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Shortlist

Executive demand stable; Microsoft hiring 120; and more

Recruitment tech start-up wins Westpac business award

A digital HR platform has been named one of Westpac's [Businesses of Tomorrow](#).

[Covocate](#) provides clients with metrics to counter unconscious bias. It was founded 18 months ago by **Les Delaforce** and **Darren Harlock**, who have been working pro-bono and are involved in a funding round to enable expansion by July.

Delaforce told Shortlist they want to take the company to the US and Japan, the biggest consumers of HR tech, and that the award "brings credibility to the table", making it less risky for investors to back the company.

Covocate was selected out of several thousand applicants for its work to improve recruitment outcomes for companies and their candidates. It uses a scientifically backed algorithm to reduce unconscious bias and support diversity during the recruitment process by focusing on values-based recruiting.

Delaforce, who is Aboriginal, is looking in particular at improving Indigenous employment – 86% of Indigenous Australians do not have a tertiary qualification and are automatically excluded from early-stage recruitment processes – as well as disability and migration. Among the five-member Covocate team, one employee has a disability and another is a migrant. Covocate are working with National Disability Services as well as Melbourne Business School and the University of Western Australia.