

AVIONTÉ CONNECT

CONNECT



For the minimum hourly rate you would accept, did you have a figure in mind?

What's the range for this job? I'd like to make the best choice.



I appreciate your flexibility. For this role, we're looking at \$17 - \$25 per hour. Does that align with your expectations?

¡Sí! 25 la hora trabaja



Excelente, gracias por aclarar.

Recruiting Workflows: How AI Cuts Time-to-Fill Without Cutting Corners

AviontéBOLD connects every touchpoint of your recruiting workflow. In this session, you will see how to use automated workflows to reduce manual tasks and place candidates faster.

- *This presentation is for informational purposes only.*

Introductions

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



Anthony Seicentos

CUSTOMER SUCCESS
MANAGER

SUCCESS



Michelle Wiedmann

CUSTOMER SUCCESS
MANAGER

SUCCESS

By the end of this session you...

- ✓ Know how to use AI inside AviontéBOLD
- ✓ Understand PIXEL bots and AI interview scripts
- ✓ Leave with a 90-day workflow plan

1 The Recruiter's Challenge

2 Current Landscape

3 Three Elevation Strategies

4 Partnerships + Best Practices

5 Q&A

Disclaimer

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Technology gives you power.
Your judgment gives it purpose.

The Recruiter's Reality Check

1

Jobs built manually, every time

Even for repeat clients, recruiters start from scratch — wasting hours on data entry.

Time lost: ~2 hrs/job

2

Candidates go cold waiting

No automated follow-up means recruiters lose candidates to faster-moving competitors.

Avg. drop-off: 48 hrs

3

Onboarding chased by hand

Docs get emailed, missed, re-sent. No single source of truth for where packets stand.

Avg. delay: 3–5 days

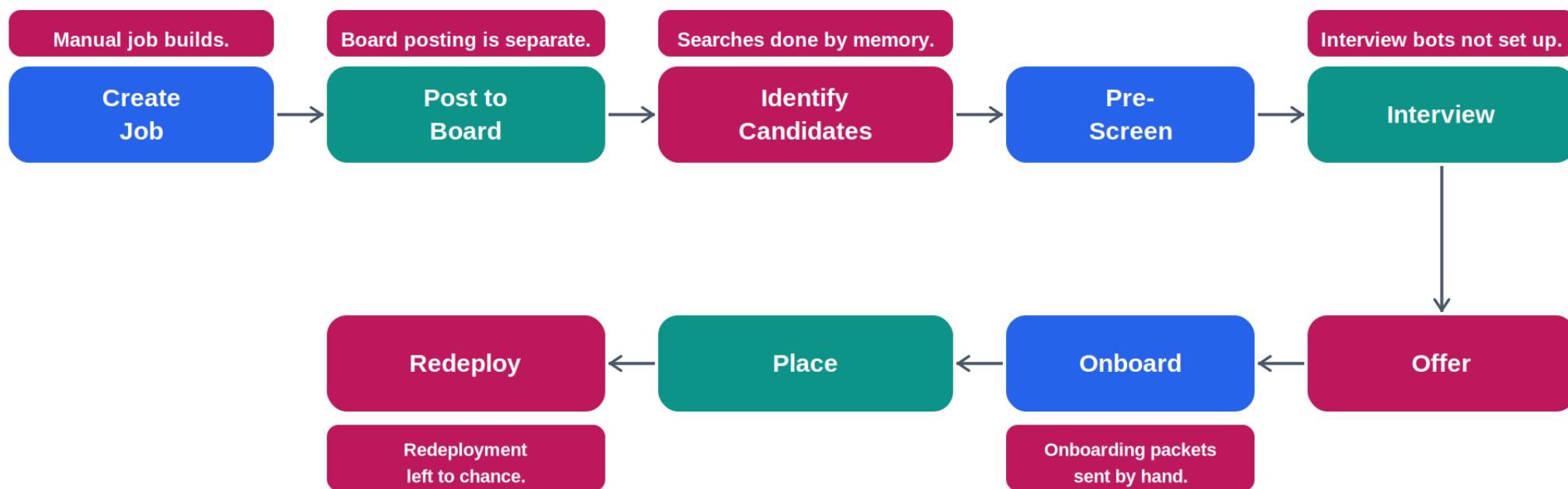
The problem is not effort.
The problem is the path.

45%

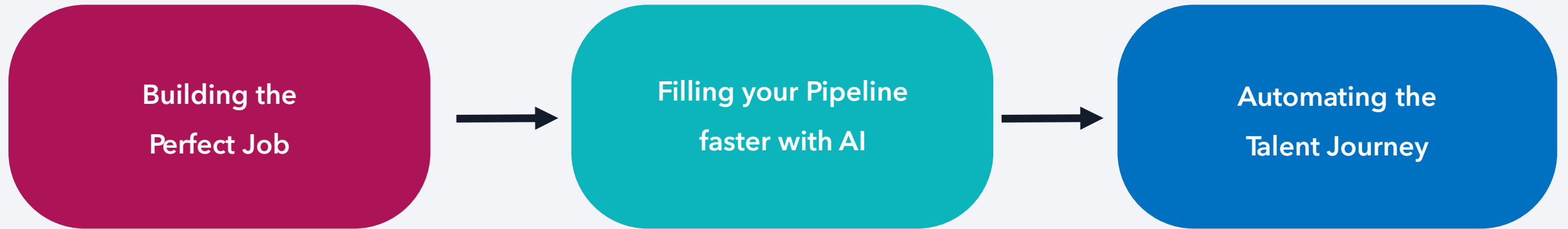
of talent acquisition leaders spend more than half their working hours on tasks that could be automated.

Current Landscape

How Most Recruiters Are Working Today



Use AI & Automation at Every Step



Step 1:
Build the Perfect Job in Minutes

AI-Generated Job Descriptions

[illegible]

1

Open Create Job Flow

Complete the Job Details tab. Select your Requirement Group for the role type to auto-populate skills and certifications.

2

Generate AI Description

Navigate to the Desc and Notes tab. Click the Generate GenAI Description button. A full job description generates in approximately 90 seconds.

3

Review and Create

Review the generated description, make any edits for your client, then click Create Job. The whole process takes under four minutes.

4

Save as Job Order Template

As a Job Order Template including title, shift schedule, pay range, and requirement groups. Repeat orders for the same client take seconds instead of minutes.

Quick tips for finalizing your job setup

1

2

3

4

PERSONALEEOEDUCATIONTHANK YOU

Step 1: Resume: *

Optional: Upload a cover letter or other document: *Background *Doc *SSN *Doc *Doc *Doc

 Apply with Indeed

Personal Information

First *

Last Name: *

Address:

City:

Country:

State:

Zipcode:

Please let us know who referred referred you to us.

☐

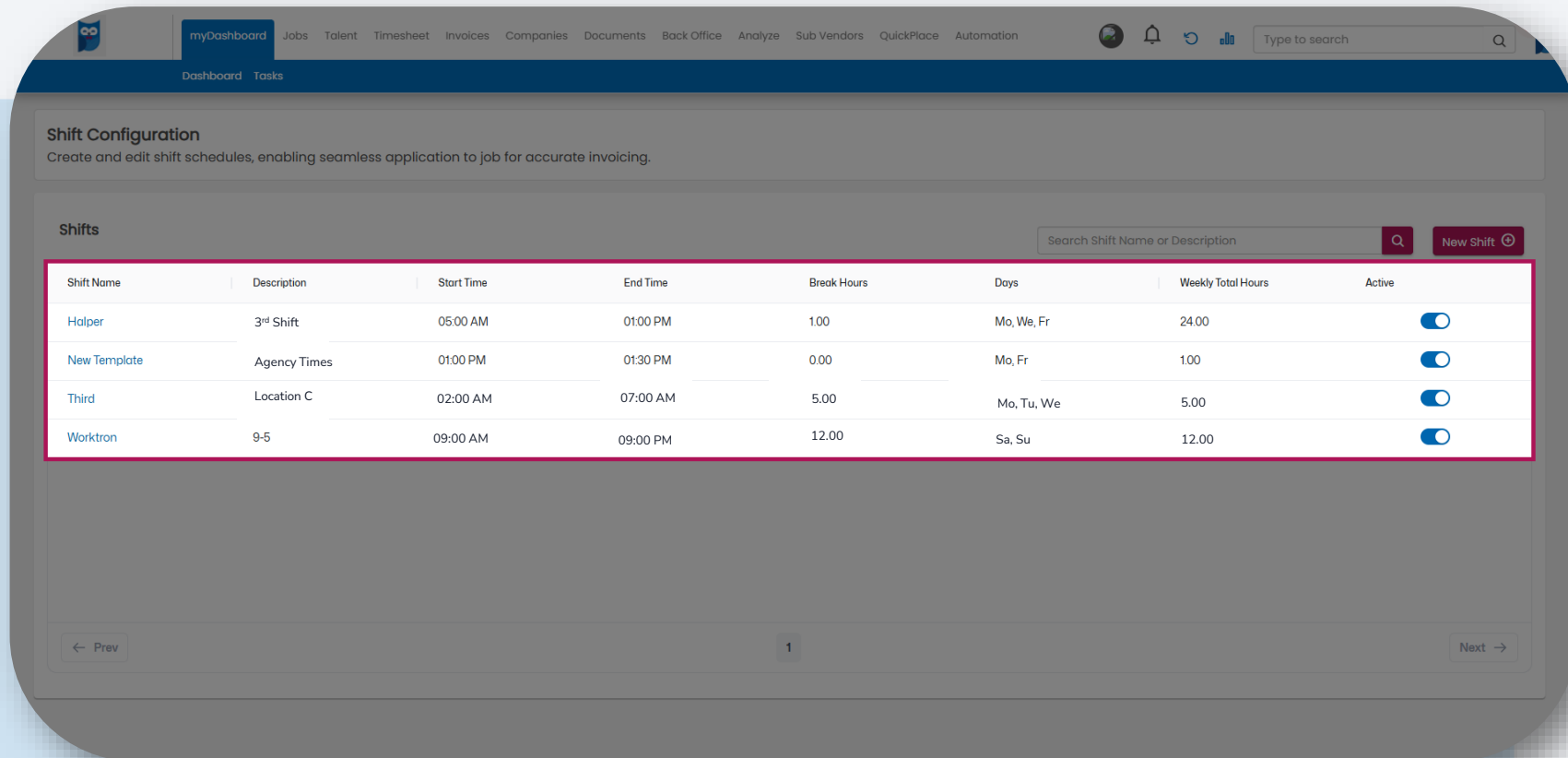
Post to Indeed

- Post directly from AviontéBOLD.
- Applications flow back into the talent record automatically.
- No reposting. No manual data entry.

Shift-Based Scheduling Templates

Define shift days and times once inside Create Job and save as a reusable template.

Recurring orders are ready before you even reach the Schedule tab.



The screenshot shows a web application interface for managing shift schedules. At the top is a navigation bar with a logo and various menu items: myDashboard, Jobs, Talent, Timesheet, Invoices, Companies, Documents, Back Office, Analyze, Sub Vendors, QuickPlace, and Automation. Below this is a sub-navigation bar with 'Dashboard' and 'Tasks'. The main content area is titled 'Shift Configuration' with a subtitle 'Create and edit shift schedules, enabling seamless application to job for accurate invoicing.' Below the title is a 'Shifts' section containing a table of shift templates. The table has columns for Shift Name, Description, Start Time, End Time, Break Hours, Days, Weekly Total Hours, and Active. There are four rows of shift templates: 'Halper' (3rd Shift, 05:00 AM to 01:00 PM, 1.00 break, Mo, We, Fr, 24.00 hours), 'New Template' (Agency Times, 01:00 PM to 01:30 PM, 0.00 break, Mo, Fr, 1.00 hours), 'Third' (Location C, 02:00 AM to 07:00 AM, 5.00 break, Mo, Tu, We, 5.00 hours), and 'Worktron' (9-5, 09:00 AM to 09:00 PM, 12.00 break, Sa, Su, 12.00 hours). Each row has an 'Active' toggle switch. Above the table is a search bar labeled 'Search Shift Name or Description' and a 'New Shift' button. At the bottom of the interface are navigation buttons: '← Prev', a page number '1', and 'Next →'.

Shift Name	Description	Start Time	End Time	Break Hours	Days	Weekly Total Hours	Active
Halper	3rd Shift	05:00 AM	01:00 PM	1.00	Mo, We, Fr	24.00	☒
New Template	Agency Times	01:00 PM	01:30 PM	0.00	Mo, Fr	1.00	☒
Third	Location C	02:00 AM	07:00 AM	5.00	Mo, Tu, We	5.00	☒
Worktron	9-5	09:00 AM	09:00 PM	12.00	Sa, Su	12.00	☒

Dynamic Distribution

One toggle in the Schedule tab pushes the job to 24/7 Talent Matching. Top candidates surface the moment the order is created.

Distribution Options

Distribute to 24/7

Yes

Dynamic Distribution

Pick List

Interest

Offer

24/7 Talent Matching

2

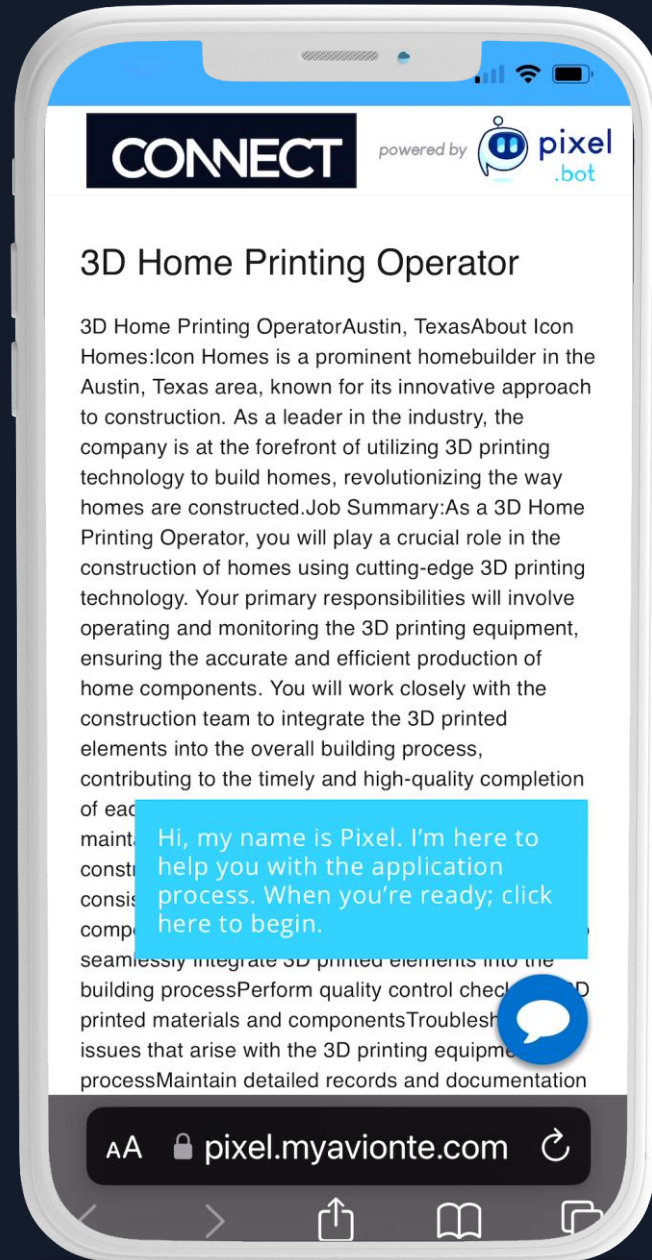
This job will be distributed to the following 2 talent(s) that meet minimum hiring criteria.

Jason Oswald

Mark Hiber

Step 2:
Fill Your Pipeline Faster with AI

PIXEL Bot Interviews



1

Send Interview Bot

From the Job record or Pipeline view, select candidates and choose Send Interview.

2

Multi Question Sequence

Questions include opening questions, commute time, skill verification, and custom freeform experience questions.

3

Score Summary

When the candidate completes the bot interview, PIXEL generates a summary and score

Better Matches

Spot top talent fast with detailed post-interview scores and reports. No more drowning in resumes or wasting time on initial interviews — PIXEL makes it easy to find the right candidates, speeding up your hiring process and slashing operational costs.

myDashboardJobsTalentTimesheetCompaniesAgencyDocumentsAutomation

5🔔👤🔄📊🔍

Live ChatTalent NotificationsPixel Interview Bots**Interview Results**CalendarWorkflowsAutomation Rules

Interview Results

🔍

Filter by
All Interviews ▼

Candidates	Match	Rating	Time	Completed	Bot Name - ID
☒ Amy Williams *	✓	85% ██████████░	6 min	1 day ago	Material Handler ☑
☐ John Carter *	✓	75% ██████░░░░	4 min	06/26/23 12:32:44 PM	Material Handler ☑
☐ Beth Martínez *	✓	83% ██████████░	3 min	06/26/23 12:32:44 PM	Backend Developer ☑
☐ Jessica Jones *		55% ██████░░░░	4 min	06/26/23 12:32:44 PM	Forklift Driver ☑
☐ George Anderson *		30% ████░░░░░░	4 min	06/26/23 12:32:44 PM	Junior Frontend Developer ☑
☐ Ethan Hawke *	✓	100% ██████████	5 min	06/26/23 12:32:44 PM	UX Designer ☑
☐ George Costanza *		60% ██████░░░░	6 min	06/26/23 12:32:44 PM	Software Tester ☑
☐ Darla Jean *	✓	100% ██████████	5 min	06/26/23 12:32:44 PM	Event Server ☑

Carl Candidate

Job: Business Analyst ☑
Bot: Screening ☑

Date: Jun 13, 2023
Duration: 1 min

Recruiter:
Randy Recruiter



0Rating100

📅 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

Review Interview Questions

Select the questions you'd like to ask



General

Background

Thank you for joining us today. To start, could you please tell me a little more about your background and what led you to pursue a career in education and speech pathology? I'm particularly interested in learning about your experience working with special needs students and how that has shaped your approach to teaching and supporting individuals with communication challenges.

Motivation

What initially sparked your interest in pursuing a career in special education, and what drew you specifically to the opportunity to teach Spanish to students with unique learning needs? I'd be curious to hear more about your motivations and how your background in linguistics, education and speech pathology has prepared you for this type of role.

+



Skills and Expertise

Relevant Competencies

Based on your extensive background in linguistics, teaching, and speech pathology, can you describe your approach to designing and delivering Spanish language lessons that effectively cater to the unique learning needs of students with special education requirements? How you would leverage your specialized knowledge and experience to create an engaging and impactful learning experience for this population?

Practical Application

Based on your background in linguistics, teaching, and speech pathology, what specific instructional methods and technologies have you found to be the most effective when teaching Spanish to students with special needs? Can you

AI INTERVIEW SCRIPTS

They generate a personalized interview guide for an in-person or video interview. The script pulls from both the **job requirements** and the candidate's **existing profile**, so the recruiter walks into that conversation with questions **tailored to that specific person** for that **specific role**.



Cancel

Save

Next

How PIXEL Bots + AI Interview Scripts Work Together

Stage 1

Pixel Interview BOT

- Sends automated SMS interview to entire pipeline
- Asks commute, skills, and experience questions
- Returns a score and summary for every candidate
- New candidates route to unclaimed talent queue

Qualified
Candidates



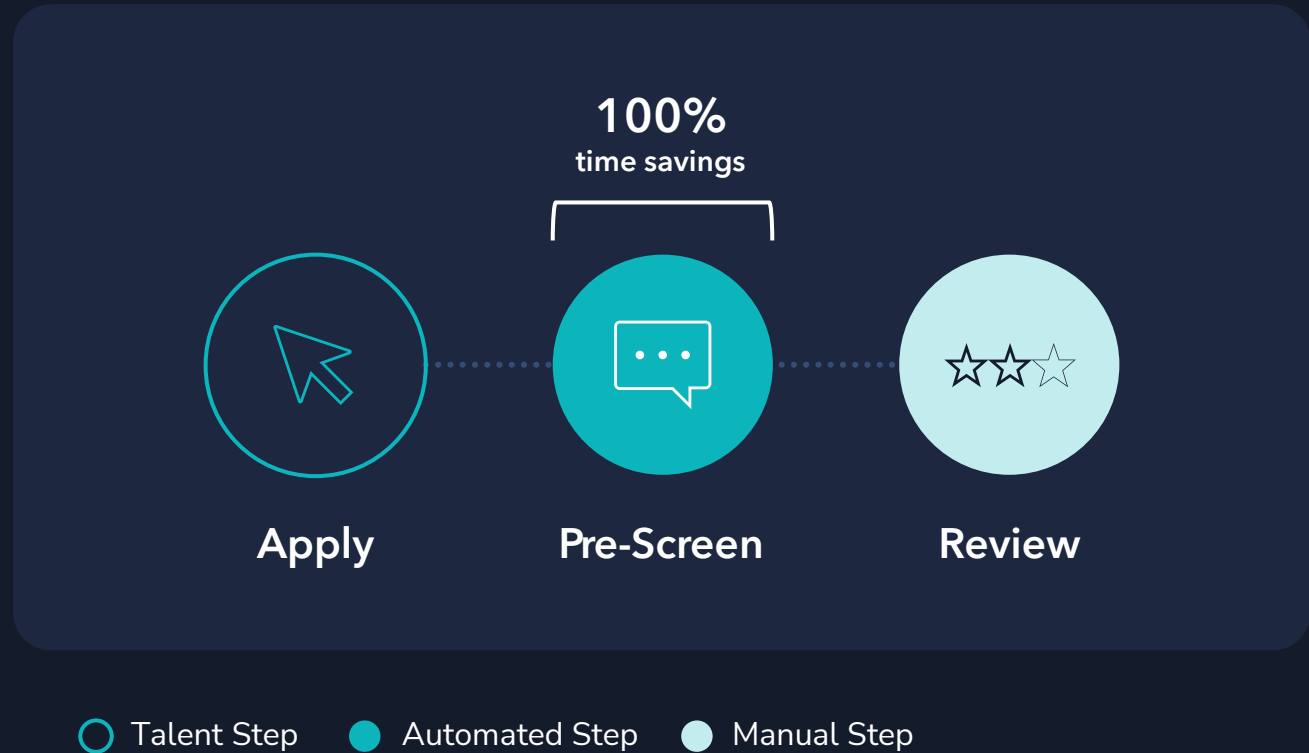
Stage 2

AI Interview Script

- Generate personalized interview guides per candidate
- Pulls from the job requirements and candidate profile
- User by the recruiter for in-person or video interview

Boosting Productivity

Clients saved over 10 minutes per interview and 2 minutes per message, allowing recruiters to focus on value-add activities.



Step 3: Automating the Talent Journey

Key Workflow Touch Points

Candidate availability is the top pain point for recruiters in the Avionté community.

AviontéBOLD addresses this through a combination of PIXEL-driven candidate outreach, stage-based workflow triggers, and the 24/7 Talent app engagement model.

Automated Onboarding

AviontéBOLD's 24/7 Automated Onboarding allows onboarding packets — including profile tasks, e-signature documents, talent assessments, and employer forms — to be sent automatically when a talent record reaches a specific stage or status



Create a Workflow

Set Event to Nomination Stage Is Equal To Offer Accepted.



Choose Your Tasks

Add a Completion Action to advance the Nomination Stage to Onboarding Sent



Confirm

Confirm the talent record's onboarding packet status via the MyDashboard Onboarding widget, which shows Sent Tasks, Action Required, Completed Tasks, and Overdue Tasks in real time.



- 1:00



1: Verify Personal Information Stage

Recommended that this stage never be disabled, as contact and other personal information verified in this stage is used to speed up the onboarding process by auto-filling information in included forms.

Do not require this stage.

Enter Stage Name

Required

Stage Settings

- ☐ Tasks must be completed in order
- ☐ Send task reminders

Task

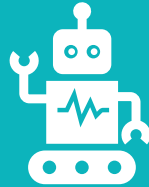
Due Date

Task Instructions

+ Add Task

A task needs to be added in order to save..

Redeployment Automations



Step 1 - Talent Engagement

30 days before [Placement End Date](#), send a PIXEL chat

'Hi [First Name], your current assignment wraps up soon. We have new opportunities that match your skills. Are you interested in hearing more?'



Step 2 - Saved Search

When Placement Status changes to Ended, advance Talent Stage to Available for Redeployment and add to the [Redeployment saved search](#)

AI Feature Highlights

What you just saw in three steps



AI Job Description

AI description: 90 seconds
vs. 15 minutes of manual
writing



PIXEL Bot

PIXEL bot: 46 candidates
screened overnight vs. one
recruiter making 46 calls



Onboarding Triggers

Documents sent
automatically vs. a recruiter
chasing at 6 PM

Your 90-Day Plan

Quick Wins (0-30 days)

- Turn on AI job description generation.
- Turn your 3 most common Job Orders into Templates.
- Build one PIXEL Interview Bot for your most common role.

Connect the Workflow (31-60 days)

- Launch the PIXEL bot on your next 20 open pipeline candidates.
- Set up the Offer Accepted onboarding automation rule.
- Review the MyDashboard Onboarding widget weekly.

Automate and Scale (Day 61-90)

- 24/7 automated onboarding can send every document the moment a nomination stage changes.
- Review metrics and adjust.

Track Your Outcomes



Interview Utilization Pixel Report

Tracks PIXEL bot interview volume and completion rates by recruiter and time period.



Onboarding Widget

MyDashboard Onboarding Widget — Sent Tasks, Completed Tasks, Action Required, and Overdue Tasks in real time.



Enhanced Job Stats Report

Tracks job creation volume, fill rate, and time-to-fill trends over time.

KPIs to Establish Baseline

AI Screening Rate



Percentage of candidates screened via automation vs. manual calls this month

Pull: Interview Utilization: Pixel

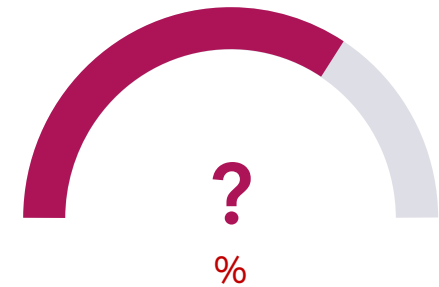
Time To Fill



Avg Days from order open to placement for your most common roll type

Pull: Enhanced Jobs Stats Report

Onboarding Completion



Completion rate and avg doc return time for placed candidates

Pull: MyDashboard Onboarding Widget



Build Your Bot

Build your PIXEL bot interview questions with your most experienced recruiter. Their screening instincts belong in the bot.



Test

Do not set up automation rules you have not tested first. Run through the trigger manually in a test scenario before turning it on for live records.



Name Saved Searches

Keep saved searches named by purpose, not by date. 'Active LI — No Activity 30 Days' is more useful six months from now than 'March Search.'



Dashboard Review Daily

Review your onboarding dashboard every Monday morning. The Action Required count tells you exactly what needs attention before the week starts.



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Partners That Extend What You Just Built



Talroo

Use when:

- Sourcing hourly/blue-collar candidates off traditional job boards.

Client benefit:

- AI-driven targeted ads feed qualified applicants directly into AviontéBOLD – no duplicate posting.



ConverzAI

Use when:

- Complex roles need deeper screening than PIXEL provides.

Client benefit:

- AI conversational screening (text/voice) syncs qualified candidates into AviontéBOLD automatically.

Questions?

Session Resources

Resource	Session Topic	Link
AI Generated Job Descriptions in AviontéBOLD	Strategy 1	https://avionteboldsupport.zendesk.com/hc/en-us/articles/34772883919379-AI-Generated-Job-Descriptions-in-BOLD
Indeed Marketplace Job Posting Configuration	Strategy 1	https://avionteboldsupport.zendesk.com/hc/en-us/articles/28232016081171-Indeed-Marketplace-Job-Posting-Configuration
Avionté PIXEL Overview	Strategy 2	https://avionteboldsupport.zendesk.com/hc/en-us/articles/20724187907475-Aviont%C3%A9-PIXEL
PIXEL and Generative Artificial Intelligence	Strategy 2	https://avionteboldsupport.zendesk.com/hc/en-us/articles/32271770364819-PIXEL-and-Generative-Artificial-Intelligence
AI Interview Scripts	Strategy 2	https://avionteboldsupport.zendesk.com/hc/en-us/articles/39895438020499-Interview-Scripts
24/7 Automated Onboarding Overview	Strategy 3	https://avionteboldsupport.zendesk.com/hc/en-us/articles/17168784941971-24-7-Automated-Onboarding-Overview
Career Page Restrictive Duplicate Checking	Strategy 3	https://avionteboldsupport.zendesk.com/hc/en-us/articles/7441570463251-Career-Page-Restrictive-Duplicate-Checking-and-the-Application-Hard-Stop-Option
Interview Utilization: Pixel (BOLD Analyze)	Measuring Success	https://avionteboldsupport.zendesk.com/hc/en-us/articles/23622670805907-Interview-Utilization-Pixel-BOLD-Analyze
Enhanced Job Stats Report	Measuring Success	https://avionteboldsupport.zendesk.com/hc/en-us/articles/49689831621907-Enhanced-Job-Stats-Report
Talroo Overview	Partners	https://support.avionte.com/hc/en-us/articles/18920899104147-Talroo-Overview
ConverzAI Overview	Partners	https://support.avionte.com/hc/en-us/articles/27858045767571-ConverzAI-Overview

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3. Rate and leave feedback

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SEND

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