



Case Study

How Rekbot Transformed Graduate Onboarding, Performance, and Self-Sufficiency

Client Overview

Avery Fairbank, a high performing recruiter hiring graduate trainees, wanted to accelerate time-to-placement, reduce time spent on training and identify top performers faster.

AVERY FAIRBANK



The Challenge

Recruiting graduates into recruitment has always been unpredictable. Traditional onboarding relies on job shadowing, roleplays, and classroom-style learning, all of which drain revenue-generating time from top billers.

It typically takes 8 to 12 weeks before a graduate builds confidence to handle candidate calls and several months before they start contributing to placements or client wins.

Key Pain Points

- 🚫 No early visibility on who will succeed or fail until months into the program
- 🕒 Around 20 hours per week of manager and senior biller time lost to onboarding
- 📊 Inconsistent learning outcomes depending on who delivers the training
- 📅 Delayed time to placement and slow commercial return on new hires

The Solution

Rekbot Graduate Training Program

The agency implemented **Rekbot's AI-powered training and assessment system** to automate the early learning and performance development journey for new graduates.

What Rekbot Delivered:

- 🎓 **Skills-based learning and assessment:** Graduates were assessed through live AI-driven simulations that measured capability, confidence, and behavioural fit.
- 📈 **Data-driven insights:** Rekbot's analytics identified aptitude and learning velocity within the first 48 hours, giving leaders early clarity on potential top performers.
- 📞 **Candidate call scenarios:** Interactive modules built communication and objection-handling skills through repetition and adaptive feedback.
- 🚫 **Zero manual shadowing:** Trainees completed the equivalent of weeks of call practice without any intervention from managers or senior recruiters.

Each graduate engaged with Rekbot for more than two hours daily, developing hands-on experience through real-world scenarios before ever speaking to a live candidate.



The Results

Within 48 hours, Rekbot identified that one of the four graduates lacked the necessary aptitude for recruitment. This insight saved weeks of management time and avoided salary costs for an unsuitable hire.

Within 72 hours, the remaining three graduates:



Surpassed expected benchmarks in call handling and objection management



Requested to start making live calls after only three days of training



Required no manager or biller shadowing to achieve readiness

Week Two

All three were achieving high Rekbot scenario scores and completing their first candidate send-outs.

Weeks Five & Six

They all achieved their first placements, a milestone that traditionally takes 10–14 weeks to reach.

Week Eight

One graduate achieved their first self-generated client win without any managerial involvement, proving complete independence from traditional supervision.

Week Twelve

Within 12 weeks one grad won a self generated new client with over £200k in fee's and 50+ roles confirmed.



Quantified and Financial Impact

All Rekbot results are human-free

Metric	Traditional Approach	With Rekbot	Improvement
Time to first candidate interview	3–4 weeks	2 weeks	1.5 - 2x faster
Time to first placement	10–14 weeks	5–6 weeks	2x–3x faster
Time to first self-generated client win	Typically 4–6 months	8 weeks	100% grad-led, no manager shadowing
Manager/biller training time	~20 hrs/week	2 hrs/week	100% reclaimed
Training consistency	Variable	Standardised via AI	Fully consistent
Early attrition detection	After 6–8 weeks	Within 48 hours	6x faster
Training cost per graduate	~£3,000 (trainer + manager time)	£299/month	>90% cost saving
Revenue retained through time reallocation	Lost 20+ hrs of biller productivity weekly (~£4,000)	Reinvested into live billing	+£16,000–£20,000 recovered per month

The Business Impact

Rekbot delivered measurable commercial and operational impact. **Within the first two weeks:**

£20K

in billable hours given back to the business

4

Hours

4 hours a day of time saved from management and top performers

2

Weeks

Graduates upskilled in less than 2 weeks

By week eight, the graduates were not only independently managing candidate calls but also generating new business without support. The leadership team described Rekbot as “a turning point” in how they train, onboard, and scale new recruiters.



Key Takeaway

For recruitment leaders, Rekbot replaces months of uncertainty with performance data in days.

It accelerates onboarding, builds independence, and turns graduate hires into billers in record time.

Rekbot is not just a training platform. It is a **scaling engine** that makes every new hire a faster return on investment.



Client Testimonial

Rekbot did everything it said it would do and completely removed my skepticism. Within two days it showed me who had the aptitude for recruitment and who didn't. By the end of week 1 the team were handling live calls and sending candidates without shadowing or role plays and the following week they boarded their first interviews.

What used to take me and my billers twenty hours a week now happens automatically. The efficiency feels like a cheat code. I'll never hire or onboard a grad again without Rekbot.
Ten out of ten – business essential.



Charlie Fairbank
CEO Avery Fairbank



[▶ Watch the full testimonial](#)



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