

# AVIONTÉ CONNECT



CONNECT DAY 3

## What's Next for Talent Engagement

See how Flows performs with one of your most critical workflows: Talent Engagement

- *This presentation is for informational purposes only.*

# Introductions

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



**Gavin Jones**

VP, PRODUCT

PRODUCT



**Monique Scheidler**

PRODUCT OWNER

PRODUCT

# The Agenda

1

Recruiter & Talent: The Pain Points

2

Avionté Flows: The Solution

3

Flows in Action: A Customer Story

4

Deep Dive: Triggers, Filters & Actions

5

Q&A

# From the Agency

## The Recruiter

- Juggling dozens of open positions at once
- Manually sending follow-up when they get to it
- Pivoting to the next best fit when time runs out
- Reaching out to fresh talent as a priority over existing talent

## The Leadership

- Wants to drive a higher ratio of recruiter to candidates
- Wants to increase engagement with existing talent pool and keep talent data base up to date.

## The Talent

- Expressed interest days ago — then silence
  - 61% report being ghosted after an interview
  - 2 in 5 candidates who get an offer still turn it down for one that came faster
- Wants to feel they work for someone who cares about them - a human touch.



# The Cost of Manual Engagement

14.6

Hours spent weekly just  
searching for candidates

61%

Of candidates ghosted after  
an interview

17 hrs.

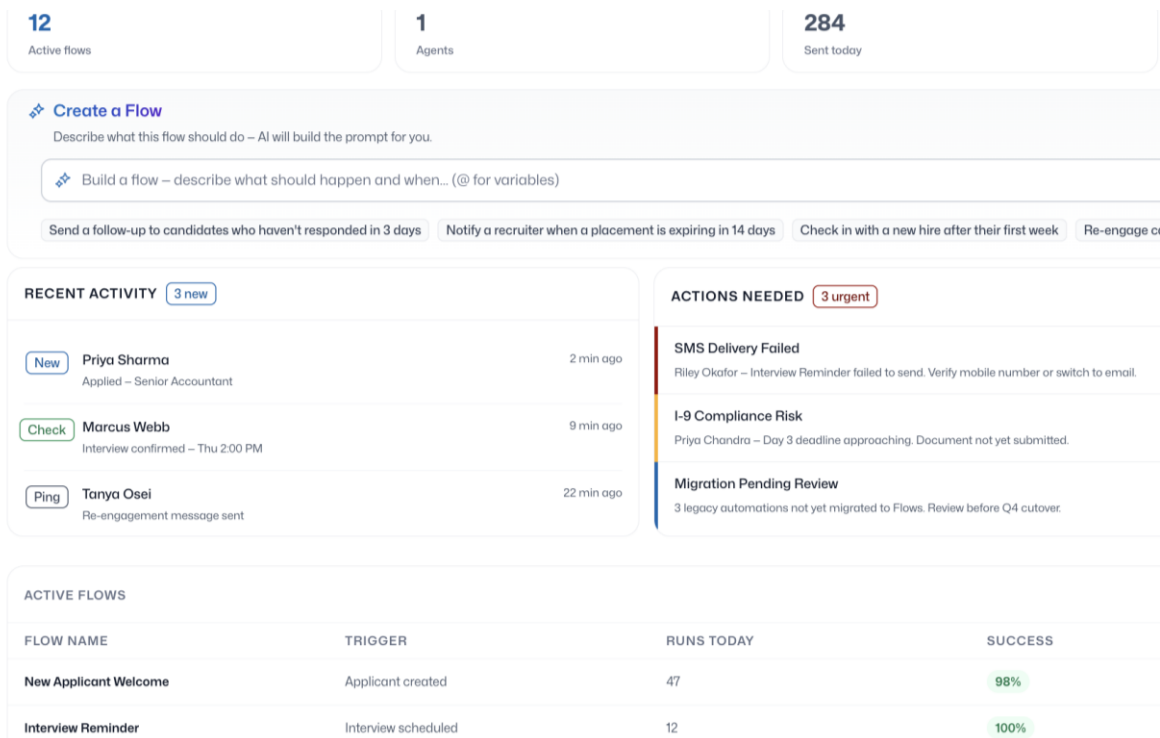
Potential weekly time saved  
with automation

57%

Expect a reply within 3 days  
if not selected

# Avionté Flows

A single orchestration layer across our entire platform that drives automation end-to-end.



CONNECT 2026

## 01. Command Center

Manage and action your automation/AI data

## 02. Flows Builder

Build with AI, templates or from scratch

## 03.

### Visibility & Sharing

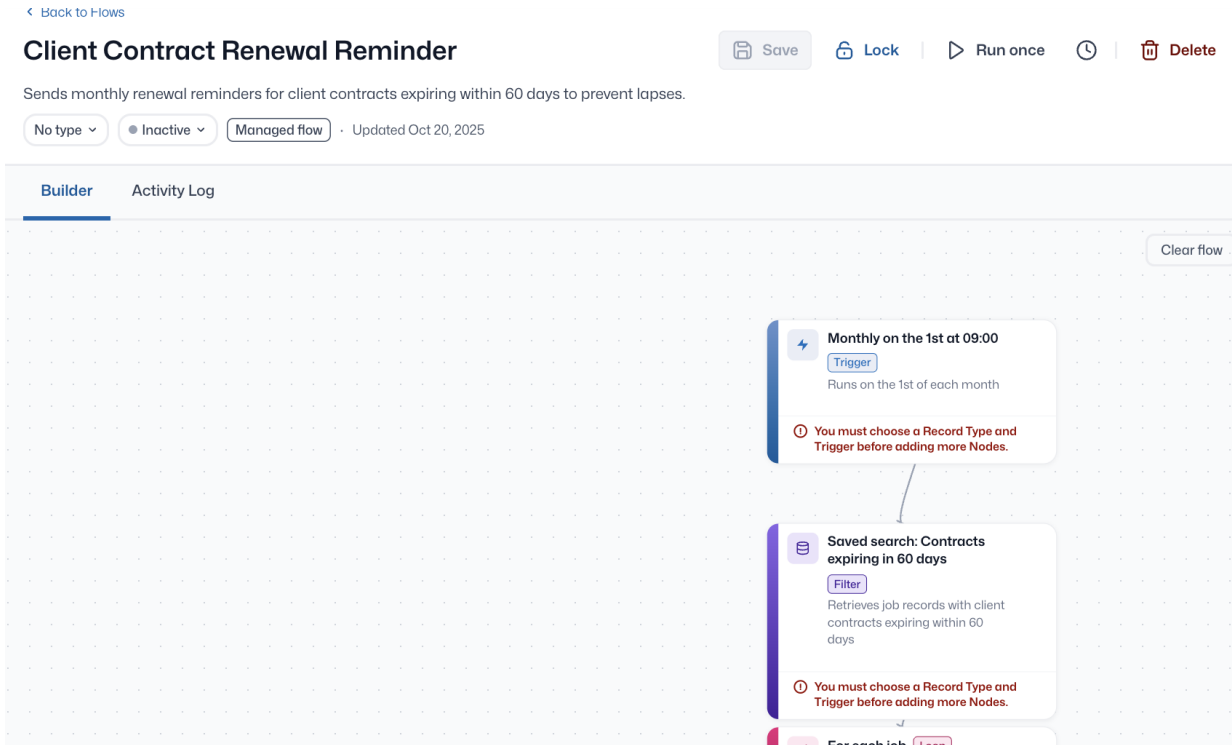
Complete audit logs across flows and into activities

## 04.

### Migration

Self-migrate your existing automations across the platform when you're ready

# Avionté Flows



**01. Command Center**  
Manage and action your automation/AI data

**02. Flows Builder**  
Build with AI, templates or from scratch

**03. Visibility & Sharing**  
Complete audit logs across flows and into activities

**04. Migration**  
Self-migrate your existing automations across the platform when you're ready

# Avionté Flows

Weekly Check-in: Assignments Ending Complete ×

|                      |          |
|----------------------|----------|
| Started              | Duration |
| Mar 30, 2026 9:00 AM | 4.2s     |
| Entity               | Run ID   |
| Placement            | r-09     |

## STEPS

|                                                                         |      |
|-------------------------------------------------------------------------|------|
| ✓ Every Monday at 9:00 AM<br>Schedule fired                             | 0.1s |
| ✓ Saved search: Active Placements<br>18 records retrieved               | 0.7s |
| ✓ For each talent<br>18 iterations                                      | 0.1s |
| ✓ Create activity<br>18 activities created: "Weekly placement check-in" | 3.3s |

Open in flow →

Close

**01.** Command Center  
Manage and action your automation/AI data

**02.** Flows Builder  
Build with AI, templates or from scratch

**03.** **Visibility & Sharing**  
Complete audit logs across flows and into activities

**04.** Migration  
Self-migrate your existing automations across the platform when you're ready

# Avionté Flows

Automation

Talent Engagement Notifications

Legacy 10 notifications

These notifications are moving to Flows  
Migrate each notification to create a Communication Flow. After migration, this record becomes read-only and a link back to it is preserved on the new flow.

Migrate All (10) +

| Notification Name                 | Status   | Trigger                | Schedule | Created By      | Sends |                   |
|-----------------------------------|----------|------------------------|----------|-----------------|-------|-------------------|
| 5/13 New Applicant                | Active   | Application Received   | When     | Kiersten Jensen | 1     | Migrate to Flow + |
| 6 Month Inactive Nudge            | Active   | Talent Inactive 6 Mo   | Weekly   | Dan Sanchez     | 2     | Migrate to Flow + |
| Application Received (DO NOT USE) | Inactive | Application Received   | When     | Kanav Mehra     | 1     | Migrate to Flow + |
| Arrivals                          | Active   | Talent Status → Active | When     | Shoua Vang      | 1     | Migrate to Flow + |
| Birthday                          | Active   | Birthday               | Daily    | QA Smithy       | 1     | Migrate to Flow + |

01.

Command Center

Manage and action your automation/AI data

02.

Flows Builder

Build with AI, templates or from scratch

03.

Visibility & Sharing

Complete audit logs across flows and into activities

04.

Migration

Self-migrate your existing automations across the platform when you're ready

# Building on Today's Foundation

Many of you use and love our talent engagements already



“Inactive talent, or talent that's been an online applicant or on the fence about roles with us, have reached out and engaged with us due to 24/7 communications — even when they didn't have the app... So, for us, it's a really great way to reengage that talent.”

*-Current Avionté Client*



“We wouldn't be able to be on top of it without your tool...”

*-Current Avionté Client*

# What Changes with Flow

- **One System, Total Visibility**

- Single system for all automation — work in one tool, in your existing workflow
- Single source of truth for opt-outs and errors
- One cost, one system — recruiters stop juggling tools

- **Always-On Engagement**

- Automated outreach keeps talent warm between recruiter touch points
- Integrated to Chat — in-app messaging talent can respond to anytime
- No more silence while a candidate looks elsewhere

- **Personalized at Scale**

- Customized variables pulled from the platform (jobs, recruiters, etc.)
- Talent Pools (Saved Search) for precise, flexible targeting
- Automated doesn't have to mean impersonal

**Now, a Closer Look**

# TALENT ENGAGEMENT AT BUBBLES STAFFING

Julia is an admin at Bubbles Staffing.

Applicants are coming in faster than ever — but between the volume and the manual follow-up, most of them wait days for a reply.

# Ghosted.

By the time anyone gets back to them, they've already **stopped answering.**

**70%** of job seekers lose interest in a role if they don't hear back within one week

No reply in 9 days

BS

**Bubbles Staffing**  
Last active 9 days ago

MONDAY

Hi! Just applied for the Warehouse Associate role — excited to hear back!

Delivered

THURSDAY

Hi, just following up on my application from Monday!

Delivered

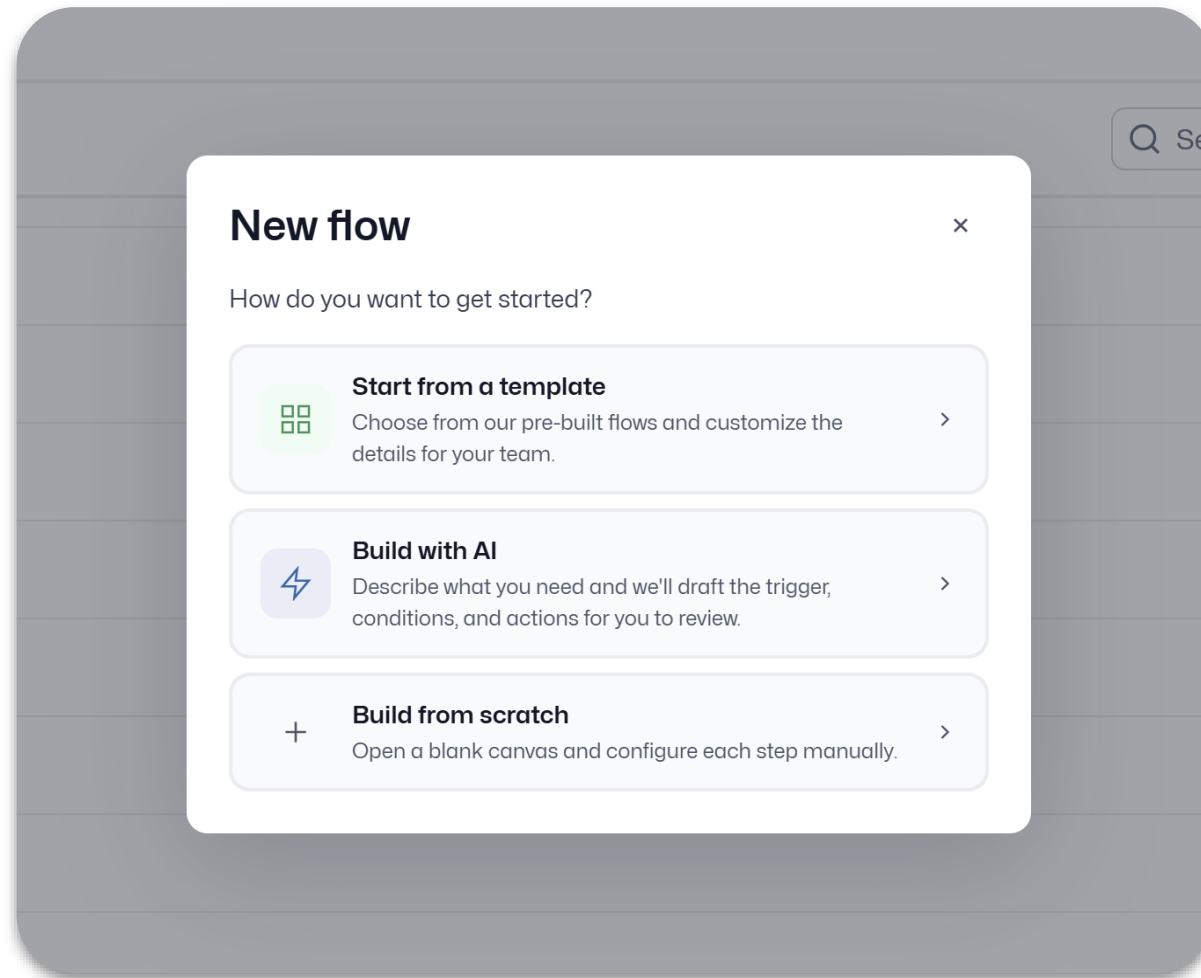
WEDNESDAY

Hello? Is this position still open?

Delivered

No response · talent marked inactive

# Time for Julia to build a flow



# Julia's Goals

1

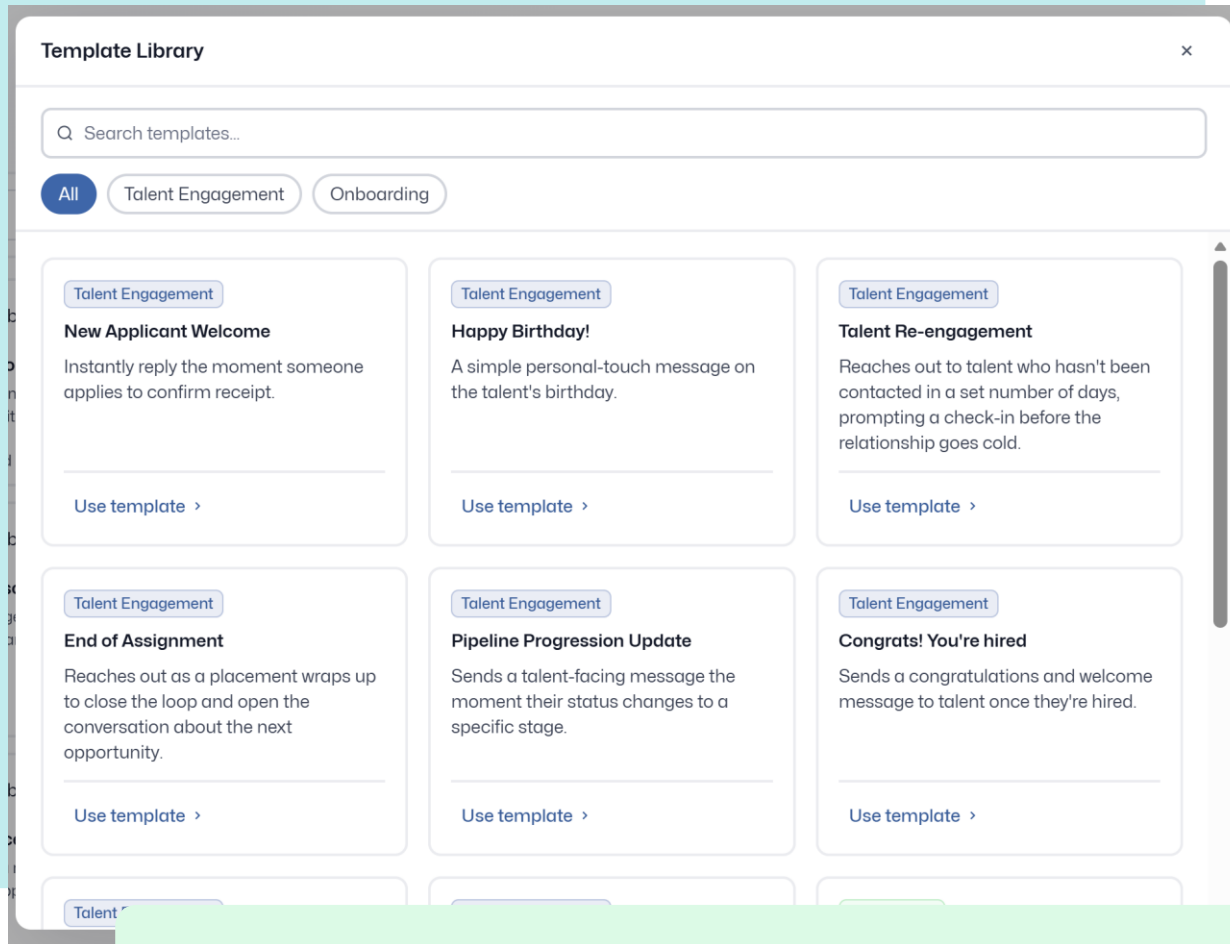
Set up a welcoming new applicant confirmation email

2

Engage with talent before the week drop off

3

Get this up and running ASAP



- Avionte provides most common talent engagements via templates

 **Application Received** Trigger  
Configure when this flow starts



 **Filter** Filter



 **Send Email** Action  
Send an email to talent or a contact



## ● TRIGGER: NEW APPLICANT

# The Groundwork's Already Done

The moment Julia picks the New Applicant Welcome template, she's dropped straight into the flow builder – trigger, filter, and action all laid out in front of her.



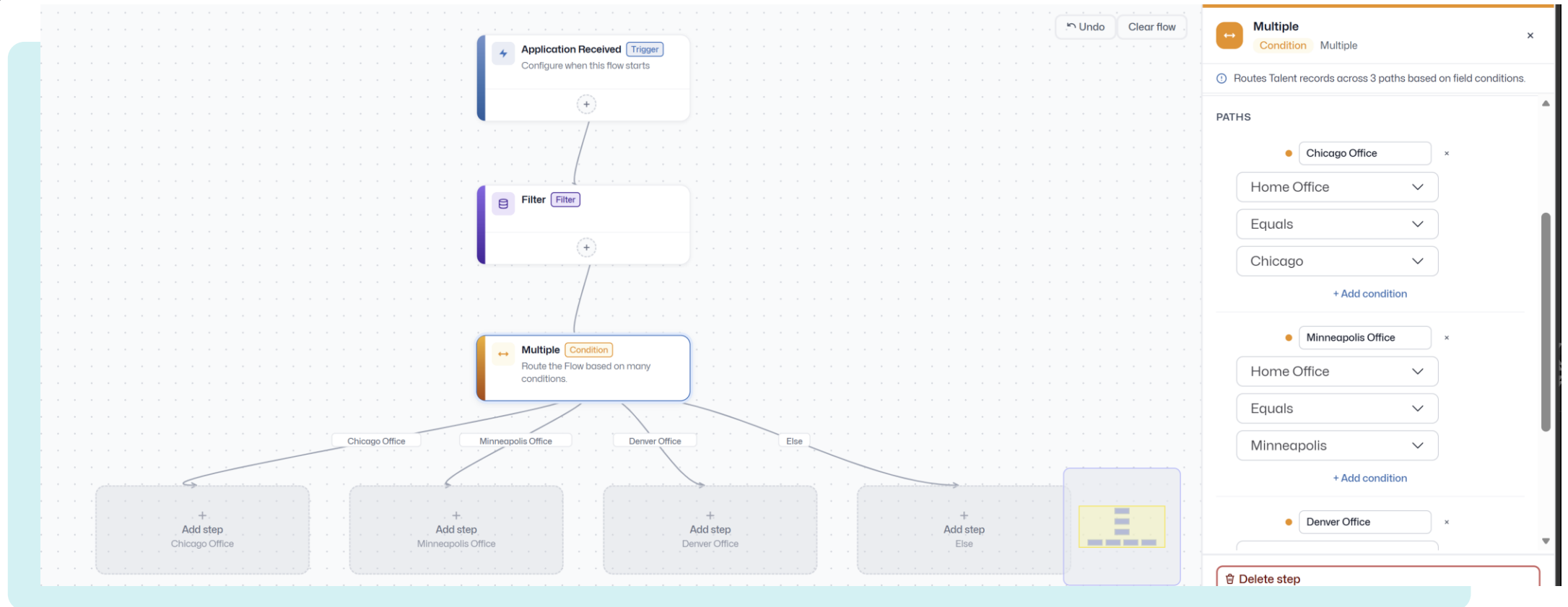
### Broad Reach

Julia could filter this down but for this flow, she wants every new applicant included.

## ● CONDITION: TALENT HOME OFFICE

# One Flow, Two Destinations

Bubbles Staffing isn't one office – it's several. A generic welcome message could reference the wrong location, contact, or role entirely.



## ACTION: SEND EMAIL

# A Professional First Impression

It's the first thing this candidate sees from Bubbles Staffing, so Julia wants it to feel right: professional, but still warm and approachable — the same tone Bubbles uses everywhere else.

She pulls in the welcome email template her recruiters already use, now tailored for her Chicago office.



### Compliance Attached Automatically

Illinois requires certain employment-rights notices for new hires. Julia attaches that document and it goes out with every Chicago applicant's welcome email, automatically.

 **Send Email** ×

Action Send Email

 Sends "Welcome – New Talent".

SUBJECT

Thanks for applying, {{talent.firstName}}! { }

43 / 255

TEMPLATE

Welcome – New Talent ▼

Selecting a template pre-fills the subject and body. You can still edit both.

BODY \*

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Size

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👁

↩

Hi talent.firstName ×,  
Thank you for applying at Bubbles Staffing!

We wanted to confirm that your application has been received. Our team will be reviewing your application, and if there's a great fit, one of our recruiters at our Chicago office will be reaching out with next steps.

In the meantime, feel free to browse other open opportunities on our mobile app. We appreciate your interest, and we'll be in touch soon.

Thanks again,  
Bubbles Staffing

ATTACHMENTS

 IL Applicant Rights Notice.pdf 18.4 KB ×

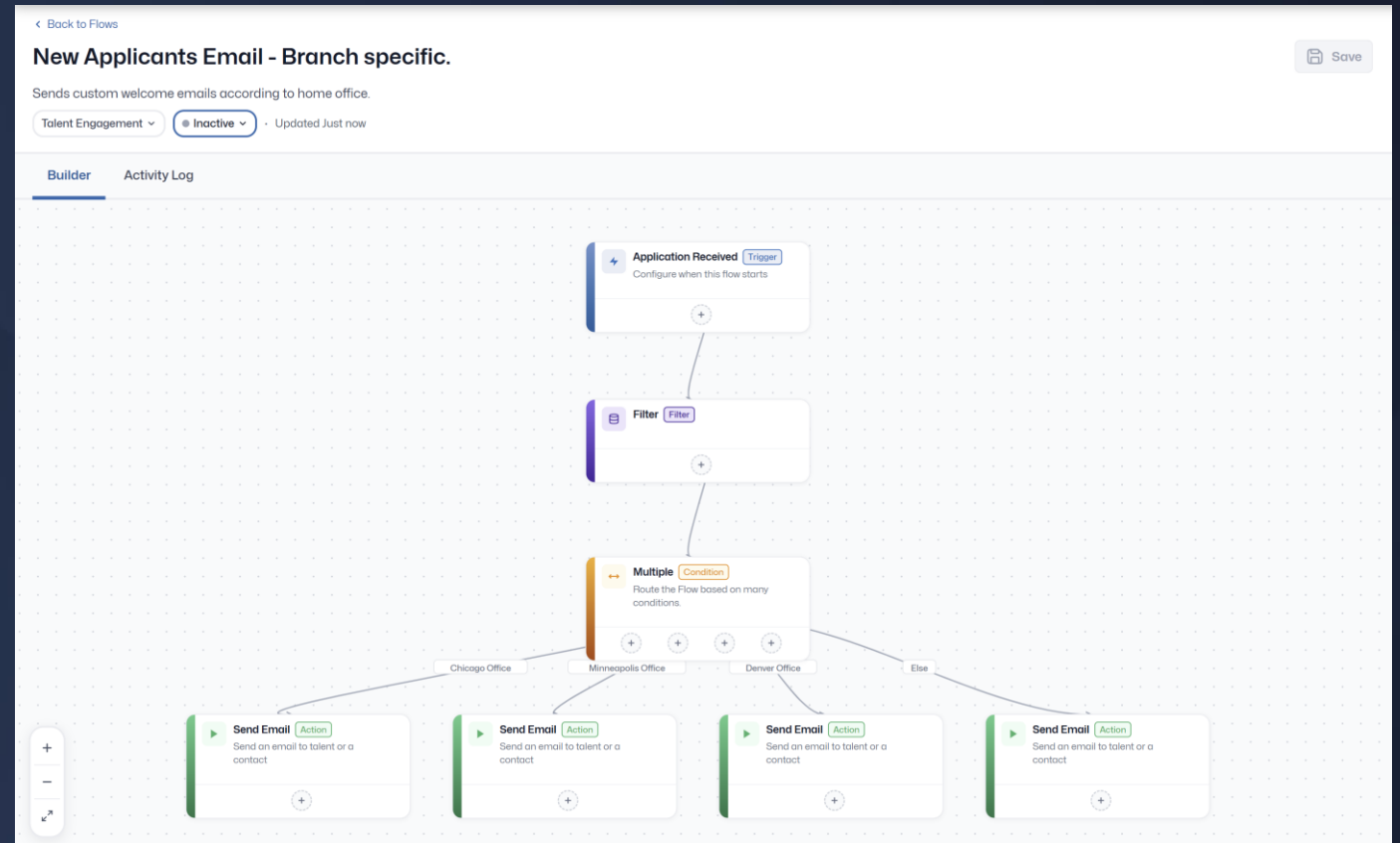
+ Add attachment

Up to 3 files • Max 5 MB total • jpg, jpeg, png, pdf, docx, txt

● FLOW ACTIVATED

# Built, Branched & Ready to Go

This lifts the burden for Max and the rest of her recruiters — but Julia isn't done yet.



UP NEXT

**Talent Re-  
engagement**

Talent expect more than a single welcome email. Julia's already building her next flow — one that keeps checking in, automatically.

The screenshot displays a workflow builder interface. On the left, a canvas shows a sequence of three nodes: a 'Last Contacted' trigger, a 'Filter' node, and a 'Send Message' action. The 'Last Contacted' trigger node is highlighted with a blue border. The right sidebar provides the configuration for this trigger.

**Node label**  
Last Contacted

**CONFIGURATION**

**Record Type \*** ⓘ  
Talent

**Trigger \*** ⓘ  
Last Contacted

**Days since last contact \***  
3

## ● TRIGGER: LAST CONTACTED

# A Trigger That Watches For Silence

Instead of firing on a single event, this trigger checks whether a talent hasn't heard from anyone in a set number of days. Julia sets that cadence to 3 days.

● FILTER: TALENT STATUS = APPLICANT

# Keeping The Applicant Pool Warm

Julia doesn't want this firing for every talent in the system — just her 'Applicant' pool: people who've applied recently, haven't been placed yet, and are still waiting to hear something. This flow makes sure that wait never turns into silence.

She could also filter by:

Saved Search

Location

Skill

Talent Tag

 Filter

Filter

×

ⓘ Narrows to Talent records – Talent Status: Applicant.

Node label

Filter

DETAILS

Record Type \*

Talent

Trigger

Talent – Last Contacted

SAVED SEARCH

Search saved searches...

Selected Items (0):

TALENT STATUS

Applicant

TALENT HOME OFFICE

– Select employer –

TALENT LOCATION

Send Message

×

Action Send Message

ⓘ Sends a message to the talent via SMS.

SENDER

☒ Talent Representative

☐ User Group

MW

Molly Weasley

Talent Representative · Bubbles Staffing

☒ Also send to talent without an assigned representative

Sent from talent's representative.

Any talent without a representative will receive this message from the Service Account.

MESSAGE \*

{ }

👁

Hey 

talent.firstName ×

,

We're still reviewing your application so we can try to match you with the right position! We appreciate your patience.

Feel free to reach out to me if you have any questions in the meantime! Ping me here or give me a call at 

representative.officePhone ×

.

Thanks again,

representative.fullName ×

● ACTION: SEND MESSAGE

30%

increase in response rates from personalized outreach

Julia sets the sender to come from Max directly, by name — a personal check-in, not a broad announcement. And just like the welcome email, the message is fully customizable with variables, so every candidate feels like it was written just for them.

# A Streamlined Experience for Talent

New applicants are already in the mobile app, actively browsing and applying — so Julia sends this check-in directly to in-app chat, pulling them one tap from the job board instead of sending a one-off notification.

## Delivery Options:

### DELIVERY

☒ Send via Chat

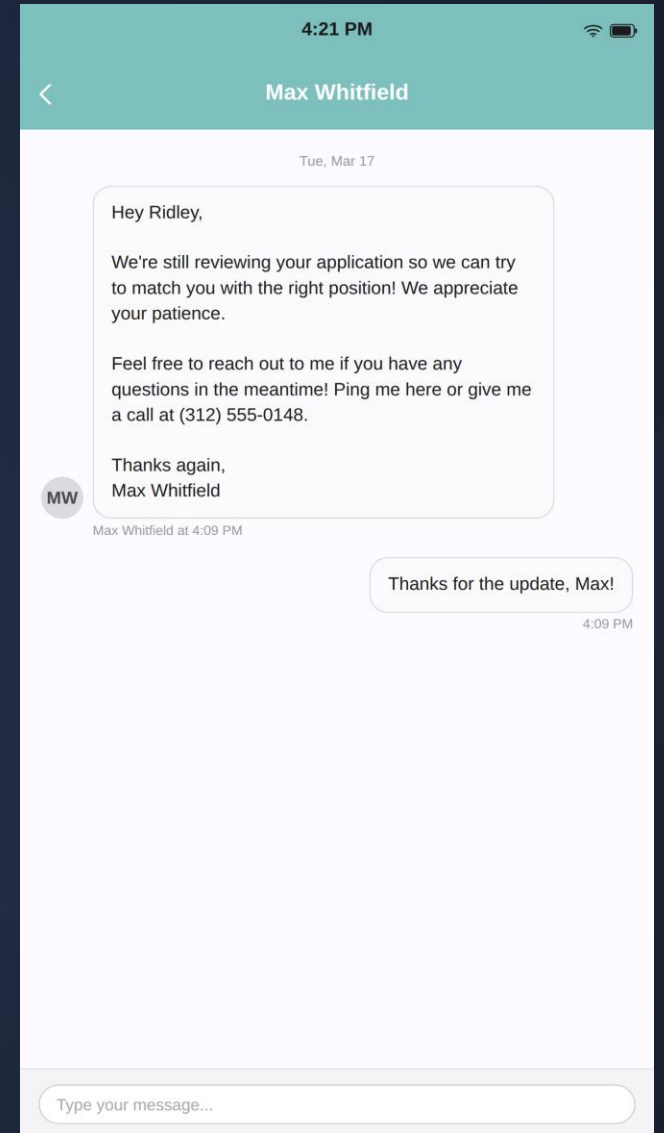
Delivered in-app and automatically falls back to SMS if the talent isn't active in the app.

☐ Send via SMS

Sends immediately via SMS regardless of app activity – use for high-priority messages.

Because it all lives in one thread, it's one continuous relationship:

- The same place they applied is the same place they hear from Max
- Eventually the same place onboarding happens



# Two Flows, One Solution

Julia built two flows that cover the exact gap Max described at the start.

## New Applicant Welcome

● Trigger: New Applicant

● Minneapolis office

● Chicago office

● MN Welcome Email

● IL Welcome Email

Greets every new applicant the moment they apply — branded, branch-specific, and automatic. No waiting on Max.

## Talent Re-engagement

● Trigger: Last Contacted (3 days)

● Filter to Talent Status: Applicant

● In-app Chat to check in

Checks in on anyone in the Applicant pool who hasn't heard from you in 3 days — personally, from their recruiter.

Julia set it up once — and it just runs. Max didn't have to build a new habit or remember to do anything.

# Full Visibility

[← Back to Flows](#)

## New Applicants Email - Branch specific.

 [Delete](#)

Sends custom welcome emails according to home office.

Talent Engagement ▾

● Inactive ▾

· Updated Just now

[Overview](#)

[Builder](#)

[Activity Log](#)

7

RUNS

86%

SUCCESS RATE

1

WARNINGS

 Search

|                                                         |                       |      |
|---------------------------------------------------------|-----------------------|------|
| ● New Application Received - Priya Nair                 | Jul 29, 2026 4:52 PM  |      |
| ● New Application Received - Marcus Diallo              | Jul 28, 2026 11:07 AM |      |
| ● New Application Received - Elena Voss<br><b>Error</b> | Jul 26, 2026 8:14 AM  |      |
| ● New Application Received - Jamal Whitfield            | Jul 24, 2026 6:38 PM  | 2.6s |
| ● New Application Received - Sofia Reyes                | Jul 22, 2026 9:23 AM  | 1.5s |
| ● New Application Received - Noah Kim                   | Jul 19, 2026 3:41 PM  | 3.0s |
| ● New Application Received - Grace Okafor               | Jul 17, 2026 10:02 AM | 1.3s |



**Troubleshoot deliverability issues with ease**

No more guessing if/when messages are going out

# The Command Center

One view across every flow Julia has running

RECENT ACTIVITY 3 new

New

Priya Sharma

Applied – Senior Accountant

2 min ago

Check

Marcus Webb

Interview confirmed – Thu 2:00 PM

9 min ago

Ping

Tanya Osei

Re-engagement message sent

22 min ago

ACTIONS NEEDED 3 urgent [View all](#)

SMS Delivery Failed

Riley Okafor – Interview Reminder failed to send. Verify mobile number or switch to email.

I-9 Compliance Risk

Priya Chandra – Day 3 deadline approaching. Document not yet submitted.

Migration Pending Review

3 legacy automations not yet migrated to Flows. Review before Q4 cutover.

SUGGESTED AI [View all](#)

**Placement Confirmation** Not active

Auto-confirm new placements day-of

**Availability Refresh** Draft

Ping inactive talent weekly to update availability

**Recruiter Follow-Up** Not active

Alert recruiter when talent hasn't been contacted in 7 days

ACTIVE FLOWS [View all](#)

| FLOW NAME                 | TRIGGER             | RUNS TODAY | SUCCESS | STATUS |      |
|---------------------------|---------------------|------------|---------|--------|------|
| New Applicant Welcome     | Applicant created   | 47         | 98%     | Active | Edit |
| Interview Reminder        | Interview scheduled | 12         | 100%    | Active | Edit |
| Onboarding Day 1 Reminder | Start date T-1      | 8          | 87%     | Active | Edit |
| I-9 Document Nudge        | Missing I-9 · day 3 | 5          | 100%    | Active | Edit |



## A Focused View for Max

Max gets his own dashboard too – just his talent, who's being contacted, and anything he needs to resolve

# Triggers: Event-Based

*Things that happen — the system receives these as they occur*

## Application Received

When a talent applies (general or job apply)

*e.g. Sending an application confirmation*

## Status Update

When a talent's status changes

*e.g. Notifying talent a background check cleared*

## Nominate Stage Update

When a talent's nomination stage changes for a job

*e.g. Sending an "Offer Accepted" congratulations*

NEW

## Pipeline Stage Update

When a talent's pipeline stage changes for a job

*e.g. Notifying talent of an interview stage move*

NEW

## Onboarding Assigned

When onboarding is assigned to a talent

*e.g. Notifying talent of new onboarding tasks*

## Timesheet Submitted

When a talent submits a timesheet

*e.g. Sending a submission confirmation*

# Triggers: Ongoing & Scheduled

*Things the system watches for or checks against over time*

## Placement Start

On talent start date of job

*e.g. Sending a 1st day message*

## Placement End

On the talent's assignment end date

*e.g. Sending a rehire-interest message*

## Hired Date

On the date a talent is hired

*e.g. Sending a congratulations message*

## Onboarding Due

On or near onboarding due date

*e.g. Sending a reminder before due date*

## Talent's Birthday

On the talent's birthday

*e.g. Sending a birthday message*

## Last Contacted

When a talent hasn't been contacted in X days

*e.g. Re-engaging a dormant applicant*

## Date / Recurring

A sequence you configure — one-time or recurring

*e.g. Notifying about W-2 availability*

# Filters at a Glance

Ways to narrow exactly who a flow reaches

## Saved Search

NEW

Scopes to talent matching an existing Applicant Saved Search

e.g. "Warehouse – Active" or "Talent Created This Week"

## Talent Status

existing

Filters by the talent's current status

e.g. Active, Interview Scheduled, Ready to Place

## Placement Status

existing

Filters by the talent's placement status

e.g. Contractor, Permanently Placed, Former Contractor

## Talent Home Office

NEW

Filters by the talent's assigned office

e.g. Minneapolis, Chicago, Madison

## Placement Office

NEW

Filters by the office tied to the placement

e.g. Avionte – East, Avionte – West

## Job Type

NEW

Filters by the job type of the active placement

e.g. Temp, Contract to Hire, Direct Hire

## Skill Tags

NEW

Segments by the talent's existing skill tags

e.g. Forklift Certified, Administrative

## Talent Tags

NEW

Filters using positive or negative tag matching

e.g. Include "Forklift Certified"; exclude "Do Not Contact"

## Time Capture Method

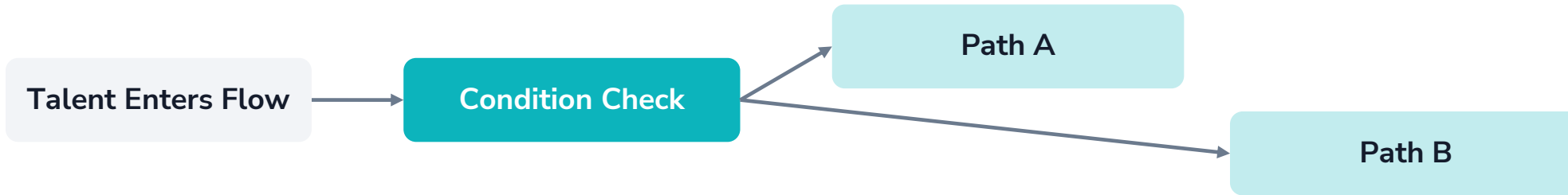
NEW

Filters by time capture method of the active placement

e.g. Timesheet, Mobile Punch

# Condition Paths

*Two ways to branch a single flow based on talent data*



## Yes / No

**Route on a single condition**

If Talent Office = Minneapolis, send Message A.  
For every other office, send Message B.

## Multiple Conditions

**Route on more than one condition**

If placement status is Contractor AND talent status is Active, send Message A.  
If placement status is Temp AND talent status is Active, send Message B.  
For everything else, send Message C.

# Actions

*How a flow reaches talent — the ways you've already seen in action*

existing

## Send Chat / SMS

In-app chat with automatic SMS fallback.

### DELIVERY

☒ Send via Chat

Delivered in-app and automatically falls back to SMS if the talent isn't active in the app.

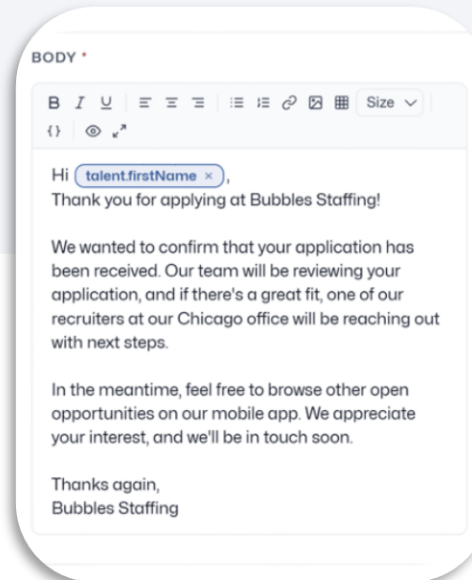
☐ Send via SMS

Sends immediately via SMS regardless of app activity – use for high-priority messages.

NEW

## Send Email

Automated email from the recruiter's real address. First-ever in TEB.



existing

## Send Pixel Interview

Attach a Pixel interview to a TEB flow.

### DETAILS

#### Pixel Bot

Q Search

Administration Interview

Customer Service Screener

Forklift Interview

General Screener

Safety Compliance Interview



11

Active flows

1

Agents

284

Sent today

94.2%

Success rate

14

Pending

### Create a Flow

Describe what this flow should do – AI will build the prompt for you.

Build a flow – describe what should happen and when... (@ for variables)

Send a follow-up to candidates who haven't responded in 3 days    Notify a recruiter when a placement is expiring in 14 days    Check in with a new hire after their first week    Re-engage candidates who went dark after an interview

#### RECENT ACTIVITY

3 new

#### ACTIONS NEEDED

3 urgent

View all

#### SUGGESTED

AI

View all

- New **Priya Sharma**  
Applied – Senior Accountant  
2 min ago
- Check **Marcus Webb**  
Interview confirmed – Thu 2:00 PM  
1 h ago
- Ping **Tanya Osei**  
Re-engagement message sent  
12 min ago

- SMS Delivery Failed**  
Riley Okafor – Interview Reminder failed to send. Verify mobile number or switch to email.  
1 h ago
- Project Risk**  
Project risk assessment line of machine not yet submitted.  
2 h ago
- Automation Pending Review**  
3 legacy automations not yet migrated to Flows. Review before Q4 cutover.  
3 h ago

- Placement Confirmation**  
Auto-confirm new placements day-of  
Not active
- Availability Refresh**  
Ping inactive talent weekly to update availability  
Draft
- Recruiter Follow-Up**  
Alert recruiter when talent hasn't been contacted in 7 days  
Not active

#### ACTIVE FLOWS

View all

| FLOW NAME                 | TRIGGER             | RUNS TODAY | SUCCESS | STATUS |      |
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| I-9 Document Nudge        | Missing I-9 - day 3 | 5          | 100%    | Active | Edit |
| Re-engagement Ping        | No contact 14 days  | 0          | 91%     | Paused | Edit |
| First Week Check-In       | Day 7 post-start    | 6          | 83%     | Active | Edit |
| Placement Confirmation    | Placement created   | 22         | 94%     | Active | Edit |

# Early Access

The image displays two overlapping screenshots of the Avionté web application. The left screenshot shows the 'Resource Center' sidebar with a search bar and a list of links: 'Product Updates' (with a red '5' badge), 'Recruiter Workflows', 'Support Center', 'Training & Events', and 'Feature Early Access Portal'. A red arrow points from the 'Feature Early Access Portal' link to the right screenshot. The right screenshot shows the 'Feature Early Access Portal' page, which includes a 'Chat' sidebar, a search bar, and a 'Submit feedback' button. The main content area is titled 'AVIONTÉ Product Roadmap Portal' and contains a search bar, tabs for 'Early Access Available' and 'Recently Released', and a section titled 'Features Available in Early Access'. This section lists three features: 'Workers Comp Codes', 'Mobile Distribution Visibility', and 'Simplified Talent Login', each with a brief description and a 'MOBILE' button.

Resource Center

- Product Updates  
GET THE LATEST PRODUCT NEWS
- Recruiter Workflows  
GUIDED RECRUITER BEST PRACTICES
- Support Center  
AVIONTÉ SUPPORT CENTER HOMEPAGE
- Training & Events  
VIEW LEARNING OPPORTUNITIES
- Feature Early Access Portal  
SEE WHAT FEATURES ARE AVAILABLE FOR EARLY ACCESS

AVIONTÉ Product Roadmap Portal

Find out what Avionte is building and share feedback on new and future functionality.

Search

Early Access Available Recently Released

These features are either available now or will be available soon for early access. Rank a feature as "Must Have" and we'll reach out to you.

Followed Features

Features Available in Early Access

- Workers Comp Codes**  
Managing Worker's Comp Codes  
Edit and manage office-level workers' compensation codes directly in AviontéBOLD. This allows for quick updates without the need to switch between systems.
- Mobile Distribution Visibility**  
Track the status and responses of mobile notifications in a dedicated section on the Job Talent Page. This allows you to monitor outreach progress without changing...
- Simplified Talent Login**  
This feature will enhance our 24/7 login to prevent brute force attacks.

You can find sign up under Avi the Owl. Click **Feature Early Access portal** and look for Flows. You can submit specific asks here or talk to our team in the Product Hub.

# Provide Feedback



## Product Roadmap Portal

Find out what Avionté is building and share feedback on new and future features

Q

Search

Early Access Available Recently Released

These features are either available now or will be available soon for early access

### Features Available in Early Access

Flows

FRONT OFFICE

Flows

Flows lets you build automated, multi-step workflows that trigger on the events that matter to your business - no manual follow-up required. Set your own timing, filters, and messages so the right...

### Submit feedback



What problem are you trying to solve? \*

Tell us your goals and obstacles to achieving them.

Product Areas

None selected

Images

Add images

JPG or PNG, max 5MB each, up to 10 images

Importance \*

Must have

Nice to have

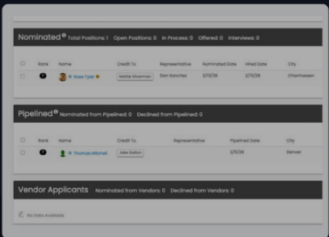
Submit

Submit feedback

### Followed Features

## Mobile Distribution Visibility

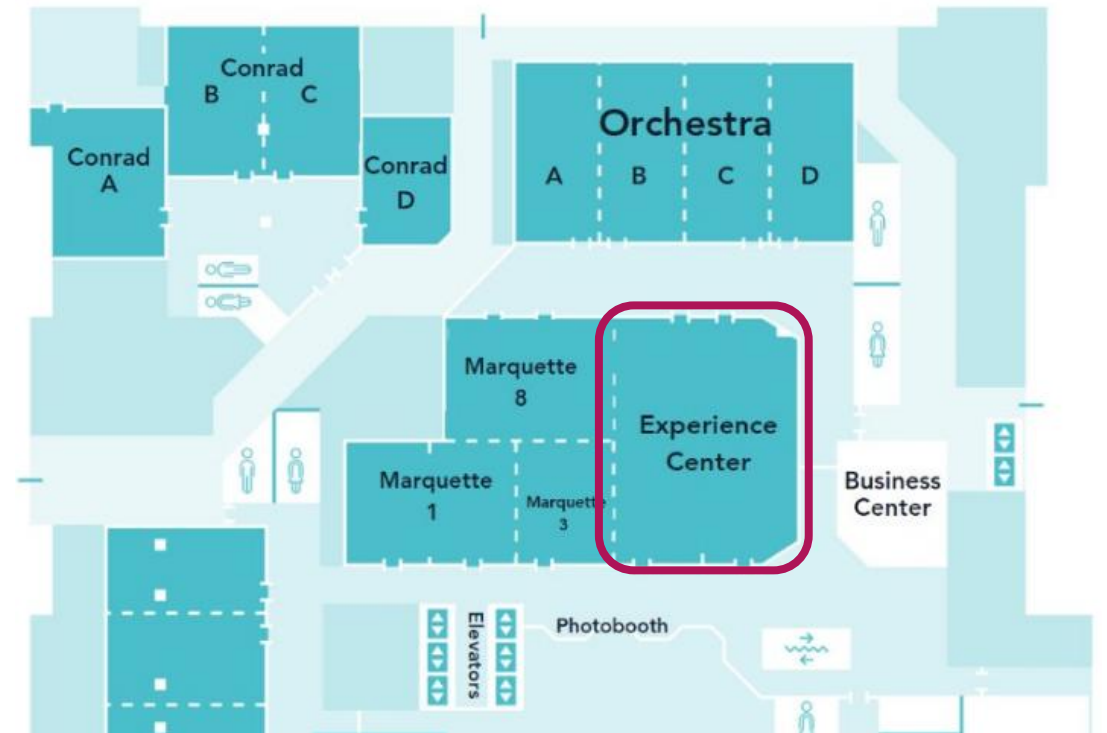
MOBILE



### Mobile Distribution Visibility

Track the status and responses of mobile notifications in a dedicated section on the Job Talent Page. This allows you to monitor outreach progress without changing screens.

# Visit the Product Hub!



Click through the design yourself at the Product Hub in the **Experience Center (2<sup>nd</sup> Floor)**!

# Q&A

## Thank You

Help shape future content by rating this session.

1. Open the Bizzabo app and select Agenda
2. Locate: **What's Next for Talent Engagement**
3. Rate and leave feedback

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