



# Transforming the Early-Careers Recruitment Process

## The Challenge



Jaguar Land Rover (JLR) and Saville Assessment have a long-established partnership in early careers recruitment assessing apprentices, undergraduates and graduates.

JLR were looking to evolve their early careers assessment process in alignment with the evolution of their brand to reimagine the driving of tomorrow and make their business more environmentally aware.

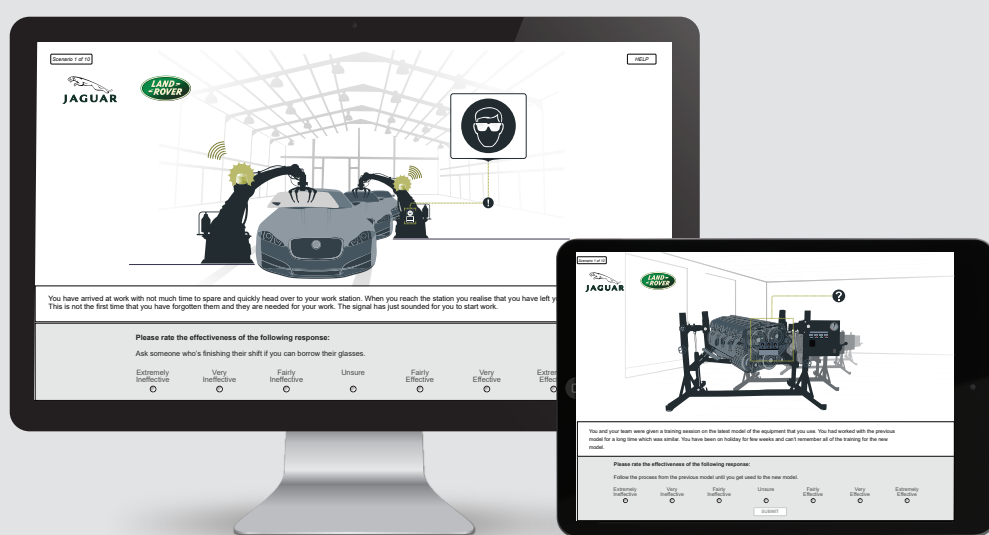


In order to respond quickly to business needs and secure top talent, JLR needed an assessment process that could handle large fluctuations in applicant numbers, accommodate the nuances of the various early careers pathways and provide a seamless and engaging candidate experience.



## The Solution

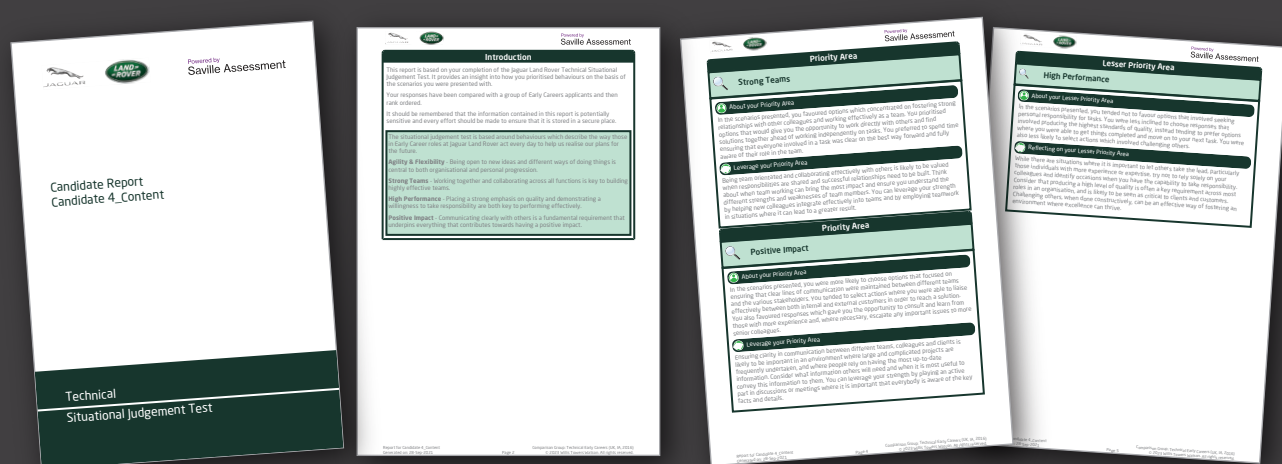
Saville Assessment devised a combined assessment process with a completion time of less than an hour, consisting of our Match 6.5 behavioral questionnaire, Swift Aptitude tests and Situational Judgement Tests (SJTs) fully integrated into JLR's applicant tracking system.



The three tools were combined into one assessment methodology, streamlined into a single-stage. Eleven career roles were covered, with tailored aptitude, behavior and SJT tests given to candidates based on their career stream. Data from these assessments were combined to provide decision makers with a fit score for each applicant, outlining their alignment to the role for which they applied.

The assessment process included scenario which provided an engaging yet realistic insight into early careers roles, as well as showcasing JLR's commitment to making driving more sustainable.

Meaningful feedback was provided to all candidates, regardless of volume of applicants, whether they were successful or not.



## Benefits to the Organization

### COST



The solution was scalable, without affecting resources, due to the automated score and report generation.

### Quality



Decision makers have gained 53% more data points, with only a 6.5 minute increase in applicant test-taking time enabling more informed decision-making.

### ENGAGEMENT



Each candidate received immediate individualized feedback (a 100% increase on previous approaches) allowing them to reflect on areas of personal development.

### EFFICIENCY



The new single-stage process reduced the overall time of recruitment and the decision-making time. The streamlined process was able to cope with a 173% increase in candidates between years one and two, without the need for extra resources.

“ The Saville Assessment Situational Judgment Test was great - it was actually enjoyable opposed to the boring and dull SJT tests I have previously taken. The videos and modular questions really improved my test-taking experience. ”

- JLR Candidate