

turbo.

Turbocharge your recruitment.



HVTC

skills change lives

Turbo keeps HVTC on the front foot

HVTC is a leading Group Training Services provider, with an extensive footprint across NSW, supporting jobseekers, apprentices, trainees and employers from the South Coast to the Northern Rivers. With more than forty years' experience in the employment services sector, this is an organisation that is well-versed in the challenges of recruitment.

"HVTC is currently managing over 700 apprentices across NSW in a diverse range of industries. We are recruiting constantly throughout the year, and during peak periods, we can be looking for anywhere up to 150 apprentices and trainees at one time," says Rebecca Franks, Recruitment Team Leader, at HVTC.

A long-term partnership

In such a fast-paced and busy recruitment landscape, the team know the value of having the right recruitment tools. That's why HVTC has been a Turbo customer since 2012.

HVTC first chose Turbo based on its ability to filter and screen large candidate pools quickly to find the right person for each one of their diverse roles. "Matching an apprentice or trainee with the right employer is key and we initially chose Turbo because it really helps us ensure that we find and keep the right person for the job," says Rebecca.



Since the partnership began, Turbo has worked closely with HVTC to create a streamlined, visible and compliant recruitment process. "In our business, compliance is critical, and we closely follow a set of procedures for each and every vacancy. Turbo has essentially enabled that, creating a traffic light system that is specific to our recruitment needs, so that we can ensure all the right steps are being taken."

"It also provides visibility on the status of each candidate and vacancy, so all team members who need to be across it can quickly and easily access the required information. Working from different sites, that is incredibly beneficial."



Continuous improvement supports HVTC's changing needs

This partnership approach and commitment to continuous improvement is something HVTC also finds extremely valuable. "Turbo is always evolving, adding new features and listening to what we need. What we do can differ from traditional recruitment processes, and (Turbo Director) Saurabh is always supporting us to get the most out of our Turbo system."

HVTC was also among the first customers to trial Turbo's new integrated video screening platform, viddi. A one-way video interviewing tool, viddi can be sent to multiple candidates to complete by a set deadline. It mirrors a real-time interview in that candidates hear and record their responses to questions with no chance to review or do-over. Rebecca says that viddi enables them to get a feel for a candidate's personality and cultural fit early on in the recruitment process to find the right hire.

"When you are screening 700+ applicants, you need a way to review them quickly. Relying on resumes alone, does not give a sense of who the candidate is or how they would fit into a particular environment. With viddi, we can screen candidates quickly, without having to invest time and resources."

Next for the team at HVTC is implementing Turbo's newly released Single Candidate Experience feature. This feature enables the team to automate the process of collecting candidate documentation, such as ID, qualifications, working rights and visa information. "Collecting this information is a time-consuming process. The Single Candidate Experience feature will automate that for us and then store it all in Turbo," Rebecca explained.

"It's another great example of how Turbo responds to both individual client and market needs. With Turbo, we can do everything through a single system, and that system is always evolving to meet our needs. It's invaluable to have a partner like that."

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