



Cappfinity

Candidate Integrity Tracker May 2024

Integrity Insights

Across May 2024, we have data from **50,783** assessments.

For May 2024 relative to May 2023, we saw mean scores increase by **3.72%**. (Coincidentally, precisely the same increase we noted for the April year-on-year comparisons).

This is entirely consistent with the normal variations that we see from year to year, especially in these later months of the cycle, where smaller volumes and differences in campaign close dates can lead to sharper fluctuations in comparisons.

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



50,783
assessments



3.72%

Of Interest

Month-on-month comparisons can be instructive at this time of the recruitment cycle, as processes have typically now been live for 9 months. This means it is possible to examine trends over time *within* the recruitment cycle.

Comparing May 2024 to the previous month of April 2024, we see that average scores have increased by 2.13%, while pass rates have *declined* by 8.92%.

If generative AI was having any impact on candidate behaviour and performance, we would expect to see average scores and pass rates trending up consistently over time. This simply is not the case.

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.