



Numbers at a glance

4,874

onboarded applicants

72%

onboarded on mobile phone

4.5

out of 5 stars experience

4,874

hours of manual handling saved

Onboarded x Collar Talent Group: Fuelling Exponential Growth

Collar Talent Group is a leading recruitment agency established in 2021. In two short years, it has scaled to 130 employees across 13 offices in Australia and one international office. This exponential growth has earned it the title of Australia's Fastest Growing Agency.

Collar Group uses Onboarded to onboard all its candidates across its Healthcare, Blue Collar, White Collar, Aged Care and Apprenticeship divisions, giving them a single platform that caters to multiple, diverse onboarding needs.

Next, the agency wants to be known as Australia's Greatest Generalist Recruiter – a mantle that will mean they must compete with much bigger, multinational agencies.

The group is headed by CEO and well-known recruitment entrepreneur Ephram Stephenson. With an impressive track record of co-founding 15 successful recruitment agencies in the last 22 years, he knows what it takes to succeed.

Ephram is always interested in solutions that expedite growth while delivering the high-level compliance and stakeholder experience his brands are known for.

And onboarding was high on his list.

"Onboarding is typically one of the biggest frustrations for candidates. They send their application and then need to provide a bucketload of information, medical certificates, white cards, ID, etc. And a lot of it is done manually. There's uploading, downloading and handling between systems. And then maybe a licence has expired, and the process starts again. There's so much time wasted on both sides," he laments.

Ephram also wanted to increase speed-to-market. He wanted to mobilise his people and get them out there doing what they do best. For that, he needed truly streamlined back-end processes.

So, when he discovered Onboarded, Ephram knew he was on to a game-changer.



"Onboarded is arguably one of the best pieces of software I've come in contact with in my 22 years in recruitment. It's given us a streamlined process. An application comes into our ATS, and if it's successful, we push it straight to Onboarded to start that process. It's that simple," he says.

From there, Onboarded takes care of all documentation and checks they are compliant, with a simple upload system candidates can do with just their mobile phone.

This seamless integration between systems has proved a valuable asset for Collar Talent Group.

"The Onboarded JobAdder integration just works seamlessly, and that has actually enabled us to scale and grow as quickly as we have."

Ephram loves the visibility aspect of the system, too.

"As soon as I saw the Onboarded dashboard, it just made sense. The traffic light system means you know where everyone is at; there's no ambiguity. It's like we have a full-time compliance manager in our business who can give us real-time stats and info at any given moment."

He says that the journey with Onboarded has impressed him at every turn.

"Onboarded has been quite simply a breath of fresh air. The implementation, the training, the

development, the leadership – it's impressive. Onboarded has been there at every step to ensure that our systems and processes are as agile as we need them to be to achieve our business goals."

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They're also set to scale with us, assisting us and educating us on what the landscape will look like in 12, 24, 36 months. How often do you get that from a tech provider?

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And as for the results, Ephram says they speak for themselves.

"As a start-up, we need to be agile and able to move fast. If we invest time and money in a new piece of software, it needs to add significant value to our processes and people. I could see that value from Onboarded from the outset, and it's been borne out in practice," he says.

"Every day, Onboarded continues to save our business a lot of time and money, and that's helped us to grow exponentially. I am not just a customer at this point. I am a genuine advocate," Ephram concludes.