



Civil Service HR  
Fast Stream &  
Early Talent

# Fast Stream and Early Talent Annual Report 2016

# Foreword: Sir Jeremy Heywood



**The Government is determined to deliver a plan for a stronger, fairer Britain.**

One important contribution the Civil Service can make to this goal is to be a powerful engine for social mobility, promoting opportunity and aspiration for all. Whoever you are, whatever your background, we need talented people to lead the future Civil Service. The Fast Track Apprenticeship and our flagship Fast Stream graduate programme are central to this.

The Fast Track Apprenticeship scheme offers a great alternative to university for those wanting to build a career in the Civil Service straight out of school. Individuals can earn while they learn, gaining hands-on experience and a valuable qualification in business, commercial, finance, digital or technology to help them succeed in their future careers.

Alongside this, the Civil Service Fast Stream graduate programme remains one of the most popular and prestigious graduate schemes in the country. These programmes truly help the governments of the day across the whole of the UK to develop and carry out their policies, and deliver vital public services for the country's citizens.

Within both the Fast Track Apprenticeship and Fast Stream graduate programme it is important to focus on fair opportunities for all.

In February 2016 the well-respected, independent Bridge Group published its report

into Fast Stream recruitment which showed that the Fast Stream was still not fully representative of the population – it is less diverse, for example, than the student population of the University of Oxford.

In response, the Civil Service has moved quickly to improve our processes and introduce important changes to how we attract, assess and support individuals from all walks of life into the Fast Stream. These changes include the introduction of a new Fast Stream Assessment Centre in Newcastle, the introduction of video interviews as part of the Fast Stream application process and the reduction in length of the Assessment Centre from a full day to a half.

For Fast Track too the application experience has been significantly improved since 2016, with the 2017 process completing several months faster than before. Communications with applicants have also been improved in terms of speed and clarity of message, recognising the need to provide certainty as early as possible.

Many of these changes are too early to be covered in the period of this annual report. But I am confident that the actions we are taking will improve the diversity of the Civil Service now and in the years to come. That means a fairer, more meritocratic and more effective Civil Service and one the whole country can be proud of.

**Sir Jeremy Heywood**

Cabinet Secretary and Head of the Civil Service

# Contents

1.	Introduction	
	• Our role	3
	• An overview of our schemes	3
	• Our performance story	4
	• Our future outlook	7
2.	Schools Outreach	8
3.	Marketing Attraction	10
4.	How we assess	13
5.	Fast Track Apprenticeship schemes	15
6.	Our internship programmes	18
7.	Fast Stream schemes	20
8.	Future success measures	23
9.	Detailed analysis	24

# Our Role

The Fast Stream and Early Talent team delivers targeted outreach work to showcase the unique opportunities the Civil Service offers, selects talented individuals regardless of background and provides guided real world learning and development experiences so those individuals can meet the needs of the modern Civil Service.

## An overview of our schemes

The Schools and Colleges Outreach Programmes include our Discovery Events programme for 13 to 14 year olds, our Schools Mentoring Programme and Work Experience Programme for young people aged 15 to 18 from a lower socio-economic background (lower SEB).

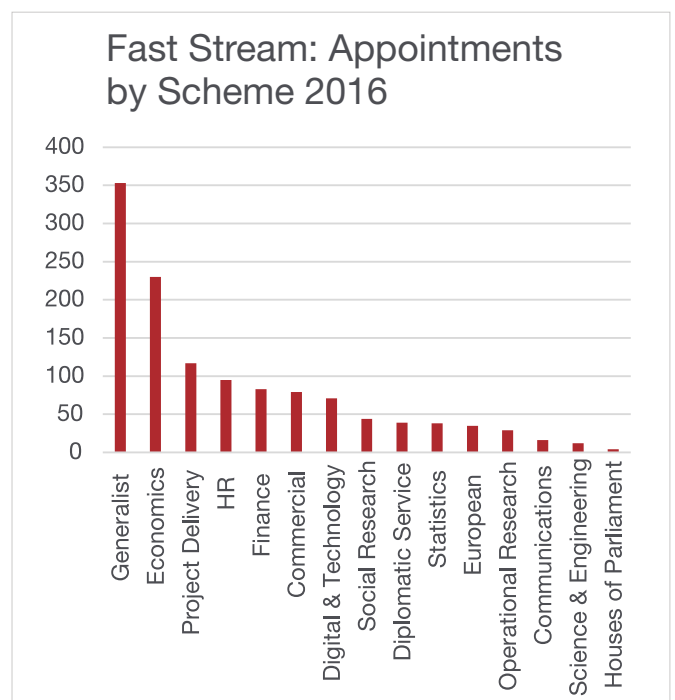
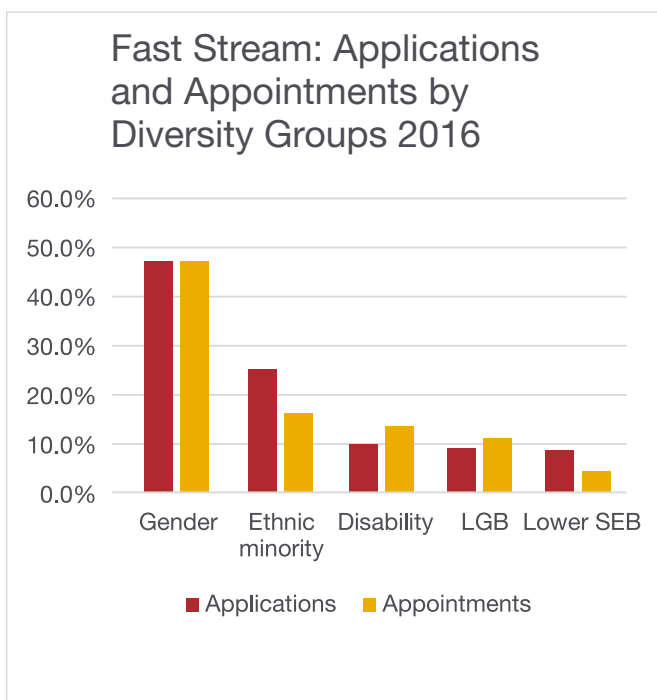
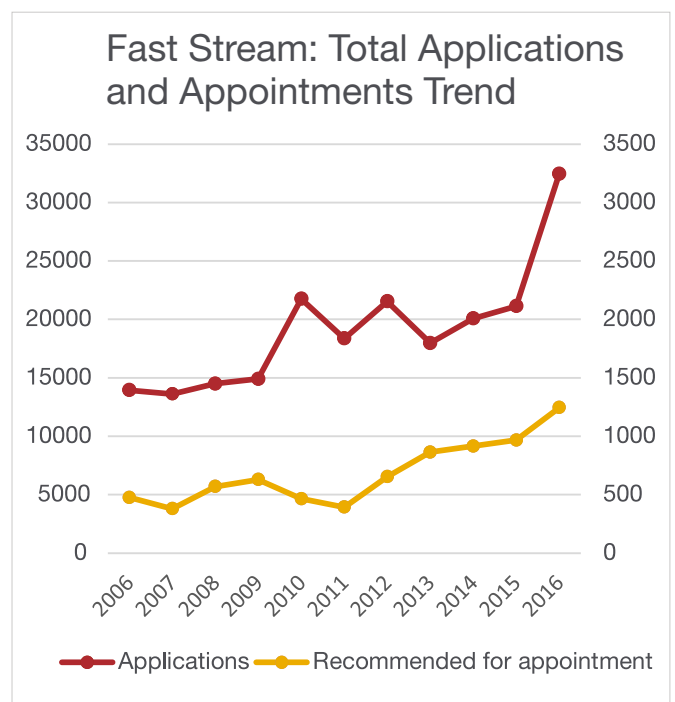
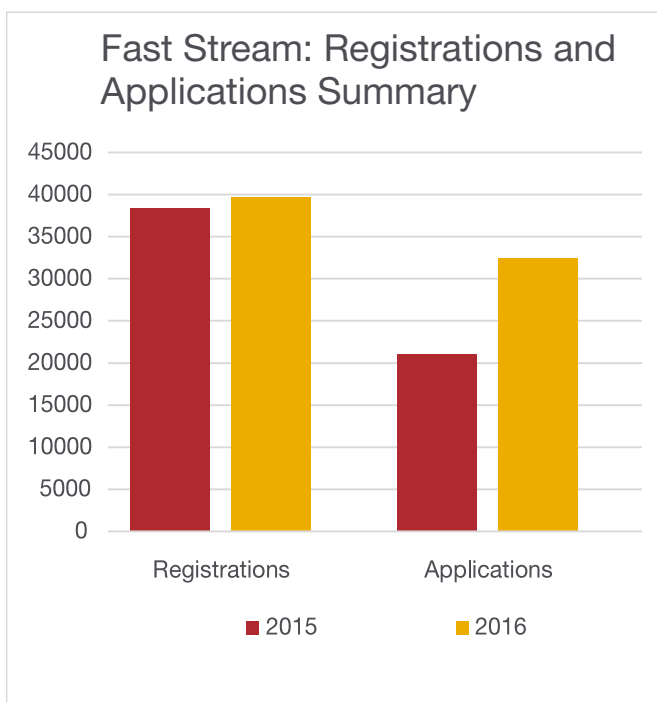
Our Fast Track Apprenticeship is a two-year Level 4 apprenticeship that is a rewarding alternative to university with a competitive starting salary.

The Fast Stream is the government's flagship graduate programme to support talented people to accelerate their development to become future leaders of the Civil Service.

The Fast Stream offers two internship programmes that are exclusively for students from ethnic minority background, lower socio-economic background and disabled groups: a one week Early Diversity Internship Programme (EDIP) aimed at first year undergraduates and the six to nine week Summer Diversity Internship Programme (SDIP) targeted at penultimate and final year undergraduates.

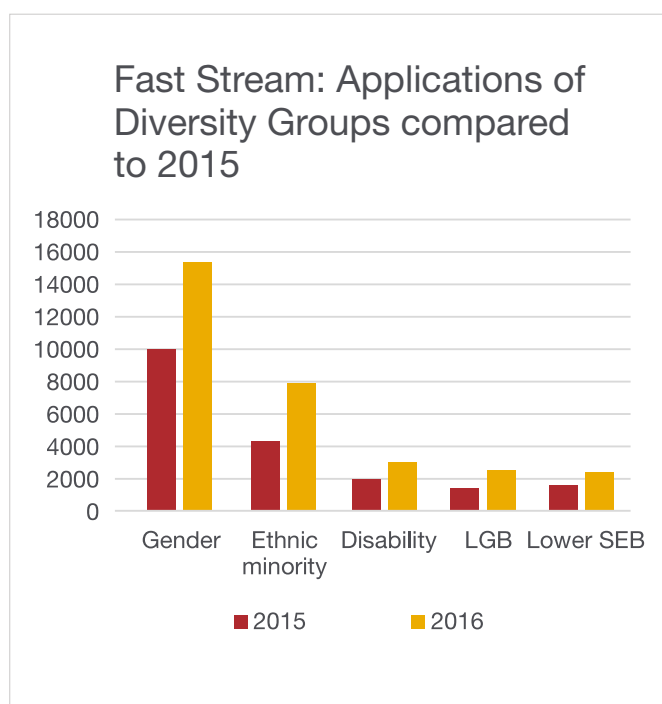
# Our performance story

## Our headline figures at a glance



# Our performance story

## Our headline figures at a glance

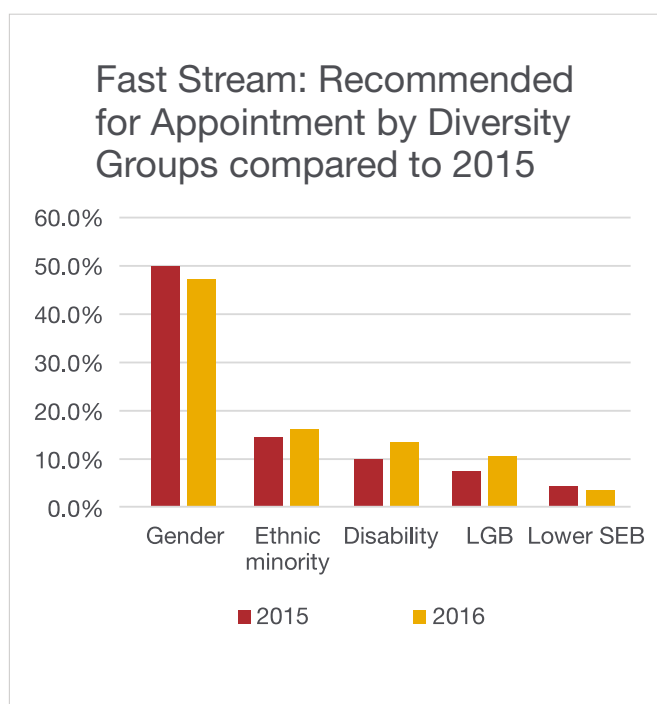


### Attract and retain people of talent and experience from a range of sectors and all walks of life

Registrations for our Fast Stream schemes increased to 39,695 against our 2015 total of 38,176.

The Fast Stream programme continued to expand. The Government Statistical Service and Project Delivery added to four professions that joined the centrally managed programme in 2015. There was a significant growth in total applications driven by our increased offer.

Looking across diversity groups, applications by gender and disability remained broadly the same. Applications from ethnic minority groups continued to grow.



Applications from people from a lower SEB rose from 7.9% in 2015 to 8.6% in 2016. The percentage recommended for appointment remained similar to previous years at 4.2%. We have put in place changes to how we attract, assess and support individuals to improve this figure.

Our Summer Diversity Internship Programme (SDIP) introduced a 'Fast Pass' process. Interns who receive a positive appraisal during their placement pass through to the final stage assessment centre within the Fast Stream.

Applications to our two year higher apprenticeship (Level 4) Fast Track Apprenticeship schemes increased from 5,793 to 7,215.

# Our performance story

## **Integrating social mobility and inclusion**

The number of applications for our Early Diversity Internship Programme (EDIP) increased from 337 to 722. We placed 125 talented first year undergraduates from ethnic minority and/or lower socio-economic background (SEB) in a government environment.

308 students took up our paid six to nine week SDIP work placement for talented penultimate and final year undergraduates who are ethnic minority students, from a lower SEB and/or who have a disability.

Our programme of engagement for Fast Stream specifically targeted people from a lower SEB and included more than 300 events.

We delivered our Discovery Events programme to approximately 1,250 children in schools with a high level of pupils from a lower SEB against a target of 500.

## **Develop world-class leaders**

Our Fast Stream induction programme won the Best Graduate Induction category in the AGR Development Awards 2016.

We successfully organised more than 1,500 placements for fast streamers in challenging developmental roles across circa 30 government departments and 150 external organisations in the private, wider public and charitable sectors.

# Our future outlook

In February 2016 the Bridge report, the first of its kind published by any employer in the country, looked at why applicants from lower socio-economic backgrounds are less likely to apply to the Fast Stream, and less likely to succeed if they do apply.

The report sets out recommendations to address the lack of social mobility across the public and private sectors.

We recognise Fast Stream and Early Talent offers a unique possibility to make a real impact on social mobility in the UK. We are committed to playing our part in delivering a brilliant Civil Service by being the best talent programme in the UK.

For us this means continuing to focus our efforts on improving access to and progression within our programmes so our people reflect modern Britain in respect of race, gender, sexuality, disability and socio-economic background.

In our business plan we have set the following objectives:

## **Making the future happen**

Deliver development opportunities and experiences that will enable scheme members to succeed in delivering high quality services for the public.

## **Working with our partners and colleagues**

Work in partnership with departments and other stakeholders to make sure scheme members receive a broad range of skills that deliver against customer expectations.

## **Delivering customer service excellence**

Develop our processes and practices to ensure they are responsive to our customers' needs.

## **Making the right decisions and setting priorities to deliver excellence**

Deliver practical, insightful evidence-based development and advice throughout the FSET schemes to develop the capability to match the current and future demand for skills.

## **Engaging with future talent**

Engage actively in schools, universities, and the internal Civil Service leading to the Civil Service being the UK's most inclusive employer.

## **Removing the barriers to success**

Deliver diversity in our talent pipelines so departments and other stakeholders are confident that they will lead to a more diverse Civil Service.

## **Measuring our success**

We have set key performance indicators in four areas: customer goals, business processes finance and learning and growth. We will use external benchmarks from a range of organisations such as the Higher Education Statistics Agency (HESA), the Office for National Statistics and the Department for Education to assess how well we achieve our targets. We will also use new data collection tools and the Civil Service People Survey to get better insight on our staff and people taking part in our programmes.



# Schools Outreach

The Schools and Colleges Outreach Programmes have had a very successful year delivering on our commitments and expanding our schemes from previous years. All of our work is focused on social mobility as we aim to support high potential young people from lower socioeconomic backgrounds around the country.

The Work Experience Programme achieved its target of creating 200 placements for our target students. This year we doubled our number of roles and expanded our reach from being London-centric to providing opportunities around the UK and across many government departments. This scheme isn't simply about numbers however, as quality of the experience is at the heart of each place offered. Students have been able to experience high profile opportunities such as the private office of the Government Chief People Officer; taken on real and varied activities from writing meeting notes to meeting ministers; and some have been able to shadow staff on talent programmes in their areas of interest.

Our civil servants also benefit from participating in this activity as they are provided training and gain personal development and enjoyment from taking part in this rewarding scheme. This includes offering, in some cases, the first opportunity for our Apprentices, Fast Stream graduates or less experienced staff to manage others.

“ From my time at the Ministry of Defence, I have seen the many departments it has and how everyone's job role is flexible. You aren't just stuck to one specific role, but are given numerous tasks to exercise many different skills one may have. The work experience has helped me think positively towards my future as I can go from one post to another knowing that I am picking up skills which will become useful to me, and I can apply for the next opportunity. ”

**Student**

The Discovery Events programme exceeded our expectations and we delivered events to approximately 1,250 attendees against a target of 500. This programme supports our youngest age group in all of the schools programmes, 13 to 14 years old, and so has a more educational and informative focus, in a fun and interactive way. We have continuously improved the events throughout the year using feedback from all of our participants.

“ It was clear by the end of the event, the young people thoroughly enjoyed themselves and also learned quite a lot within a short period of time. The year 9 students walked away with the understanding that the government was very much accessible to all of them, and offered them a lot of opportunities. Some of them are now considering working for the government, which they never believed would be possible. ”

**Careers Adviser**

## Schools Outreach

The Schools Mentoring Programme continued to deliver support to mentees around the UK. The success of this programme has been the continuation of the majority of our school staff, volunteers and mentees into another academic year of mentoring, demonstrating the value which participants have felt from the pilot year.

“ In terms of the mentors, it has been fantastic. They have been to the school twice since Christmas and we have a trip to London booked for the Easter holidays where we will be visiting the Houses of Parliament, Defra offices and also meet with Treasury officials. The pupils are getting so much out of the scheme and have bonded very well with the mentors so thank you so much for supporting us with getting this up and running. ”

**Careers Adviser**

# Marketing attraction

## Fast Track

In 2016, the number of Fast Track applications increased from 5,793 to 7,215. We re-branded the Fast Track scheme introducing the marketing slogan, 'Earn, Learn, Succeed'. This promoted the scheme in a more appealing way. Our research identified each of these words as principle attraction factors and we sequenced them in order of candidate priority.

The marketing team developed new visuals based on extensive market testing. The new imagery reflects social media styles and trends, with heavy filtering and a digital and aspirational feel. This was in response to applicants' feedback that they wanted us to show what they would become on the scheme.

We embedded the aspirational style in our campaign through our video mini-series "5 doors". The aim of this was to illustrate that no matter which front door you come out of each morning, the door to a great career in the Civil Service is open to you. The campaign attracted over 50,000 hits and was praised for its focus on the entire lifestyle of an apprentice, showcasing the social and economic benefits of entering the workforce via an apprenticeship.

As user-generated content is an important driver of traffic among the primary Fast Track audience, we ran a campaign called 'The great apprentice challenge' in which seven groups of existing Fast Track apprentices completed a series of challenges. Each was tasked with delivering an online, on-campus and community-based awareness campaign.

This approach combined with a well-researched programmatic marketing campaign delivered exceptional results for Fast Track.

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This approach combined with a professional researched programmatic marketing campaign delivered exceptional results for Fast Track.

## Diversity Internships

The Fast Stream offers two complementary internship programmes only for undergraduates from ethnic minority background, lower socio-economic background and disabled groups.

Marketing and attraction of candidates to the Internship Programmes was a combination of promotional activity with Diversity Partners and Fast Stream campus teams. Feedback from campus teams suggests that engagement with diversity ambassadors raised the profile and appeal of our brand with our target audiences.

# Marketing attraction

## Fast Stream

Fast Stream marketing increased its focus on strategic activity with an emphasis on digital and on diversity.

The Fast Stream webpages on GOV.UK were re-written to make the content easier to understand, and to directly signpost actions. This was accompanied by new visuals, featuring photographs of diverse applicants in a range of situations and groups.

Marketing were also active in planning the new campaign site during 2016. New software was used to check for gender bias in the language on both the website and all other media.

We used search engine optimisation for the first time in the 2016 campaign, resulting in better traffic flow to the website and a smoother customer experience. Google AdWords were introduced to help those unfamiliar with the Fast Stream brand to find it via wider searches online.

We decommissioned long standing adverts in print media publications and re-invested the savings on a broader spectrum of paid digital media, that included social, job boards and entertainment platforms used by the target audiences.

Face-to-face marketing took place at universities across the UK, with skills sessions, career fairs and public sector panels all showcasing the best the Civil Service has to offer. We partnered with Teach First and other public sector recruiters to share resources and further publicise the benefits of working in the public sector. We attended public events and job fairs targeting graduates who had already moved on from university. Stands at career fairs were given a modern feel with the introduction of digital screens, playing video content and displaying information banners.

Acting on insight that video content was 20% more effective at reaching target audiences we introduced new animation and video content. We promoted this content across both paid and organic media.

As a result of this approach, the campaign raised our profile in the graduate marketplace delivering over 32,000 applications.

On Twitter:

- Our engagements rose by 38%
- Our reach by 98%
- Click throughs to our application site, by 33%

On Facebook:

- The campaign attracted just under 2 million Facebook impressions
- Over 21,000 engaged users

This activity helps build the appeal of the Fast Stream brand and reputation of the Civil Service.

# How we assess

## Internships

The SDIP and EDIP selection processes are fair, objective and efficient, consisting of the following stages:

- Online tests (a situational judgement questionnaire and behavioural-based multiple choice questionnaire).
- Online application form used to shortlist candidates (SDIP only).
- Telephone interview against competency and motivational areas.

## Fast Stream

The Civil Service recruits to the Fast Stream strictly on the basis of fair and open competition and selection on merit, in line with the Civil Service Commissioners' Recruitment Principles.

We do everything possible to ensure that our assessment methods are scientifically robust, able to identify relevant attributes and are objective and capable of withstanding close scrutiny.

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. We have maintained this approach for 2016 but are exploring different ways of doing this for 2017 to respond to the need to get offers out quicker.

The selection process in 2016 consisted of the following stages:

- Registration on Fast Stream website.
- Application and online tests.
- Online in-tray exercise (the "e-Tray").
- Fast Stream Assessment Centre.

The Economist, Statistician, Social Research and Operational Research Fast Streams also test professional aptitude in a separate assessment centre. Individuals entering any Fast Stream option have to pass the generic Fast Stream Assessment Centre.

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.

# How we assess

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.

The Fast Stream runs a Direct Appointment Scheme for those who are narrowly unsuccessful at the Fast Stream Assessment Centre. This scheme offers candidates a mainstream post at Executive Officer grade if one becomes available. For the 2016 entry year, 1088 candidates were offered posts across government through the scheme.

## **Fast Track Apprenticeship**

The Fast Track selection process offers a fair, objective and highly relevant process, consisting of the following stages in 2016:

- Online application form.
- Online tests.
- Fast Track Assessment centre.

# Fast Track Apprenticeship schemes

The Fast Track Apprenticeship schemes continue to offer a real alternative to university for those with the potential to build a career in the Civil Service. Over the course of the programme, apprentices gain skills and experience while working on real-world issues in government.

As well as the experience gained on the job, the Fast Track Apprenticeship includes study for a Level 4 Apprenticeship qualification. Apprentices' opportunities for learning are furthered by a network of mentors, talent managers, welfare officers and team 'buddies'.

The Fast Track Apprenticeship offered the following schemes in 2016:

- Business Administration.
- Commercial.
- Digital and Technology.
- Finance.
- Project Delivery.

Business Administration, Commercial, Digital and Technology and Finance were offered in 2015, and to this we added the Project Delivery apprenticeship in 2016. This scheme offers apprentices the opportunity to learn skills and experience in project management, while working on some of the most exciting projects in the UK.

In 2016 we increased the number of Fast Track apprentices recommended for appointment to 811. Apprentices were recruited to roles in 33 different departments and agencies, across 36 locations.

The 2016 intake of Fast Track apprentices have been welcomed onto the schemes at twelve induction events over six different locations. These events introduce them to the Civil Service and to the first stages of building their professional network.

# Fast Track Apprenticeship schemes

## Case Study:

### **Katherine Walker, Work Coach, DWP**

Before joining the Fast Track Apprenticeship programme I was already a civil servant, working in the Surge and Rapid Response Team as an apprentice where I completed a Level 3 qualification in operational delivery. As I enjoyed the apprenticeship so much I decided that the Fast Track was the way forward for me. Before joining the Civil Service I was a bathroom showroom manager for 10 years, designing and planning bathrooms. I knew that the skills I had learnt throughout this career would be transferable skills that I could use in the Civil Service.

As a mom of two girls I never had the chance to go to university so the Fast Track apprenticeship was a brilliant opportunity for me to gain a higher qualification and still earn. I am an older apprentice and I have found that age is no barrier in the Civil Service.

When I applied for the Fast Track scheme I had to complete a number of online tests, along with an application form. I was then invited to an assessment day in London and I live in the Midlands which was an experience in itself. The assessment day involved a written exam, an hour interview and a group exercise. I found the assessment day challenging but really enjoyable, especially the interview. My interviewer asked a diverse range of questions which were competency based.

I started my post on January 2017 as a work coach in Yardley, Birmingham. I was placed in the 0-4 week team in a Jobcentre Plus. I absolutely love this position and it is well suited for my strengths. I deliver workshops to new benefit customers to help them get back into work through coaching and mentoring. I use the skills I learned as a bathroom showroom manager on a daily basis. On top of this, I have learned so many more skills and I am continuing to learn all the time. In this role every day is different and brings new challenges.

I have started my qualification, and the support that I have from my department and qualification provider has been amazing. I can't wait for the next 12 months to really develop my knowledge and my skills.





# Fast Track Apprenticeship schemes



## Case Study:

### **Katie Warling, Talent Support Officer, Civil Service HR**

I joined the Civil Service as a Fast Track apprentice in August 2016, working in the Fast Stream and Early Talent Team. Prior to this I studied A levels at sixth form. However I had no intention to apply for university. I attended numerous university open days but always struggled to find a subject that I was interested in and felt that university wasn't going to be the right place for me. I began to turn my attention towards apprenticeships, which is when I found out about the Fast Track scheme and immediately applied.

I applied for the Business Admin scheme of the Fast Track Apprenticeship in February 2016. The level 4 qualification attached to the Fast Track scheme was what attracted me most. I decided to apply for the Business Admin scheme due to its broad nature and diverse range of opportunities it offers. I found the application process to be challenging but enjoyable, and the feedback I received following the assessment centre gave me a valuable insight into my strengths and allowed me to identify areas for improvement. In August 2016 I found out that my application had been successful and I began my role 2 weeks later.

Now eight months in, the scheme has enabled me to not only continue my education while working full time, but has allowed me to gain the skills, experience and confidence that I feel I wouldn't have gained at university. I have led on a variety of tasks and been given responsibility

in many areas of work. With the support of my line manager and colleagues, my confidence has grown and they have encouraged me to seek stretch and opportunities for my own development, something that I have found to be hugely beneficial and encouraging.

I am extremely grateful for this opportunity and would highly recommend this scheme to anybody. This programme has enabled me to gain valuable experience and skills that I hope to take with me throughout my Civil Service career. I'm looking forward to seeing what the future entails!

# Our internship programmes

The Fast Stream offers two internship programmes that are exclusively for students from ethnic minority background, lower socio-economic background and disabled groups. These schemes are central to our commitment to make the Civil Service the most inclusive employer in the UK.

The Early Diversity Internship Programme (EDIP) provides talented first year undergraduates a one-week placement in a government environment. Successful applicants take part in networking sessions, skills workshops and shadow Fast Streamers as they work. In 2016, the number of EDIP applications increased from 337 to 722. The number of placements expanded to 125 exceeding the initial target of 100.

The Summer Diversity Internship Programme (SDIP) is a multi-award winning, paid internship scheme that puts talented penultimate and final year undergraduates on a six to nine week work placement in a government department over the summer.

308 students were offered a place on the SDIP programme in 2016. Many also undertook a follow-on coaching programme to support them with their applications to the Fast Stream. In addition, for the first time, SDIP introduced a 'Fast Pass' process, which is designed to fast track interns, who receive a positive appraisal during the placement, through to the final stage assessment centre within the Fast Stream selection process. This provides a more streamlined, but still robust, assessment approach.

# Our internship programmes



## Case Study:

### **Nathan Paterson, SDIP and Generalist Fast Stream**

I joined the Fast Stream as a Generalist after a year and a half on another graduate scheme in management consulting, and work with an NGO overseas. Following my first posting at the Department for Work and Pensions (DWP) I'm now in my second posting at the Department for International Trade. I had previously worked with public sector clients, directly worked in government through the Summer Diversity Internship Programme (SDIP), and knew longer term that I wanted to direct my career towards here.

I took part in the SDIP in 2014, working at DWP to produce guidance for staff around agile project management methodologies. This was a very realistic experience of the challenges of working to deliver a project within a short time-frame, and gave me a good sense of what to expect in a working environment compared to other internships where my work was less involved. I really appreciated the challenge of working with a range of internal stakeholders, and found this has served me extremely well ever since. The training and support provided to interns alongside the placement was definitely crucial in helping me to navigate the application process and have the confidence to do well during the assessments.

I found it slightly challenging to juggle the application process for the Fast Stream alongside a full-time job, but with a bit of organisation it can be done! I knew as soon

as I'd left the assessment centre that the scenarios we had worked through were exactly the kind of work I wanted to be doing, and thoroughly enjoyed the experience. I also enjoyed meeting people from a wide range of personal and professional backgrounds, and as soon as I received my offer was very excited to start.

My first Fast Stream posting was at DWP working on disability unemployment strategy. This was a great opportunity to work on a topical and challenging area for the department, and gave me a good grounding in both policy design and delivery. I also gained solid experience of working with a number of stakeholder groups both internal to the department and in the third sector, which has stood me well for my current role. As well as this, while in the department I managed to cover time in a ministerial private office, which gave me an incredible insight into their work, as well as how the department as a whole supports them.

I've recently moved into my current role with the Department for International Trade where I work on the Britain is GREAT campaign in a marketing function. This again is a challenging but exciting area for government, and very rewarding to work in a department that is so crucial to securing the future prospects of the country over the next few years. The fact I'm able to see a different side of government to Whitehall policy is one of the best parts of being a fast streamer, and I'm sure I'll be a better civil servant in the long term for it.

# Fast Stream schemes

## Schemes available in 2016

There are two models for managing the Fast Stream, centrally managed and department or profession managed.

The following schemes are currently part of the centrally managed model: Generalist, European, Digital and Technology, Government Communications, Science and Engineering, Internal Audit, Finance, Commercial, Statisticians and Project Delivery, with the latter two schemes being new to the central model for 2016.

The following schemes are managed by a department or profession: Houses of Parliament, Diplomatic Service, Economics, Statistics, Social Research, Operational Research and HR.

## The centrally managed Fast Stream

The Fast Stream develops core skills and exposes participants to a broad range of work across the Civil Service through postings across different functions, departments, regions and secondments.

The 2015 induction programme won the AGR Best Graduate Induction award in early 2016 and following on from this success, we continued to invest heavily in a residential induction event for all centrally managed Fast Stream schemes that used technology and gamification to support practical learning on areas such as personal impact and communication skills. The induction is underpinned by a programme of pre-learning

content about the Civil Service and is followed by a curriculum of learning and development across the four year programme that seeks to further build on participants' leadership and skills capability.

In 2016, we successfully organised more than 1,500 placements for fast streamers in challenging developmental roles across circa 30 government departments and 150 external organisations in the private, wider public and charitable sectors.

We regularly review and measure the success of the Fast Stream scheme. Three years into this model we have found widespread satisfaction, with line managers of fast streamers continuing to report the high quality of participants and that they display the behaviours required to progress to the Senior Civil Service.

In 2016, we designed and delivered the first end of scheme assessments for the Fast Stream scheme to determine whether fast streamers are widely deployable future leaders ready to undertake their first Grade 7 roles.

# Fast Stream schemes

## Case Study:

### Ailsa Harris, SDIP and Generalist Fast Stream

My first encounter with the Civil Service was during my third (and penultimate) year at University. I didn't really know any civil servants, I certainly didn't grow up dreaming to be a civil servant but I saw a paid summer diversity internship programme (SDIP) and thought I would take the chance.

After applying for the SDIP, I was placed at the Home Office and immediately given responsibility for drafting a government response to a consultation. The team I was placed with were incredibly supportive and after an enjoyable 8 weeks, I left knowing that I wanted a career in the Civil Service.

During my internship, I applied for a coaching programme which supported me in my application to the Fast Stream. I had never been through any psychometric tests, or assessment centres and the opportunity to know what to expect when I turned up on the day was invaluable.

I successfully joined the Fast Stream in 2011. Fast forward six years and I have just secured promotion as a Grade 6 – Head of Apprenticeship Quality, Standards and Assessment in the Department for Education.

The SDIP was the foundation for it all, but I have found that every Civil Service job I have held since then, every fantastic manager, and

every awful mistake I've made, prepared me for the next challenge.

My roles included making policy about the new State Pension, working for the Secretary of State for Work and Pensions as a private secretary and managing a team of work coaches in a Jobcentre Plus. The range of experiences and roles on the Fast Stream gave me the chance to develop the skills I needed to progress, but it also taught me about the types of roles I enjoyed doing and where my strengths lie.

Supported development opportunities don't stop after the Fast Stream. After working as a Grade 7 and thinking about future progression, I was really keen to develop my own, personal leadership style and found the Positive Action Pathway which has supported me to do that. I can't stress enough how much I have enjoyed my career in the Civil Service so far!



# Fast Stream schemes



## Case Study:

### **Vanessa Sexton, Digital and Technology Fast Stream**

I joined the Digital & Technology (DaT) Fast Stream after being a civil servant for almost 30 years and having reflected on the direction in which I wanted my career to progress. I initially joined the Civil Service after leaving comprehensive school and gaining a year's work experience on a Government Youth Training Scheme (YTS).

Since then, I have successfully combined full time work and education while studying for my degree and have held many truly interesting and varied roles in the Civil Service, gaining four substantive promotions along the way and experiencing roles in Operations, HR, IT, Coaching, Project Leadership, People Management, Continuous Improvement and on secondment, working in the Voluntary Sector on temporary promotion to Grade 7. I've learned that the quality of a role and resulting job satisfaction can be just as, if not more, important than achieving promotion to a desired grade!

Over a decade ago, I worked in what would now be called a 'technology role' as a Child Benefit Dialogue expert and after seeing the gradual but obvious shift from clerical to electronic ways of delivering services to citizens over the years, I decided that I really wanted a profession in the Digital arena and felt I could add value in that area. Hence my next career challenge was set in motion – joining the DaT Fast Stream to retrain.

As a Senior Officer in HMRC, I started the application process in November 2015 and after the various online tests, assessment centre and Final Selection Board, I was successful in securing a place starting in October 2016. My advice to anyone who wants to apply is: be confident in your ability, stay true to yourself and give it your all! While the process was somewhat protracted, many improvements have now been made to shorten the overall lead time and use more efficient and effective means of recruiting a diverse range of candidates.

I recently completed my first posting in the Department for Work and Pensions, Universal Credit Live Services Programme. I gained a wealth of commercial and project experience as a Release Manager and 'gave something back' by mapping the end to end process and developing learning sessions. I'm now 3 weeks into my second posting in the Ministry of Justice as Major Projects Manager in Better Technology as part of the Technology Transition Programme and am relishing the opportunity of broadening my horizons and stretching myself working outside my comfort zone in an unfamiliar environment.

I have worked extremely hard to get to this position yet still feel humbled and privileged to have this opportunity.

# Future success measures

The success of the Fast Stream and Fast Track Apprenticeship is measured against a considered set of key performance indicators. These indicators came out of our strategic planning and are monitored by the Research and Analysis team within Fast Stream and Early Talent.

## Attraction and recruitment

- The percentage of individuals by diversity category who apply to Fast Stream and its comparison to diversity in eligible candidate pools as measured by external benchmarks provided by HESA.
- The percentage of individuals by diversity category who apply to Fast Track and its comparison to diversity in eligible candidate pools as measured by external benchmarks provided by ONS, DfE and other data holders.
- The diversity of individuals appointed and its comparison to diversity in eligible candidate pools as measured by external benchmarks provided by HESA (for Fast Stream) or ONS, DfE and other data holders (for Fast Track).
- The Fast Stream recruitment process from application to offer is 16 to 18 weeks for 2017 and 12 weeks from 2018 for at least 51% of applicants.

## Following appointment

- The proportion of individuals considered to achieve or exceed at mid-year, end-year performance reports, the Mid Scheme Assessments (MSA) and End Scheme Assessments (ESA) to take up G7 posts in the Civil Service, reflects diversity in eligible candidate pools as measured by external benchmarks provided by HESA.
- The proportion of individuals considered to achieve or exceed at mid-year, end-year performance reports and a level 4 higher apprenticeships reflects diversity in eligible candidate pools as measured by external benchmarks provided by ONS, DfE and other data holders.
- The percentage of Fast Stream individuals by diversity category who agree or strongly agree their posting allows them to develop in the core skill areas.
- The percentage of Fast Track apprentices by diversity category who agree or strongly agree their guided learning allows them to develop.

The indicators will be used by managers to keep track of the execution of activities and to monitor the consequences arising from these actions. It is through these indicators we will demonstrate our progress in attracting and retaining people of talent and experience from a range of sectors and all walks of life in our Fast Track Apprenticeships and Fast Stream schemes.



Civil Service HR  
Fast Stream &  
Early Talent

# Detailed analysis



## Fast Stream Recruitment 2016: Summary

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

	Vacancies	Registrations*	Applications by first preference	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
<b>Grand Total</b>	<b>911</b>	<b>39,695</b>	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>	<b>272</b>

### Graduate Fast Stream

	Vacancies	Applications by first preference**	First preference (after passing online tests)	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Central Departments	203	N/A	877	353	N/A	14
Houses of Parliament	6	N/A	651	4	N/A	-
Diplomatic Service	27	N/A	2,258	39	N/A	1
Science / Engineering	11	N/A	198	12	N/A	1
Unspecified***	N/A	N/A	67	-	N/A	N/A
<b>Total</b>	<b>247</b>	<b>12,235</b>	<b>4,051</b>	<b>408</b>	<b>3.3%</b>	<b>16</b>

### Other Fast Stream Schemes

	Vacancies	Applications by first preference	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Economists	177	855	230	26.9%	15
Statisticians	35	303	38	12.5%	9
Social Research	60	444	44	9.9%	2
Operational Research	60	502	29	5.8%	5
Digital and Technology	83	1,270	71	5.6%	15
HR	86	2,908	95	3.3%	50
Commercial	34	2,546	79	3.1%	47
Finance	56	2,063	83	4.0%	37
Communications	12	3,443	16	0.5%	2
European	22	2,653	35	1.3%	1
Project Delivery	39	3,228	117	3.6%	73
<b>Total</b>	<b>664</b>	<b>20,215</b>	<b>837</b>	<b>4.1%</b>	<b>256</b>

\* Registrations data included for the first time (where this data is available).

\*\* Application by first preference is not available at this stage because candidates don't choose their preferred Graduate Fast Stream scheme until passing the online tests.

\*\*\* Not all applicants specified a first choice scheme

# In-Service Fast Stream Competition\*

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
	1,399	39	2.8%	13

Gender							
	Male		Female		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	868	63.1%	507	36.9%	24	1.7%	1,399
Recommended for Appointment	16	41.0%	23	59.0%	-	0.0%	39

Ethnic origin							
	White		Ethnic Minority		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	911	67.5%	439	32.5%	49	3.5%	1,399
Recommended for Appointment	35	92.1%	3	7.9%	1	2.6%	39

Disability							
	Non-Disabled		Disabled		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	1,108	84.3%	207	15.7%	84	6.0%	1,399
Recommended for Appointment	33	89.2%	4	10.8%	2	5.1%	39

\* In Service Fast Stream Competition includes those in the Generalist, Digital and Technology, Commercial, Finance and Project Delivery Streams





## 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	
2016	911	29,825	91.9%	2,625	8.1%	<b>32,450</b>	968	77.8%	277	22.2%	<b>1,245</b>
2015	1,077	19,206	90.9%	1,929	9.1%	<b>21,135</b>	773	79.9%	194	20.1%	<b>967</b>
2014	820	18,230	90.8%	1,842	9.2%	<b>20,072</b>	723	79.0%	192	21.0%	<b>915</b>
2013	782	16,156	89.9%	1,810	10.1%	<b>17,966</b>	672	77.8%	192	22.2%	<b>864</b>
2012	649	19,473	90.4%	2,069	9.6%	<b>21,542</b>	480	73.4%	174	26.6%	<b>654</b>
2011	354	16,431	89.5%	1,930	10.5%	<b>18,361</b>	291	74.0%	102	26.0%	<b>393</b>
2010	477	19,783	90.9%	1,978	9.1%	<b>21,761</b>	361	77.6%	104	22.4%	<b>465</b>
2009	585	13,250	88.9%	1,661	11.1%	<b>14,911</b>	464	73.8%	165	26.2%	<b>629</b>
2008	552	12,714	87.7%	1,780	12.3%	<b>14,494</b>	404	70.9%	166	29.1%	<b>570</b>
2007	427	11,945	87.7%	1,674	12.3%	<b>13,619</b>	261	68.7%	119	31.3%	<b>380</b>
2006	469	12,216	87.6%	1,729	12.4%	<b>13,945</b>	328	68.9%	148	31.1%	<b>476</b>
2005	497	11,353	87.6%	1,604	12.4%	<b>12,957</b>	354	70.2%	150	29.8%	<b>504</b>
2004*	507	7,216	83.9%	1,382	16.1%	<b>8,598</b>	300	64.2%	167	35.8%	<b>467</b>
2003	546	18,214	90.9%	1,818	9.1%	<b>20,032</b>	328	64.3%	182	35.7%	<b>510</b>
2002	509	13,122	91.6%	1,206	8.4%	<b>14,328</b>	298	72.5%	113	27.5%	<b>411</b>
2001	512	10,846	92.1%	931	7.9%	<b>11,777</b>	303	72.0%	118	28.0%	<b>421</b>
2000	560	13,289	92.2%	1,120	7.8%	<b>14,409</b>	289	67.8%	137	32.2%	<b>426</b>
1999	445	8,880	90.5%	934	9.5%	<b>9,814</b>	214	69.9%	92	30.1%	<b>306</b>
1998	367	8,142	90.1%	895	9.9%	<b>9,037</b>	154	65.5%	81	34.5%	<b>235</b>

\* 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.

## Success Rate Trend

### University of First Degree

Competition	Vacancies	Non-Oxbridge			Oxbridge			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2016	911	29,825	968	3.2%	2,625	277	10.6%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>
2015	1,077	19,206	773	4.0%	1,929	194	10.1%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	18,230	723	4.0%	1,842	192	10.4%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>
2013	782	16,156	672	4.2%	1,810	192	10.6%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>
2012	649	19,473	480	2.5%	2,069	174	8.4%	<b>21,542</b>	<b>654</b>	<b>3.0%</b>
2011	354	16,431	291	1.8%	1,930	102	5.3%	<b>18,361</b>	<b>393</b>	<b>2.1%</b>
2010	477	19,783	361	1.8%	1,978	104	5.3%	<b>21,761</b>	<b>465</b>	<b>2.1%</b>
2009	585	13,250	464	3.5%	1,661	165	9.9%	<b>14,911</b>	<b>629</b>	<b>4.2%</b>
2008	552	12,714	404	3.2%	1,780	166	9.3%	<b>14,494</b>	<b>570</b>	<b>3.9%</b>
2007	427	11,945	261	2.2%	1,674	119	7.1%	<b>13,619</b>	<b>380</b>	<b>2.8%</b>
2006	469	12,216	328	2.7%	1,729	148	8.6%	<b>13,945</b>	<b>476</b>	<b>3.4%</b>
2005	497	11,353	354	3.1%	1,604	150	9.4%	<b>12,957</b>	<b>504</b>	<b>3.9%</b>
2004*	507	7,216	300	4.2%	1,382	167	12.1%	<b>8,598</b>	<b>467</b>	<b>5.4%</b>
2003	546	18,214	328	1.8%	1,818	182	10.0%	<b>20,032</b>	<b>510</b>	<b>2.5%</b>
2002	509	13,122	298	2.3%	1,206	113	9.4%	<b>14,328</b>	<b>411</b>	<b>2.9%</b>
2001	512	10,846	303	2.8%	931	118	12.7%	<b>11,777</b>	<b>421</b>	<b>3.6%</b>
2000	560	13,289	289	2.2%	1,120	137	12.2%	<b>14,409</b>	<b>426</b>	<b>3.0%</b>
1999	445	8,880	214	2.4%	934	92	9.9%	<b>9,814</b>	<b>306</b>	<b>3.1%</b>
1998	367	8,142	154	1.9%	895	81	9.1%	<b>9,037</b>	<b>235</b>	<b>2.6%</b>

\* 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

### 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	8,054	24.8%	-	20,154	62.1%	-	3,776	11.6%	-	466	1.4%	-	32,450	-
Recommended for Appointment	548	44.0%	6.8%	645	51.8%	3.2%	41	3.3%	1.1%	11	0.9%	2.4%	1,245	3.8%

### 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	3,119	25.5%	-	7,544	61.7%	-	1,428	11.7%	-	144	1.2%	-	12,235	-
Recommended for Appointment	171	41.9%	5.5%	224	54.9%	3.0%	12	2.9%	0.8%	1	0.2%	0.7%	408	3.3%

#### 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	362	42.3%	-	446	52.2%	-	33	3.9%	-	14	1.6%	-	855	-
Recommended for Appointment	122	53.0%	33.7%	101	43.9%	22.6%	3	1.3%	9.1%	4	1.7%	28.6%	230	26.9%

#### 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	127	41.9%	-	153	50.5%	-	12	4.0%	-	11	3.6%	-	303	-
Recommended for Appointment	26	68.4%	20.5%	10	26.3%	6.5%	1	2.6%	8.3%	1	2.6%	9.1%	38	12.5%

#### 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	165	37.2%	-	259	58.3%	-	11	2.5%	-	9	2.0%	-	444	-
Recommended for Appointment	24	54.5%	14.5%	17	38.6%	6.6%	-	0.0%	0.0%	3	6.8%	33.3%	44	

#### 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	199	39.6%	-	271	54.0%	-	23	4.6%	-	9	1.8%	-	502	-
Recommended for Appointment	20	69.0%	10.1%	8	27.6%	3.0%	1	3.4%	4.3%	-	0.0%	0.0%	29	5.8%

#### 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	345	27.2%	-	839	66.1%	-	65	5.1%	-	21	1.7%	-	1,270	-
Recommended for Appointment	30	42.3%	8.7%	39	54.9%	4.6%	1	1.4%	1.5%	1	1.4%	4.8%	71	5.6%

Commercial														
	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
<b>Applications</b>	446	17.5%	-	1,529	60.1%	-	539	21.2%	-	32	1.3%	-	2,546	-
<b>Recommended for Appointment</b>	23	29.1%	5.2%	48	60.8%	3.1%	8	10.1%	1.5%	-	0.0%	0.0%	79	3.1%

Finance														
	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
<b>Applications</b>	556	27.0%	-	1,417	68.7%	-	57	2.8%	-	33	1.6%	-	2,063	-
<b>Recommended for Appointment</b>	31	37.3%	5.6%	49	59.0%	3.5%	2	2.4%	3.5%	1	1.2%	3.0%	83	4.0%

Communications														
	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
<b>Applications</b>	850	24.7%	-	2,466	71.6%	-	85	2.5%	-	42	1.2%	-	3,443	-
<b>Recommended for Appointment</b>	3	18.8%	0.4%	13	81.3%	0.5%	-	0.0%	0.0%	-	0.0%	0.0%	16	0.5%

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
<b>Applications</b>	463	15.9%	-	1,801	61.9%	-	614	21.1%	-	30	1.0%	-	2,908	-
<b>Recommended for Appointment</b>	39	41.1%	8.4%	49	51.6%	2.7%	7	7.4%	1.1%	-	0.0%	0.0%	95	3.3%

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
<b>Applications</b>	763	28.8%	-	1,576	59.4%	-	246	9.3%	-	68	2.6%	-	2,653	-
<b>Recommended for Appointment</b>	13	37.1%	1.7%	22	62.9%	1.4%	-	0.0%	0.0%	-	0.0%	0.0%	35	1.3%

Project Delivery														
	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
<b>Applications</b>	659	20.4%	-	1,853	57.4%	-	663	20.5%	-	53	1.6%	-	3,228	-
<b>Recommended for Appointment</b>	46	39.3%	7.0%	65	55.6%	3.5%	6	5.1%	0.9%	-	0.0%	0.0%	117	3.6%

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.

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



## Analysis by Degree Type

Degree Type	GFS		Economists		Statisticians		Social Research		Operational Research		Digital and Technology		Commercial		Finance		Communications		HR		European		Project Delivery		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	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	
Allied Medicine	60	1	-	-	1	-	2	-	3	-	4	-	12	-	9	-	12	-	14	1	3	-	19	-	139	2	1.4%
Architecture	29	1	-	-	-	-	2	-	2	-	2	-	9	-	2	-	8	-	5	-	6	-	19	-	84	1	1.2%
Biological Sciences	705	27	3	1	27	4	20	7	28	1	73	2	120	2	110	1	126	-	145	3	53	2	201	3	1,611	53	3.3%
Business	381	2	16	2	4	-	6	-	15	-	66	1	293	3	205	1	143	-	305	-	79	1	239	1	1,752	11	0.6%
Creative Arts	148	-	-	-	-	-	-	-	0	-	53	-	48	1	21	1	80	-	69	1	23	-	62	-	504	3	0.6%
Economics	438	16	742	196	42	4	41	2	45	-	34	1	210	6	296	11	80	-	78	5	88	1	155	6	2,249	248	11.0%
Education	50	-	2	1	-	-	4	-	1	-	7	-	16	-	12	-	15	-	38	1	4	-	22	-	171	2	1.2%
Engineering	272	3	4	-	3	-	1	-	42	3	78	1	67	-	55	1	16	-	27	-	20	-	107	1	692	9	1.3%
Financial	75	1	6	1	6	1	1	-	5	-	14	-	79	-	263	-	12	-	32	-	6	-	44	-	543	3	0.6%
Humanities	3,825	135	8	1	9	4	54	2	8	-	278	28	625	23	317	24	1,302	7	831	32	547	9	793	33	8,597	298	3.5%
Languages	1,211	53	1	1	-	-	6	1	1	-	67	7	130	6	62	4	353	4	171	9	965	11	185	10	3,152	106	3.4%
Librarian	26	1	-	-	-	-	2	-	-	-	7	-	5	-	2	-	18	-	9	-	4	-	9	-	82	1	1.2%
Mathematical Science	198	3	9	3	120	14	5	-	187	12	58	-	53	4	188	3	15	-	42	1	28	-	82	2	985	42	4.3%
Medicine & Dentistry	28	1	-	-	1	-	1	-	1	-	3	-	5	-	5	1	5	-	4	-	2	-	7	-	62	2	3.2%
Multi Discipline	644	25	26	7	9	3	22	1	13	1	54	6	107	9	70	9	164	-	119	11	193	3	161	10	1,582	85	5.4%
Not applicable as existing Civil Servant	43	2	-	-	-	-	-	-	-	-	7	-	21	-	10	1	20	-	25	-	5	-	20	-	151	3	2.0%
Physical Sciences	770	16	5	1	29	2	2	-	111	12	97	5	92	3	104	8	61	1	91	1	54	-	168	7	1,584	56	3.5%
Social Science	3,252	120	32	16	50	6	275	31	32	-	253	18	626	22	320	18	991	4	883	30	567	8	867	44	8,148	317	3.9%
Technology	72	-	-	-	2	-	-	-	7	-	114	2	27	-	11	-	22	-	17	-	6	-	66	-	345	2	0.6%
Veterinary Sciences	8	1	-	-	-	-	-	-	1	-	1	-	1	-	1	-	-	-	3	-	-	-	2	-	17	1	5.9%
<b>Total</b>	<b>12,235</b>	<b>498</b>	<b>855</b>	<b>230</b>	<b>303</b>	<b>38</b>	<b>444</b>	<b>44</b>	<b>502</b>	<b>29</b>	<b>1,270</b>	<b>71</b>	<b>2,546</b>	<b>79</b>	<b>2,063</b>	<b>83</b>	<b>3,443</b>	<b>16</b>	<b>2,908</b>	<b>95</b>	<b>2,653</b>	<b>35</b>	<b>3,228</b>	<b>117</b>	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>

## 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
Registrations	19,325	49.2%	-	19,926	50.8%	-	444	1.1%	-	39,695	-
Applications	16,789	52.4%	-	15,244	47.6%	-	417	1.3%	-	32,450	-
Recommended for Appointment	631	52.1%	3.8%	581	47.9%	3.8%	33	2.7%	7.9%	1,245	3.8%

### 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	6,585	54.5%	-	5,491	45.5%	-	159	1.3%	-	12,235	-
Recommended for Appointment	186	47.0%	2.8%	210	53.0%	3.8%	12	2.9%	7.5%	408	3.3%

#### 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	571	67.7%	-	272	32.3%	-	12	1.4%	-	855	-
Recommended for Appointment	152	67.6%	26.6%	73	32.4%	26.8%	5	2.2%	41.7%	230	26.9%

#### 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	168	56.6%	-	129	43.4%	-	6	2.0%	-	303	-
Recommended for Appointment	17	45.9%	10.1%	20	54.1%	15.5%	1	2.6%	16.7%	38	12.5%

#### 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	185	42.0%	-	256	58.0%	-	3	0.7%	-	444	-
Recommended for Appointment	15	34.1%	8.1%	29	65.9%	11.3%	-	0.0%	0.0%	44	9.9%

#### 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	333	67.0%	-	164	33.0%	-	5	1.0%	-	502	-
Recommended for Appointment	19	67.9%	5.7%	9	32.1%	5.5%	1	3.4%	20.0%	29	5.8%

**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
<b>Applications</b>	827	65.7%	-	432	34.3%	-	11	0.9%	-	<b>1,270</b>	-
<b>Recommended for Appointment</b>	45	64.3%	5.4%	25	35.7%	5.8%	1	1.4%	9.1%	<b>71</b>	<b>5.6%</b>

**Commercial**

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,490	59.3%	-	1,021	40.7%	-	35	1.4%	-	<b>2,546</b>	-
<b>Recommended for Appointment</b>	44	57.1%	3.0%	33	42.9%	3.2%	2	2.5%	5.7%	<b>79</b>	<b>3.1%</b>

**Finance**

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,241	61.1%	-	789	38.9%	-	33	1.6%	-	<b>2,063</b>	-
<b>Recommended for Appointment</b>	50	63.3%	4.0%	29	36.7%	3.7%	4	4.8%	12.1%	<b>83</b>	<b>4.0%</b>

**Communications**

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,469	43.1%	-	1,938	56.9%	-	36	1.0%	-	<b>3,443</b>	-
<b>Recommended for Appointment</b>	4	25.0%	0.3%	12	75.0%	0.6%	-	0.0%	0.0%	<b>16</b>	<b>0.5%</b>

**HR**

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,135	39.5%	-	1,739	60.5%	-	34	1.2%	-	<b>2,908</b>	-
<b>Recommended for Appointment</b>	37	40.7%	3.3%	54	59.3%	3.1%	4	4.2%	11.8%	<b>95</b>	<b>3.3%</b>

**European**

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,098	42.1%	-	1,513	57.9%	-	42	1.6%	-	<b>2,653</b>	-
<b>Recommended for Appointment</b>	10	28.6%	0.9%	25	71.4%	1.7%	-	0.0%	0.0%	<b>35</b>	<b>1.3%</b>

**Project Delivery**

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,687	52.9%	-	1,500	47.1%	-	41	1.3%	-	<b>3,228</b>	-
<b>Recommended for Appointment</b>	52	45.6%	3.1%	62	54.4%	4.1%	3	2.6%	7.3%	<b>117</b>	<b>3.6%</b>

## Trend

Gender																									
Competition	Vacancies	Registrations*							Total	Applications							Total	Recommended for Appointment							Total
		Male		Female		Non-respondent		Total		Male		Female		Non-respondent		Total		Male		Female		Non-respondent		Total	
		Number	% of known	Number	% of known	Number	% of total			Number	% of known	Number	% of known	Number	% of total			Number	% of known	Number	% of known	Number	% of total		
2016	911	19,325	49.2%	19,926	50.8%	444	1.1%	<b>39,695</b>	16,789	52.4%	15,244	47.6%	417	1.3%	<b>32,450</b>	631	52.1%	581	47.9%	33	2.7%	<b>1,245</b>			
2015	1,077	18,343	48.5%	19,454	51.5%	378	1.0%	<b>38,175</b>	10,855	51.9%	10,055	48.1%	225	1.1%	<b>21,135</b>	480	50.4%	472	49.6%	15	1.6%	<b>967</b>			
2014	820	18,872	49.0%	19,677	51.0%	359	0.9%	<b>38,908</b>	10,265	51.7%	9,600	48.3%	207	1.0%	<b>20,072</b>	468	52.0%	432	48.0%	15	1.6%	<b>915</b>			
2013	782	17,327	50.5%	16,966	49.5%	257	0.7%	<b>34,550</b>	9,579	53.8%	8,227	46.2%	160	0.9%	<b>17,966</b>	425	49.9%	427	50.1%	12	1.4%	<b>864</b>			
2012	649	17,210	50.0%	17,230	50.0%	266	0.8%	<b>34,706</b>	11,158	52.3%	10,177	47.7%	207	1.0%	<b>21,542</b>	314	48.5%	334	51.5%	6	0.9%	<b>654</b>			
2011	354	13,366	50.4%	13,173	49.6%	163	0.6%	<b>26,702</b>	9,612	52.7%	8,622	47.3%	127	0.7%	<b>18,361</b>	193	49.5%	197	50.5%	3	0.8%	<b>393</b>			
2010	477	17,927	51.6%	16,808	48.4%	208	0.6%	<b>34,943</b>	11,586	53.6%	10,020	46.4%	155	0.7%	<b>21,761</b>	245	53.3%	215	46.7%	5	1.1%	<b>465</b>			
2009	585	15,618	52.4%	14,186	47.6%	171	0.6%	<b>29,975</b>	8,333	56.2%	6,489	43.8%	89	0.6%	<b>14,911</b>	357	57.0%	269	43.0%	3	0.5%	<b>629</b>			
2008	552	9,459	48.7%	9,956	51.3%	86	0.4%	<b>19,501</b>	7,981	55.3%	6,444	44.7%	69	0.5%	<b>14,494</b>	292	51.5%	275	48.5%	3	0.5%	<b>570</b>			
2007	427	11,309	52.2%	10,337	47.8%	99	0.5%	<b>21,745</b>	7,343	54.1%	6,229	45.9%	47	0.3%	<b>13,619</b>	208	54.9%	171	45.1%	1	0.3%	<b>380</b>			
2006	469	12,277	53.3%	10,740	46.7%	162	0.7%	<b>23,179</b>	7,637	55.0%	6,246	45.0%	62	0.4%	<b>13,945</b>	233	49.3%	240	50.7%	3	0.6%	<b>476</b>			
2005	497	..	..	..	..	..	..	..	7,376	57.2%	5,508	42.8%	73	0.6%	<b>12,957</b>	280	56.0%	220	44.0%	4	0.8%	<b>504</b>			
2004**	507	..	..	..	..	..	..	..	5,255	61.1%	3,343	38.9%	..	..	<b>8,598</b>	273	58.5%	194	41.5%	..	..	<b>467</b>			
2003	546	..	..	..	..	..	..	..	10,676	53.3%	9,356	46.7%	..	..	<b>20,032</b>	256	50.2%	254	49.8%	..	..	<b>510</b>			
2002	509	..	..	..	..	..	..	..	7,181	50.1%	7,147	49.9%	..	..	<b>14,328</b>	197	47.9%	214	52.1%	..	..	<b>411</b>			
2001	512	..	..	..	..	..	..	..	6,175	52.4%	5,602	47.6%	..	..	<b>11,777</b>	204	48.5%	217	51.5%	..	..	<b>421</b>			
2000	560	..	..	..	..	..	..	..	7,487	52.0%	6,922	48.0%	..	..	<b>14,409</b>	223	52.3%	203	47.7%	..	..	<b>426</b>			
1999	445	..	..	..	..	..	..	..	5,220	53.2%	4,594	46.8%	..	..	<b>9,814</b>	153	50.0%	153	50.0%	..	..	<b>306</b>			
1998	367	..	..	..	..	..	..	..	4,931	54.6%	4,106	45.4%	..	..	<b>9,037</b>	144	61.3%	91	38.7%	..	..	<b>235</b>			

\* Registrations data included for the first time (where this data is available).

\*\* 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.

".." represents information that is unknown or unavailable.

## Success Rate Trend

Gender														
Competition	Vacancies	Male			Female			Non-respondents			Total			
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	
2016	911	16,789	631	3.8%	15,244	581	3.8%	417	33	7.9%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>	
2015	1,077	10,855	480	4.4%	10,055	472	4.7%	225	15	6.7%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>	
2014	820	10,265	468	4.6%	9,600	432	4.5%	207	15	7.2%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>	
2013	782	9,579	425	4.4%	8,227	427	5.2%	160	12	7.5%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>	
2012	649	11,158	314	2.8%	10,177	334	3.3%	207	6	2.9%	<b>21,542</b>	<b>654</b>	<b>3.0%</b>	
2011	354	9,612	193	2.0%	8,622	197	2.3%	127	3	2.4%	<b>18,361</b>	<b>393</b>	<b>2.1%</b>	
2010	477	11,586	245	2.1%	10,020	215	2.1%	155	5	3.2%	<b>21,761</b>	<b>465</b>	<b>2.1%</b>	
2009	585	8,333	357	4.3%	6,489	269	4.1%	89	3	3.4%	<b>14,911</b>	<b>629</b>	<b>4.2%</b>	
2008	552	7,981	292	3.7%	6,444	275	4.3%	69	3	4.3%	<b>14,494</b>	<b>570</b>	<b>3.9%</b>	
2007	427	7,343	208	2.8%	6,229	171	2.7%	47	1	2.1%	<b>13,619</b>	<b>380</b>	<b>2.8%</b>	
2006	469	7,637	233	3.1%	6,246	240	3.8%	62	3	4.8%	<b>13,945</b>	<b>476</b>	<b>3.4%</b>	
2005	497	7,376	280	3.8%	5,508	220	4.0%	73	4	5.5%	<b>12,957</b>	<b>504</b>	<b>3.9%</b>	
2004*	507	5,255	273	5.2%	3,343	194	5.8%	..	..	..	<b>8,598</b>	<b>467</b>	<b>5.4%</b>	
2003	546	10,676	256	2.4%	9,356	254	2.7%	..	..	..	<b>20,032</b>	<b>510</b>	<b>2.5%</b>	
2002	509	7,181	197	2.7%	7,147	214	3.0%	..	..	..	<b>14,328</b>	<b>411</b>	<b>2.9%</b>	
2001	512	6,175	204	3.3%	5,602	217	3.9%	..	..	..	<b>11,777</b>	<b>421</b>	<b>3.6%</b>	
2000	560	7,487	223	3.0%	6,922	203	2.9%	..	..	..	<b>14,409</b>	<b>426</b>	<b>3.0%</b>	
1999	445	5,220	153	2.9%	4,594	153	3.3%	..	..	..	<b>9,814</b>	<b>306</b>	<b>3.1%</b>	
1998	367	4,931	144	2.9%	4,106	91	2.2%	..	..	..	<b>9,037</b>	<b>235</b>	<b>2.6%</b>	

\* 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.

".." represents information that is unknown or unavailable.

## 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
Registrations	26,995	69.7%	-	11,711	30.3%	-	989	2.5%	-	39,695	-
Applications	23,628	75.0%	-	7,872	25.0%	-	950	2.9%	-	32,450	-
Recommended for Appointment	1,008	84.5%	4.3%	185	15.5%	2.4%	52	4.2%	5.5%	1,245	3.8%

### 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	9,463	79.6%	-	2,423	20.4%	-	349	2.9%	-	12,235	-
Recommended for Appointment	337	86.6%	3.6%	52	13.4%	2.1%	19	4.7%	5.4%	408	3.3%

#### 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	534	64.4%	-	295	35.6%	-	26	3.0%	-	855	-
Recommended for Appointment	178	80.2%	33.3%	44	19.8%	14.9%	8	3.5%	30.8%	230	26.9%

#### 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	234	79.1%	-	62	20.9%	-	7	2.3%	-	303	-
Recommended for Appointment	32	86.5%	13.7%	5	13.5%	8.1%	1	2.6%	14.3%	38	12.5%

#### 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	373	85.4%	-	64	14.6%	-	7	1.6%	-	444	-
Recommended for Appointment	39	88.6%	10.5%	5	11.4%	7.8%	-	0.0%	0.0%	44	9.9%

#### 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	369	75.6%	-	119	24.4%	-	14	2.8%	-	502	-
Recommended for Appointment	26	96.3%	7.0%	1	3.7%	0.8%	2	6.9%	14.3%	29	5.8%

**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
<b>Applications</b>	869	70.6%	-	362	29.4%	-	39	3.1%	-	<b>1,270</b>	<b>-</b>
<b>Recommended for Appointment</b>	56	82.4%	6.4%	12	17.6%	3.3%	3	4.2%	7.7%	<b>71</b>	<b>5.6%</b>

**Commercial**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,553	63.1%	-	909	36.9%	-	84	3.3%	-	<b>2,546</b>	<b>-</b>
<b>Recommended for Appointment</b>	64	83.1%	4.1%	13	16.9%	1.4%	2	2.5%	2.4%	<b>79</b>	<b>3.1%</b>

**Finance**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,255	62.8%	-	742	37.2%	-	66	3.2%	-	<b>2,063</b>	<b>-</b>
<b>Recommended for Appointment</b>	62	78.5%	4.9%	17	21.5%	2.3%	4	4.8%	6.1%	<b>83</b>	<b>4.0%</b>

**Communications**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,638	78.6%	-	718	21.4%	-	87	2.5%	-	<b>3,443</b>	<b>-</b>
<b>Recommended for Appointment</b>	16	100.0%	0.6%	-	0.0%	0.0%	-	0.0%	0.0%	<b>16</b>	<b>0.5%</b>

**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
<b>Applications</b>	1,970	69.6%	-	862	30.4%	-	76	2.6%	-	<b>2,908</b>	<b>-</b>
<b>Recommended for Appointment</b>	71	78.9%	3.6%	19	21.1%	2.2%	5	5.3%	6.6%	<b>95</b>	<b>3.3%</b>

**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
<b>Applications</b>	2,187	85.7%	-	365	14.3%	-	101	3.8%	-	<b>2,653</b>	<b>-</b>
<b>Recommended for Appointment</b>	33	94.3%	1.5%	2	5.7%	0.5%	-	0.0%	0.0%	<b>35</b>	<b>1.3%</b>

**Project Delivery**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,183	69.7%	-	951	30.3%	-	94	2.9%	-	<b>3,228</b>	<b>-</b>
<b>Recommended for Appointment</b>	94	86.2%	4.3%	15	13.8%	1.6%	8	6.8%	8.5%	<b>117</b>	<b>3.6%</b>

## Trend

### Ethnic Origin

Competition	Vacancies	Registrations*							Applications							Recommended for Appointment						
		White		Ethnic Minority		Non-respondent		Total	White		Ethnic Minority		Non-respondent		Total	White		Ethnic Minority		Non-respondent		Total
		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total	
2016	911	26,995	69.7%	11,711	30.3%	989	2.5%	<b>39,695</b>	23,628	75.0%	7,872	25.0%	950	2.9%	<b>32,450</b>	1,008	84.5%	185	15.5%	52	4.2%	<b>1,245</b>
2015	1,077	27,844	74.5%	9,531	25.5%	800	2.1%	<b>38,175</b>	16,374	79.4%	4,253	20.6%	508	2.4%	<b>21,135</b>	803	85.4%	137	14.6%	27	2.8%	<b>967</b>
2014	820	28,546	74.8%	9,619	25.2%	743	1.9%	<b>38,908</b>	15,794	80.6%	3,809	19.4%	469	2.3%	<b>20,072</b>	766	85.8%	127	14.2%	22	2.4%	<b>915</b>
2013	782	26,483	78.2%	7,396	21.8%	671	1.9%	<b>34,550</b>	14,415	82.0%	3,159	18.0%	392	2.2%	<b>17,966</b>	724	86.4%	114	13.6%	26	3.0%	<b>864</b>
2012	649	27,371	80.4%	6,693	19.6%	642	1.8%	<b>34,706</b>	17,485	83.1%	3,558	16.9%	499	2.3%	<b>21,542</b>	557	87.2%	82	12.8%	15	2.3%	<b>654</b>
2011	354	..	..	..	..	..	..	..	14,768	82.3%	3,182	17.7%	411	2.2%	<b>18,361</b>	335	86.8%	51	13.2%	7	1.8%	<b>393</b>
2010	477	..	..	..	..	..	..	..	16,650	78.2%	4,640	21.8%	471	2.2%	<b>21,761</b>	397	87.4%	57	12.6%	11	2.4%	<b>465</b>
2009	585	..	..	..	..	..	..	..	11,932	81.4%	2,724	18.6%	255	1.7%	<b>14,911</b>	550	89.1%	67	10.9%	12	1.9%	<b>629</b>
2008	552	..	..	..	..	..	..	..	12,092	84.9%	2,159	15.1%	243	1.7%	<b>14,494</b>	505	90.5%	53	9.5%	12	2.1%	<b>570</b>
2007	427	..	..	..	..	..	..	..	11,625	86.3%	1,838	13.7%	156	1.1%	<b>13,619</b>	339	90.4%	36	9.6%	5	1.3%	<b>380</b>
2006	469	..	..	..	..	..	..	..	11,849	86.1%	1,912	13.9%	184	1.3%	<b>13,945</b>	416	88.7%	53	11.3%	7	1.5%	<b>476</b>
2005	497	..	..	..	..	..	..	..	10,857	84.9%	1,937	15.1%	163	1.3%	<b>12,957</b>	461	92.8%	36	7.2%	7	1.4%	<b>504</b>
2004**	507	..	..	..	..	..	..	..	7,140	85.0%	1,259	15.0%	199	2.3%	<b>8,598</b>	428	94.5%	25	5.5%	14	3.0%	<b>467</b>
2003	546	..	..	..	..	..	..	..	15,702	82.7%	3,275	17.3%	1055	5.3%	<b>20,032</b>	455	91.9%	40	8.1%	15	2.9%	<b>510</b>
2002	509	..	..	..	..	..	..	..	11,671	82.8%	2,432	17.2%	225	1.6%	<b>14,328</b>	363	90.1%	40	9.9%	8	2.0%	<b>411</b>
2001	512	..	..	..	..	..	..	..	9,683	83.3%	1,941	16.7%	153	1.3%	<b>11,777</b>	383	92.3%	32	7.7%	6	1.4%	<b>421</b>
2000	560	..	..	..	..	..	..	..	12,076	84.9%	2,154	15.1%	179	1.2%	<b>14,409</b>	392	93.1%	29	6.9%	5	1.2%	<b>426</b>
1999	445	..	..	..	..	..	..	..	8,412	86.7%	1,296	13.3%	106	1.1%	<b>9,814</b>	287	94.1%	18	5.9%	1	0.3%	<b>306</b>
1998	367	..	..	..	..	..	..	..	7,884	87.8%	1,098	12.2%	55	0.6%	<b>9,037</b>	226	96.6%	8	3.4%	1	0.4%	<b>235</b>

\* Registrations data included for the first time (where this data is available).

\*\* 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.

".." represents information that is unknown or unavailable.



## Success Rate Trend

### Ethnic Origin

Competition	Vacancies	White			Ethnic Minority			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2016	911	23,628	1,008	4.3%	7,872	185	2.4%	950	52	5.5%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>
2015	1,077	16,374	803	4.9%	4,253	137	3.2%	508	27	5.3%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	15,794	766	4.8%	3,809	127	3.3%	469	22	4.7%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>
2013	782	14,415	724	5.0%	3,159	114	3.6%	392	26	6.6%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>
2012	649	17,485	557	3.2%	3,558	82	2.3%	499	15	3.0%	<b>21,542</b>	<b>654</b>	<b>3.0%</b>
2011	354	14,768	335	2.3%	3,182	51	1.6%	411	7	1.7%	<b>18,361</b>	<b>393</b>	<b>2.1%</b>
2010	477	16,650	397	2.4%	4,640	57	1.2%	471	11	2.3%	<b>21,761</b>	<b>465</b>	<b>2.1%</b>
2009	585	11,932	550	4.6%	2,724	67	2.5%	255	12	4.7%	<b>14,911</b>	<b>629</b>	<b>4.2%</b>
2008	552	12,092	505	4.2%	2,159	53	2.5%	243	12	4.9%	<b>14,494</b>	<b>570</b>	<b>3.9%</b>
2007	427	11,625	339	2.9%	1,838	36	2.0%	156	5	3.2%	<b>13,619</b>	<b>380</b>	<b>2.8%</b>
2006	469	11,849	416	3.5%	1,912	53	2.8%	184	7	3.8%	<b>13,945</b>	<b>476</b>	<b>3.4%</b>
2005	497	10,857	461	4.2%	1,937	36	1.9%	163	7	4.3%	<b>12,957</b>	<b>504</b>	<b>3.9%</b>
2004*	507	7,140	428	6.0%	1,259	25	2.0%	199	14	7.0%	<b>8,598</b>	<b>467</b>	<b>5.4%</b>
2003	546	15,702	455	2.9%	3,275	40	1.2%	1055	15	1.4%	<b>20,032</b>	<b>510</b>	<b>2.5%</b>
2002	509	11,671	363	3.1%	2,432	40	1.6%	225	8	3.6%	<b>14,328</b>	<b>411</b>	<b>2.9%</b>
2001	512	9,683	383	4.0%	1,941	32	1.6%	153	6	3.9%	<b>11,777</b>	<b>421</b>	<b>3.6%</b>
2000	560	12,076	392	3.2%	2,154	29	1.3%	179	5	2.8%	<b>14,409</b>	<b>426</b>	<b>3.0%</b>
1999	445	8,412	287	3.4%	1,296	18	1.4%	106	1	0.9%	<b>9,814</b>	<b>306</b>	<b>3.1%</b>
1998	367	7,884	226	2.9%	1,098	8	0.7%	55	1	1.8%	<b>9,037</b>	<b>235</b>	<b>2.6%</b>

\* 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	% of known	% of total	Number	% of known	% of total
White - British	20,536	65.2%		903	75.7%	
White - Irish	564	1.8%		17	1.4%	
White - Gypsy or Irish Traveller	16	0.1%		0	0.0%	
White - Any other White background	2,512	8.0%		88	7.4%	
Asian - Bangladeshi	514	1.6%		14	1.2%	
Asian - Indian	1,583	5.0%		43	3.6%	
Asian - Pakistani	918	2.9%		21	1.8%	
Asian - Any other Asian background	485	1.5%		14	1.2%	
Black - African	1,693	5.4%		13	1.1%	
Black - Caribbean	339	1.1%		0	0.0%	
Black - Any other Black background	103	0.3%		0	0.0%	
Chinese - Any Chinese background	399	1.3%		6	0.5%	
Mixed - Asian and White	621	2.0%		30	2.5%	
Mixed - Black African and White	143	0.5%		3	0.3%	
Mixed - Black Caribbean and White	219	0.7%		6	0.5%	
Mixed - Any other mixed ethnic background	479	1.5%		23	1.9%	
Other - Arab	128	0.4%		4	0.3%	
Any other ethnic background	248	0.8%		8	0.7%	
Prefer not to say	950		2.9%	52		4.2%
<b>Total</b>	<b>32,450</b>	<b>100%</b>		<b>1,245</b>	<b>100%</b>	

## 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
Registrations	36,004	93.0%	-	2,708	7.0%	-	983	2.5%	-	39,695	-
Applications	28,510	90.4%	-	3,021	9.6%	-	919	2.8%	-	32,450	-
Recommended for Appointment	1,038	86.8%	3.6%	158	13.2%	5.2%	49	3.9%	5.3%	1,245	3.8%

### 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	10,795	90.7%	-	1,106	9.3%	-	334	2.7%	-	12,235	-
Recommended for Appointment	353	90.1%	3.3%	39	9.9%	3.5%	16	3.9%	4.8%	408	3.3%

#### 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	777	93.5%	-	54	6.5%	-	24	2.8%	-	855	-
Recommended for Appointment	203	91.0%	26.1%	20	9.0%	37.0%	7	3.0%	29.2%	230	26.9%

#### 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	265	90.4%	-	28	9.6%	-	10	3.3%	-	303	-
Recommended for Appointment	31	86.1%	11.7%	5	13.9%	17.9%	2	5.3%	20.0%	38	12.5%

#### 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	377	87.1%	-	56	12.9%	-	11	2.5%	-	444	-
Recommended for Appointment	34	77.3%	9.0%	10	22.7%	17.9%	-	0.0%	0.0%	44	9.9%

#### 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	458	93.3%	-	33	6.7%	-	11	2.2%	-	502	-
Recommended for Appointment	24	85.7%	5.2%	4	14.3%	12.1%	1	3.4%	9.1%	29	5.8%

### 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
<b>Applications</b>	1,097	89.1%	-	134	10.9%	-	39	3.1%	-	<b>1,270</b>	-
<b>Recommended for Appointment</b>	56	82.4%	5.1%	12	17.6%	9.0%	3	4.2%	7.7%	<b>71</b>	<b>5.6%</b>

### Commercial

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,185	88.8%	-	276	11.2%	-	85	3.3%	-	<b>2,546</b>	-
<b>Recommended for Appointment</b>	60	81.1%	2.7%	14	18.9%	5.1%	5	6.3%	5.9%	<b>79</b>	<b>3.1%</b>

### Finance

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,844	92.6%	-	147	7.4%	-	72	3.5%	-	<b>2,063</b>	-
<b>Recommended for Appointment</b>	67	84.8%	3.6%	12	15.2%	8.2%	4	4.8%	5.6%	<b>83</b>	<b>4.0%</b>

### Communications

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	3,042	90.9%	-	305	9.1%	-	96	2.8%	-	<b>3,443</b>	-
<b>Recommended for Appointment</b>	15	93.8%	0.5%	1	6.3%	0.3%	-	0.0%	0.0%	<b>16</b>	<b>0.5%</b>

### 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
<b>Applications</b>	2,493	87.9%	-	342	12.1%	-	73	2.5%	-	<b>2,908</b>	-
<b>Recommended for Appointment</b>	67	76.1%	2.7%	21	23.9%	6.1%	7	7.4%	9.6%	<b>95</b>	<b>3.3%</b>

### 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
<b>Applications</b>	2,428	94.0%	-	155	6.0%	-	70	2.6%	-	<b>2,653</b>	-
<b>Recommended for Appointment</b>	33	94.3%	1.4%	2	5.7%	1.3%	-	0.0%	0.0%	<b>35</b>	<b>1.3%</b>

### Project Delivery

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,749	87.7%	-	385	12.3%	-	94	2.9%	-	<b>3,228</b>	-
<b>Recommended for Appointment</b>	95	84.1%	3.5%	18	15.9%	4.7%	4	3.4%	4.3%	<b>117</b>	<b>3.6%</b>

## Trend

### Disability

Competition	Vacancies	Registrations*						Total	Applications						Total	Recommended for Appointment						Total
		Non-Disabled		Disabled		Non-respondent			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		Number	% of known	Number	% of known	Number	% of total	
2016	911	36,004	93.0%	2,708	7.0%	983	2.5%	<b>39,695</b>	28,510	90.4%	3,021	9.6%	919	2.8%	<b>32,450</b>	1,038	86.8%	158	13.2%	49	3.9%	<b>1,245</b>
2015	1,077	34,594	92.5%	2,789	7.5%	792	2.0%	<b>39,175</b>	18,738	90.6%	1,949	9.4%	448	2.1%	<b>21,135</b>	852	90.4%	90	9.6%	25	2.6%	<b>967</b>
2014	820	35,764	93.7%	2,386	6.3%	758	1.9%	<b>38,908</b>	17,994	91.5%	1,661	8.5%	417	2.1%	<b>20,072</b>	803	90.2%	87	9.8%	25	2.7%	<b>915</b>
2013	782	32,061	94.3%	1,949	5.7%	540	1.6%	<b>34,550</b>	16,345	92.5%	1,330	7.5%	291	1.6%	<b>17,966</b>	774	91.3%	74	8.7%	16	1.9%	<b>864</b>
2012	649	32,173	93.9%	2,091	6.1%	442	1.3%	<b>34,706</b>	19,806	93.3%	1,414	6.7%	322	1.5%	<b>21,542</b>	556	86.3%	88	13.7%	10	1.5%	<b>654</b>
2011	354	25,102	95.0%	1,327	5.0%	273	1.0%	<b>26,702</b>	17,252	94.9%	918	5.1%	191	1.0%	<b>18,361</b>	338	86.7%	52	13.3%	3	0.8%	<b>393</b>
2010	477	32,619	94.3%	1,971	5.7%	353	1.0%	<b>34,943</b>	20,402	94.7%	1,136	5.3%	223	1.0%	<b>21,761</b>	398	86.3%	63	13.7%	4	0.9%	<b>465</b>
2009	585	28,328	95.4%	1,372	4.6%	275	0.9%	<b>29,975</b>	14,091	95.3%	697	4.7%	123	0.8%	<b>14,911</b>	532	85.3%	92	14.7%	5	0.8%	<b>629</b>
2008	552	..	..	..	..	..	..	..	13,633	94.9%	738	5.1%	123	0.8%	<b>14,494</b>	490	87.2%	72	12.8%	8	1.4%	<b>570</b>
2007	427	..	..	..	..	..	..	..	13,132	96.4%	486	3.6%	1	0.0%	<b>13,619</b>	347	91.3%	33	8.7%	0	0.0%	<b>380</b>
2006	469	..	..	..	..	..	..	..	13,502	97.4%	356	2.6%	87	0.6%	<b>13,945</b>	438	92.6%	35	7.4%	3	0.6%	<b>476</b>
2005	497	..	..	..	..	..	..	..	12,546	97.5%	323	2.5%	88	0.7%	<b>12,957</b>	466	93.2%	34	6.8%	4	0.8%	<b>504</b>
2004**	507	..	..	..	..	..	..	..	8,324	96.8%	274	3.2%	..	..	<b>8,598</b>	433	92.7%	34	7.3%	..	..	<b>467</b>
2003	546	..	..	..	..	..	..	..	19,550	97.6%	482	2.4%	..	..	<b>20,032</b>	492	96.5%	18	3.5%	..	..	<b>510</b>
2002	509	..	..	..	..	..	..	..	14,061	98.1%	267	1.9%	..	..	<b>14,328</b>	395	96.1%	16	3.9%	..	..	<b>411</b>
2001	512	..	..	..	..	..	..	..	11,510	97.7%	267	2.3%	..	..	<b>11,777</b>	409	97.1%	12	2.9%	..	..	<b>421</b>
2000	560	..	..	..	..	..	..	..	14,210	98.6%	199	1.4%	..	..	<b>14,409</b>	418	98.1%	8	1.9%	..	..	<b>426</b>
1999	445	..	..	..	..	..	..	..	9,627	98.1%	187	1.9%	..	..	<b>9,814</b>	299	97.7%	7	2.3%	..	..	<b>306</b>
1998	367	..	..	..	..	..	..	..	8,875	98.2%	162	1.8%	..	..	<b>9,037</b>	223	94.9%	12	5.1%	..	..	<b>235</b>

\* Registrations data included for the first time (where this data is available).

\*\* 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.

.. represents information that is unknown or unavailable.

## Success Rate Trend

### Disability

Competition	Vacancies	Non-Disabled			Disabled			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2016	911	28,510	1,038	3.6%	3,021	158	5.2%	919	49	5.3%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>
2015	1,077	18,738	852	4.5%	1,949	90	4.6%	448	25	5.6%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	17,994	803	4.5%	1,661	87	5.2%	417	25	6.0%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>
2013	782	16,345	774	4.7%	1,330	74	5.6%	291	16	5.5%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>
2012	649	19,806	556	2.8%	1,414	88	6.2%	322	10	3.1%	<b>21,542</b>	<b>654</b>	<b>3.0%</b>
2011	354	17,252	338	2.0%	918	52	5.7%	191	3	1.6%	<b>18,361</b>	<b>393</b>	<b>2.1%</b>
2010	477	20,402	398	2.0%	1,136	63	5.5%	223	4	1.8%	<b>21,761</b>	<b>465</b>	<b>2.1%</b>
2009	585	14,091	532	3.8%	697	92	13.2%	123	5	4.1%	<b>14,911</b>	<b>629</b>	<b>4.2%</b>
2008	552	13,633	490	3.6%	738	72	9.8%	123	8	6.5%	<b>14,494</b>	<b>570</b>	<b>3.9%</b>
2007	427	13,132	347	2.6%	486	33	6.8%	1	-	0.0%	<b>13,619</b>	<b>380</b>	<b>2.8%</b>
2006	469	13,502	438	3.2%	356	35	9.8%	87	3	3.4%	<b>13,945</b>	<b>476</b>	<b>3.4%</b>
2005	497	12,546	466	3.7%	323	34	10.5%	88	4	4.5%	<b>12,957</b>	<b>504</b>	<b>3.9%</b>
2004*	507	8,324	433	5.2%	274	34	12.4%	..	..	..	<b>8,598</b>	<b>467</b>	<b>5.4%</b>
2003	546	19,550	492	2.5%	482	18	3.7%	..	..	..	<b>20,032</b>	<b>510</b>	<b>2.5%</b>
2002	509	14,061	395	2.8%	267	16	6.0%	..	..	..	<b>14,328</b>	<b>411</b>	<b>2.9%</b>
2001	512	11,510	409	3.6%	267	12	4.5%	..	..	..	<b>11,777</b>	<b>421</b>	<b>3.6%</b>
2000	560	14,210	418	2.9%	199	8	4.0%	..	..	..	<b>14,409</b>	<b>426</b>	<b>3.0%</b>
1999	445	9,627	299	3.1%	187	7	3.7%	..	..	..	<b>9,814</b>	<b>306</b>	<b>3.1%</b>
1998	367	8,875	223	2.5%	162	12	7.4%	..	..	..	<b>9,037</b>	<b>235</b>	<b>2.6%</b>

\* 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.

".." represents information that is unknown or unavailable.

## 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
<b>Registrations</b>	2,770	7.6%	-	33,643	91.9%	-	178	0.5%	-	3,104	7.8%	-	39,695	-
<b>Applications</b>	2,556	8.7%	-	26,780	90.9%	-	138	0.5%	-	2,976	9.2%	-	32,450	-
<b>Recommended for Appointment</b>	113	10.8%	4.4%	935	89.0%	3.5%	3	0.3%	2.2%	194	15.6%	6.5%	1,245	3.8%

### 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
<b>Applications</b>	1,020	9.2%	-	9,970	90.3%	-	53	0.5%	-	1,192	9.7%	-	12,235	-
<b>Recommended for Appointment</b>	47	13.8%	4.6%	292	85.9%	2.9%	1	0.3%	1.9%	68	16.7%	5.7%	408	3.3%

#### 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
<b>Applications</b>	30	3.8%	-	749	96.0%	-	1	0.1%	-	75	8.8%	-	855	-
<b>Recommended for Appointment</b>	13	6.5%	43.3%	186	93.5%	24.8%	-	0.0%	0.0%	31	13.5%	41.3%	230	26.9%

#### 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
<b>Applications</b>	19	6.8%	-	259	92.5%	-	2	0.7%	-	23	7.6%	-	303	-
<b>Recommended for Appointment</b>	1	2.8%	5.3%	35	97.2%	13.5%	-	0.0%	0.0%	2	5.3%	8.7%	38	12.5%

#### 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
<b>Applications</b>	33	8.2%	-	367	91.3%	-	2	0.5%	-	42	9.5%	-	444	-
<b>Recommended for Appointment</b>	4	10.0%	12.1%	36	90.0%	9.8%	-	0.0%	0.0%	4	9.1%	9.5%	44	9.9%

#### 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
<b>Applications</b>	37	8.0%	-	426	91.6%	-	2	0.4%	-	37	7.4%	-	502	-
<b>Recommended for Appointment</b>	2	8.7%	5.4%	21	91.3%	4.9%	-	0.0%	0.0%	6	20.7%	16.2%	29	5.8%

### 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
<b>Applications</b>	114	10.1%	-	1,009	89.3%	-	7	0.6%	-	140	11.0%	-	<b>1,270</b>	-
<b>Recommended for Appointment</b>	10	17.5%	8.8%	47	82.5%	4.7%	-	0.0%	0.0%	14	19.7%	10.0%	<b>71</b>	<b>5.6%</b>

### Commercial

	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
<b>Applications</b>	155	6.6%	-	2,174	93.1%	-	6	0.3%	-	211	8.3%	-	<b>2,546</b>	-
<b>Recommended for Appointment</b>	5	8.1%	3.2%	57	91.9%	2.6%	-	0.0%	0.0%	17	21.5%	8.1%	<b>79</b>	<b>3.1%</b>

### Finance

	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
<b>Applications</b>	95	5.0%	-	1,803	94.7%	-	5	0.3%	-	160	7.8%	-	<b>2,063</b>	-
<b>Recommended for Appointment</b>	1	1.4%	1.1%	69	98.6%	3.8%	-	0.0%	0.0%	13	15.7%	8.1%	<b>83</b>	<b>4.0%</b>

### Communications

	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
<b>Applications</b>	306	9.7%	-	2,821	89.7%	-	18	0.6%	-	298	8.7%	-	<b>3,443</b>	-
<b>Recommended for Appointment</b>	0	0.0%	0.0%	12	92.3%	0.4%	1	7.7%	5.6%	3	18.8%	1.0%	<b>16</b>	<b>0.5%</b>

### 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
<b>Applications</b>	228	8.3%	-	2,495	91.2%	-	14	0.5%	-	171	5.9%	-	<b>2,908</b>	-
<b>Recommended for Appointment</b>	16	18.6%	7.0%	70	81.4%	2.8%	-	0.0%	0.0%	9	9.5%	5.3%	<b>95</b>	<b>3.3%</b>

### 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
<b>Applications</b>	276	11.9%	-	2,021	87.3%	-	17	0.7%	-	339	12.8%	-	<b>2,653</b>	-
<b>Recommended for Appointment</b>	4	12.9%	1.4%	27	87.1%	1.3%	-	0.0%	0.0%	4	11.4%	1.2%	<b>35</b>	<b>1.3%</b>

### Project Delivery

	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
<b>Applications</b>	243	8.3%	-	2,686	91.4%	-	11	0.4%	-	288	8.9%	-	<b>3,228</b>	-
<b>Recommended for Appointment</b>	10	10.6%	4.1%	83	88.3%	3.1%	1	1.1%	9.1%	23	16.4%	8.0%	<b>117</b>	<b>3.6%</b>



## Trend

### Sexual Orientation

Competition	Vacancies	Registrations*									Total	Applications									Total	Recommended for Appointment									Total
		Bisexual/Gay Man/Gay Woman/Lesbian		Heterosexual/Straight		Other		Prefer not to say		Bisexual/Gay Man/Gay Woman/Lesbian		Heterosexual/Straight		Other		Prefer not to say		Bisexual/Gay Man/Gay Woman/Lesbian		Heterosexual/Straight		Other		Prefer not to say							
		Number	% of known	Number	% of known	Number	% of known	Number	% of total	Number		% of known	Number	% of known	Number	% of known	Number	% of total	Number	% of known		Number	% of known	Number	% of known	Number	% of total				
2016	911	2,770	7.6%	33,643	91.9%	178	0.5%	3,104	9.6%	<b>39,695</b>	2,556	8.7%	26,780	90.9%	138	0.5%	2,976	9.2%	<b>32,450</b>	113	10.8%	935	89.0%	3	0.3%	194	15.6%	<b>1,245</b>			
2015	1,077	2,259	6.4%	33,170	93.3%	126	0.4%	2,620	6.9%	<b>38,175</b>	1,337	6.9%	18,068	92.8%	63	0.3%	1,667	7.9%	<b>21,135</b>	68	7.8%	803	91.9%	3	0.3%	93	9.6%	<b>967</b>			
2014	820	2,016	5.5%	34,267	94.2%	86	0.2%	2,539	6.5%	<b>38,908</b>	1,116	6.0%	17,359	93.7%	45	0.2%	1,552	7.7%	<b>20,072</b>	70	8.5%	752	91.0%	4	0.5%	89	9.7%	<b>915</b>			

\* Registrations data included for the first time (where this information is available).

## Success Rate Trend

### Sexual Orientation

Competition	Vacancies	Bisexual/ Gay Man/ Gay Woman/ Lesbian			Heterosexual/Straight			Other			Prefer not to say			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2016	911	2,556	113	4.4%	26,780	935	3.5%	138	3	2.2%	2,976	194	6.5%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>
2015	1,077	1,337	68	5.1%	18,068	803	4.4%	63	3	4.8%	1,667	93	5.6%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	1,116	70	6.3%	17,359	752	4.3%	45	4	8.9%	1,552	89	5.7%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>

## 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 and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Registrations</b>	25,269	73.5%	-	5,378	15.6%	-	3,725	10.8%	-	5,323	13.4%	-	39,695	-
<b>Applications</b>	22,249	77.5%	-	3,972	13.8%	-	2,486	8.7%	-	3,743	11.5%	-	32,450	-
<b>Recommended for Appointment</b>	944	84.3%	4.2%	129	11.5%	3.2%	47	4.2%	1.9%	125	10.0%	3.3%	1,245	3.8%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	8,804	79.9%	-	1,432	13.0%	-	786	7.1%	-	1,213	9.9%	-	12,235	-
<b>Recommended for Appointment</b>	318	85.5%	3.6%	42	11.3%	2.9%	12	3.2%	1.5%	36	8.8%	3.0%	408	3.3%

#### Economists

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	571	77.4%	-	103	14.0%	-	64	8.7%	-	117	13.7%	-	855	-
<b>Recommended for Appointment</b>	173	84.8%	30.3%	25	12.3%	24.3%	6	2.9%	9.4%	26	11.3%	22.2%	230	26.9%

#### Statisticians

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	209	76.6%	-	36	13.2%	-	28	10.3%	-	30	9.9%	-	303	-
<b>Recommended for Appointment</b>	26	78.8%	12.4%	5	15.2%	13.9%	2	6.1%	7.1%	5	13.2%	16.7%	38	12.5%

#### Social Research

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	330	81.5%	-	49	12.1%	-	26	6.4%	-	39	8.8%	-	444	-
<b>Recommended for Appointment</b>	37	88.1%	11.2%	3	7.1%	6.1%	2	4.8%	7.7%	2	4.5%	5.1%	44	9.9%

#### Operational Research

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	348	77.0%	-	56	12.4%	-	48	10.6%	-	50	10.0%	-	502	-
<b>Recommended for Appointment</b>	23	88.5%	6.6%	2	7.7%	3.6%	1	3.8%	2.1%	3	10.3%	6.0%	29	5.8%

### Digital and Technology

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	811	74.7%	-	152	14.0%	-	122	11.2%	-	185	14.6%	-	<b>1,270</b>	-
<b>Recommended for Appointment</b>	50	78.1%	6.2%	8	12.5%	5.3%	6	9.4%	4.9%	7	9.9%	3.8%	<b>71</b>	<b>5.6%</b>

### Commercial

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,570	72.3%	-	368	17.0%	-	233	-	-	375	14.7%	-	<b>2,546</b>	-
<b>Recommended for Appointment</b>	60	85.7%	3.8%	8	11.4%	2.2%	2	2.9%	0.9%	9	11.4%	2.4%	<b>79</b>	<b>3.1%</b>

### Finance

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,193	69.1%	-	297	17.2%	-	237	13.7%	-	336	16.3%	-	<b>2,063</b>	-
<b>Recommended for Appointment</b>	64	85.3%	5.4%	9	12.0%	3.0%	2	2.7%	0.8%	8	9.6%	2.4%	<b>83</b>	<b>8.3%</b>

### Communications

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,451	79.4%	-	395	12.8%	-	240	7.8%	-	357	10.4%	-	<b>3,443</b>	-
<b>Recommended for Appointment</b>	12	80.0%	0.5%	3	20.0%	0.8%	-	0.0%	0.0%	1	6.3%	0.3%	<b>16</b>	<b>0.5%</b>

### HR

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,802	72.3%	-	401	16.1%	-	290	11.6%	-	415	14.3%	-	<b>2,908</b>	-
<b>Recommended for Appointment</b>	63	75.9%	3.5%	11	13.3%	2.7%	9	10.8%	3.1%	12	12.6%	2.9%	<b>95</b>	<b>3.3%</b>

### European

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,027	83.6%	-	274	11.3%	-	123	5.1%	-	229	8.6%	-	<b>2,653</b>	-
<b>Recommended for Appointment</b>	27	90.0%	1.3%	2	6.7%	0.7%	1	3.3%	0.8%	5	14.3%	2.2%	<b>35</b>	<b>1.3%</b>

### Project Delivery

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,133	75.3%	-	409	14.4%	-	289	10.2%	-	397	12.3%	-	<b>3,228</b>	-
<b>Recommended for Appointment</b>	91	85.8%	4.3%	11	10.4%	2.7%	4	3.8%	1.4%	11	9.4%	2.8%	<b>117</b>	<b>3.6%</b>

## Trend

### Socio-Economic Status

Competition	Vacancies	Registrations*										Total	Applications										Total	Recommended for Appointment										Total
		Higher managerial, administrative and professional occupations		Intermediate occupations		Routine & Manual occupations		Non-respondents and non-working		Higher managerial, administrative and professional occupations			Intermediate occupations		Routine & Manual occupations		Non-respondents and non-working		Higher managerial, administrative and professional occupations		Intermediate occupations			Routine & Manual occupations		Non-respondents and non-working								
		Number	% of known	Number	% of known	Number	% of known	Number	% of total	Number	% of known		Number	% of known	Number	% of known	Number	% of total	Number	% of known	Number	% of known		Number	% of known	Number	% of total							
2016	911	25,269	73.5%	5,378	15.6%	3,725	10.8%	5,323	13.4%	<b>39,695</b>	22,249	77.5%	3,972	13.8%	2,486	8.7%	3,743	11.5%	<b>32,450</b>	944	84.3%	129	11.5%	47	4.2%	125	10.0%	<b>1,245</b>						
2015	1,077	24,279	72.4%	5,664	16.9%	3,587	10.7%	4,663	12.2%	<b>38,193**</b>	14,684	77.5%	2,757	14.6%	1,497	7.5%	1,045	4.9%	<b>21,135</b>	773	84.9%	98	10.8%	40	4.4%	35	3.6%	<b>967</b>						
2014	820	24,714	72.1%	5,757	16.8%	3,792	11.1%	4,645	11.9%	<b>38,908</b>	14,052	77.4%	2,646	14.6%	1,464	8.1%	1,910	9.5%	<b>20,072</b>	711	83.2%	106	12.4%	38	4.4%	60	6.6%	<b>915</b>						
2013	782	21,860	74.1%	4,735	16.0%	2,913	9.9%	5,042	14.6%	<b>34,550</b>	12,746	78.4%	2,284	14.0%	1,238	7.6%	1,698	9.5%	<b>17,966</b>	678	83.9%	100	12.4%	30	3.7%	56	6.5%	<b>864</b>						
2012	649	21,855	73.9%	4,740	16.0%	2,974	10.1%	5,137	14.8%	<b>34,706</b>	15,202	78.0%	2,754	14.1%	1,522	7.8%	2,064	9.6%	<b>21,542</b>	531	86.3%	59	9.6%	25	4.1%	39	6.0%	<b>654</b>						
2011	354	17,517	76.4%	3,528	15.4%	1,890	8.2%	3,767	14.1%	<b>26,702</b>	12,916	79.1%	2,294	14.1%	1,117	6.8%	2,034	11.1%	<b>18,361</b>	310	87.3%	35	9.9%	10	2.8%	38	9.7%	<b>393</b>						

\* Registrations data included for the first time (where this information is available).

\*\* 2015 registrations figures are slightly higher because some test candidates are included

## Success Rate Trend

### Socio-Economic Status

Competition	Vacancies	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2016	911	22,249	944	4.2%	3,972	129	3.2%	2,486	47	1.9%	3,743	125	3.3%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>
2015	1,077	14,684	773	5.3%	2,757	98	3.6%	1,497	40	2.7%	1,045	35	3.3%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	14,052	711	5.1%	2,646	106	4.0%	1,464	38	2.6%	1,910	60	3.1%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>
2013	782	12,746	678	5.3%	2,284	100	4.4%	1,238	30	2.4%	1,698	56	3.3%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>
2012	649	15,202	531	3.5%	2,754	59	2.1%	1,522	25	1.6%	2,064	39	1.9%	<b>21,542</b>	<b>654</b>	<b>3.0%</b>
2011	354	12,916	310	2.4%	2,294	35	1.5%	1,117	10	0.9%	2,034	38	1.9%	<b>18,361</b>	<b>393</b>	<b>2.1%</b>

## Analysis by School Type

School Type	GFS		Economists		Statisticians		Social Research		Operational Research		Digital and Technology		Commercial		Finance		Communications		HR		European		Project Delivery		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	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	
Independent	2,680	127	130	46	32	5	66	7	60	4	165	23	396	28	269	24	663	7	390	24	616	12	493	35	5,960	342	5.7%
State - Non-Selective	5,412	141	394	95	164	21	220	21	261	13	635	24	1,195	24	986	35	1,595	7	1,472	37	855	9	1,508	44	14,697	471	3.2%
State - Selective	2,742	102	155	49	59	5	93	13	111	8	261	12	541	22	463	15	760	2	651	25	562	7	689	28	7,087	288	4.1%
Overseas	1,042	22	149	31	43	6	58	3	58	2	175	7	316	3	269	4	328	-	317	7	533	3	454	6	3,742	94	2.5%
Not Stated	359	16	27	9	5	1	7	-	12	2	34	5	98	2	76	5	97	-	78	2	87	4	84	4	964	50	5.2%
<b>Total</b>	<b>12,235</b>	<b>408</b>	<b>855</b>	<b>230</b>	<b>303</b>	<b>38</b>	<b>444</b>	<b>44</b>	<b>502</b>	<b>29</b>	<b>1,270</b>	<b>71</b>	<b>2,546</b>	<b>79</b>	<b>2,063</b>	<b>83</b>	<b>3,443</b>	<b>16</b>	<b>2,908</b>	<b>95</b>	<b>2,653</b>	<b>35</b>	<b>3,228</b>	<b>117</b>	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>

Trend

School Type

Competition	Vacancies	Registrations*										Total	Applications										Total	Recommended for Appointment										Total
		Independent		State - Non-Selective		State - Selective		Overseas		Not Stated			Independent		State - Non-Selective		State - Selective		Overseas		Not Stated			Independent		State - Non-Selective		State - Selective		Overseas		Not Stated		
		Number	% of known	Number	% of known	Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of known	Number	% of known	Number	% of total	
2016	911	6,090	15.8%	19,204	49.9%	8,713	22.6%	4,496	11.7%	1,192	3.0%	<b>39,695</b>	5,960	18.9%	14,697	46.7%	7,087	22.5%	3,742	11.9%	964	3.0%	<b>32,450</b>	342	28.6%	471	39.4%	288	24.1%	94	7.9%	50	4.0%	<b>1,245</b>
2015	1,077	5,567	15.0%	21,227	57.3%	6,479	17.5%	3,788	10.2%	1,114	2.9%	<b>38,175</b>	3,914	19.1%	10,664	51.9%	3,815	18.6%	2,142	10.4%	600	2.8%	<b>21,135</b>	237	25.2%	451	48.0%	167	17.8%	85	9.0%	27	2.8%	<b>967</b>
2014	820	5,622	14.9%	21,261	56.5%	6,850	18.2%	3,907	10.4%	1,268	3.3%	<b>38,908</b>	3,708	19.0%	10,041	51.5%	3,650	18.7%	2,113	10.8%	560	2.8%	<b>20,072</b>	202	23.0%	399	45.4%	194	22.1%	83	9.5%	37	4.0%	<b>915</b>
2013	782	5,492	17.1%	17,401	54.0%	6,423	19.9%	2,889	9.0%	2,345	6.8%	<b>34,550</b>	3,591	20.5%	8,627	49.3%	3,595	20.5%	1,702	9.7%	451	2.5%	<b>17,966</b>	197	23.5%	404	48.2%	170	20.3%	68	8.1%	25	2.9%	<b>864</b>

\* Registrations data included for the first time (where this information is available).



## Success Rate Trend

School Type																			
Competition	Vacancies	Independent			State - Non-Selective			State - Selective			Overseas			Not Stated			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2016	911	5,960	342	5.7%	14,697	471	3.2%	7,087	288	4.1%	3,742	94	2.5%	964	50	5.2%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>
2015	1,077	3,914	237	6.1%	10,664	451	4.2%	3,815	167	4.4%	2,142	85	4.0%	600	27	4.5%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	3,708	202	5.4%	10,041	399	4.0%	3,650	194	5.3%	2,113	83	3.9%	560	37	6.6%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>
2013	782	3,591	197	5.5%	8,627	404	4.7%	3,595	170	4.7%	1,702	68	4.0%	451	25	5.5%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>

## Analysis by Eligibility for Free School Meals

### All Fast Stream Schemes

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Registrations	31,397	85.6%	-	5,288	14.4%	-	3,010	7.6%	-	39,695	-
Applications	26,386	88.2%	-	3,543	11.8%	-	2,521	7.8%	-	32,450	-
Recommended for Appointment	1,021	92.6%	3.9%	82	7.4%	2.3%	142	11.4%	5.6%	1,245	3.8%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	10,210	90.1%	-	1,124	9.9%	-	901	7.4%	-	12,235	-
Recommended for Appointment	345	94.5%	3.4%	20	5.5%	1.8%	43	10.5%	4.8%	408	3.3%

#### Economists

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	682	86.7%	-	105	13.3%	-	68	8.0%	-	855	-
Recommended for Appointment	194	92.4%	28.4%	16	7.6%	15.2%	20	8.7%	29.4%	230	26.9%

#### Statisticians

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	258	90.5%	-	27	9.5%	-	18	5.9%	-	303	-
Recommended for Appointment	31	91.2%	12.0%	3	8.8%	11.1%	4	10.5%	22.2%	38	12.5%

#### Social Research

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	381	90.1%	-	42	9.9%	-	21	4.7%	-	444	-
Recommended for Appointment	37	90.2%	9.7%	4	9.8%	9.5%	3	6.8%	14.3%	44	9.9%

#### Operational Research

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	413	87.1%	-	61	12.9%	-	28	5.6%	-	502	-
Recommended for Appointment	25	96.2%	6.1%	1	3.8%	1.6%	3	10.3%	10.7%	29	5.8%

### Digital and Technology

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	979	84.5%	-	180	15.5%	-	111	8.7%	-	<b>1,270</b>	-
<b>Recommended for Appointment</b>	55	90.2%	5.6%	6	9.8%	3.3%	10	14.1%	9.0%	<b>71</b>	<b>5.6%</b>

### Commercial

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,942	84.5%	-	355	15.5%	-	249	9.8%	-	<b>2,546</b>	-
<b>Recommended for Appointment</b>	62	93.9%	3.2%	4	6.1%	1.1%	13	16.5%	5.2%	<b>79</b>	<b>3.1%</b>

### Finance

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,601	85.0%	-	283	15.0%	-	179	8.7%	-	<b>2,063</b>	-
<b>Recommended for Appointment</b>	64	90.1%	4.0%	7	9.9%	2.5%	12	14.5%	6.7%	<b>83</b>	<b>4.0%</b>

### Communications

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,852	89.4%	-	337	10.6%	-	254	7.4%	-	<b>3,443</b>	-
<b>Recommended for Appointment</b>	16	100.0%	0.6%	-	0.0%	0.0%	-	0.0%	0.0%	<b>16</b>	<b>0.5%</b>

### HR

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,272	84.4%	-	419	15.6%	-	217	7.5%	-	<b>2,908</b>	-
<b>Recommended for Appointment</b>	68	85.0%	3.0%	12	15.0%	2.9%	15	15.8%	6.9%	<b>95</b>	<b>3.3%</b>

### European

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,280	93.1%	-	170	6.9%	-	203	7.7%	-	<b>2,653</b>	-
<b>Recommended for Appointment</b>	29	93.5%	1.3%	2	6.5%	1.2%	4	11.4%	2.0%	<b>35</b>	<b>1.3%</b>

### Project Delivery

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,516	85.1%	-	440	14.9%	-	272	8.4%	-	<b>3,228</b>	-
<b>Recommended for Appointment</b>	95	93.1%	3.8%	7	6.9%	1.6%	15	12.8%	5.5%	<b>117</b>	<b>3.6%</b>

## Trend

### Free School Meals

Competition	Vacancies	Registrations*						Total	Applications						Total	Recommended for Appointment						Total
		Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondents			Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondents			Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondents		
		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total	
2016	911	31,397	85.6%	5,288	14.4%	3,010	7.6%	<b>39,695</b>	26,386	88.2%	3,543	11.8%	2,521	7.8%	<b>32,450</b>	1,021	92.6%	82	7.4%	142	11.4%	<b>1,245</b>
2015	1,077	29,389	82.6%	6,173	17.4%	2,613	6.8%	<b>38,175</b>	17,042	86.7%	2,612	13.3%	1,481	7.0%	<b>21,135</b>	828	91.4%	78	8.6%	61	6.3%	<b>967</b>

\* Registrations data included for the first time (where this information is available).

## Success Rate Trend

### Free School Meals

Competition	Vacancies	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2016	911	26,386	1,021	3.9%	3,543	82	2.3%	2,521	142	5.6%	<b>32,450</b>	<b>1,245</b>	<b>3.8%</b>
2015	1,077	17,042	828	4.9%	2,612	78	3.0%	1,481	61	4.1%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>

# Summer Diversity Internship Programme

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
	1,307	344	26.3%	21

Gender										
	Male			Female			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	569	43.7%	-	732	56.3%	-	6	0.5%	-	1,307
Recommended for Appointment	147	43.1%	25.8%	194	56.9%	26.5%	3	0.9%	50.0%	344

Ethnic origin										
	White			Ethnic Minority			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	183	14.1%	-	1,115	85.9%	-	9	0.7%	-	1,307
Recommended for Appointment	67	19.6%	36.6%	275	80.4%	24.7%	2	0.6%	22.2%	344

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	621	56.4%	-	194	17.6%	-	287	26.0%	-	205	15.7%	-	1,307
Recommended for Appointment	181	59.0%	29.1%	49	16.0%	25.3%	77	25.1%	26.8%	37	10.8%	18.0%	344

School Type																
	Independent			State - Non-Selective			State - Selective			Overseas			Not Stated			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	169	13.2%	-	654	50.9%	-	301	23.4%	-	160	12.5%	-	23	1.8%	-	1,307
Recommended for Appointment	60	17.7%	35.5%	157	46.3%	24.0%	100	29.5%	33.2%	22	6.5%	13.8%	5	1.5%	21.7%	344

## Early Diversity Internship Programme

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
	170	105	61.8%	-

Gender										
	Male			Female			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	74	43.8%	-	95	56.2%	-	1	0.6%	-	170
Recommended for Appointment	46	44.2%	62.2%	58	55.8%	61.1%	1	1.0%	100.0%	105

Ethnic origin										
	White			Ethnic Minority			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	12	7.1%	-	158	92.9%	-	-	0.0%	-	170
Recommended for Appointment	9	8.6%	75.0%	96	91.4%	60.8%	-	0.0%	-	105

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	84	54.9%	-	25	16.3%	-	44	28.8%	-	17	10.0%	-	170
Recommended for Appointment	53	54.6%	63.1%	15	15.5%	60.0%	29	29.9%	65.9%	8	7.6%	47.1%	105

School Type																
	Independent			State - Non-Selective			State - Selective			Overseas			Not Stated			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	29	17.8%	-	81	49.7%	-	34	20.9%	-	19	11.7%	-	7	4.1%	-	170
Recommended for Appointment	20	20.2%	69.0%	48	48.5%	59.3%	19	19.2%	55.9%	12	12.1%	63.2%	6	5.7%	85.7%	105

# Fast Track Apprenticeships

Total																		
												Candidates			Recommended for appointment		Overall success rate (as % of applicants)	
												7,215			811		11.2%	

Gender														
	Male			Female			Other			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	3,946	54.7%	-	3,216	44.6%	-	46	0.6%	-	7	0.1%	-	7,215	-
Recommended for Appointment	463	57.1%	11.7%	343	42.3%	10.7%	5	0.6%	10.9%	-	-	0.0%	811	11.2%

Ethnic Origin														
	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	5,318	75.1%	-	1,767	24.9%	-	130	1.8%	-	7,215	-			
Recommended for Appointment	662	82.6%	12.4%	139	17.4%	7.9%	10	1.2%	7.7%	811	11.2%			

Disability														
	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	6,696	92.8%	-	519	7.2%	-	-	0.0%	-	7,215	-			
Recommended for Appointment	751	92.6%	11.2%	60	7.4%	11.6%	-	0.0%	-	811	11.2%			

Sexual orientation														
	Heterosexual			LGBO*			Non-Respondents			Total				
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate			
Applications	6,629	94.2%	-	405	5.8%	-	181	2.5%	-	7,215	-			
Recommended for Appointment	736	92.5%	11.1%	60	7.5%	14.8%	15	1.8%	8.3%	811	11.2%			

Age																	
	16-18			19-20			21-22			23-24			25 and over			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	2,443	33.9%	-	1,594	22.1%	-	904	12.5%	-	621	8.6%	-	1,653	22.9%	-	7,215	-
Recommended for Appointment	268	33.0%	11.0%	183	22.6%	11.5%	118	14.5%	13.1%	65	8.0%	10.5%	177	21.8%	10.7%	811	11.2%

\* This category now includes the 'Other' field



## Fast Track Apprenticeships: Detailed Breakdown of Ethnicity

Ethnic Origin						
Ethnicity	Applications			Recommended for Appointment		
	Number	% of known	% of total	Number	% of known	% of total
Asian or Asian British - Any other Asian background	80	1.1%		6	0.7%	
Asian or Asian British - Bangladeshi	193	2.7%		13	1.6%	
Asian or Asian British - Indian	336	4.7%		34	4.2%	
Asian or Asian British - Pakistani	347	4.9%		26	3.2%	
Black or Black British - African	243	3.4%		12	1.5%	
Black or Black British - Any other Black background	58	0.8%		3	0.4%	
Black or Black British - Caribbean	175	2.5%		9	1.1%	
Chinese or other ethnic group - Chinese	25	0.4%		4	0.5%	
Chinese or other ethnic group -Any other	44	0.6%		2	0.2%	
Mixed - Any other Mixed background	63	0.9%		8	1.0%	
Mixed - White and Asian	65	0.9%		9	1.1%	
Mixed - White and Black African	38	0.5%		4	0.5%	
Mixed - White and Black Caribbean	100	1.4%		9	1.1%	
White - Any other White background	184	2.6%		11	1.4%	
White - British	5,104	72.0%		649	81.0%	
White - Irish	30	0.4%		2	0.2%	
Non-Respondents	130		1.8%	10		1.2%
<b>Total</b>	<b>7,215</b>	<b>100%</b>		<b>811</b>	<b>100%</b>	

## Fast Track Apprenticeships: Socio-Economic Status

Thinking about your education when you were growing up between the ages of 11 and 16, what type of school did you attend?

	A school outside the UK education system			A state run or funded school that did not select pupils on the basis of academic ability			A state run or funded school that selected on the basis of academic ability			An independent school, and your fees were not paid in part by the local authority or bursary/scholarship			An independent school, but your fees were paid in part or full by a bursary/scholarship			An independent school, but your fees were paid in part or full by the local authority			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	159	2.8%	-	4,955	86.7%	-	396	6.9%	-	124	2.2%	-	48	0.8%	-	30	0.5%	-	1,503	20.8%	-	<b>7,215</b>	-
<b>Recommended for Appointment</b>	5	0.7%	3.1%	585	85.9%	11.8%	63	9.3%	15.9%	19	2.8%	15.3%	8	1.2%	16.7%	1	0.1%	3.3%	130	16.0%	8.6%	<b>811</b>	<b>11.2%</b>

During your school education, were you at any time eligible for Free School Meals?

	Yes			No			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,600	24.6%	-	4,917	75.4%	-	698	9.7%	-	<b>7,215</b>	-
<b>Recommended for Appointment</b>	122	16.5%	7.6%	619	83.5%	12.6%	70	8.6%	10.0%	<b>811</b>	<b>11.2%</b>

Did any of your parent(s) or guardian(s) attend University?

	Yes			No			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,961	29.5%	-	4,691	70.5%	-	563	7.8%	-	<b>7,215</b>	-
<b>Recommended for Appointment</b>	266	34.6%	13.6%	502	65.4%	10.7%	43	5.3%	7.6%	<b>811</b>	<b>11.2%</b>

Socio-economic breakdown

	Higher Managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-Respondents and non-working			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,765	45.7%	-	2,093	34.6%	-	1,189	19.7%	-	1,168	16.9%	-	<b>7,215</b>	-
<b>Recommended for Appointment</b>	363	48.9%	13.1%	264	35.6%	12.6%	115	15.5%	9.7%	69	8.7%	5.7%	<b>811</b>	<b>11.2%</b>