AVIONTÉ

CONNECT

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Data-Driven Hiring

FOR ENHANCED QUALITY AND ROI

Meet the Team

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The Agenda

1. Data Hygiene
2. Database Usage
3. Leveraging Reports
4. Next Steps
5. Q&A

Importance of Data Hygiene

Importance of Data Hygiene

GREATER TRANSPARENCY & ACCOUNTABILITY

CONTINUOUS IMPROVEMENT

REFINED BUSINESS DECISIONS

REDUCED COST AND IMPROVED REVENUE

Reporting tools enable teams to share data more easily, leading to better collaboration and teamwork

Use Cases

Data Driven Hiring

- Source & Manage Talent
- Order Management
- Placements & Retention
- Redeployment
- Company Review

Sourcing Talent

The Importance of Tracking Sources

DATA DRIVEN HIRING

Become more efficient in hiring by understanding where the hires come from

TYPICAL SOURCES

Ensure you are getting the most out of your go-to sources for talent

EXTERNAL vs INTERNAL

Leverage both internal and external sources to have the best pipeline of talent

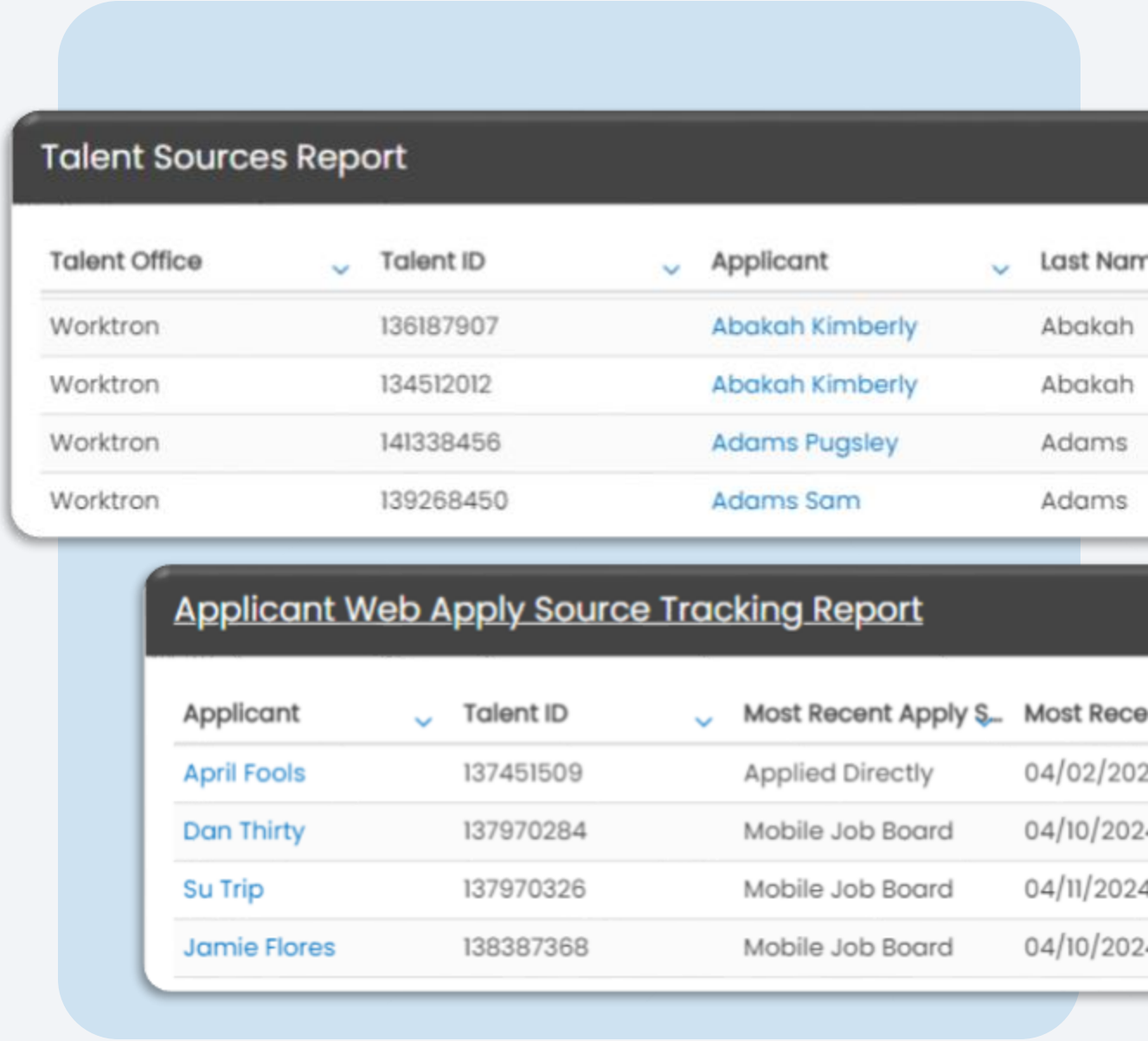
Pairing data driven hiring with intuitive hiring is key to get the most of out of the platform!

Source Tracking

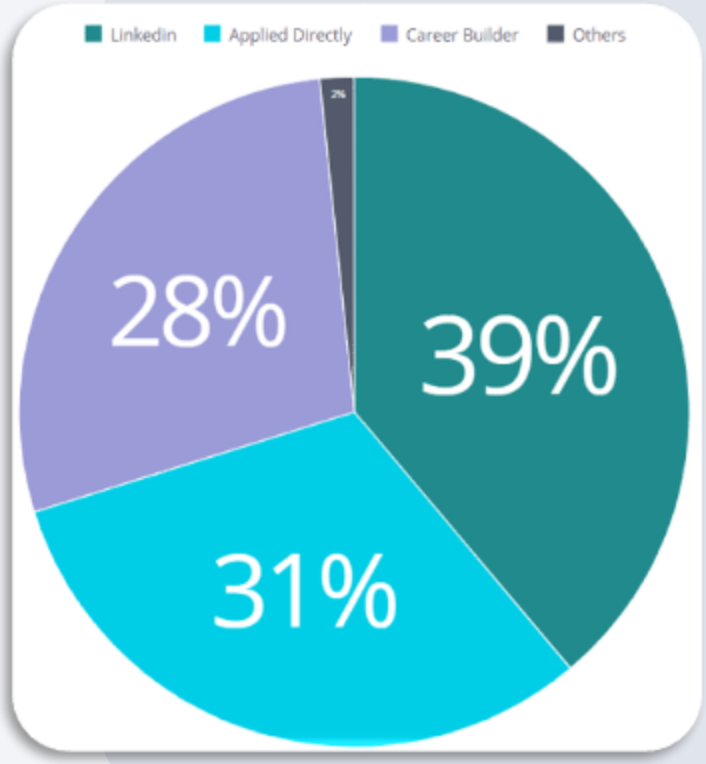
Understanding where talent comes from is vital and allows you to leverage the best sources and reduce effort in low producers.

Analyze Reports Available:

- Talent Sources Report
  - Provides insights into various aspects of talent information, including their affiliations, statuses, and sources
- Web Apply Source Tracking
  - This report analyzes the frequency with which applicants stick with their initial source when applying for a job



Source Tracking with Avionté INSIGHTS



Candidate Application Source	# of Web Applies	# of Submitted	# of Interviews	# of Placed
Applied Directly	16,954	234	53	146
CareerBuilder	3	108	33	50
Dice	17	50	20	8
Facebook	636	806	115	814
Glassdoor	5,519	38	3	14
Instagram	1	5		5
LinkedIn	32,505	4,160	1,383	344
Mobile App		1	1	1
Monster	56	141	31	24
Grand Total	55,691	5,543	1,639	1,406

Maintaining Talent Records

ASSIGNMENT DATES

Ensure end dates are accurate for future placements

SKILLS

Leverage skill lists to find the most talent within your system

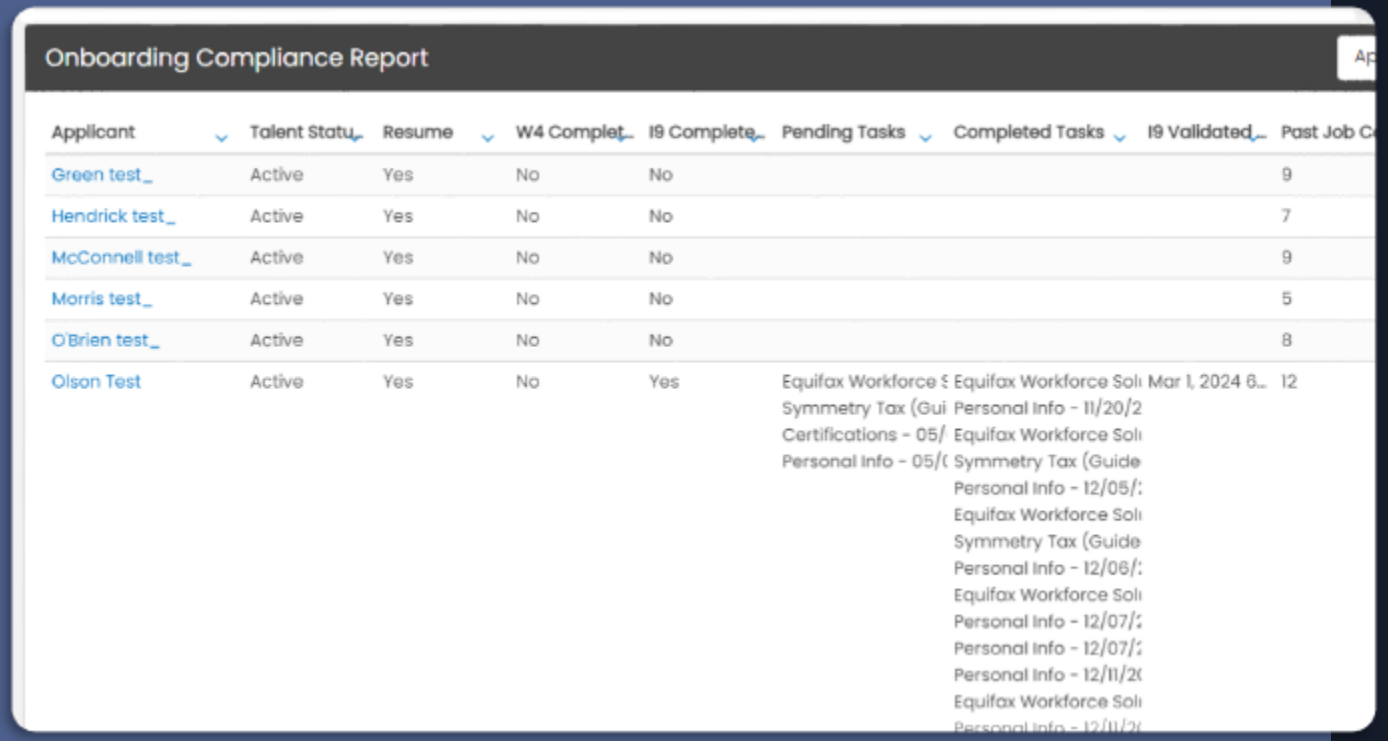
ONBOARDING

Make sure electronic and paper onboarding documents are on file

CONTACT INFO

Keep contact info updated for easier communication

Make sure talent records are up to date for better insights into your system!



Record Management

By keeping your talent records updated you'll be in a better spot to rely on your own database to source talent, rather than depending on external sources.

Analyze Reports available:

- Onboarding Compliance Report
  - Provides an overview of talent pending/completed onboarding tasks and placement status

Order Management

Job Order Management

JOB DESCRIPTIONS

Utilize the Documents main menu to store commonly used job descriptions

ORDER TEMPLATES

Leverage templates for repeat orders

FILLED REQUIREMENTS

Make use of requirements to ensure the appropriate talent is sourced for the job

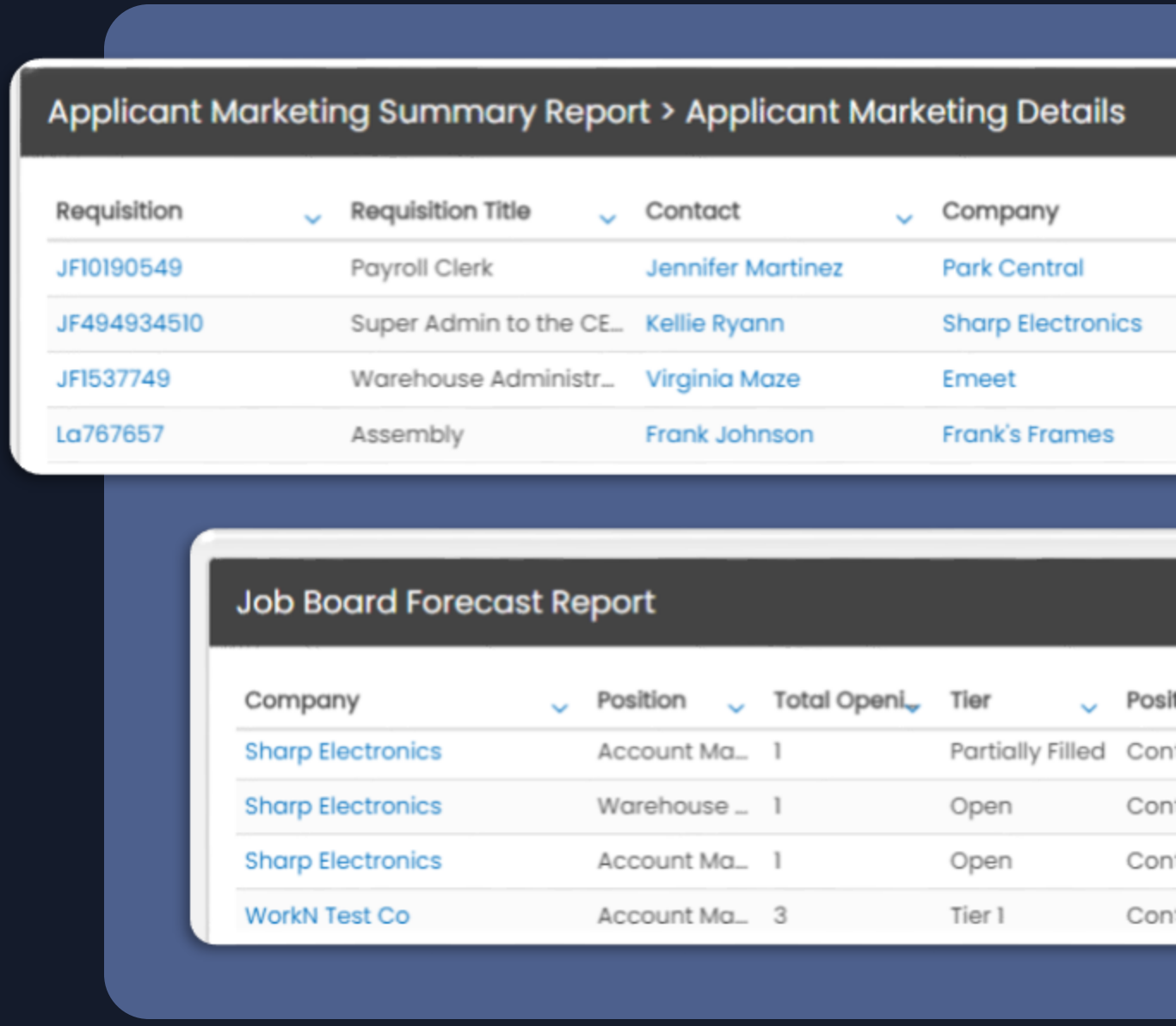
Upload proper job descriptions and utilize templates to ensure the right talent is sourced!

Tracking Job Postings

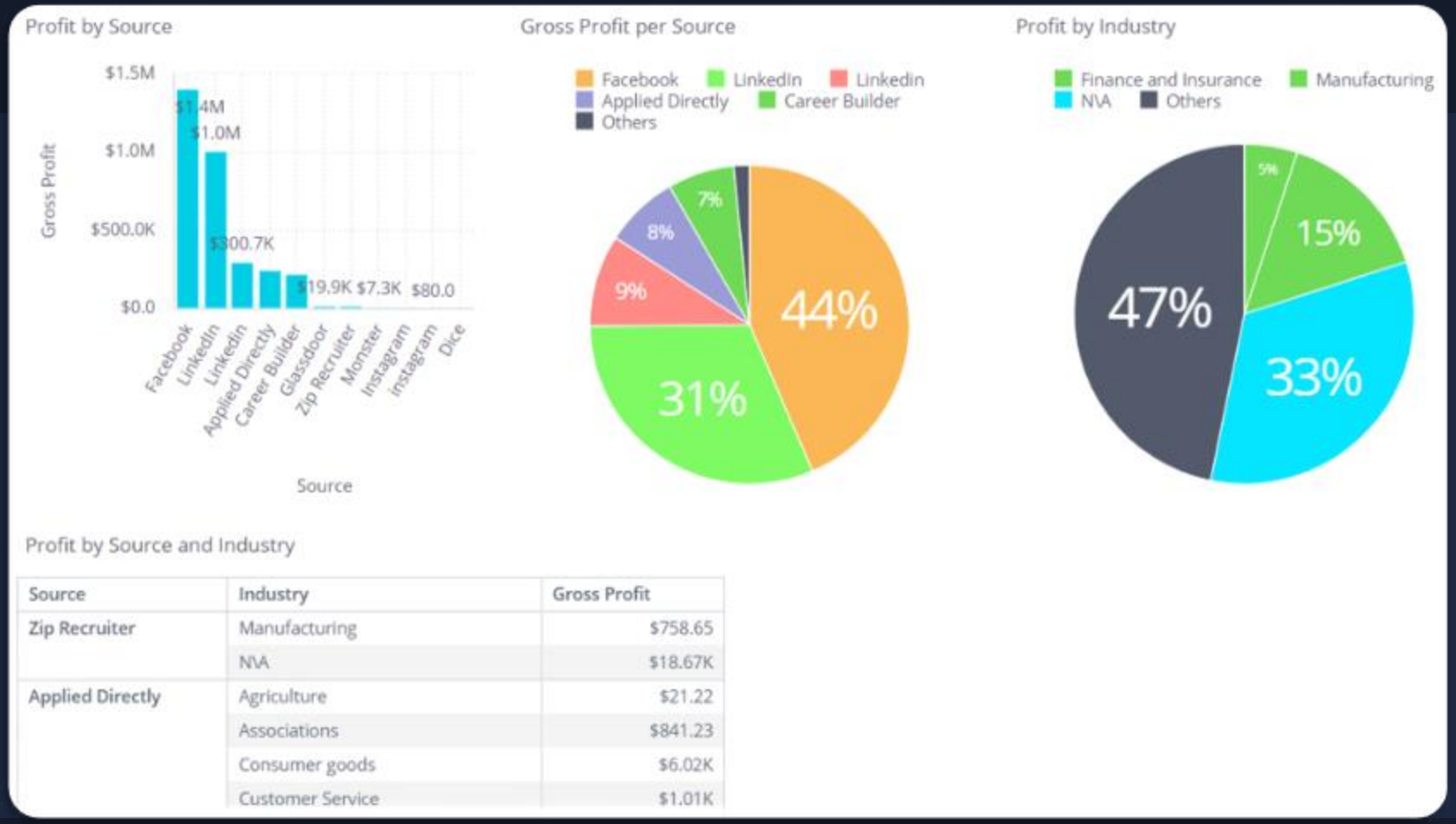
Leverage reports to determine the best places to post your job orders to maximize ROI.

Analyze Reports Available:

- Applicant Marketing Summary Report
  - A comprehensive snapshot of weekly applicant counts, dissecting their origins across various channels such as Indeed, the Mobile Job Board, and the company website
- Job Board Forecast Report
  - Forecast of potential revenue and GP of jobs that are currently on the job board along with current candidates in process for these jobs, total openings and other basic information



Profit by Source with Avionté INSIGHTS



Profit by Source and Industry

Source	Industry	Gross Profit
Zip Recruiter	Manufacturing	$758.65
	N\A	$18.67K
Applied Directly	Agriculture	$21.22
	Associations	$841.23
	Consumer goods	$6.02K
	Customer Service	$1.01K

Placements

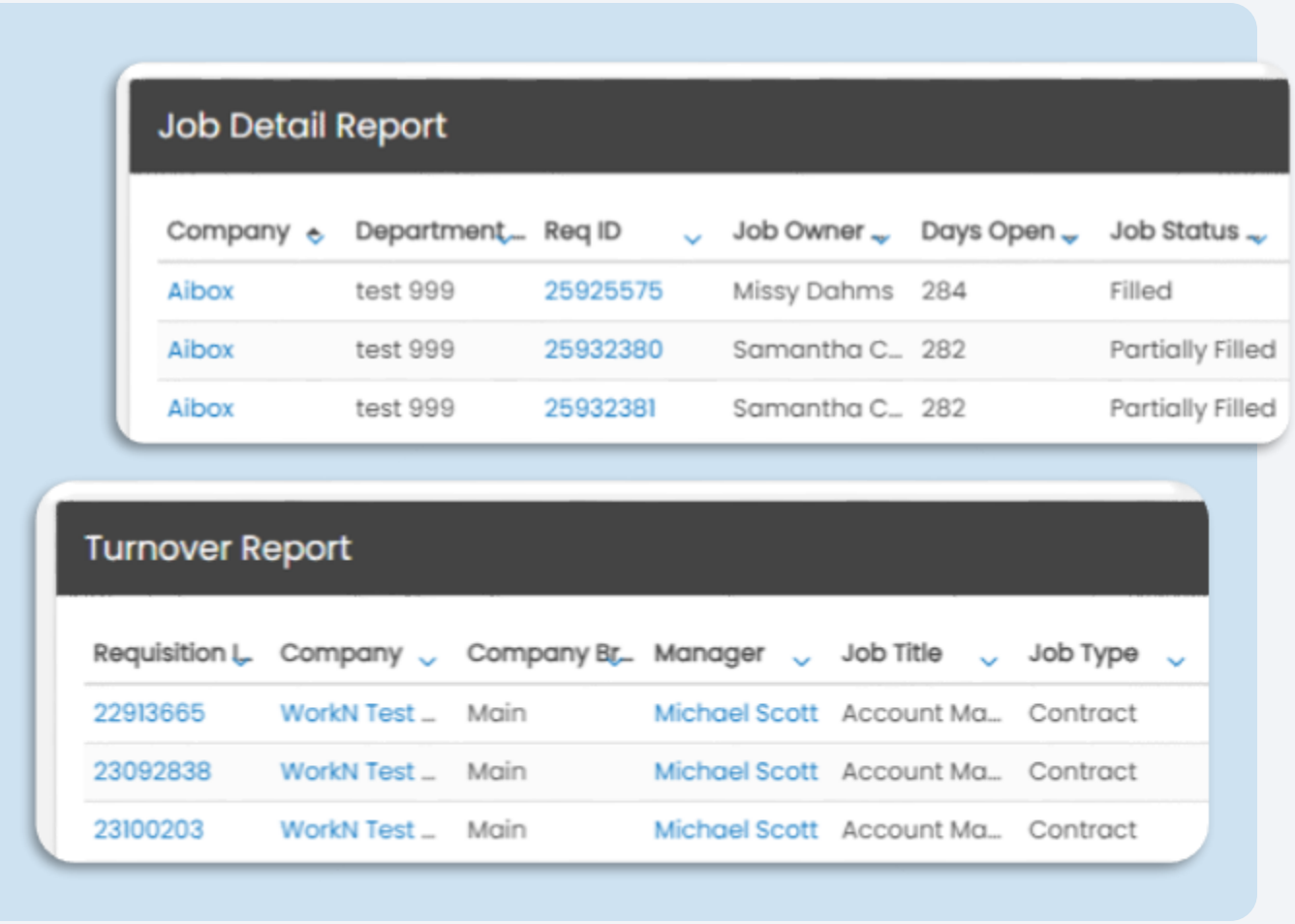
Placing Candidates on Jobs

Where did this placement come from?

How long did it take to fill the order?

Was the placement a good fit?

It's important to understand these items for better decision making on spend and marketing dollars!



Tracking Placements

Using reports, you can better understand which orders are taking longer to fill, where those orders are located, and the success of placements across the board.

Analyze Reports available:

- Job Details Report
  - Displays the overall job details, over a given date range, regardless of Order Status
- Turnover Report
  - This provides turnover details and ratios for your placements, including positive and negative results based on your end reason setup

Placement Tracking with Avionté INSIGHTS

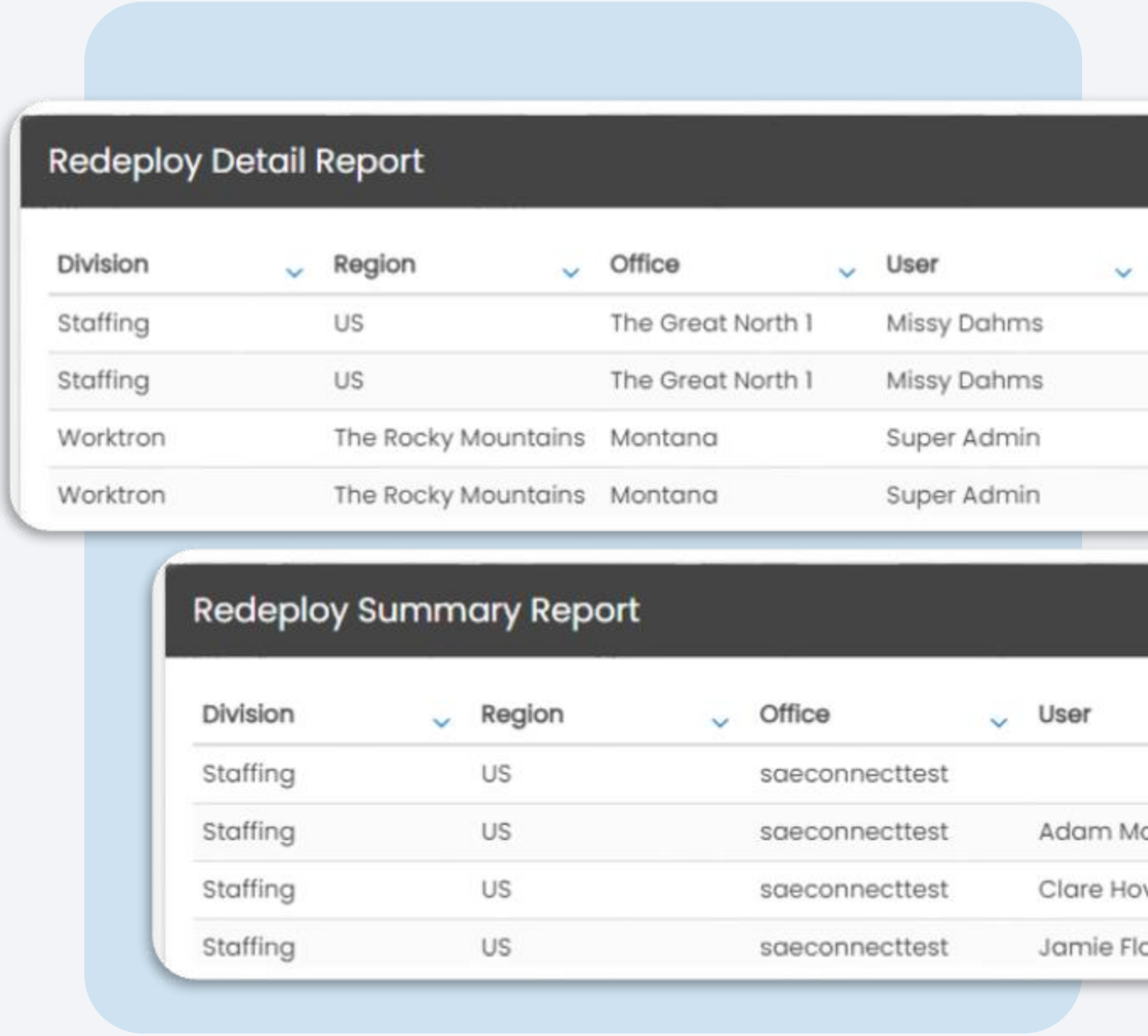
Job Title	Days to Submit	Days to Interview	Days to Fill	Job Status	Position Type	Req Burden	Req Placement Fee	Est.Weeks	Est. Weekly Revenue	Est. Weekly Profit
1st Shift Housekeeping	0	0	0	Completed	Contract	15.00%	0	1.7	$666.90	$98.80
						20.00%	0	0		
					Contract To Perm	20.00%	0	3.7	$674.12	$81.32
	1	0	1	Completed	Contract to Perm	0.00%	0	4.4	$1,270.72	$309.32
	2	0	2	Completed	Contract	15.00%	0	2.4	$1,333.80	$197.60
	4	0	4	Completed	Contract	15.00%	0	0.3	$666.90	$98.80
	7	0	7	Completed	Contract	15.00%	0	12.9	$1,333.80	$197.60
	11	0	11	Completed	Contract	15.00%	0	3.7	$666.90	$98.80
	13	0	13	Completed	Contract	15.00%	0	8.3	$2,000.70	$296.40
	35	0	35	Completed	Contract	15.00%	0	5	$666.90	$98.80

Redeployment

Leveraging the talent you have already put to work is the best way to lower your time to fill.

Analyze Reports Available:

- Redeploy Detail
    - Provides a detailed view of talent redeploy counts, days for redeploy eligibility, and current job information
- Redeploy Summary
    - Offers a comprehensive overview of redeployment counts facilitating informed decision-making in talent management



Companies

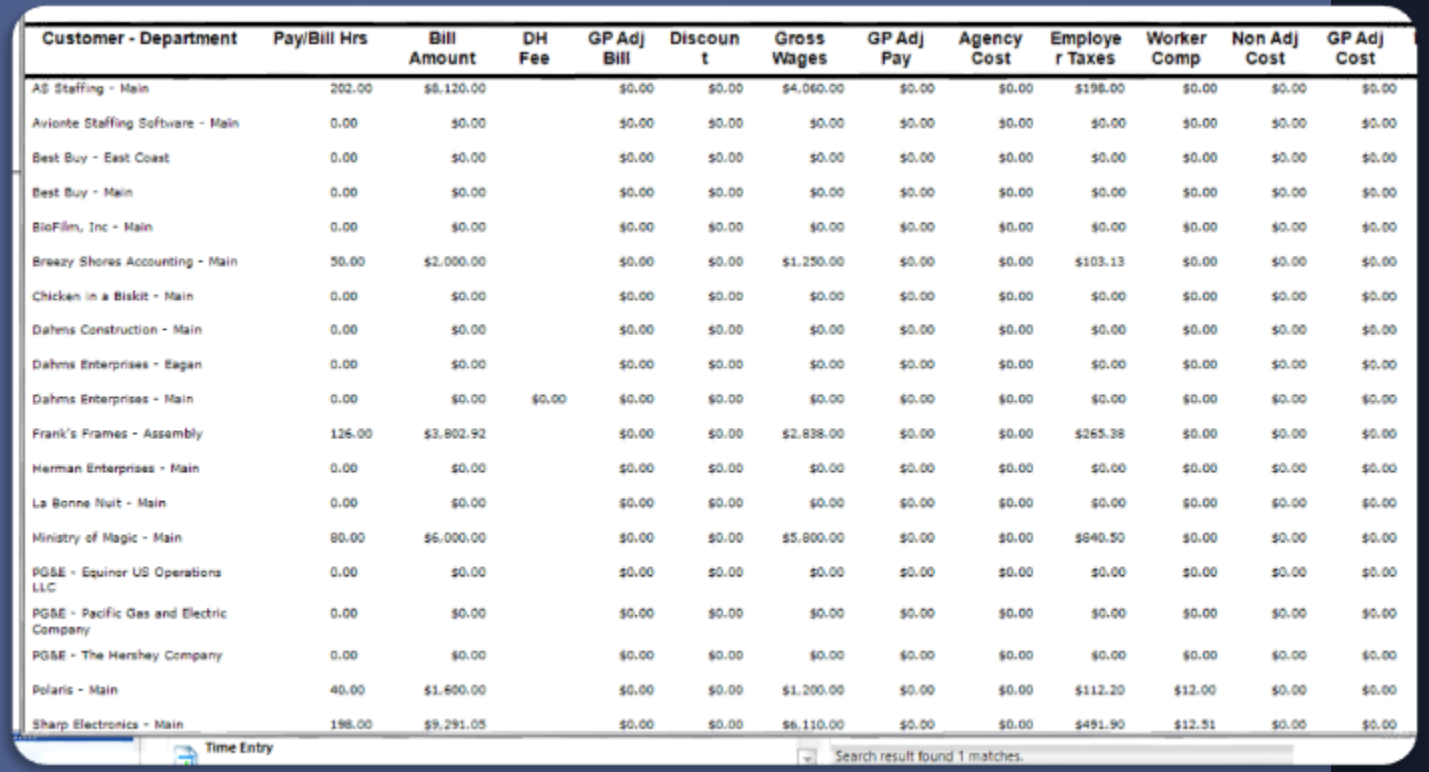
Client Retention

When does my contract end with the client?

Where can we provide more value?

Are we holding regular calls to review performance?

Understanding and maintaining proper account information helps everyone!



Customer - Department	Pay/Bill Hrs	Bill Amount	DH Fee	GP Adj Bill	Discount	Gross Wages	GP Adj Pay	Agency Cost	Employer Taxes	Worker Comp	Non Adj Cost	GP Adj Cost
A$ Staffing - Main	202.00	$8,120.00		$0.00	$0.00	$4,060.00	$0.00	$0.00	$198.00	$0.00	$0.00	$0.00
Avionte Staffing Software - Main	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Best Buy - East Coast	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Best Buy - Main	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
BioFilm, Inc - Main	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Breezy Shores Accounting - Main	50.00	$2,000.00		$0.00	$0.00	$1,250.00	$0.00	$0.00	$103.13	$0.00	$0.00	$0.00
Chicken in a Biskit - Main	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Dahms Construction - Main	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Dahms Enterprises - Eagan	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Dahms Enterprises - Main	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Frank's Frames - Assembly	126.00	$3,802.92		$0.00	$0.00	$2,838.00	$0.00	$0.00	$265.38	$0.00	$0.00	$0.00
Herman Enterprises - Main	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
La Bonne Nuit - Main	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Ministry of Magic - Main	80.00	$6,000.00		$0.00	$0.00	$5,800.00	$0.00	$0.00	$840.50	$0.00	$0.00	$0.00
PG&E - Equinor US Operations LLC	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
PG&E - Pacific Gas and Electric Company	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
PG&E - The Hershey Company	0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Polaris - Main	40.00	$1,600.00		$0.00	$0.00	$1,200.00	$0.00	$0.00	$112.20	$12.00	$0.00	$0.00
Sharp Electronics - Main	198.00	$9,291.05		$0.00	$0.00	$6,110.00	$0.00	$0.00	$491.90	$12.51	$0.00	$0.00

Time Entry

Search result found 1 matches.

Top Companies

In addition to client retention, it's important to understand how different companies measure up to your overall Gross Profit.

Analyze Reports available:

- Back Office Gross Profit Report
  - This is a great all-around report that can give you a good idea of company and sales performance

Gross Profit by Client with Avionté INSIGHTS

Company	Bill Amount	Billed Amount	Total Payment Cost	Total Billed Hours	Total Paid Hours	Average Pay Rate	Average Bill Rate	Pay Rate to Bill Rate Ratio	GP Adjustment Bill	Discount Amount	Gross Wages
Wikizz	$12,235,60...	$12,235,600....	$9,834,13...	696,664.32	696,658.12	$11.41	$15.52	27.55%	$0.00	$0.00	$8,686,261.18
Rhycero	$4,138,786....	$4,138,786.26	$3,407,56...	123,507.25	123,752.25	$21.45	$28.78	26.66%	$0.00	$0.00	$3,038,156.34
LiveZ	$3,111,343....	$3,111,343.92	$2,795,58...	149,856.27	149,856.27	$14.98	$18.80	20.67%	$0.00	$0.00	$2,482,359.39
Browsebug	$1,626,574....	$1,626,574.32	$1,338,74...	68,293.32	68,293.32	$15.67	$21.56	27.55%	$0.00	$0.00	$1,193,795.10
Feedfire	$1,493,795....	$1,493,795.51	$1,292,56...	87,928.00	87,928.00	$12.94	$16.67	22.35%	$0.00	$0.00	$1,160,641.85
Yozio	$1,451,379....	$1,451,379.26	$1,283,10...	64,300.43	64,298.80	$16.57	$21.45	23.47%	$0.00	$0.00	$1,111,432.41
Babbleset	$1,056,191....	$1,056,191.83	$895,067.46	47,795.18	47,795.18	$15.93	$21.10	25.55%	$0.00	$0.00	$789,057.44
Photospace	$3,874,735....	$3,874,735.09	$3,717,79...	185,793.84	185,793.84	$12.98	$14.91	13.59%	$0.00	$0.00	$3,370,134.16
Oyoloo	$1,535,562....	$1,535,562.61	$1,384,33...	110,691.41	110,700.66	$10.24	$12.29	20.40%	$0.00	$0.00	$1,219,178.92
Twinder	$2,148,109....	$2,148,303.95	$2,017,42...	124,918.09	124,886.72	$10.86	$12.88	17.40%	$194.54	$0.00	$1,780,762.84

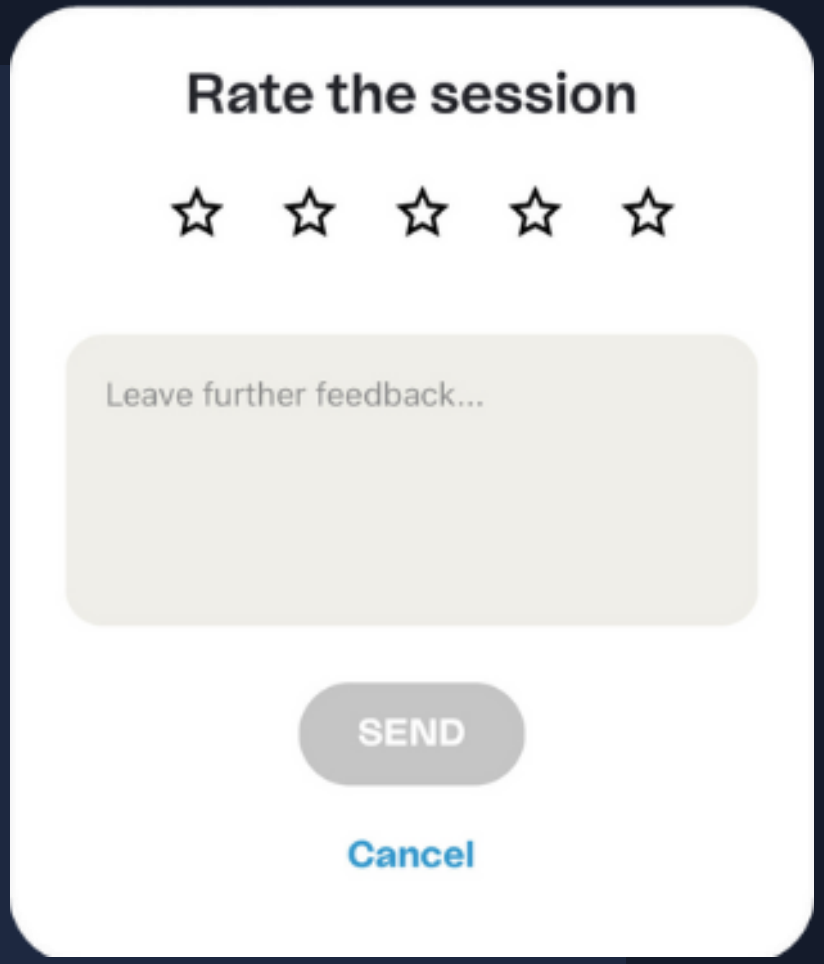
Review

Data Driven Hiring

- Source & Manage Talent
- Order Management
- Placements & Retention
- Redeployment
- Company Review

Questions & Answers

Thank You



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