

AVIONTÉ CONNECT



CONNECT DAY 2

High-Velocity Hiring: Accelerate Timelines Without Cutting Corners

Three automation strategies built inside Avionté BOLD to cut time-to-fill, re-engage database talent, and eliminate onboarding drop-off so your team fills more roles with the same headcount.

- *This presentation is for informational purposes only.*

Introductions

Welcome to **CONNECT!** Thank you for joining our session.



Erin Raatz

SENIOR PROJECT
MANAGER

IMPLEMENTATION



Maisie Maben

CUSTOMER SUCCESS
MANAGER

SUCCESS

The Agenda

1

Common Approaches, Key Pain Points

2

Three strategies to amplify your impact

3

Live scoring demo — watch it work

4

Your 90-day action plan

5

KPIs, Reports to Run, 3 Monday Morning Action

Disclaimer

- The information in this session is being presented by Avionté as a general informational and educational service to its clients and prospective clients.
- This information should not be construed as, and does not constitute, legal advice nor accounting, tax, or other professional advice or services on any specific matter.
- Participants should consult with their legal counsel or other professional advisor before acting on any information contained in this session.
- Avionté expressly disclaims all liability in respect to actions taken or not taken based on the contents of this session.

BRANCH MANAGER SNAPSHOT

4,200

Talent Records

4

Recruiters on
Team

3

Urgent Orders
Due Wed

**Monday. 3 urgent orders.
Due by Wednesday.**

- ✗ Manual database search started
- ✗ Two candidates already accepted other offers
- ✗ Process gap — not a talent gap

That is a process gap.



The Reality of Traditional Recruiting

- ✗ Manual database searches rebuilt for every new req
- ✗ Phone-first outreach to candidates who don't answer
- ✗ Qualified talent falls off when urgent orders hit
- ✗ Onboarding tracked via spreadsheets or memory

High Velocity Approach

- ✓ Automated screening triggered the moment a candidate applies
- ✓ Text-first engagement that reaches candidates where they are
- ✓ Systematic re-engagement of warm talent before they go cold
- ✓ Onboarding pipeline automated by status and stage

The Numbers Don't Lie

**21
Days**

Avg time-to-fill with
modern tech vs. 34
days manual

SIA 2024

30%

Of database talent
is ever actively
contacted

altLINE 2024

57%

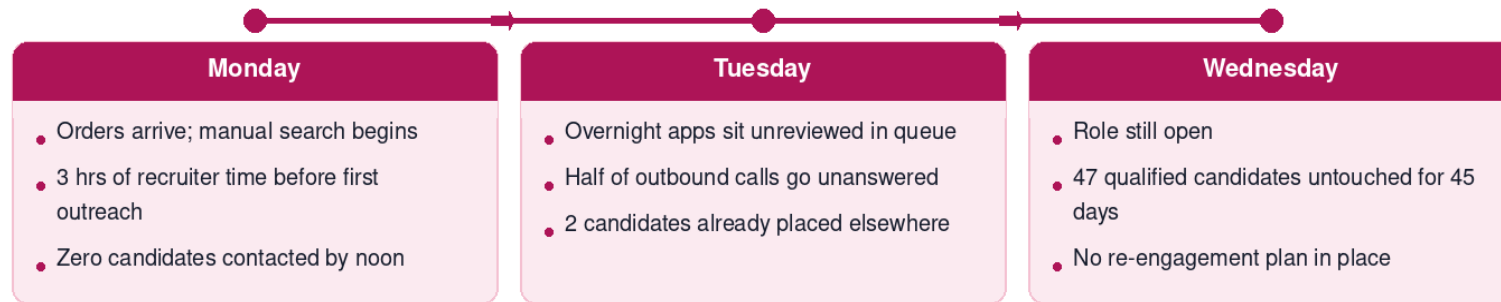
Of firms report
candidate drop-off
rates increasing

Sense 2025

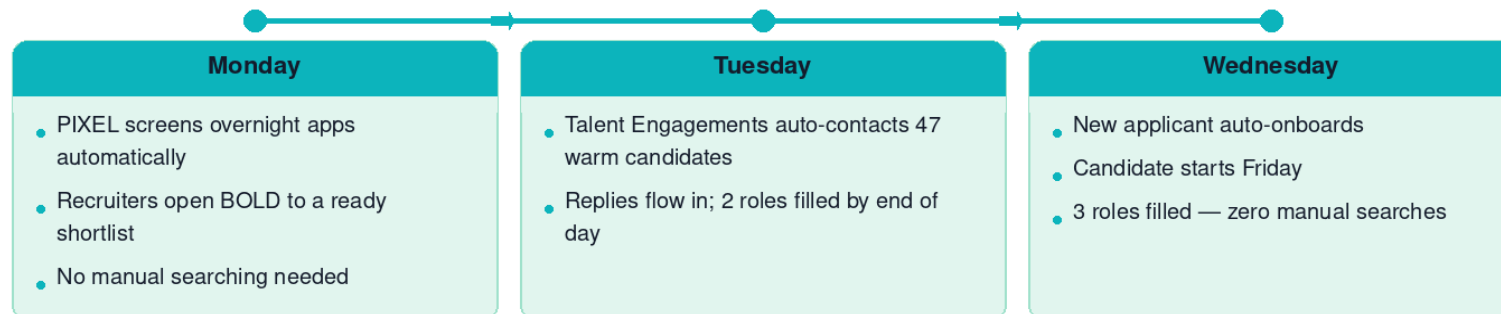
These 3 numbers tell us exactly what to fix. That is what we are doing today.

Before and After: The Same Week

Before Sara's week without automation



After Sara's week with the three strategies



Strategy 1

Qualify Talent the Moment They Apply

Qualify Talent the Moment They Apply



Application Submitted

PIXEL Bots trigger automatically when a candidate applies



PIXEL Bot Pre-Screen

The bot asks 3- 4 pre-screen questions your team defines



Automated Score Against Min. Quals

Bot scores each candidate against your minimum qualifications



Recruiter Gets Prioritized Lead List

Recruiters receive a prioritized, scored lead list — not a raw queue

Remember that 57% figure? This is exactly where it shows up — the bot reaches candidates before they go cold.

Setting Up Your PIXEL Bot

The screenshot displays the AVIONTÉ interface. The top navigation bar includes links to myDashboard, Jobs, Talent, Timesheet, Companies, Agency, Documents, and Automation. The Automation tab is active. Below the navigation bar, the Interview Results section is visible, showing a table of candidates and their performance metrics. A detailed view of a candidate's performance is also shown, including a skill match score and a logistical match score.

Interview Results

Candidates	Match	Rating	Time	Completed
☒ Amy Williams *	✓	85%	6 min	1 day ago
☐ John Carter *	✓	75%	4 min	06/26/23 12:32
☐ Beth Martínez *	✓	83%	3 min	06/26/23 12:32
☐ Jessica Jones *	✓	55%	4 min	06/26/23 12:32
☐ George Anderson *	✓	30%	4 min	06/26/23 12:32
☐ Ethan Hawke *	✓	100%	5 min	06/26/23 12:32
☐ George Costanza *	✓	60%	6 min	06/26/23 12:32
☐ Darla Jean *	✓	100%	5 min	06/26/23 12:32

Carl Candidate

Job: Business Analyst ☒ Bot: Screening ☒ Date: Jun 13, 2023 Duration: 1 min Recruiter: Randy Recruiter

80% Rating

Interview Scheduled

Date: 6/13/2023 Time: 5:30-6:00 PM PDT Cancel Interview

Applicant Record

SteveJRainey @armyspy.c...

Skill Match 9 / 15pts (60%)

Technical Writing 9 / 15pts

Logistical Match 15 / 15pts (100%)

Salary 15 / 15pts

01. Create Your Bot
Click New Bot and name it by job category or client.

02. Write Your Script
Write your qualification questions. Use 3 to 4 questions. Yes/No and short answer formats.

03. Set Passing Score
Set the passing threshold. This is the minimum score a candidate needs to appear in the recruiter queue.

04. Attach and Activate
Attach the bot to a job posting. Set it to active and save.

Strategy 2
Re-Engage Qualified Talent
Before They Go Cold

Three Engagement Triggers

The screenshot shows a web application interface for creating a talent engagement notification. At the top is a navigation bar with links: Live Chat, Talent Engagement, Pixel Bots, Pixel Interviews, Genal Studio, Calendar, Workflows, and Automation Rules. Below the navigation bar, the breadcrumb trail reads 'Talent Engagement > Create New Talent Notification'. The main section is titled 'Create Talent Engagement'. It contains three main configuration areas: 'Notification Title' with a text input field containing 'Talent Rejuvenation'; 'Notification Trigger' with a dropdown menu set to 'Last Contacted'; 'Applicant Status' with a row of tags: 'Active' (with an 'x' to remove), 'Active - CA' (with an 'x'), 'Awaiting Placement - NEW' (with an 'x'), and a '+1' button followed by a dropdown arrow; 'Placement Status' with a row of tags: 'Never Placed' (with an 'x') and 'Former Contractor' (with an 'x') followed by a dropdown arrow. Below these is a 'Schedule' section with a text input '60', the word 'days', a dropdown menu set to 'After', and a time dropdown set to '10:30 AM'. There is a '+ New' link below the schedule. At the bottom is an 'Insert' section with a dropdown menu showing '{ } Variable' and an 'Emoji' button with a smiley face icon. A preview of the notification message is shown at the very bottom: 'Hi {{Talent First Name}}, we haven't connected in a while, but I'm wanted to check in and see if you're still available for work! Let me know, and we can see if we have openings'.

Live Chat Talent Engagement Pixel Bots Pixel Interviews Genal Studio Calendar Workflows Automation Rules

Talent Engagement > Create New Talent Notification

Create Talent Engagement

Notification Title

Talent Rejuvenation

Notification Trigger

Last Contacted

Applicant Status

Active × Active - CA × Awaiting Placement - NEW × +1

Placement Status

Never Placed × Former Contractor ×

Schedule

60 days After 10:30 AM

+ New

Insert: { } Variable 🧐 Emoji

Hi {{Talent First Name}}, we haven't connected in a while, but I'm wanted to check in and see if you're still available for work! Let me know, and we can see if we have openings

1

30 Day Re-Engagement

Status Active, never placed, last contacted 30+ days ago.

Message: "Hi [First Name], this is [Recruiter Name]. We have new openings that might be a great fit. Are you still available?."

2

30 Day NPS Survey

Sent 30 days after job start.

Keeps your firm **top of mind** and surfaces retention issues early

3

Two-Month Check-in

For talent placed 60 days ago. Opens the door to redeployment before the assignment ends

AVIONTÉ

myDashboard

Jobs

Talent

Timesheet

Invoices

Companies

Documents

Back Office

Analyze

Sub Vendors

QuickPlace

Automation

Type to search

Live Chat

Talent Engagement

Pixel Bots

Pixel Interviews

Genai Studio

Calendar

Workflows

Automation Rules

▼

Past Events

×

Company	Manager	Talent	Stage
Avenir Accountant	Barry Bonds	Dave Webb	Assignment Cancelled 4/27/26 6:02 PM
Avenir Accountant	Barry Bonds	Dave Webb	Awaiting Feedback 4/27/26 6:00 PM

▼

Today's Events

×

No results available for your selected filters

▼

Future Events

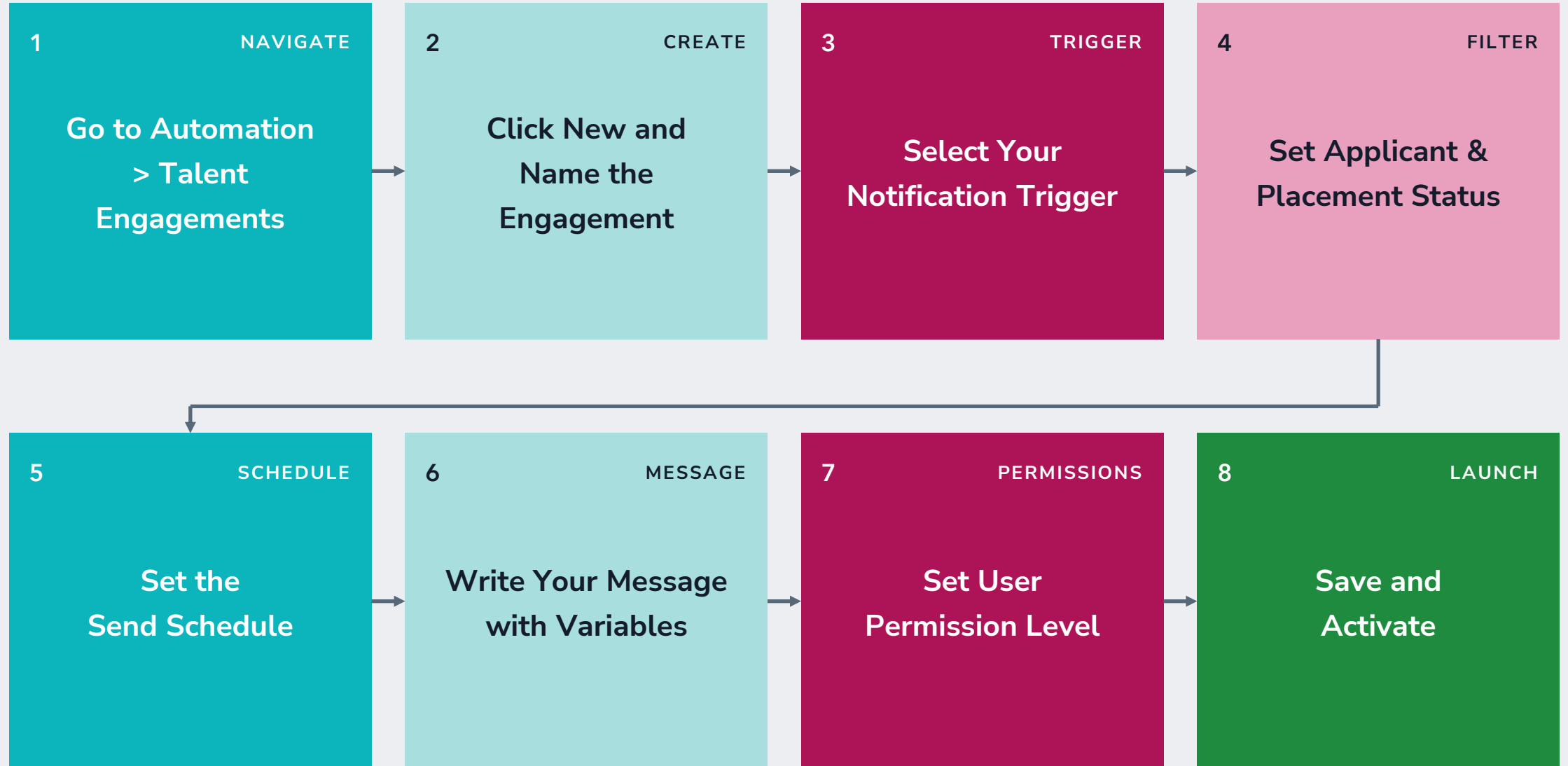
×

No results available for your selected filters

CONNECT 2026

15

Automate Talent Engagements



Best Practice Tips



EXCLUDE

Talent currently on assignment to avoid confusing workers.



KEEP RE-ENGAGING

Messages conversational. A two-sentence check-in outperforms a formal pitch.



STACK

Multiple engagements; 30-day re-engagement, 30-day post-start NPS, 60-day redeployment.

Each one takes minutes to set up and runs permanently

Strategy 3

Automate the Onboarding Pipeline

Automate Onboarding

Implement automation to streamline and ensure the accurate and efficient progression of talent through the onboarding process.

Basic Automation Configuration

Different events can be monitored and automated. Start by choosing the automation category, then the event.

Automation Name

Automation Type

Onboarding

Event

Pipeline Stage

IS

WorkN Interest Accepted

Trigger Conditions

Actions will only trigger if the below conditions are true for the selected trigger.

Condition: 1

Company Office

IS

Weyland Industries

[Add Condition](#)

Onboarding

Stage 3: Placement

Form I-9

Form W-4

Form W-4 MN

Offer Letter

Orientation Letter

Payment

Save and Exit



WorkTron Staffing

now

Now onboarding documents available.



WorkTron Staffing

now

Don't forget to complete your onboarding!

Automate Onboarding

The gap between offer acceptance and start date is where most drop-off happens.

- ✓ Document assignment and reminder messages automated by pipeline stage
- ✓ Talent completes onboarding tasks online or in the mobile app
- ✓ **NEW:** Certification Task lets talent upload credentials from their phone
- ✓ Managers see every candidate's status in real time — without opening records
- ✓ Document assignment and reminder messages automated by pipeline stage

Offer Accepted

Onboarding Tasks Sent

Tasks Completed

Start Date

Building Automated Onboarding

1

Navigate to Automation →

Onboarding

Click New. Name your workflow and set Automation Type to Onboarding.

2

Choose Your Trigger

Set Event trigger to a Pipeline Stage or Nomination Stage that signals the hiring decision.

3

Add Onboarding Tasks

Add tasks in sequence: I-9, W-4, offer letter, and Certification Task for credential uploads.

4

Save and Activate

Save your workflow. It runs automatically when a candidate reaches the trigger stage.

Basic Automation Configuration

Different events can be monitored and automated. Start by choosing the automation category, then the event.

Automation Name

General Onboarding - Eastbank Location

Automation Type

Onboarding

Event

Pipeline Stage

IS

WorkN Interest Accepted

Trigger Conditions

Actions will only trigger if the below conditions are true for the selected trigger

Condition: 1

Company Office

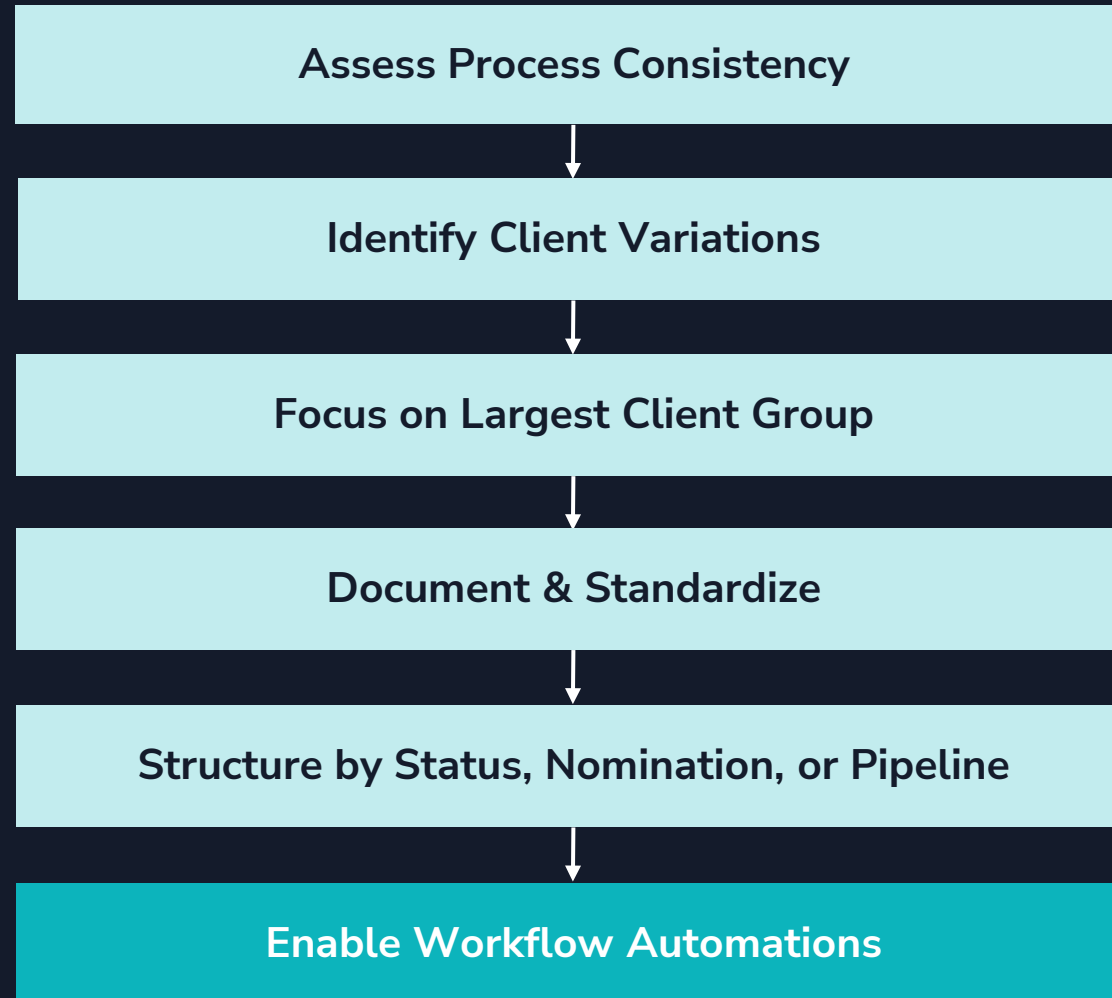
IS

Weyland Industries × Type a company name.

+ Add Condition

Best Practice Tips

Outcome: Scalable, Efficient Workflows
and a Reliable, [Up-to-Date Data Pipeline](#).



See It Live: A 3-Step Walkthrough



myDashboardJobsApplicantsTimesheetInvoicesCompaniesDocumentsBack OfficeAnalyzeSub VendorsQuickPlaceAutomation

Talent EngagementPixel BotsPixel InterviewsGenai StudioCalendarWorkflowsAutomation Rules

Future Events

No results available for your selected filters

Past Events

Company	Manager	Applicant	Stage
ABC Staffing post to MJB and Indeed	Celine Zananiri	zzniklaustest zztesting	CS Onboarding Complete 4/22/26 2:30 PM
ABC Staffing post to MJB and Indeed	Celine Zananiri	zzniklaustest zztesting	CS Onboarding Complete 4/22/26 2:30 PM

Today's Events

No results available for your selected filters



Measuring Success and Key Takeaways

KPIs to Track

Application to First Contact



Under 24 Hours

Database Talent Contacted (30 Days)



Above 40%

Candidate Drop-off: Offer to Start



Below 10%

Reports

Messaging Utilization Report

Message Type Description	✓ No Of Total Messages Sent
Application Received SMS	14359
First Day Reminder SMS	79
How's it Going SMS	39325
Onboarding Assigned SMS	1125
Onboarding Reminder SMS	16
Text Received	15984
Text Sent	33404

Reports to Run

1

Messaging Utilization Report:

Total messages sent, reply rate, and engagement volume by recruiter.

2

Bot Interview Results:

Candidate scores, pass rates, and interview scheduling conversion.

3

Onboarding Task Completion:

Tasks sent vs. completed by candidate and by client.

Your 90-Day Implementation Roadmap



Days 1 to 30:

Start With One

Build one PIXEL Bot for your top job category. Activate 30-day re-engagement. Map onboarding for your largest client.



Days 31 to 60:

Measure and Expand

Try another strategy you didn't do in the first 30 days. Expand on the first strategy now that you've got some results.



Days 61 to 90:

Operationalize

Choose the remaining strategy you haven't yet tried. Continue optimizing the strategies now got experience with.



This Week's First Step

Build one PIXEL Bot for your top job category. Activate 30-day re-engagement. Map onboarding for your largest client.

Three Monday Morning Actions



Build 1

Build one PIXEL Bot for your highest-volume job category.



Activate

Activate the 30-day Last Contacted Talent Engagement for active never-placed talent.



Map

Map your first onboarding workflow trigger.

Extend What You Built: Partner Tools



Yardstik

- Runs background checks, credentialing, license verification from within AviontéBOLD.
- Results sync back automatically.



Joveo

- AI-powered programmatic job ads across top-performing channels.
- More qualified applicants at top of funnel, feeding PIXEL Bots.



Sense

- Multi-channel automated candidate communication at enterprise scale.
- Two-way texting, NPS programs, redeployment automation across full lifecycle.

Session Resources

Resource	What It Is	Where to Find It
Avionté PIXEL Overview	Full overview of PIXEL features including Bots, Talent Engagements, and Live Chat	avionteboldsupport.zendesk.com > Automation > PIXEL
PIXEL Talent Engagement Article	Step-by-step setup guide for Talent Engagements including trigger types and user permissions	avionteboldsupport.zendesk.com > Automation > PIXEL > Talent Engagements
24/7 Automated Onboarding Overview	Overview of the 24/7 Onboarding platform including workflow automation capabilities	avionteboldsupport.zendesk.com > Avionté 24/7 > Automation
Certification Task Article	Setup guide for collecting certification documents via onboarding tasks	avionteboldsupport.zendesk.com > Avionté 24/7 > Onboarding
Messaging Utilization Report	How to pull and read the report that shows engagement volume and reply rates	Ask your CSM for the report walkthrough
Joveo Integration Overview	Overview of the Joveo programmatic job advertising integration	support.avionte.com > Partnerships & Integrations > Joveo
Sense Overview	Overview of the Sense employee engagement integration	support.avionte.com > Partnerships & Integrations > Sense
Yardstik Background Screening Overview	Overview of the Yardstik background screening and credentialing integration	support.avionte.com > Partnerships & Integrations > Yardstik

Rate the session



Leave further feedback...

SEND

Cancel

Thank You

Help shape future **CONNECT** content by rating this session.

1. Open the Bizzabo app and select Agenda
2. Locate **High-Velocity Hiring: Accelerate Timelines Without Cutting Corners**
3. Rate and leave feedback