

**Assessing for potential while
keeping inclusivity at the
forefront for Weightmans**

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Background

Weightmans is a top 45 UK law firm with eight offices, employing more than 1,200 people, including more than 180 partners. The firm offers a range of legal services to public organisations, private companies, and individuals, and has an annual turnover of £93.4 million.

Objectives

As a progressive and future focused organisation, Weightmans continually seek new ways to provide better access to careers in their sector. In a move that is unique to Weightmans and the first for an organisation of this size, they are launching a new Law apprenticeship scheme across the business to attract the next generation of talent. To support the new programme, they required a new recruitment and assessment solution which would create an immersive journey, focus on a candidate's potential rather than previous experience and deliver a diverse cohort of new hires. In addition, they wanted to decrease the volume of admin heavy tasks they need to complete inhouse, such as, moving candidates manually between stages and reviewing each individual application.

Solution

Working together with Weightmans, we deployed our digital online assessment, HiPo-i, into their apprenticeship recruitment process to recruit the practitioners of the future they require.

Weightmans selected questions from our item bank that suited their environment and that would be engaging for candidates. Interactive and engaging marketing materials were also created to fully immerse the candidates and show them the offices they could potentially be working in, if successful.

In order to decrease the volume of admin heavy tasks Weightmans also started using our ATS, Ambertrack. This allows for automation, bulk processing, seamless integration, real-time reporting and drives significant time and cost-saving benefits.

Results

The speed of the assessment has improved the process for candidates and NPS scores by stage have increased compared to previous years – Registration +63, Application +77, Interactive Assessment (HiPo-i) +62, Coaching call +100. We've also seen a 70% sift out rate of candidates per stage.

In addition of HiPo-i has been so successful Weightmans are now looking to incorporate it into their graduate recruitment process.



Candidate Feedback on the Interactive Assessment (HiPo-i)

'The interactive assessment is very engaging and complex, whilst also testing the professional skills and abilities of candidates.'

'The assessment was actually quite fun. It was intuitive and it is always a good opportunity for introspection and to see where one can improve.'

Client Testimonial

"We are really impressed with HiPo-i and the addition of Ambertrack. Both technologies allow us to achieve many of our objectives all whilst maintaining an exceptional candidate experience. HiPo-i looks fantastic and we would definitely recommend it to others."

