		19		1		91	1	1.1%
London Metropolitan University	41		3		3				1		7		23		2		6		86	-	0.0%
University of London																					
Birkbeck College	14		9	1	2	2	1				2		4				1		33	3	9.1%
External System (Distance Learning)	5		2	1			1								1		1		10	1	10.0%
Goldsmiths College	35		2		1				2		3		6				4		53	-	0.0%
Heythrop College	10										1	1	2						13	1	7.7%
Imperial College London	98	8	1		4	2			11	3	16	3			1		15		146	16	11.0%
Institute in Paris	2																		2	-	0.0%
King's College London	247	9	1		7		2		6	1	21	2	20	2	2		49	1	355	15	4.2%
London Business School	2												1						4	-	0.0%
London School of Economics and Political Science	158	11	30	9	6	1	10	3	3		6		11		3		28	1	255	25	10%
Queen Mary	136	4	14	2	10		2		12		23	2	23		1		19		240	8	3.3%
Royal Holloway	143	2	16	2	5		5	1	3		15		18	1	1		35		241	6	2.5%
Royal Veterinary College	3																1		4	-	0.0%
School of Oriental and African Studies	97	2	12	1	1		3	1	1		9	2	6				12		141	6	4.3%
St. George's Hospital Medical School	4										1		2						7	-	0.0%
University College London	314	16	16	4	6		7	3	6	2	35	2	16	2	4		85	1	489	30	6.1%
University of the Arts	7										1		2						11	-	0.0%
London Southbank University	20		1		1						4		14		1		3		44	-	0.0%

Loughborough University	92	2	13		5	2	5	1	1		5		22		2		5	150	5	3.3%	
University of Manchester	320	8	34	1	10	1	4	1	8		29	1	45	6	10		54	514	18	3.5%	
Manchester Metropolitan University	58	1	6				1		2		7		29		7	1	5	115	2	1.7%	
Middlesex University	36				1						9		16	2	1		1	64	2	3.1%	
UHI Millennium Institute	2																	2	-	0.0%	
Napier University	4		1		1	1			1				4		2			13	1	7.7%	
University of Newcastle	170	3	12	2	10	1	3		9	1	15	1	27	1	11		34	291	9	3.1%	
Newman University College	1												2					3	-	0.0%	
University of Northampton	22		1								1		7		2			33	-	0.0%	
Northumbria University	59				6	1	1		3		11	1	27	2	12		2	121	4	3.3%	
Not applicable as existing Civil Servant	9		2	1	1	1					4	1	3		1		2	22	3	13.6%	
University of Nottingham	392	9	30	10	8	4	5	1	13	1	24		46	5	7		77	602	30	5.0%	
Nottingham Trent University	86	1	11		2		5	1	3		8		25		2		5	147	2	1.4%	
Open University	55	1	3		6		2		3		14	1	12	1	23		7	125	3	2.4%	
Open University in Scotland	2												1					3	-	0.0%	
Open University in Wales	2																	2	-	0.0%	
Others (UK) including Colleges and Institutions of Higher Education	29		11		3				2		4		7		13		7	76	-	0.0%	
Oxford University	726	85	31	14	6	1	6		13	2	33	4	17	1	10		149	891	115	11.6%	
Oxford Brookes University	41		5	3	1		2				7		6		1		6	69	3	4.3%	
Overseas	377	7	160	20	38	4	17	2	42	2	96	6	83	4	46	2	166	1,025	47	4.6%	
University of Plymouth	49	2	4	1	2				1		4		14	2	3		6	83	5	6.0%	
University of Portsmouth	48	1	9		1		4		1		5		26		2		12	108	1	0.9%	
Queen Margaret University	2										1						1	4	-	0.0%	
Queen's University Belfast	67	1	3	1	1		2	1	5		16		12		598	8	12	716	11	1.5%	
University of Reading	115	2	17	5	2		2		3		11		23	3	1		16	190	10	5.3%	
Robert Gordon University	6		1								1		2		1			11	-	0.0%	
Roehampton University	22						2		1		3		7				1	36	-	0.0%	
Rose Bruford College	1																	1	-	0.0%	
Royal Agricultural College	1																	1	-	0.0%	
Royal Northern College of Music													1					1	-	0.0%	
Royal Scottish Academy of Music & Drama	1																	1	-	0.0%	
University of Salford	33		1		1	1	2	1			1		10		1		4	53	2	3.8%	
University of Sheffield	312	9	33	6	9	2	8	2	11	1	18	1	35	4	3		66	495	25	5.1%	
Sheffield Hallam University	50	1			4		3		7	1	6		21	3			6	97	5	5.2%	
University of Southampton	228	8	32	4	11		9	2	8	2	23	2	32	4	2		26	371	22	5.9%	
Southampton Solent University	9				1				1				4				3	19	-	0.0%	
University of St Andrews	174	8	5	1			1		6	2	11	1	8		16	1	55	276	14	5.1%	
University of St Mark and St John	1																	1	-	0.0%	
St. Mary's University College	2												3		2			7	-	0.0%	
Staffordshire University	26						1		1		4		5		2		1	40	-	0.0%	
Stirling University	18		4		2	1	2		1		1	1	6		5		4	43	2	4.7%	
University of Strathclyde	51	1	10	2	4		1	1	5		4		14		2		8	99	4	4.0%	
University of Sunderland	21								1		4		23		2		1	52	-	0.0%	
Suffolk, University Campus	2												1					4	-	0.0%	
University of Surrey	54		26	4	1		4	1	5	1			7	1			10	112	7	6.3%	
University of Sussex	93	3	21	4	9	4		1	7	1	15	1	18				17	164	14	7.6%	
University of Swansea	94		16		3		1	1	4	1	10		20		1		12	161	2	1.2%	
University of Teesside	12						1				4		18		1			36	-	0.0%	
Thames Valley University	5								1		2		2				1	11	-	0.0%	
Trinity College, Carmarthen	2												1					3	-	0.0%	
University of Ulster	23		2		1		1		1		10		14		449		1	502	-	0.0%	
University of Wales																			-	0.0%	
Aberystwyth	93	1	8	1	4		1	1	3		9		17		1		11	147	3	2.0%	
Bangor	34				3		2	1			4		5		1		6	55	1	1.8%	
Cardiff Institute	5		1						1		2				2			11	-	0.0%	
Cardiff Metropolitan	7		2								1		5					15	-	0.0%	
Lampeter	3						1				1		2					7	-	0.0%	
Newport	6		1		1						2		1					11	-	0.0%	
Swansea Metropolitan	2										2		4					8	-	0.0%	
Trinity Saint David	2																	2	-	0.0%	
University of Warwick	317	8	35	9	14		12	2	19	3	24		26	2			78	525	25	4.8%	
University of the West of England	65	2	13	3	4		2		4		13		17		1		5	124	5	4.0%	
University of the West of Scotland	5		3								1		2				1	12	-	0.0%	
University of Westminster	68		6				1		4		13		19				10	121	-	0.0%	
University of Winchester	11												5				1	17	-	0.0%	
University of Wolverhampton	15		1		2		1		1		3	1	16				1	40	1	2.5%	
University of Worcester	5										2		3		1			11	-	0.0%	
Writtle College	3																	3	-	0.0%	
University of York	286	6	28	7	6	1	5		11		21		33	5	5		33	428	19	4.4%	
York St. John University	6																	6	-	0.0%	
Grand Total	11,239	397	1,207	195	368	47	293	54	408	35	1,160	58	1,910	91	1,415	14	2,072	24	20,072	915	4.6%

Trend

University of First Degree

Competition	Vacancies	Applications				Total	Recommended for Appointment				Total
		Non-Oxbridge		Oxbridge			Non-Oxbridge		Oxbridge		
		Number	% of total	Number	% of total		Number	% of total	Number	% of total	
2014	820	18,230	90.8%	1,842	9.2%	20,072	723	79.0%	192	21.0%	915
2013	782	16,156	89.9%	1,810	10.1%	17,966	672	77.8%	192	22.2%	864
2012	649	19,473	90.4%	2,069	9.6%	21,542	480	73.4%	174	26.6%	654
2011	354	16,431	89.5%	1,930	10.5%	18,361	291	74.0%	102	26.0%	393
2010	477	19,783	90.9%	1,978	9.1%	21,761	361	77.6%	104	22.4%	465
2009	585	13,250	88.9%	1,661	11.1%	14,911	464	73.8%	165	26.2%	629
2008	552	12,714	87.7%	1,780	12.3%	14,494	404	70.9%	166	29.1%	570
2007	427	11,945	87.7%	1,674	12.3%	13,619	261	68.7%	119	31.3%	380
2006	469	12,216	87.6%	1,729	12.4%	13,945	328	68.9%	148	31.1%	476
2005	497	11,353	87.6%	1,604	12.4%	12,957	354	70.2%	150	29.8%	504
2004*	507	7,216	83.9%	1,382	16.1%	*8,598	300	64.2%	167	35.8%	467
2003	546	18,214	90.9%	1,818	9.1%	20,032	328	64.3%	182	35.7%	510
2002	509	13,122	91.6%	1,206	8.4%	14,328	298	72.5%	113	27.5%	411
2001	512	10,846	92.1%	931	7.9%	11,777	303	72.0%	118	28.0%	421
2000	560	13,289	92.2%	1,120	7.8%	14,409	289	67.8%	137	32.2%	426
1999	445	8,880	90.5%	934	9.5%	9,814	214	69.9%	92	30.1%	306
1998	367	8,142	90.1%	895	9.9%	9,037	154	65.5%	81	34.5%	235

* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

Analysis by Degree Class

Please note that this data is based partly on degree class predicted at time of application. In future Reports, it will reflect class actually achieved. No candidate is admitted to the Fast Stream without having achieved the required 2:2 or above.

All Fast Stream Schemes

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	4,719	23.5%	-	12,435	62.0%	-	2,597	12.9%	-	321	1.6%	-	20,072	-
Recommended for Appointment	394	43.1%	8.3%	477	52.1%	3.8%	34	3.7%	1.3%	10	1.1%	3.1%	915	4.6%

INDIVIDUAL SCHEMES

Graduate Fast Stream

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	2,631	23.4%	-	7,114	63.3%	-	1,371	12.2%	-	123	1.1%	-	11,239	-
Recommended for Appointment	154	38.8%	5.9%	227	57.2%	3.2%	12	3.0%	0.9%	4	1.0%	3.3%	397	3.5%

Economists

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	480	39.8%	-	637	52.8%	-	50	4.1%	-	40	3.3%	-	1,207	-
Recommended for Appointment	101	51.8%	21.0%	89	45.6%	14.0%	2	1.0%	4.0%	3	1.5%	7.5%	195	16.2%

Statisticians

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	154	41.8%	-	186	50.5%	-	14	3.8%	-	14	3.8%	-	368	-
Recommended for Appointment	29	61.7%	18.8%	15	31.9%	8.1%	0	0.0%	0.0%	3	6.4%	21.4%	47	12.8%

* Overseas equivalent to at least a 2:2, or a Master's degree in lieu

Social Research

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	95	32.4%	-	184	62.8%	-	11	3.8%	-	3	1.0%	-	293	-
Recommended for Appointment	28	51.9%	29.5%	24	44.4%	13.0%	2	3.7%	18.2%	0	0.0%	0.0%	54	18.4%

Operational Research

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	155	38.0%	-	225	55.1%	-	17	4.2%	-	11	2.7%	-	408	-
Recommended for Appointment	25	71.4%	16.1%	9	25.7%	4.0%	1	2.9%	5.9%	0	0.0%	0.0%	35	8.6%

Digital and Technology

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	268	23.1%	-	763	65.8%	-	98	8.4%	-	31	2.7%	-	1,160	-
Recommended for Appointment	19	32.8%	7.1%	35	60.3%	4.6%	4	6.9%	4.1%	0	0.0%	0.0%	58	5.0%

HR

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	230	12.0%	-	1,198	62.7%	-	444	23.2%	-	38	2.0%	-	1,910	-
Recommended for Appointment	22	24.2%	9.6%	61	67.0%	5.1%	8	8.8%	1.8%	0	0.0%	0.0%	91	4.8%

* Overseas equivalent to at least a 2:2, or a Master's degree in lieu

Northern Ireland

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	151	10.7%	-	803	56.7%	-	435	30.7%	-	26	1.8%	-	1,415	-
Recommended for Appointment	5	35.7%	3.3%	6	42.9%	0.7%	3	21.4%	0.7%	0	0.0%	0.0%	14	1.0%

European

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	555	26.8%	-	1,325	63.9%	-	157	7.6%	-	35	1.7%	-	2,072	-
Recommended for Appointment	11	45.8%	2.0%	11	45.8%	0.8%	2	8.3%	1.3%	0	0.0%	0.0%	24	1.2%

* Overseas equivalent to at least a 2:2, or a Master's degree in lieu

Applications by Degree Type

Degree Type	GFS		Economists		Statisticians		Social Research		Operational Research		Digital and Technology		HR		Northern Ireland		European		Total		Overall Success Rate
	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	
Allied Medicine	31				4		1	1	3		7		8		17		2		73	1	1.4%
Architecture	19		2				2	1	1		6		5		23		3		61	1	1.6%
Biological Sciences	630	17	2		27	4	10	4	19	1	57	5	76	3	74	1	42	1	937	36	3.8%
Business	388	3	25		6	2	4		13	1	93	3	378	10	239	1	40		1,186	20	1.7%
Creative Arts	120	3	1						1		20		45	2	36		12	1	235	6	2.6%
Economics	461	20	1,046	178	68	7	31	2	46	1	49	3	34	2	30		67	1	1,832	214	11.7%
Education	41		1		3		2		1		5		27		13		1		94	0	0.0%
Engineering	220	1	5	2	8	1			25	3	64	1	12		50		11		395	8	2.0%
Financial	77	1	10		4		1		10		12		19		40		7		180	1	0.6%
Humanities	3,491	154	10	3	6	1	34	4	12		261	14	509	37	280	7	449	8	5,052	228	4.5%
Languages	1,058	44	2				1		1		62	7	73	8	43		743	4	1,983	63	3.2%
Librarian	68	3									8		9		2		9		96	3	3.1%
Mathematical Science	200	4	20	1	146	14	3		154	17	40		22		25		18		628	36	5.7%
Medicine & Dentistry	21	2									2		1		6		2		32	2	6.3%
Multi Discipline	623	27	27	4	14		12	3	12	3	62	3	83	8	53		172	3	1,058	51	4.8%
Not applicable as existing Civil Servant	33		1		2	2	1	1	1		6		29		8	1	1		82	4	4.9%
Physical Sciences	629	15	6	1	21	3	4		71	9	96	3	36	1	72	1	48	1	983	34	3.5%
Social Science	3,054	102	48	6	59	13	186	38	35		210	18	532	20	377	3	440	5	4,941	205	4.1%
Technology	65		1				1		3		100	1	12		24		3		209	1	0.5%
Veterinary Sciences	10	1													3		2		15	1	6.7%
Total	11,239	397	1,207	195	368	47	293	54	408	35	1,160	58	1,910	91	1,415	14	2,072	24	20,072	915	4.6%

Analysis by Gender

All Fast Stream Schemes											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	10,265	51.7%	-	9,600	48.3%	-	207	1.0%	-	20,072	-
Recommended for Appointment	468	52.0%	4.6%	432	48.0%	4.5%	15	1.6%	7.2%	915	4.6%

INDIVIDUAL SCHEMES

Graduate Fast Stream											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	5,961	53.6%	-	5,155	46.4%	-	123	1.1%	-	11,239	-
Recommended for Appointment	204	52.3%	3.4%	186	47.7%	3.6%	7	1.8%	5.7%	397	3.5%

Economists											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	811	67.9%	-	384	32.1%	-	12	1.0%	-	1,207	-
Recommended for Appointment	118	61.8%	14.5%	73	38.2%	19.0%	4	2.1%	33.3%	195	16.2%

Statisticians											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	188	51.6%	-	176	48.4%	-	4	1.1%	-	368	-
Recommended for Appointment	27	58.7%	14.4%	19	41.3%	10.8%	1	2.1%	25.0%	47	12.8%

Social Research											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	133	45.9%	-	157	54.1%	-	3	1.0%	-	293	-
Recommended for Appointment	25	46.3%	18.8%	29	53.7%	18.5%	0	0.0%	0.0%	54	18.4%

Operational Research											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	251	62.1%	-	153	37.9%	-	4	1.0%	-	408	-
Recommended for Appointment	20	57.1%	8.0%	15	42.9%	9.8%	0	0.0%	0.0%	35	8.6%

Digital and Technology											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	770	67.5%	-	370	32.5%	-	20	1.7%	-	1,160	-
Recommended for Appointment	35	62.5%	4.5%	21	37.5%	5.7%	2	3.4%	10.0%	58	5.0%

HR											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	624	32.9%	-	1,274	67.1%	-	12	0.6%	-	1,910	-
Recommended for Appointment	21	23.1%	3.4%	70	76.9%	5.5%	0	0.0%	0.0%	91	4.8%

Northern Ireland											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	689	48.8%	-	722	51.2%	-	4	0.3%	-	1,415	-
Recommended for Appointment	7	50.0%	1.0%	7	50.0%	1.0%	0	0.0%	0.0%	14	1.0%

European											
	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	838	40.9%	-	1,209	59.1%	-	25	1.2%	-	2,072	-
Recommended for Appointment	11	47.8%	1.3%	12	52.2%	1.0%	1	4.2%	4.0%	24	1.2%

Trend

Gender

Competition	Vacancies	Applications						Total	Recommended for Appointment						Total
		Male		Female		Non-respondent			Male		Female		Non-respondent		
		Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of total	
2014	820	10,265	51.7%	9,600	48.3%	207	1.0%	20,072	468	52.0%	432	48.0%	15	1.6%	915
2013	782	9,579	53.8%	8,227	46.2%	160	0.9%	17,966	425	49.9%	427	50.1%	12	1.4%	864
2012	649	11,158	52.3%	10,177	47.7%	207	1.0%	21,542	314	48.5%	334	51.5%	6	0.9%	654
2011	354	9,612	52.7%	8,622	47.3%	127	0.7%	18,361	193	49.5%	197	50.5%	3	0.8%	393
2010	477	11,586	53.6%	10,020	46.4%	155	0.7%	21,761	245	53.3%	215	46.7%	5	1.1%	465
2009	585	8,333	56.2%	6,489	43.8%	89	0.6%	14,911	357	57.0%	269	43.0%	3	0.5%	629
2008	552	7,981	55.3%	6,444	44.7%	69	0.5%	14,494	292	51.5%	275	48.5%	3	0.5%	570
2007	427	7,343	54.1%	6,229	45.9%	47	0.3%	13,619	208	54.9%	171	45.1%	1	0.3%	380
2006	469	7,637	55.0%	6,246	45.0%	62	0.4%	13,945	233	49.3%	240	50.7%	3	0.6%	476
2005	497	7,376	57.2%	5,508	42.8%	73	0.6%	12,957	280	56.0%	220	44.0%	4	0.8%	504
2004**	507	5,255	61.1%	3,343	38.9%	..	..	*8,598	273	58.5%	194	41.5%	..	..	467
2003	546	10,676	53.3%	9,356	46.7%	..	..	20,032	256	50.2%	254	49.8%	..	..	510
2002	509	7,181	50.1%	7,147	49.9%	..	..	14,328	197	47.9%	214	52.1%	..	..	411
2001	512	6,175	52.4%	5,602	47.6%	..	..	11,777	204	48.5%	217	51.5%	..	..	421
2000	560	7,487	52.0%	6,922	48.0%	..	..	14,409	223	52.3%	203	47.7%	..	..	426
1999	445	5,220	53.2%	4,594	46.8%	..	..	9,814	153	50.0%	153	50.0%	..	..	306
1998	367	4,931	54.6%	4,106	45.4%	..	..	9,037	144	61.3%	91	38.7%	..	..	235

* In previous reports, percentages were calculated as a percentage of the total. For this year percentages are calculated of the candidates that have declared their gender. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

** The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

Analysis by Ethnicity

All Fast Stream Schemes											
	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	15,794	80.6%	-	3,809	19.4%	-	469	2.3%	-	20,072	-
Recommended for Appointment	766	85.8%	4.8%	127	14.2%	3.3%	22	2.4%	4.7%	915	4.6%

INDIVIDUAL SCHEMES

Graduate Fast Stream											
	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	8,922	81.5%	-	2,027	18.5%	-	290	2.6%	-	11,239	-
Recommended for Appointment	336	87.5%	3.8%	48	12.5%	2.4%	13	3.3%	4.5%	397	3.5%

Economists

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	807	68.1%	-	378	31.9%	-	22	1.8%	-	1,207	-
Recommended for Appointment	146	76.4%	18.1%	45	23.6%	11.9%	4	2.1%	18.2%	195	16.2%

Statisticians

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	283	77.7%	-	81	22.3%	-	4	1.1%	-	368	-
Recommended for Appointment	40	87.0%	14.1%	6	13.0%	7.4%	1	2.1%	25.0%	47	12.8%

Social Research

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	243	85.3%	-	42	14.7%	-	8	2.7%	-	293	-
Recommended for Appointment	49	92.5%	20.2%	4	7.5%	9.5%	1	1.9%	12.5%	54	18.4%

Operational Research

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	299	74.6%	-	102	25.4%	-	7	1.7%	-	408	-
Recommended for Appointment	30	85.7%	10.0%	5	14.3%	4.9%	0	0.0%	0.0%	35	8.6%

Digital and Technology

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	796	71.1%	-	324	28.9%	-	40	3.4%	-	1,160	-
Recommended for Appointment	45	80.4%	5.7%	11	19.6%	3.4%	2	3.4%	5.0%	58	5.0%

HR

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,333	70.9%	-	546	29.1%	-	31	1.6%	-	1,910	-
Recommended for Appointment	85	93.4%	6.4%	6	6.6%	1.1%	0	0.0%	0.0%	91	4.8%

Northern Ireland

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,392	98.6%	-	20	1.4%	-	3	0.2%	-	1,415	-
Recommended for Appointment	14	100.0%	1.0%	0	0.0%	0.0%	0	0.0%	0.0%	14	1.0%

European

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,719	85.6%	-	289	14.4%	-	64	3.1%	-	2,072	-
Recommended for Appointment	21	91.3%	1.2%	2	8.7%	0.7%	1	4.2%	1.6%	24	1.2%

Trend

Ethnic Origin

Competition Vacancies		Applications						Total	Recommended for Appointment						Total
		White		Ethnic Minority		Non-respondent			White		Ethnic Minority		Non-respondent		
		Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of total	
2014	820	15,794	80.6%	3,809	19.4%	469	2.3%	20,072	766	85.8%	127	14.2%	22	2.4%	915
2013	782	14,415	82.0%	3,159	18.0%	392	2.2%	17,966	724	86.4%	114	13.6%	26	3.0%	864
2012	649	17,485	83.1%	3,558	16.9%	499	2.3%	21,542	557	87.2%	82	12.8%	15	2.3%	654
2011	354	14,768	82.3%	3,182	17.7%	411	2.2%	18,361	335	86.8%	51	13.2%	7	1.8%	393
2010	477	16,650	78.2%	4,640	21.8%	471	2.2%	21,761	397	87.4%	57	12.6%	11	2.4%	465
2009	585	11,932	81.4%	2,724	18.6%	255	1.7%	14,911	550	89.1%	67	10.9%	12	1.9%	629
2008	552	12,092	84.9%	2,159	15.1%	243	1.7%	14,494	505	90.5%	53	9.5%	12	2.1%	570
2007	427	11,625	86.3%	1,838	13.7%	156	1.1%	13,619	339	90.4%	36	9.6%	5	1.3%	380
2006	469	11,849	86.1%	1,912	13.9%	184	1.3%	13,945	416	88.7%	53	11.3%	7	1.5%	476
2005	497	10,857	84.9%	1,937	15.1%	163	1.3%	12,957	461	92.8%	36	7.2%	7	1.4%	504
2004**	507	7,140	85.0%	1,259	15.0%	199	2.3%	*8,598	428	94.5%	25	5.5%	14	3.0%	467
2003	546	15,702	82.7%	3,275	17.3%	1,055	5.3%	20,032	455	91.9%	40	8.1%	15	2.9%	510
2002	509	11,671	82.8%	2,432	17.2%	225	1.6%	14,328	363	90.1%	40	9.9%	8	2.0%	411
2001	512	9,683	83.3%	1,941	16.7%	153	1.3%	11,777	383	92.3%	32	7.7%	6	1.4%	421
2000	560	12,076	84.9%	2,154	15.1%	179	1.2%	14,409	392	93.1%	29	6.9%	5	1.2%	426
1999	445	8,412	86.7%	1,296	13.3%	106	1.1%	9,814	287	94.1%	18	5.9%	1	0.3%	306
1998	367	7,884	87.8%	1,098	12.2%	55	0.6%	9,037	226	96.6%	8	3.4%	1	0.4%	235

* In previous reports, percentages were calculated as a percentage of the total. For this year percentages are calculated of the candidates that have declared their ethnicity. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

** The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

Detailed Breakdown of Ethnicity

All Fast Stream Schemes (excluding In-Service Fast Stream Competition)

Ethnicity	Applications		Recommended for Appointment	
	Number	Percentage	Number	Percentage
White - British	13,602	67.77%	678	74.10%
White - Irish	707	3.52%	26	2.84%
White - Gypsy or Irish Traveller	6	0.03%	0	0.00%
White - Any other White background	1,479	7.37%	62	6.78%
Asian - Bangladeshi	205	1.02%	5	0.55%
Asian - Indian	832	4.15%	34	3.72%
Asian - Pakistani	372	1.85%	8	0.87%
Asian - Any other Asian background	214	1.07%	6	0.66%
Black - African	747	3.72%	10	1.09%
Black - Caribbean	168	0.84%	3	0.33%
Black - Any other Black background	33	0.16%	0	0.00%
Chinese - Any Chinese background	190	0.95%	8	0.87%
Mixed - Asian and White	412	2.05%	24	2.62%
Mixed - Black African and White	81	0.40%	6	0.66%
Mixed - Black Caribbean and White	130	0.65%	2	0.22%
Mixed - Any other mixed ethnic background	243	1.21%	13	1.42%
Other - Arab	61	0.30%	2	0.22%
Any other ethnic background	121	0.60%	6	0.66%
Prefer not to say	469	2.34%	22	2.40%
Total	20,072	100%	915	100%

Analysis by Disability

All Fast Stream Schemes											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	17,994	91.5%	-	1,661	8.5%	-	417	2.1%	-	20,072	-
Recommended for Appointment	803	90.2%	4.5%	87	9.8%	5.2%	25	2.7%	6.0%	915	4.6%

INDIVIDUAL SCHEMES

Graduate Fast Stream											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	9,969	90.7%	-	1,022	9.3%	-	248	2.2%	-	11,239	-
Recommended for Appointment	347	90.1%	3.5%	38	9.9%	3.7%	12	3.0%	4.8%	397	3.5%

Economists											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,116	94.4%	-	66	5.6%	-	25	2.1%	-	1,207	-
Recommended for Appointment	179	93.7%	16.0%	12	6.3%	18.2%	4	2.1%	16.0%	195	16.2%

Statisticians											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	337	92.1%	-	29	7.9%	-	2	0.5%	-	368	-
Recommended for Appointment	43	93.5%	12.8%	3	6.5%	10.3%	1	2.1%	50.0%	47	12.8%

Social Research											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	245	84.8%	-	44	15.2%	-	4	1.4%	-	293	-
Recommended for Appointment	46	86.8%	18.8%	7	13.2%	15.9%	1	1.9%	25.0%	54	18.4%

Operational Research											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	384	96.0%	-	16	4.0%	-	8	2.0%	-	408	-
Recommended for Appointment	33	94.3%	8.6%	2	5.7%	12.5%	0	0.0%	0.0%	35	8.6%

Digital and Technology											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,002	89.2%	-	121	10.8%	-	37	3.2%	-	1,160	-
Recommended for Appointment	48	85.7%	4.8%	8	14.3%	6.6%	2	3.4%	5.4%	58	5.0%

HR											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,722	91.5%	-	159	8.5%	-	29	1.5%	-	1,910	-
Recommended for Appointment	77	87.5%	4.5%	11	12.5%	6.9%	3	3.3%	10.3%	91	4.8%

Northern Ireland											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,293	92.6%	-	104	7.4%	-	18	1.3%	-	1,415	-
Recommended for Appointment	13	92.9%	1.0%	1	7.1%	1.0%	0	0.0%	0.0%	14	1.0%

European											
	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,926	95.1%	-	100	4.9%	-	46	2.2%	-	2,072	-
Recommended for Appointment	17	77.3%	0.9%	5	22.7%	5.0%	2	8.3%	4.3%	24	1.2%

Trend

Disability

Competition Vacancies		Applications						Total	Recommended for Appointment						Total
		Non-Disabled		Disabled		Non-respondent			Non-Disabled		Disabled		Non-respondent		
		Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of total	
2014	820	17,994	91.5%	1,661	8.5%	417	2.1%	20,072	803	90.2%	87	9.8%	25	2.7%	915
2013	782	16,345	92.5%	1,330	7.5%	291	1.6%	17,966	774	91.3%	74	8.7%	16	1.9%	864
2012	649	19,806	93.3%	1,414	6.7%	322	1.5%	21,542	556	86.3%	88	13.7%	10	1.5%	654
2011	354	17,252	94.9%	918	5.1%	191	1.0%	18,361	338	86.7%	52	13.3%	3	0.8%	393
2010	477	20,402	94.7%	1,136	5.3%	223	1.0%	21,761	398	86.3%	63	13.7%	4	0.9%	465
2009	585	14,091	95.3%	697	4.7%	123	0.8%	14,911	532	85.3%	92	14.7%	5	0.8%	629
2008	552	13,633	94.9%	738	5.1%	123	0.8%	14,494	490	87.2%	72	12.8%	8	1.4%	570
2007	427	13,132	96.4%	486	3.6%	1	0.0%	13,619	347	91.3%	33	8.7%	0	0.0%	380
2006	469	13,502	97.4%	356	2.6%	87	0.6%	13,945	438	92.6%	35	7.4%	3	0.6%	476
2005	497	12,546	97.5%	323	2.5%	88	0.7%	12,957	466	93.2%	34	6.8%	4	0.8%	504
2004**	507	8,324	96.8%	274	3.2%	..	..	*8,598	433	92.7%	34	7.3%	..	..	467
2003	546	19,550	97.6%	482	2.4%	..	..	20,032	492	96.5%	18	3.5%	..	..	510
2002	509	14,061	98.1%	267	1.9%	..	..	14,328	395	96.1%	16	3.9%	..	..	411
2001	512	11,510	97.7%	267	2.3%	..	..	11,777	409	97.1%	12	2.9%	..	..	421
2000	560	14,210	98.6%	199	1.4%	..	..	14,409	418	98.1%	8	1.9%	..	..	426
1999	445	9,627	98.1%	187	1.9%	..	..	9,814	299	97.7%	7	2.3%	..	..	306
1998	367	8,875	98.2%	162	1.8%	..	..	9,037	223	94.9%	12	5.1%	..	..	235

* In previous reports, percentages were calculated as a percentage of the total. For this year percentages are calculated of the candidates that have declared their disability status. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

** The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

Analysis by Socio-Economic Status (SES)

Socio-Economic status refers to the status recorded for the applicant's parents.

All Fast Stream Schemes														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	14,052	77.4%	-	2,646	14.6%	-	1,464	8.1%	-	1,910	9.5%	-	20,072	-
Recommended for Appointment	711	83.2%	5.1%	106	12.4%	4.0%	38	4.4%	2.6%	60	6.6%	3.1%	915	4.6%

INDIVIDUAL SCHEMES

Graduate Fast Stream														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	8,136	79.4%	-	1,388	13.6%	-	718	7.0%	-	997	8.9%	-	11,239	-
Recommended for Appointment	320	87.0%	3.9%	40	10.9%	2.9%	8	2.2%	1.1%	29	7.3%	2.9%	397	3.5%

Economists														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	844	76.8%	-	177	16.1%	-	78	7.1%	-	108	8.9%	-	1,207	-
Recommended for Appointment	151	81.2%	17.9%	22	11.8%	12.4%	13	7.0%	16.7%	9	4.6%	8.3%	195	16.2%

Statisticians														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	248	74.9%	-	54	16.3%	-	29	8.8%	-	37	10.1%	-	368	-
Recommended for Appointment	35	81.4%	14.1%	6	14.0%	11.1%	2	4.7%	6.9%	4	8.5%	10.8%	47	12.8%

Social Research														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	214	79.6%	-	39	14.5%	-	16	5.9%	-	24	8.2%	-	293	-
Recommended for Appointment	39	78.0%	18.2%	9	18.0%	23.1%	2	4.0%	12.5%	4	7.4%	16.7%	54	18.4%

Operational Research														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	288	78.0%	-	52	14.1%	-	29	7.9%	-	39	9.6%	-	408	-
Recommended for Appointment	31	88.6%	10.8%	3	8.6%	5.8%	1	2.9%	3.4%	0	0.0%	0.0%	35	8.6%

Digital and Technology														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	736	72.5%	-	155	15.3%	-	124	12.2%	-	145	12.5%	-	1,160	-
Recommended for Appointment	41	74.5%	5.6%	6	10.9%	3.9%	8	14.5%	6.5%	3	5.2%	2.1%	58	5.0%

HR														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,183	70.6%	-	294	17.5%	-	199	11.9%	-	234	12.3%	-	1,910	-
Recommended for Appointment	64	77.1%	5.4%	15	18.1%	5.1%	4	4.8%	2.0%	8	8.8%	3.4%	91	4.8%

Northern Ireland														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	820	65.5%	-	255	20.4%	-	176	14.1%	-	164	11.6%	-	1,415	-
Recommended for Appointment	10	76.9%	1.2%	3	23.1%	1.2%	0	0.0%	0.0%	1	7.1%	0.6%	14	1.0%

European														
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,583	82.9%	-	232	12.1%	-	95	5.0%	-	162	7.8%	-	2,072	-
Recommended for Appointment	20	90.9%	1.3%	2	9.1%	0.9%	0	0.0%	0.0%	2	8.3%	1.2%	24	1.2%

Trend

Socio-Economic Status

Competition Vacancies		Applications								Total	Recommended for Appointment								Total
		Higher managerial, administrative and professional occupations		Intermediate occupations		Routine & Manual occupations		Non-respondents			Higher managerial, administrative and professional occupations		Intermediate occupations		Routine & Manual occupations		Non-respondents		
		Number	% of known	Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of known	Number	% of total	
2014	820	14,052	77.4%	2,646	14.6%	1,464	8.1%	1,910	9.5%	20,072	711	83.2%	106	12.4%	38	4.4%	60	6.6%	915
2013	782	12,746	78.4%	2,284	14.0%	1,238	7.6%	1,698	9.5%	17,966	678	83.9%	100	12.4%	30	3.7%	56	6.5%	864
2012	649	15,202	78.0%	2,754	14.1%	1,522	7.8%	2,064	9.6%	21,542	531	86.3%	59	9.6%	25	4.1%	39	6.0%	654
2011	354	12,916	79.1%	2,294	14.1%	1,117	6.8%	2,034	11.1%	18,361	310	87.3%	35	9.9%	10	2.8%	38	9.7%	393

* In previous reports, percentages were calculated as a percentage of the total. For this year percentages are calculated of the candidates that have declared their ethnicity. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

Applications by School Type

School Type	GFS		Economists		Statisticians		Social Research		Operational Research		Digital and Technology		HR		Northern Ireland		European		Total		Overall Success Rate
	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	
Independent - Bursary	851	53	47	7	10	2	17	6	17	2	58	4	49	4	8	0	192	3	1,249	81	6.5%
Independent - Direct Grant	70	2	1	0	2	0	2	0	1	0	7	1	11	0	24	0	15	1	133	4	3.0%
Independent - No Bursary	1,579	67	93	22	20	2	23	3	29	3	115	6	152	11	43	1	272	2	2,326	117	5.0%
State - Non-Selective	5,783	143	613	85	229	32	177	31	238	21	603	27	1,257	52	323	1	818	7	10,041	399	4.0%
State - Selective	1,730	88	172	46	41	6	36	8	52	5	158	9	208	15	927	10	326	7	3,650	194	5.3%
Overseas	887	21	260	30	61	4	31	4	66	4	176	7	193	8	58	2	381	3	2,113	83	3.9%
Not Stated	339	23	21	5	5	1	7	2	5	0	43	4	40	1	32	0	68	1	560	37	6.6%
Total	11,239	397	1,207	195	368	47	293	54	408	35	1,160	58	1,910	91	1,415	14	2,072	24	20,072	915	4.6%

Analysis by Sexual Orientation

All Fast Stream Schemes														
	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,116	6.0%	-	17,359	93.7%	-	45	0.2%	-	1,552	7.7%	-	20,072	-
Recommended for Appointment	70	8.5%	6.3%	752	91.0%	4.3%	4	0.5%	8.9%	89	9.7%	5.7%	915	4.6%

INDIVIDUAL SCHEMES

Graduate Fast Stream														
	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	646	6.3%	-	9,623	93.5%	-	26	0.3%	-	944	8.4%	-	11,239	-
Recommended for Appointment	30	8.5%	4.6%	321	91.2%	3.3%	1	0.3%	3.8%	45	11.3%	4.8%	397	3.5%

Economists

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	39	3.4%	-	1,090	96.4%	-	2	0.2%	-	76	6.3%	-	1,207	-
Recommended for Appointment	7	3.9%	17.9%	172	95.6%	15.8%	1	0.6%	50.0%	15	7.7%	19.7%	195	16.2%

Statisticians

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	11	3.2%	-	327	96.5%	-	1	0.3%	-	29	7.9%	-	368	-
Recommended for Appointment	3	7.1%	27.3%	39	92.9%	11.9%	0	0.0%	0.0%	5	10.6%	17.2%	47	12.8%

Social Research

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	15	5.6%	-	253	94.1%	-	1	0.4%	-	24	8.2%	-	293	-
Recommended for Appointment	5	10.6%	33.3%	42	89.4%	16.6%	0	0.0%	0.0%	7	13.0%	29.2%	54	18.4%

Operational Research

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	20	5.3%	-	357	93.9%	-	3	0.8%	-	28	6.9%	-	408	-
Recommended for Appointment	2	5.9%	10.0%	31	91.2%	8.7%	1	2.9%	33.3%	1	2.9%	3.6%	35	8.6%

Digital and Technology

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	80	7.6%	-	970	92.1%	-	3	0.3%	-	107	9.2%	-	1,160	-
Recommended for Appointment	8	15.4%	10.0%	44	84.6%	4.5%	0	0.0%	0.0%	6	10.3%	5.6%	58	5.0%

HR

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	104	5.7%	-	1,727	94.2%	-	2	0.1%	-	77	4.0%	-	1,910	-
Recommended for Appointment	9	10.5%	8.7%	77	89.5%	4.5%	0	0.0%	0.0%	5	5.5%	6.5%	91	4.8%

Northern Ireland

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	39	2.8%	-	1,331	97.2%	-	0	0.0%	-	45	3.2%	-	1,415	-
Recommended for Appointment	2	14.3%	5.1%	12	85.7%	0.9%	0	0.0%	0.0%	0	0.0%	0.0%	14	1.0%

European

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	162	8.8%	-	1,681	90.9%	-	7	0.4%	-	222	10.7%	-	2,072	-
Recommended for Appointment	4	21.1%	2.5%	14	73.7%	0.8%	1	5.3%	14.3%	5	20.8%	2.3%	24	1.2%

Fast Stream Recruitment 2014 - Summer Diversity Internship Programme

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
	1,134	189	16.7%	14

Gender										
	Male			Female			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	457	40.4%	-	673	59.6%	-	4	0.4%	-	1,134
Recommended for Appointment	66	34.9%	14.4%	123	65.1%	18.3%	0	0.0%	0.0%	189

Ethnic origin										
	White			Ethnic Minority			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	67	5.9%	-	1,065	94.1%	-	2	0.2%	-	1,134
Recommended for Appointment	17	9.0%	25.4%	172	91.0%	16.2%	0	0.0%	0.0%	189

Socio-Economic Status													
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	525	53.7%	-	192	19.6%	-	261	26.7%	-	156	13.8%	-	1,134
Recommended for Appointment	95	56.5%	18.1%	28	16.7%	14.6%	45	26.8%	17.2%	21	11.1%	13.5%	189

Fast Stream Recruitment 2014 - Summer Diversity Internship Programme

Applications by School Type

School Type	SDIP		Overall Success Rate
	Applicants	Successful Candidates	
Independent - Bursary	59	19	32.2%
Independent - Direct Grant	3	0	0.0%
Independent - No Bursary	91	20	22.0%
State - Non-Selective	667	102	15.3%
State - Selective	157	31	19.7%
Overseas	135	15	11.1%
Not Stated	22	2	9.1%
Total	1,134	189	16.7%