



Cappfinity

Candidate Integrity Tracker July 2024

Integrity Insights

Across July 2024, we have data from **53,088** assessments.

For July 2024 relative to July 2023, we saw mean scores decline by **-0.96%**.

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.

53,088
assessments



-0.96%

Of Interest

Month-on-month comparisons can be instructive at this time of the recruitment cycle, as processes have typically now been live for 11 months. This means it is possible to examine trends over time *within* the recruitment cycle.

Comparing July 2024 to the previous month of June 2024, we see that average scores have declined by **-6.34%**, which is a substantial drop (albeit noting the caveats about more variable results at this point in the campaigns).

If generative AI was having any impact on candidate behaviour and performance, we would expect to scores trending *up* consistently over time. This simply is *not* the case: instead, we see variations over time, with scores and pass rates sometimes up and sometimes down, but almost always within the range of normal seasonal variations.

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.