



Cappfinity

Candidate Integrity Tracker March 2024

Integrity Insights

Across March 2024, we have data from **136,676** assessments.

For March 2024 relative to March 2023, we saw mean scores increase by **1.40%**. This is entirely consistent with the normal variations that we see from year to year.

There continues to be no evidence of cheating or inflated scores due to generative AI.

136,676
assessments



+1.40%

Of Interest

We have now been reporting on candidate integrity for 7 months. There continues to be strong and consistent evidence that generative AI is not enabling candidate cheating.

Neither have we seen the large increases in application volumes, that some have suggested would show candidates being enabled to make multiple applications with ease, through using generative AI.

For recruitment processes that use letters of application, or the submission of CVs for screening and consideration, there is definitely anecdotal evidence of spikes in application volumes.

This is not surprising. Both application letters and CVs are perfect material for using generative AI – and the easier something is to do, the more likely people are to do it.

In contrast, the data show consistently that assessments are not subject to that same risk.

At Cappfinity, we continue to be guided by the data.

Cappfinity releases the Candidate Integrity Tracker each month, to track any overall industry indicators of candidate integrity. Cappfinity data scientists review our proprietary data sources to derive ongoing insights into candidate integrity and assessment-taking behaviour.