

AVIONTÉ CONNECT

CONNECT

Candidate Attraction and Acquisition: Fill Your Pipeline with Better-Fit Talent

In this session you will learn how to:

- Reduce application drop-off and improve candidate quality
- Streamline the apply experience using AviontéBOLD and the 24/7 app
- Surface qualified candidates automatically without manual searching
- Pre-qualify candidates with PIXEL Bots before a recruiter gets involved



Introductions

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



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CUSTOMER SUCCESS
MANAGER

SUCCESS



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SENIOR PROJECT
MANAGER

IMPLEMENTATION

Session Agenda

1

The Drop-Off Problem

Why candidates disappear and what it costs

2

The Hiring Funnel

Where the process breaks and the fix

3

Platform Strategies

- Careers Page Editor
- 24/7 Skill Matching
- PIXEL Bots

4

Your Path Forward

90-day roadmap, partners, and measuring success

5

Q&A

Visit the Experience Center for additional guidance after the session

The Drop-Off Problem

Why candidates disappear — and what it's costing you

The Numbers Don't Lie

70%

of job applications are completed on mobile devices

Source: Appcast 2025

73%

of applicants abandon job applications that take 15+ minutes to complete.

Source: Hays Research

365%

higher conversion with a 5-min vs. 15-min application

Source: Onrec

The cost of inefficiency is real — and it's growing every day.

Meet Marcus



Healthcare Staffing Branch Manager

✗ The Problem

- ✗ 40% of recruiter time lost on poor-fit applicants
- ✗ Outdated application — 18 minutes on mobile
- ✗ Right candidates dropping off before they apply

✓ After This Session, Marcus Will Have:

- ✓ A streamlined mobile application
- ✓ Automatic candidate matching by skill and location
- ✓ A pre-qualification layer that runs 24/7

The Cost of the Wrong Process

30.3%

of new hires leave within 90 days

Source: Enboarder, 2025

13-30

days job vacancies sit open in light industrial

Source: DHI Group, Inc

44%

of bad hires are due to skills mismatch

Source: Robert Half

\$4,700

Average cost per hire – before a bad one

Source: SHRM

The Hiring Funnel is Broken at Both Ends



1

Careers Page Editor

Fix the application drop-off

2

24/7 Skill Matching

Surface the right candidates

3

PIXEL Bots

Pre-qualify before first call

Result: Better-fit candidates. Placed faster. Less effort.

Strategy 1

Optimize Your Application

Careers Page Editor

Strategy 1: Optimize Your Application

The screenshot displays the AVIONTÉ Careers Page Editor. The top navigation bar includes 'myDashboard' and links to Jobs, Talent, Timesheet, Invoices, Companies, Documents, Back Office, Analyze, and Automation. Below this is a sub-navigation bar with 'Dashboard' and 'Tasks'. The left sidebar contains sections for 'Careers Pages' (with a 'Make Selection...' dropdown), 'Languages' (with an 'Add' button and a 'Make Selection...' dropdown), 'Workflows' (with an 'Add' button and a 'General Apply' dropdown), 'Styles & Layouts' (with an 'Add' button and a 'Make Selection...' dropdown), and 'General Applies' (with an 'Add' button and a 'Make Selection...' dropdown). The main content area is titled 'General Apply' and contains a section for 'Applicant Details Visibility & Requirements'. This section lists various fields with their visibility and requirement status:

Field	Value	Hidden	Optional	Required
Personal / Resume				
Education & Work		Hidden	Optional	Required
Categories & Skillsets		Hidden	Optional	Required
Online Questions	None	Hidden	Optional	Required
EEO	US	Hidden	Optional	Required
WOTC	ADP New Configuration	Hidden	Optional	Required
Acknowledgement		Hidden	Optional	Required

Careers Page Editor

Drag-and-drop control over field visibility, required status, and apply sequence — target under 6 minutes on mobile.

Marcus's Moment

Hide non-essential fields, reorder for mobile.

- *Application: 18 min → 6 min.*
✓ *Completions up*

Best Practice Tips

- Check compliance before hiding fields (EEO, work auth)
- Test your application on a phone first
- Hiding a field doesn't delete the data

Setting Up a Streamlined Application

Careers Page Editor | Step-by-Step Setup

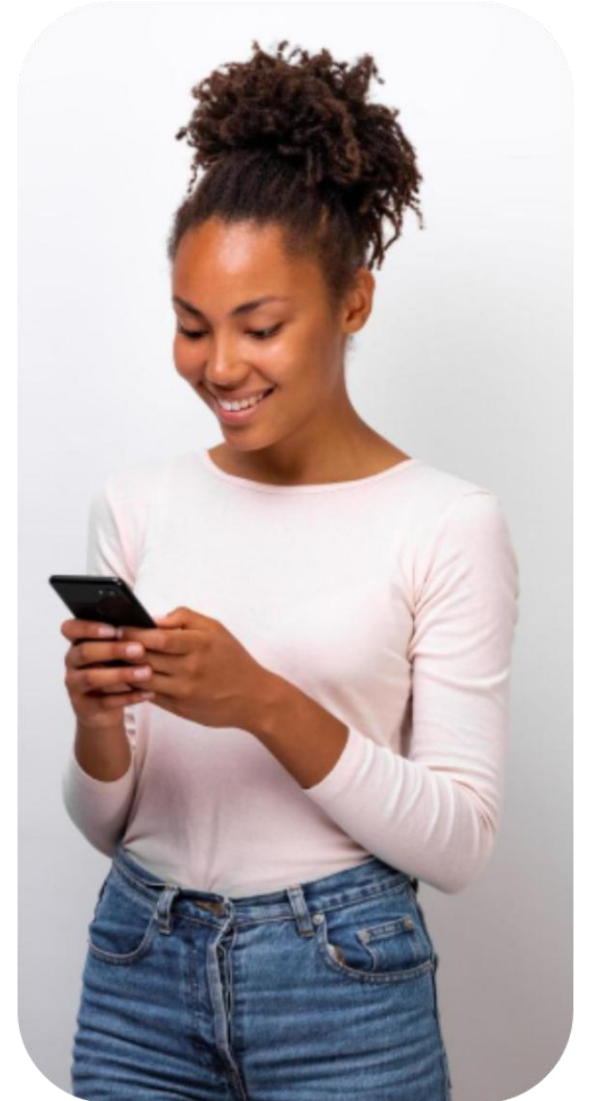
1 Utilities > Careers Page Editor.

2 Applicant Details Visibility — hide any field not needed before a first call.

3 Review Apply Sequence

4 Determine if any Questionnaires or EEO are mandatory

5 Save. Test on your phone. Over 6 minutes? Hide more fields.



Strategy 2

24/7 Skill Matching

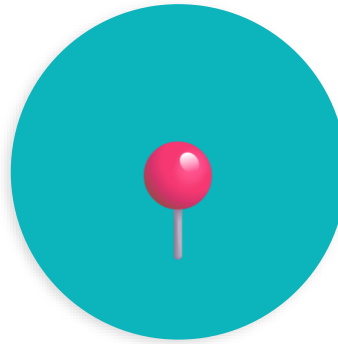
Avionté 24/7 Work

Strategy 2: 24/7 Skill Matching



Skill Match

Auto-surfaces talent who meet the job's skills and categories



Geo Filter

Set a radius — only nearby talent are notified



Availability Match

Based on Placement or Shift

Marcus's Moment

25-mile radius. 5 matching candidates. Role filled by morning - no searching, no wrong-fit calls.

Tips:

- ✓ Clean skills data before rollout
- ✓ Confirm start and end dates on jobs
- ✓ Start with your highest-volume category

Setting a 24/7 Skill Match Distribution



1

Jobs > open the job to distribute

2

Confirm job address is accurate — radius is calculated from this location

3

Distribution Options > select 24/7 as the channel

4

Set notification radius (15–25 miles typical for light industrial / healthcare)

5

Verify talent records have skills and categories populated — missing data = no match

6

Review Auto-Matched Talent list, then distribute. Matched talent gets a 24/7 notification

Strategy 3

Pre-Qualify Before the First Call

PIXEL Bots

Strategy 3: PIXEL Bots

A bot fires after every application — asks 3 questions, scores the answers, and hands recruiters a shortlist.

PIXEL Bot • Now

Do you have an active CNA certification?

Yes ✓

Available for overnight shifts?

Yes ✓

Expected hourly rate?

\$22/hr



Fires automatically after every application



Asks 3–4 yes/no or short-answer questions



Scores each candidate against your criteria

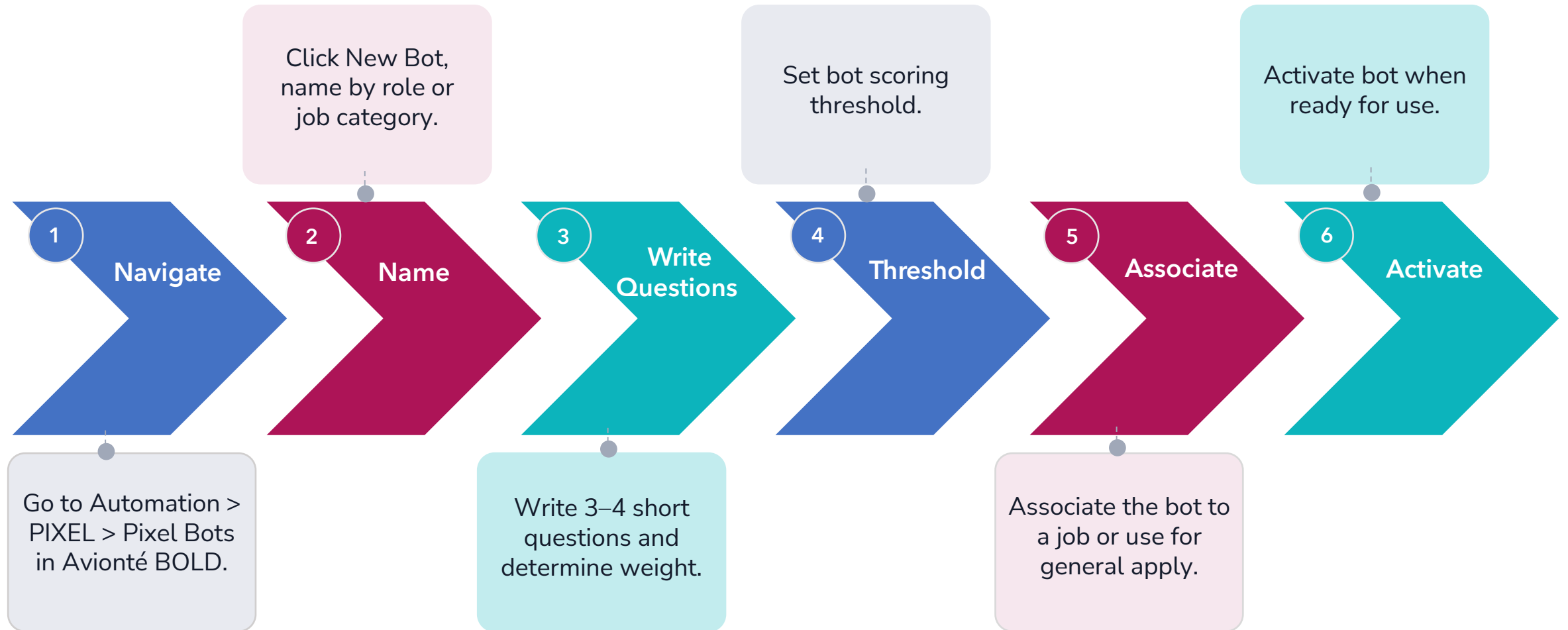


Recruiter opens BOLD to a ranked shortlist

NO to certification → bot filters out. **YES** to all → top of queue.

Setting Up Your First PIXEL Bot

PIXEL Bots | Step-by-Step Setup



Your 90-Day Implementation Roadmap

Phase 1 · Days 1–30

Fix the Front Door

- 1 Audit your current application — complete it yourself on a phone and time it.
- 2 Open the Careers Page Editor and hide every non-essential field. Target under 6 minutes.
- 3 Confirm skills data is populated on your top 50 most active talent records.

Phase 2 · Days 31–60

Turn On the Matching Engine

- 1 Distribute your next three job openings through the 24/7 app using Skill Matching.
- 2 Build one PIXEL Bot for your highest-volume job category. Write 3 qualification questions.
- 3 Review bot results and matched talent conversion rates. Adjust scoring if needed.

Phase 3 · Days 61–90

Measure and Systematize

- 1 Pull your application completion rate before and after the Careers Page update. Compare.
- 2 Track recruiter time-to-first-qualified-call — it should be dropping.
- 3 Expand skill matching to all active job categories. Build a second bot for your next highest-volume role.

Measuring Success and Key Takeaways

Reports to Run in Avionté BOLD

Online Applicant Report

Track application volume and drop-off from your Careers Page.

Interview Utilization Report

Monitor PIXEL bot completion rates by job type.

KPIs to Track

Target: < 24 hours

Application → first recruiter contact

Target: Above Scoring Threshold

Bot-qualified candidates – placement ready

Target: Trending Down

90-day new hire attrition

Extend What You Built: Partner Integrations



Programmatic Job Advertising

Use when:

You want more qualified candidates reaching the top of your funnel before they apply.

Benefit:

AI-powered programmatic advertising distributes your postings across highest-performing channels automatically.

joveo.com



Background and Drug Screening

Use when:

You want to confirm candidate fit with background and drug screening before placement.

Benefit:

Initiate and receive background check results without leaving Avionté BOLD.

accusourcehr.com



Background Screening & Credentialing

Use when:

Your roles require license verification, credentialing, or continuous monitoring.

Benefit:

Handles background screening, credential verification, and continuous monitoring in one integrated platform.

yardstik.com

Marcus's Week: Before and After

Monday

Tuesday

Wednesday

B
E
F
O
R
E

4 of 12 apps incomplete
from mobile drop-off

14 qualified candidates
never contacted in 45 days

Role still open —
8 matches never sent

A
F
T
E
R

PIXEL Bots pre-qualify
overnight
Recruiter opens a scored
shortlist

24/7 auto-matches 6 talent
by skill and location

Role filled by noon

Questions?

Thank You

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