

AVIONTÉ CONNECT

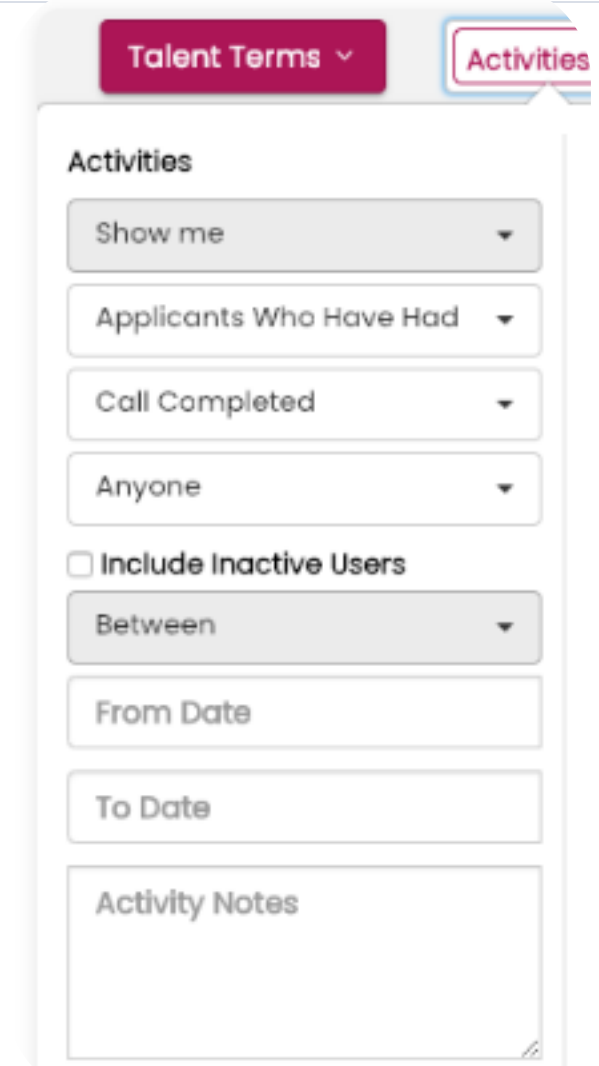
CONNECT

Talent Database Search: Stop Storing Candidates and Start Sourcing Them

Running a search is the baseline expectation.

This session is about running the right search.

Using Boolean techniques, PIXEL automation, and BOLD Reporting, you will turn your ATS from a storage system into a sourcing engine that works while your recruiters focus on closing.



The screenshot shows a web interface for a talent database search. At the top, there are two tabs: 'Talent Terms' (highlighted in red) and 'Activities' (highlighted in blue). Below the tabs, the 'Activities' section is visible. It contains several dropdown menus and checkboxes. The first dropdown is labeled 'Show me' with a downward arrow. The second dropdown is labeled 'Applicants Who Have Had' with a downward arrow. The third dropdown is labeled 'Call Completed' with a downward arrow. The fourth dropdown is labeled 'Anyone' with a downward arrow. Below these is a checkbox labeled 'Include Inactive Users'. The fifth dropdown is labeled 'Between' with a downward arrow. Below that are two text input fields: 'From Date' and 'To Date'. At the bottom is a large text area labeled 'Activity Notes'.

Introductions

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



Jennifer Moore

SENIOR PRODUCT
TRAINER

TRAINING



Ashley Purdy

SR PROJECT MANAGER,
TEAM LEAD

IMPLEMENTATION

The Agenda

1

Stop Storing & Start Sourcing

2

Why Your Searches Are Not Working

3

3 Strategies: Boolean, PIXEL Talent Engagements, Source Intel

4

90-Day Implementation Roadmap

5

Q&A

Unlocking the Talent You Already Own



Inactive Records Are Costing You



3,200 talent records

Only 28% marked active in her ATS



\$1,500/month on job boards

To source talent she already had



60% of placements

Came from her own database last quarter



"I was paying to find candidates I already had in my system."

Why Searches Aren't Delivering

01


Vague Search Strings

02


No Saved Search Discipline

03


No Source Tracking

The Cost of the Gap

40%

Boolean precision vs.
vague searches

3–5x

Cheaper to redeploy
vs. rehire

SenseHQ 2025

The goal is not to eliminate job boards. The goal is to use them only for the roles where your database genuinely falls short. Everything else should come from what you already own.

**Strategy 1:
Stop Searching. Start Targeting.**

Stop Searching. Start Targeting.

Boolean logic turns your ATS into a precision instrument.

Boolean strings achieve 60 to 80% search precision vs. under 10% for vague searches.

AND

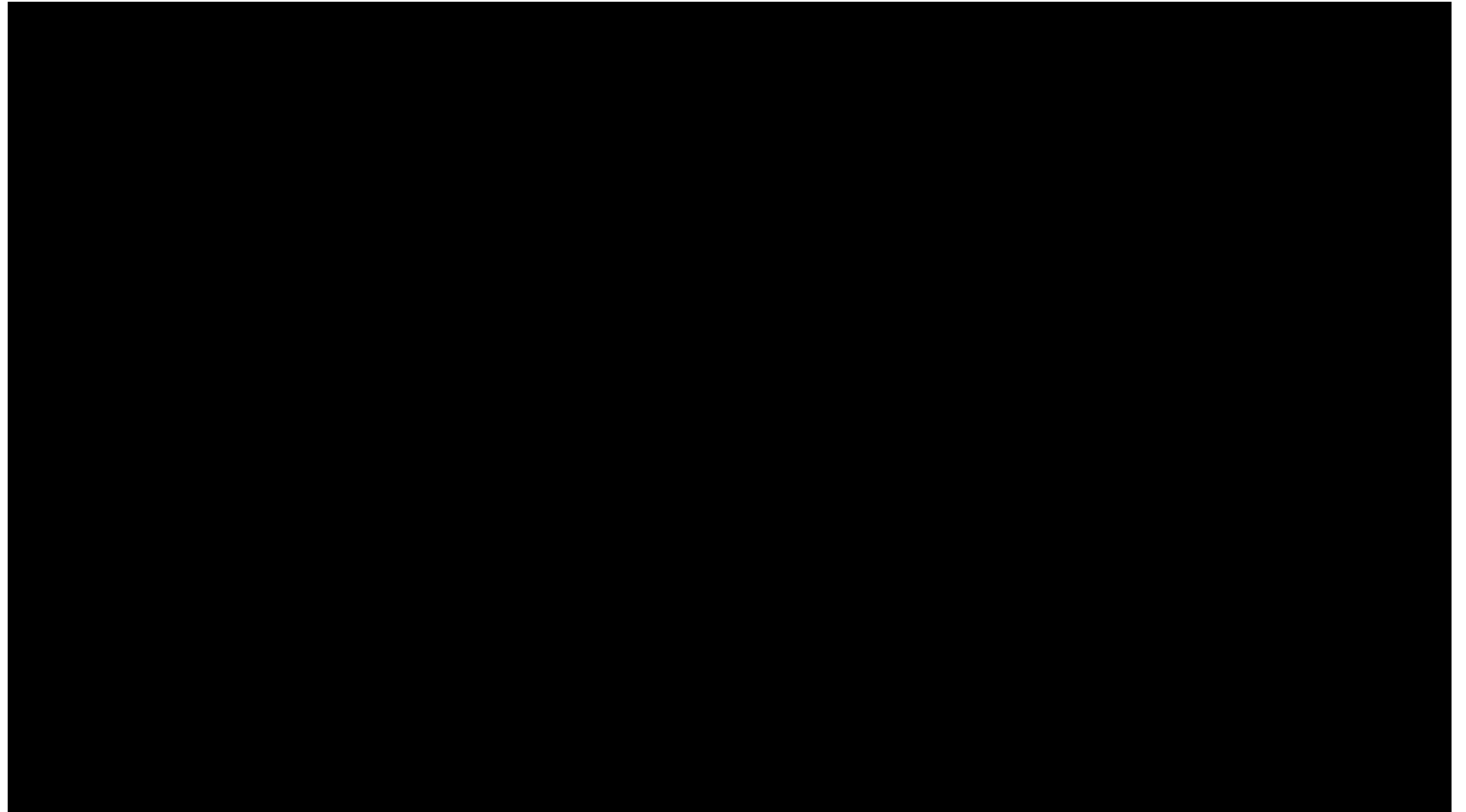
CANDIDATE MUST
MATCH ALL TERMS

OR

CANDIDATE MUST
MATCH AT LEAST ONE
TERM

()

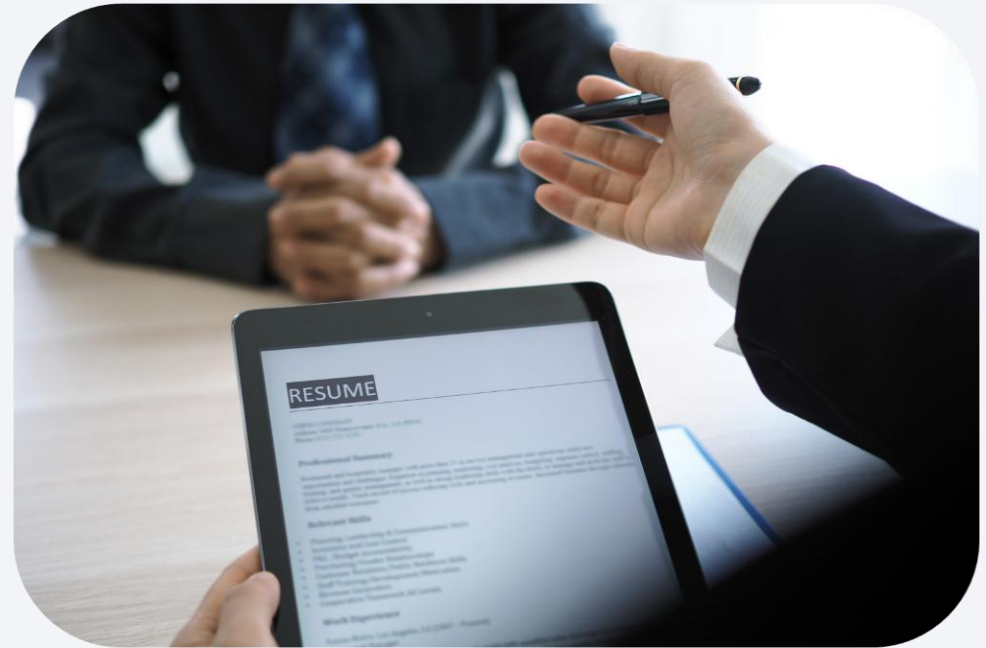
GROUPS TERMS TO
CONTROL LOGIC
ORDER



Stop Searching. Start Targeting.



- Experience & skills
- Location & commute

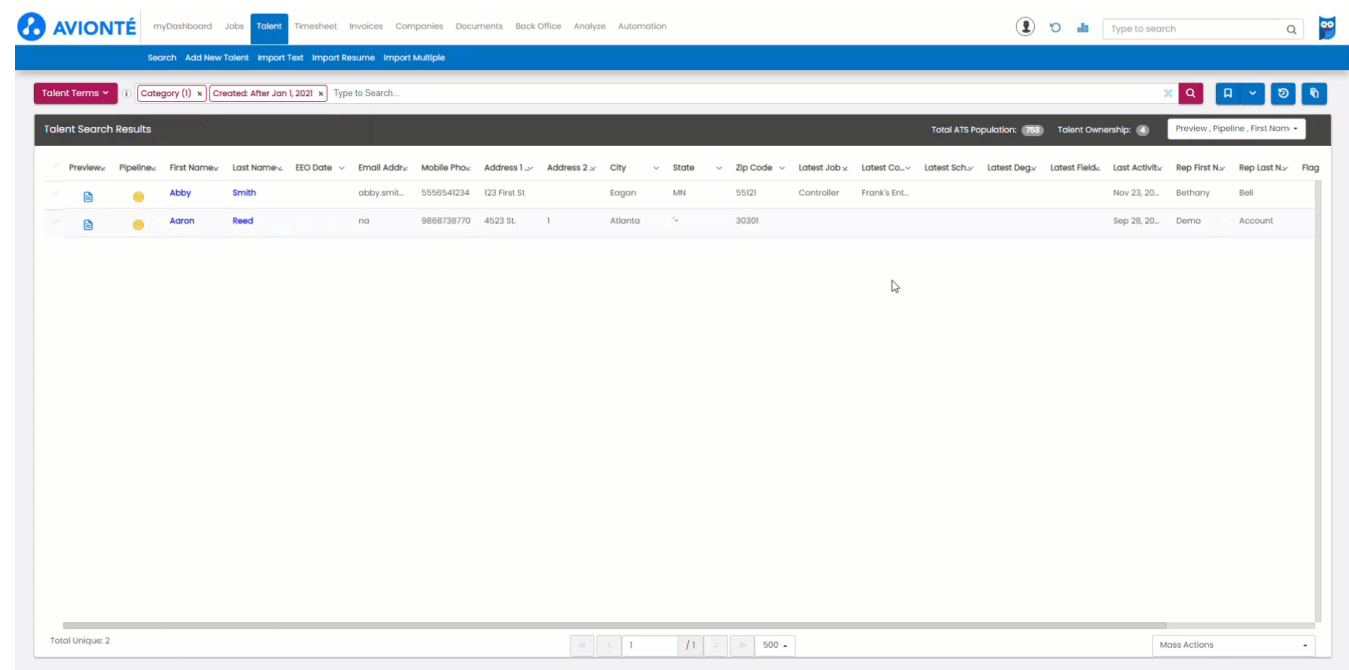


- Recruiter activity notes
- Availability

Saved Searches as Standing Pipelines

Saved Talent Searches in Avionté are dynamic. They automatically pull in newly screened talent that meets your criteria so you never rebuild from scratch.

- Dynamic
- Save every search you build
- Name for order type, not date (*Forklift, Active*)



Preview	Pipeline	First Name	Last Name	EEO Date	Email Address	Mobile Phone	Address 1	Address 2	City	State	Zip Code	Latest Job	Latest Co.	Latest Sch.	Latest Deg.	Latest Field	Last Activity	Rep First Name	Rep Last Name	Flag
		Abby	Smith		abby.smith...	555554234	123 First St		Eagan	MIN	55121	Controller	Frank's Ent.				Nov 23, 20...	Bethany	Bell	
		Aaron	Reed		na	9898738770	4523 St.	1	Atlanta	GA	30301						Sep 28, 20...	Demo	Account	

Advanced Move:

- Build a saved search that combines a skill set with Last Contact Date older than 60 days.
- This is your standing re-engagement list for that skill category.
- Run it every Monday morning.
- Feed it into a PIXEL Talent Engagement sequence.
- That is Strategy 2



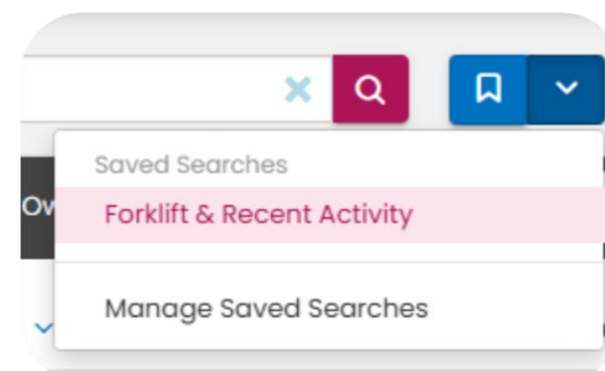
Strategy 1



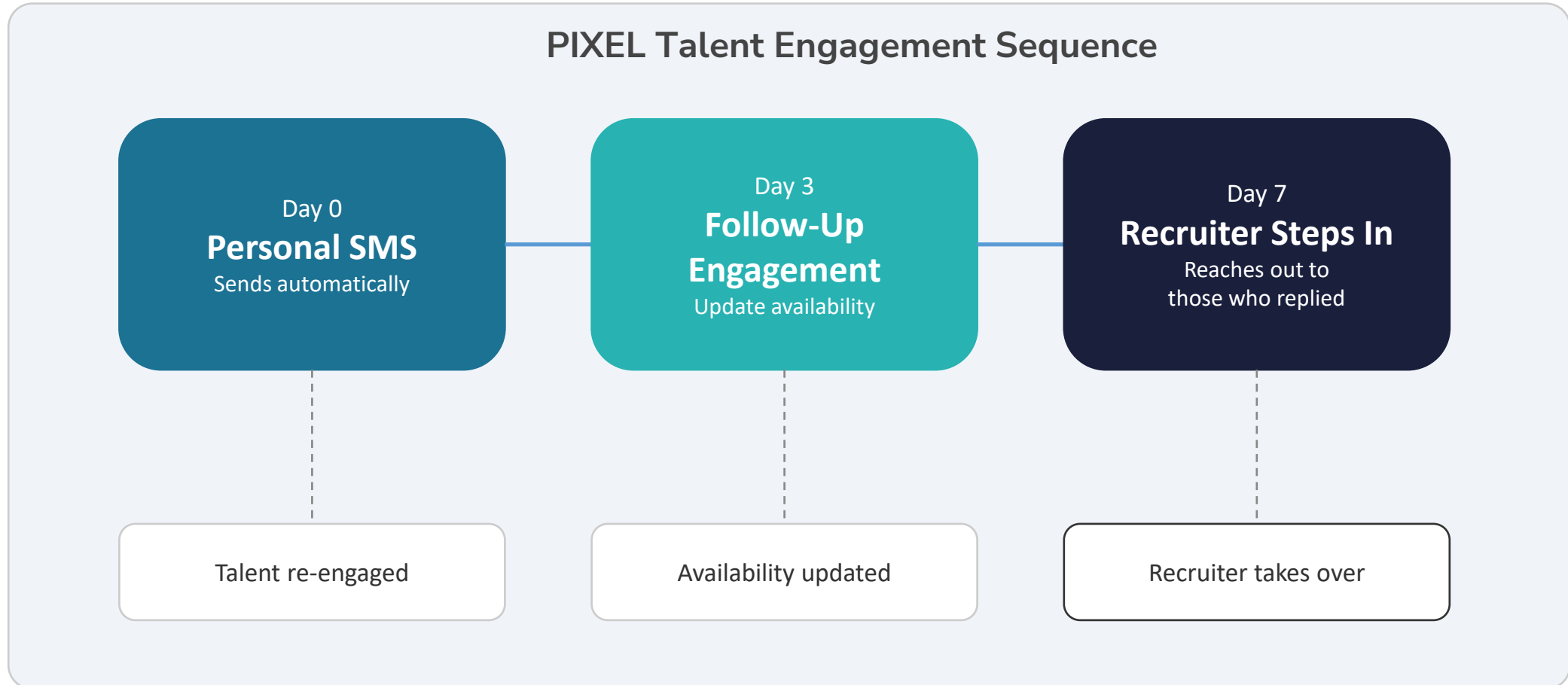
Talent Terms ▾ Resume Search: (forklift)(stand up forklift) × Type to Search...

Talent Search Results

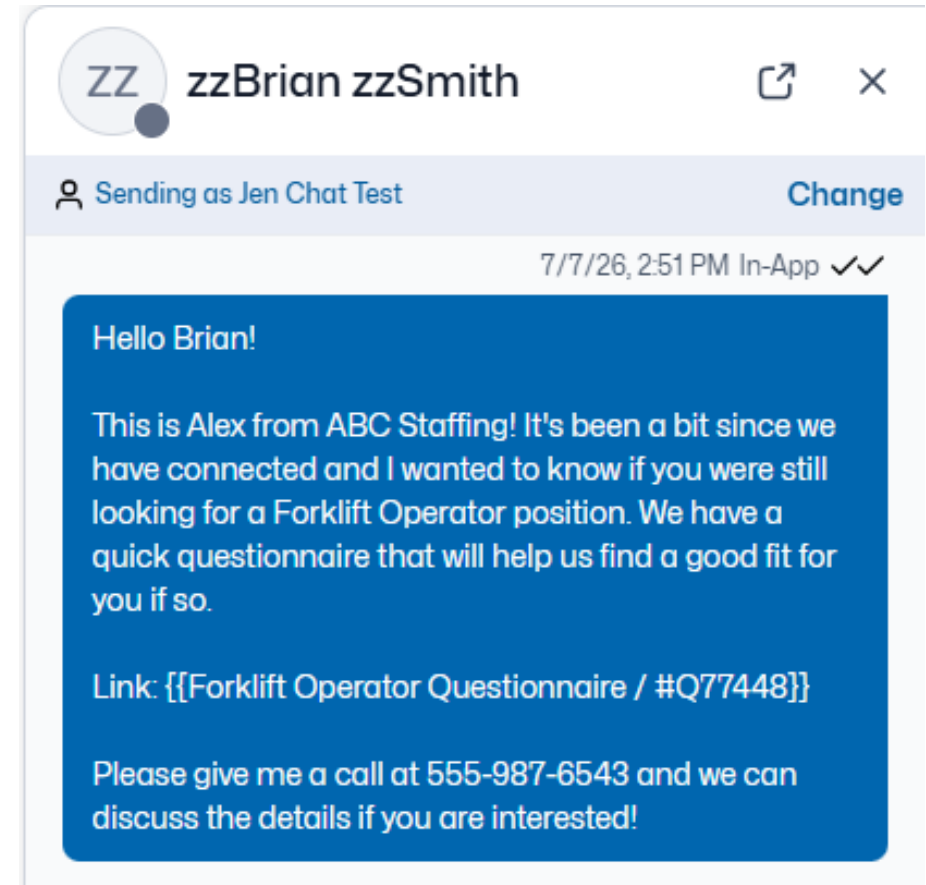
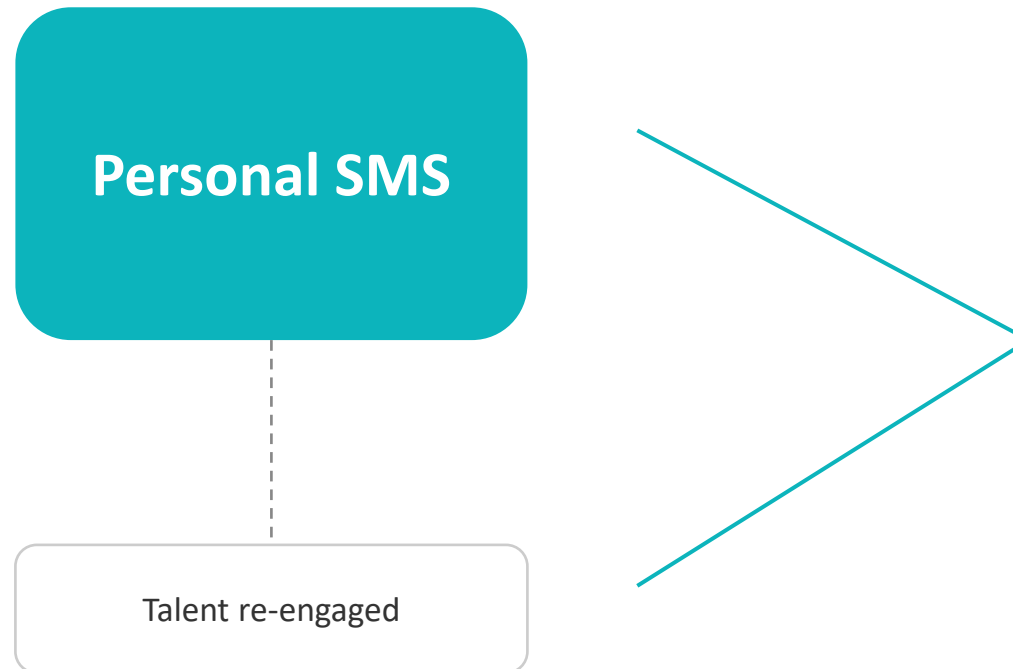
✓	Rank ▾	Preview	Pipeline	First Name	Last Name	Last Activity ▾
✓	79.94%			ZZDavid	ZZSingh	Mar 2, 2026 4:24 PM
✓	71.94%			zzFlora	zzMitchelle	Mar 2, 2026 11:24 AM
✓	75.88%			Zzangela	Zzwilliams	Sep 10, 2025 1:23 PM
✓	83.55%			ZZJohn	ZZTahedi	Jul 3, 2025 11:18 AM
✓	73.65%			Camille	Edwards	Jan 8, 2025 7:41 AM
✓	89.08%			Zzjess	Zzparker	Dec 18, 2024 9:17 AM
✓	100%			Kylan	Deshar	Oct 17, 2024 7:59 AM
✓	73.38%			zzGilbert	zzSparks	May 14, 2024 2:44 PM



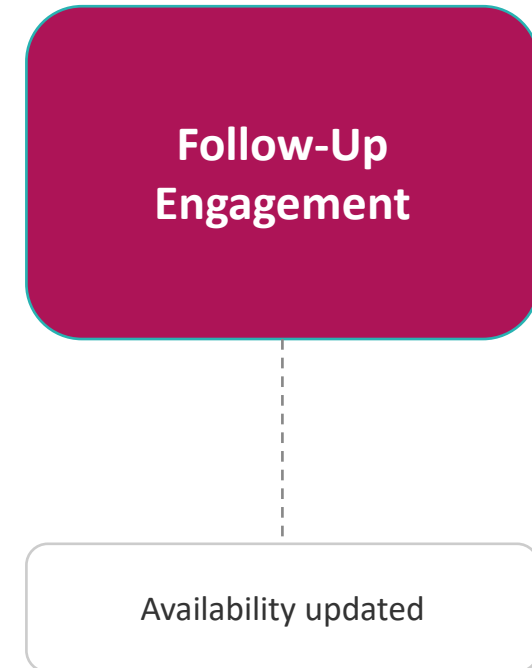
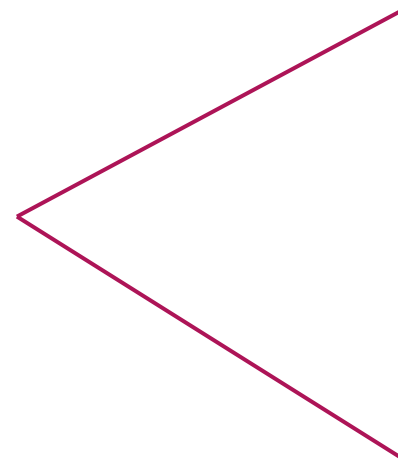
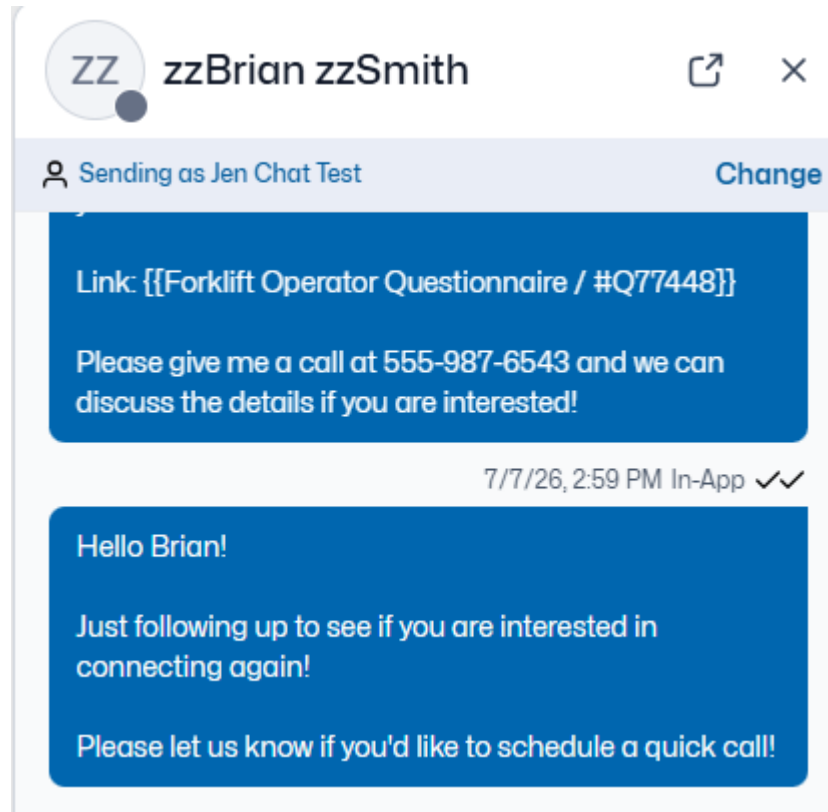
Strategy 2:
Make Your Search Results Work While
You Sleep



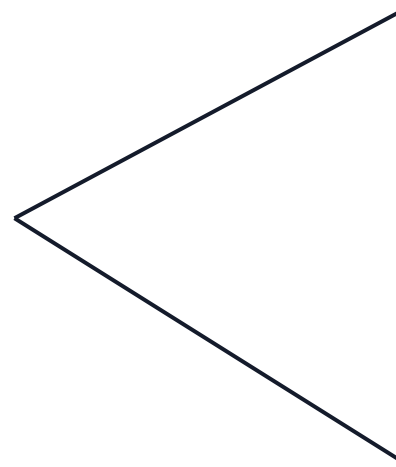
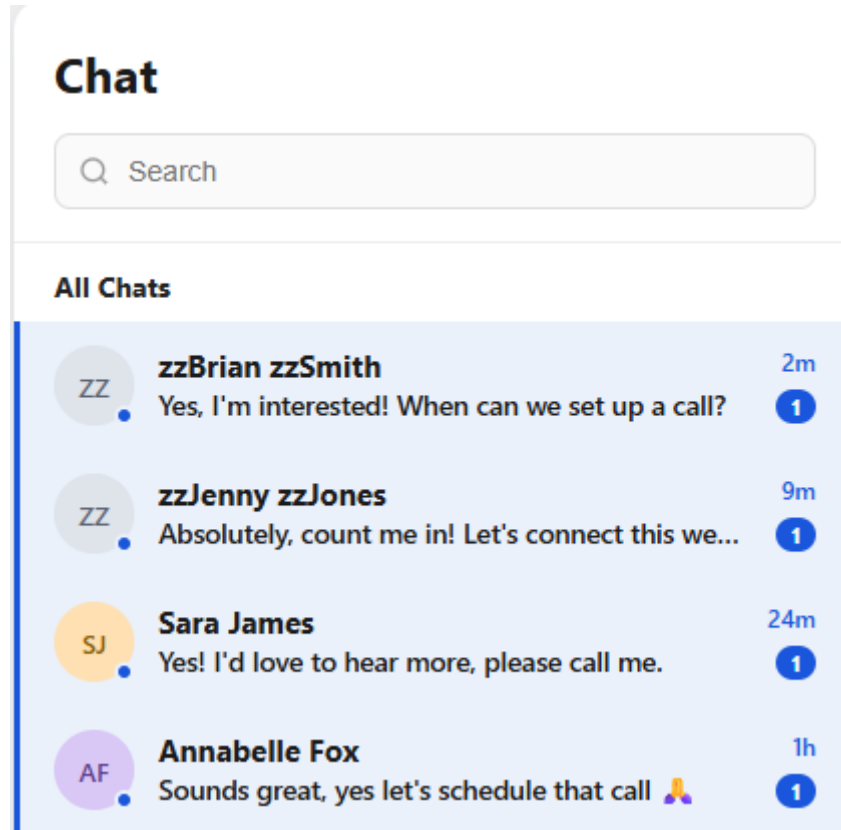
Day 0 - sends automatically



Day 3 - update availability



Day 7 – reach out to those who replied



Recruiter Steps In

Recruiter takes over

Talent Activities Report					
Division	Region	Branch	Activity Subtype ^	Activity Logged Date	Activity Date
Staffing	US	Springfield	Activity Name	Feb-03-2026 09:38:56 AM	Feb-03-2026 11:30:00 AM
Staffing	US	Worktron	Call Completed	Apr-14-2026 12:33:36 PM	Apr-14-2026 02:30:00 PM
Staffing	US	Worktron	Chat Received	Apr-20-2026 04:43:35 PM	Apr-20-2026 04:43:35 PM
Staffing	US	Worktron	Chat Received	May-20-2026 09:38:02 AM	May-20-2026 09:38:02 AM
Staffing	US	Worktron	Chat Received	Apr-28-2026 04:27:33 PM	Apr-28-2026 04:27:33 PM
Staffing	US	Worktron	Chat Received	May-26-2026 12:52:27 PM	May-26-2026 12:52:27 PM
Staffing	US	Worktron	Chat Received	May-14-2026 02:35:43 PM	May-14-2026 02:35:43 PM
Staffing	US	Worktron	Chat Received	Apr-14-2026 06:24:35 PM	Apr-14-2026 06:24:35 PM
Staffing	US	Worktron	Chat Received	Jun-10-2026 10:05:12 AM	Jun-10-2026 10:05:12 AM

Monitoring Your Results

The Enhanced Talent Activities Report shows who's warm before you call

- Filter by PIXEL sequence name: see who opened messages, clicked links, or updated availability.
- Sort by Last Activity Date to surface candidates who engaged this week.
- Filter by Availability Updated: these are your warmest leads.

Strategy 3:
Stop Paying for Candidates You Already
Have

Stop Paying for Candidates You Already Have

Most agencies track where talent comes from – very few track whether that talent gets placed.

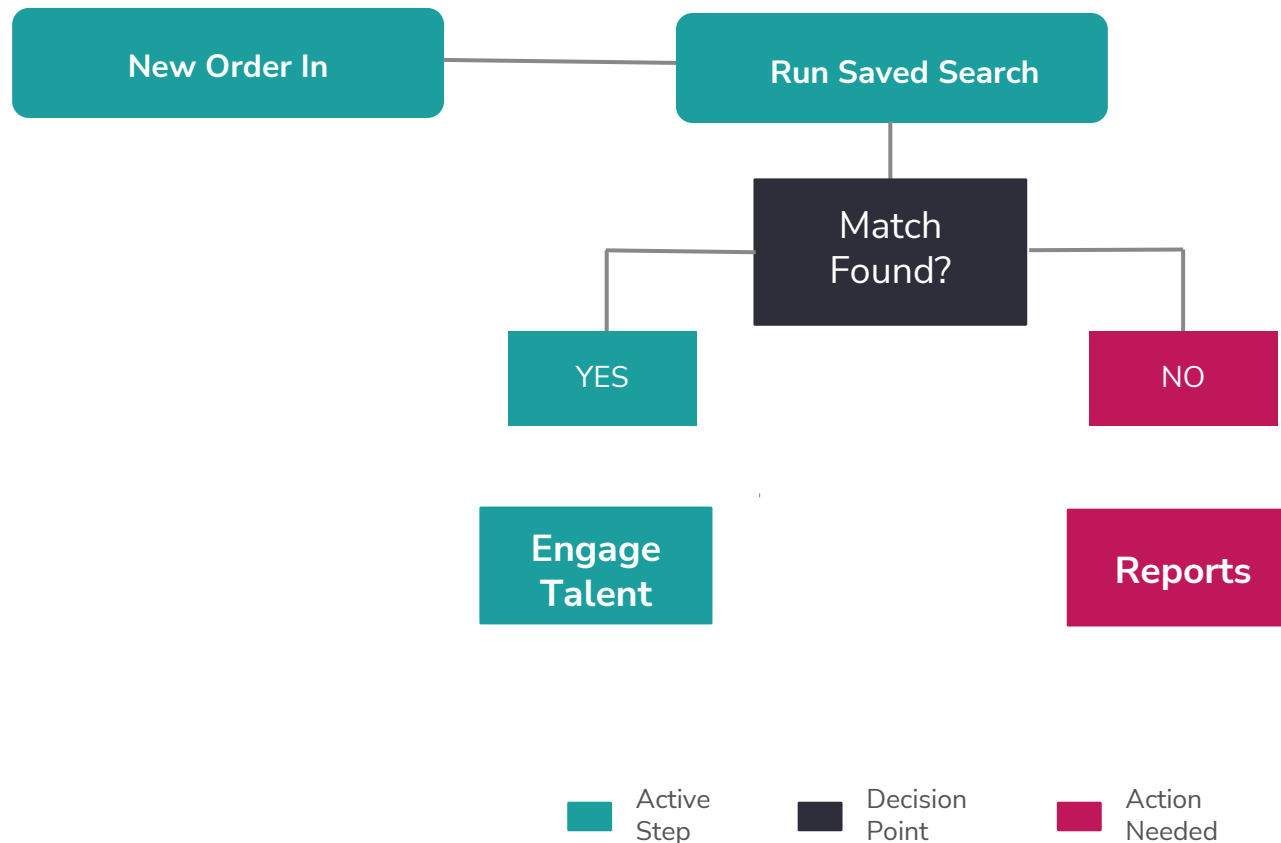
The **Enhanced Talent Sources Report** connects your sourcing channels to placement outcomes, so you can see which channels produce revenue and which ones produce records.

- Talent Source: Every channel on the record. Multiple sources in one row.
- Talent Status: Cross-reference with placement history. See which sources produce placed talent vs. cold applicants.
- Talent Created Date: Filter by date to compare source performance before and after a campaign.

Talent Office	Talent ID	Applicant	Applicant Link	Last Name	First Name	Talent Status	Talent Created Date	Talent Source
Worktron	221904889	Forklift John	Forklift John	Forklift	John	General	Apr 15, 2026	24/7
Worktron	221907011	zzintheair zzQuestionnaire	Zzintheair Zzquestionnaire	zzintheair	zzQuestionnai...	Incomplete Applicant	Apr 15, 2026	N/A
Worktron	221907024	zzifoundit zzOhhoho	Zzifoundit Zzohhoho	zzifoundit	zzOhhoho	Incomplete Applicant	Apr 15, 2026	N/A
Worktron	221911428	Prod Prashant	Prod Prashant	Prod	Prashant	Online Applicant	Apr 16, 2026	N/A
Worktron	221913685	zzagencytest zzagencytest	Zzagencytest Zzagencytest	zzagencytest	zzagencytest	Applicant	Apr 16, 2026	Company Website

Closing the Loop: Source Intelligence

Talent Sourcing Decision Flow



On the Flight Back Home

You're about to board. Before you land, you can have all three of these done.

1



Build 3 Saved Searches

Pick your top three order types. Write a Boolean search for each using AND, OR, and NOT logic in the Activity Notes field. That's your foundation.

2



Enable PIXEL Notifications

Create and enable your PIXEL Talent Engagement notifications.

3



Run Your Source Reports

Run the Talent Sources Report and Starts Report. Find your highest-volume, lowest-placement source.

The Full Workflow

The Full Workflow

Building a Boolean Search

Go to Talent Advanced Search > Resume Search > enter terms like “forklift” and “warehouse”

Build a Boolean string using AND, OR, and parentheses.

You can also filter by adding in the location and radius.

Talent Terms ▾

Resume Search: forklift AND warehouse × Type to Search

Talent Search

Resume Keywords

forklift AND warehouse

Done

Activities (1) × Location: Within 20 miles of 55121 × Type to Search

Zip/Postal Code

55121

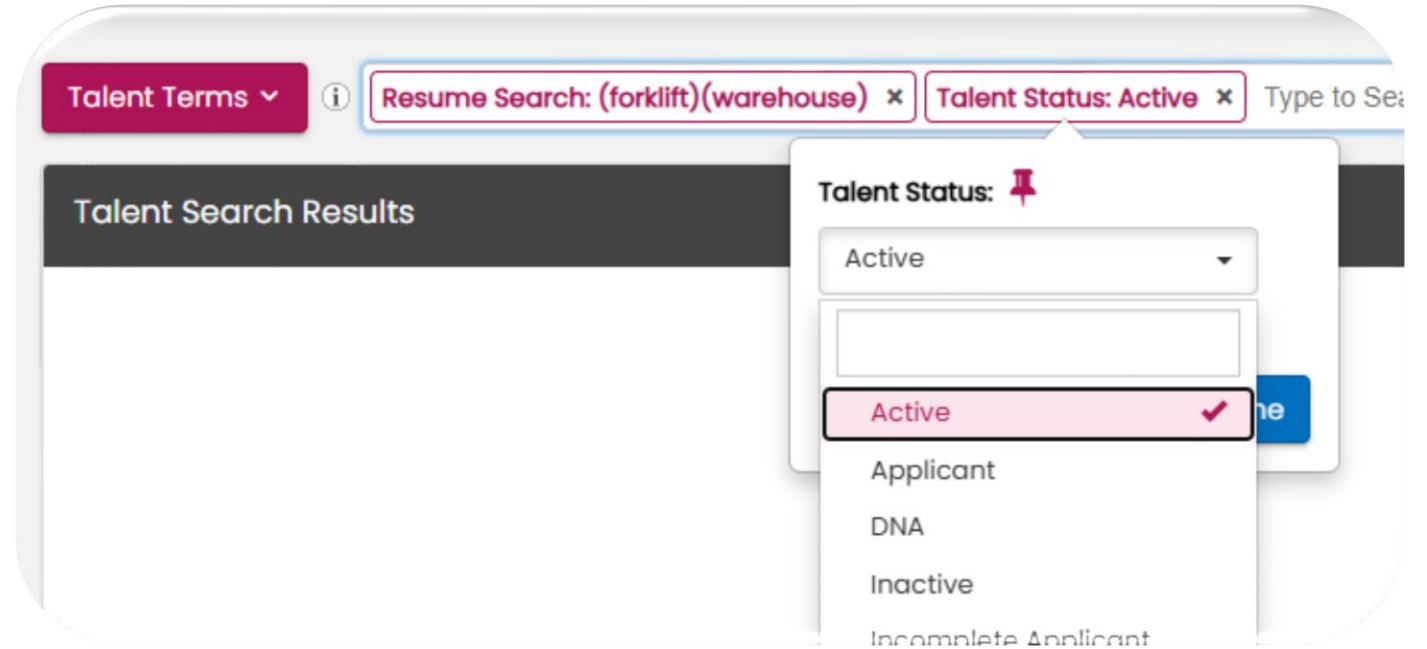
Radius (0-1000) miles

20 mile radius ▾

Country

The Full Workflow

Adding an additional search term like Talent Status > Active (keeping in mind the Boolean string will only search in the selected type)

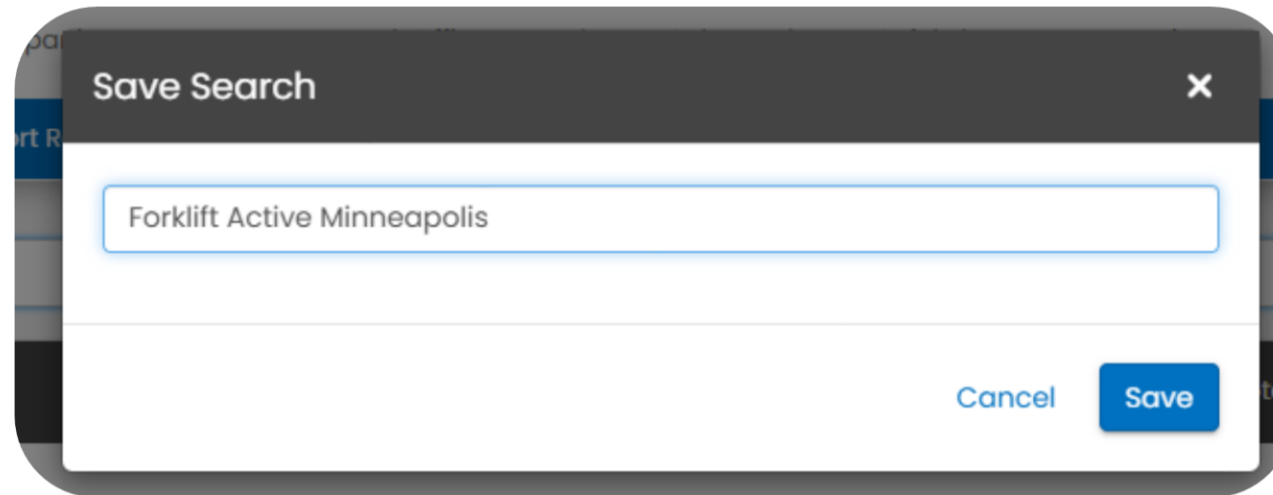


The Full Workflow

The screenshot shows a workflow builder interface. At the top, there are three filter tags: "rch: (forklift)(warehouse)", "Talent Status: Active", and "Activities". To the right of these tags is a search bar labeled "Type to Search...". Below the filters, on the left, is a section titled "Activities" with a pushpin icon. It contains four dropdown menus: "Show me", "Applicants Who Have Had", "Called In Available", and "Anyone". Below these is a checkbox labeled "Include Inactive Users" and a "Last 30 Days" dropdown. On the right, under the heading "New Tag Preview (Not applied):", there is a preview box containing the text "Show me applicants who have had the activity Called In Available by Anyone for Last 30 Days". The preview box has a red border and red text, with a red plus icon and a red minus icon at the bottom right.

Combine with an Activity Type such as “Called In Available”

The Full Workflow



Click to save the search with a clear descriptive name so its ready to use again

The Full Workflow

Talent Engagement > Create New Talent Notification

Create Talent Engagement

Notification Title

Reach Out - Last Contac

Notification Trigger

Last Contacted

Applicant Status

Active

Placement Status

Never Placed

Former Contractor

Schedule

7 days After 9:00 AM

+ New

Setting Up a PIXEL Sequence

- Navigate to Automation > Talent Engagements > New
- Name your notification with an easy to identify use of the Engagement
- Build the sequence with Notification Trigger such as “Last Contacted” with Applicant Status of “Active” and appropriate Placement Status (either “Never Placed” or “Former Contractor”)
- Schedule for 60 days since last contact for the notification to be sent

The Full Workflow

- Insert appropriate variables and craft your notification message.
 - Select which Users should have access to the Notification and Save.
- Activate the sequence. Every matching record should now receive the notification.

The screenshot displays a notification configuration window. At the top, there is an 'Insert:' dropdown menu with 'Questionnaire' selected, and a 'Questionnaires' dropdown menu. To the right is an 'Emoji' button with a smiley face icon. The main text area contains a message template with variables: 'Hi {{Talent First Name}},', 'This is {{Recruiter First Name}} with ABC Staffing! I am reaching out to see if you are available for a new assignment. We currently have multiple positions open and would love to opportunity to speak with you.', 'Please complete our quick questionnaire to be prescreened and one of our recruiters will reach out to you soon!', and '>{{Prescreen / #Q2976}}'. Below the text area are two sections: 'Notification Preference' with a checked checkbox and the text 'Notify talent in the WorkN app, no SMS will be sent.', and 'Set As System Default' with an unchecked checkbox and the text 'The EngageAssistant will send this notification to Talent who are not associated with a Recruiter in the system.'. At the bottom, there is a 'Notification Access' section with a help icon and a list of users: 'JenTraining Moore' and 'zzJenTest zzMoore', each with a close button and a dropdown arrow.

The Full Workflow

Step 3: Open the Sources Report

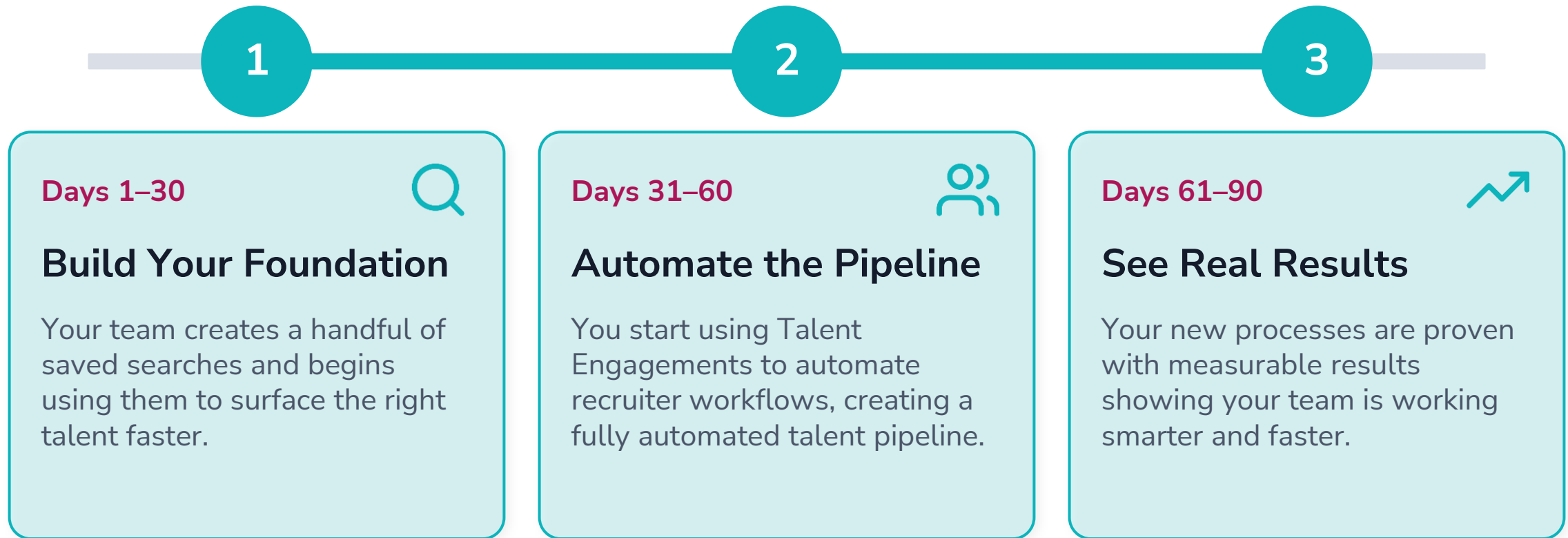
- Click into the BOLD Analyze Reports > Enhanced Talent Sources Report.
- Filter by Talent Source and sort to group them.
- Identify high-volume sources and compare with your placements to establish a pattern and make sure your sourcing aligns with your placements.
- This comparison can assist in starting a conversation about your sourcing budget.

Starts Report						
Company	Company R	Manager	Consultant	Original Hire	Hired Date	Start Date
Connor's LE...	Connect 202...	Blender Bottle	James Merc...	Jun 16, 2026	Jun 16, 2026	Jun 15, 2026
Resources D...	KierstenHCM...	Frances Ard...	Loui Kaiju	Jun 15, 2026	Jun 15, 2026	Jun 14, 2026
Anthony Test	Anthony Sei...	Anthony Scn...	Robert Test	Jun 12, 2026	Jun 12, 2026	Jun 12, 2026
Coffee Time		Capo Chino	James Merc...	Jun 9, 2026	Jun 9, 2026	Jun 1, 2026
Coffee Time		Capo Chino	James Merc...	Jun 8, 2026	Jun 8, 2026	Jun 9, 2026
Connor's LE...	Connect 202...	Blender Bottle	James Merc...	Jun 8, 2026	Jun 8, 2026	Jun 15, 2026
Hospital Ant...	Anthony Sei...	Doctor Andr...	Shadow Hed...	May 28, 2026	May 28, 2026	Jun 1, 2026
Hospital Ant...	Anthony Sei...	Doctor Andr...	jamie flores	May 28, 2026	May 28, 2026	Jun 1, 2026

Talent Activities Report

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Your 90-Day Implementation Roadmap



Questions?

SESSION RESOURCES

	Description	Link/ Location
Searching for Applicants/ Talent	Full KB article covering all search fields, Boolean logic in activity notes, zip code/radius search, position categories, tags, and advanced search examples	LINK
BOLD Saved Talent Search	How to build, save, name, and share talent searches. Covers dynamic search behavior and reuse best practices	LINK
PIXEL Talent Engagements	Build multi-step automated communication sequences. Assign saved searches as sequence audiences. Monitor responses.	LINK
Enhanced Talent Sources Report	Source channel performance report connecting talent origin to placement outcomes. INSIGHTS sharing and scheduling available. Released March 2026.	LINK
Enhanced Talent Activities Report	Consolidated engagement timeline per talent record. PIXEL messages, app activity, recruiter notes. Released March 2026.	LINK

SESSION RESOURCES

	Description	Link/ Location
Starts Report	Where are your placements coming from? Use with source field populated consistently to track job board ROI.	LINK
Redeploy Summary Report	Overview of redeployment performance versus new starts. Use to monitor database sourcing impact.	LINK
Redeploy Detail Report	Granular view of talent ready for redeployment. Specific action items for recruiter task lists.	LINK
Duplicate Talent Report	Identify and merge duplicate talent records to keep your saved searches accurate and your sourcing data clean.	LINK
New Talent Requirements (Table Editor)	Require talent source and other key fields at application to ensure consistent source data for reporting.	LINK

SESSION RESOURCES

	Description	Link/ Location
Talroo Partnership Overview	Where are your placements coming from? Use with source field populated consistently to track job board ROI.	LINK
Asurint Partnership Overview	Background screening integration. Re-screen database talent from within the Avionté talent record with same-day results on 80% of checks	LINK
Companion Session: Passive to Placed	Designed to work with this session. Covers what to do once you have found your talent — moving candidates from warm lead to placed worker. Attend both for the complete sourcing-to-placement workflow	See conference schedule for session time and room location.

Thank You

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