

[REDACTED]

Department: Human Resources
Our ref: MGLA240216-6149

Date: 4 March 2016

Dear [REDACTED]

Freedom of Information request

Thank you for your email dated 24 February 2016.

You asked for;

I wanted to know about how many applicants applied for the apprenticeship roles for Jan 2016. Out of these how many were invited for the assessment day and interviews and what proportionate of these applicants are from an ethnic background.

Also what were the feedback/interview notes/grading of the successful candidates?

Please find in the table below the number of applicants who applied, the number who were shortlisted for the assessment day, the number who were invited to interviews and the proportion of BAME applicants.

Applications	BAME Applications	BAME Applications	Shortlisted for Assessment Day	BAME Shortlisted for Assessment Day	BAME Shortlisted for Assessment Day	Shortlisted for Final Interview	BAME Shortlisted for Final Interview	BAME Shortlisted for Final Interview	Appointments	BAME Appointments	BAME Appointments
154	93	60%	63	40	63%	34	20	59%	17	8	47%

The structure for Assessment day is below;

Assessment Method	Total possible Marks	Weighting
Group Observation	15	33%
Proof Reading	5	11%
Producing letter	20	44%
Interview	5	11%
TOTAL	45	100%

The assessment day score for the 17 appointed candidates is below;

Candidate	Total Assessment Day score
Candidate 1	28.6
Candidate 2	29
Candidate 3	29.3
Candidate 4	29.4
Candidate 5	29.6
Candidate 6	31.4
Candidate 7	31.4
Candidate 8	32.6
Candidate 9	33
Candidate 10	34
Candidate 11	34.5
Candidate 12	34.8
Candidate 13	35.5
Candidate 14	35.6
Candidate 15	35.9
Candidate 16	36.6
Candidate 17	37

In terms of the final interview the candidates' overall performance during Day 1 of the assessment centre and their choice of top three teams (specified in a letter they had to write) determined how many interviews they had been allocated on Day 2. All candidates invited to Day 2 had an interview with the 1st team of their choice.

The interviews on Day 2 were scored by panels and we used the system of recommendations, confirming whether they were appointable to that team, suitable for another team or not suitable, to determine whether to appoint a candidate and if so, in what team.

All unsuccessful candidates received feedback.

If you have any further questions relating to this matter, please contact me, ensuring that you quote the reference at the top of this letter.

Yours sincerely

Juliette Carter

Assistant Director of HR & OD

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