

AVIONTÉ
CONNECT

The Power of End-to-End Solutions

OPTIMIZING YOUR TECH STACK FOR PLATFORM STAFFING

Meet the Team



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Chief Product Officer



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Product Director



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The Agenda

1

Why Platform Staffing?

2

How do you create recruiter efficiency?

3

How do you get talent to self-service and automation?

4

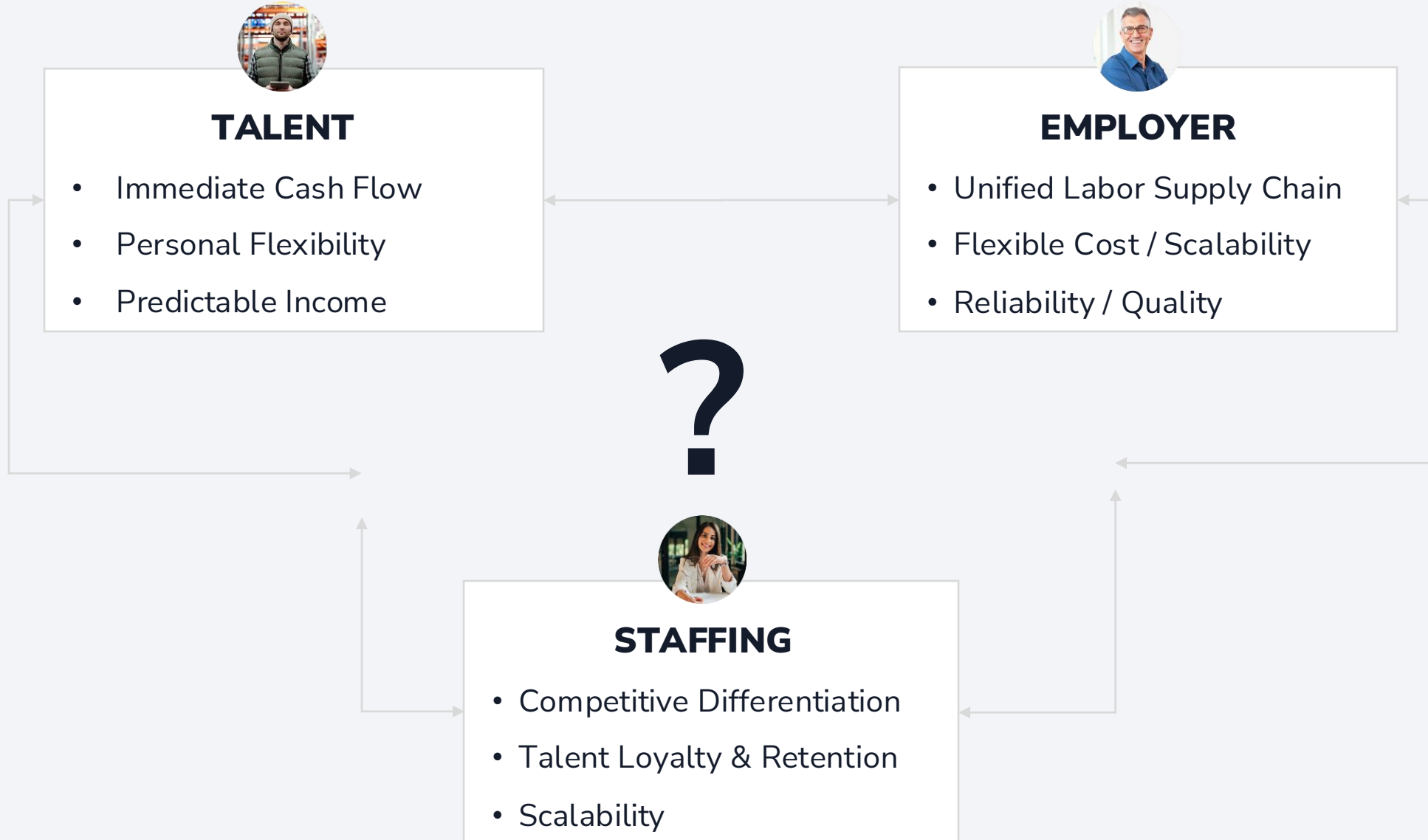
Return-on-Investment

5

Q&A



Rethinking the Contingent Workplace



Challenges Facing Staffing Agencies Today

1

How do I get a competitive edge?

2

How do I scale to meet revenue goals without eroding profitability?

3

How do I keep the current customers and talent we worked so hard to find?

4

How do I stay relevant versus Gig and Talent Platforms without sacrificing quality?



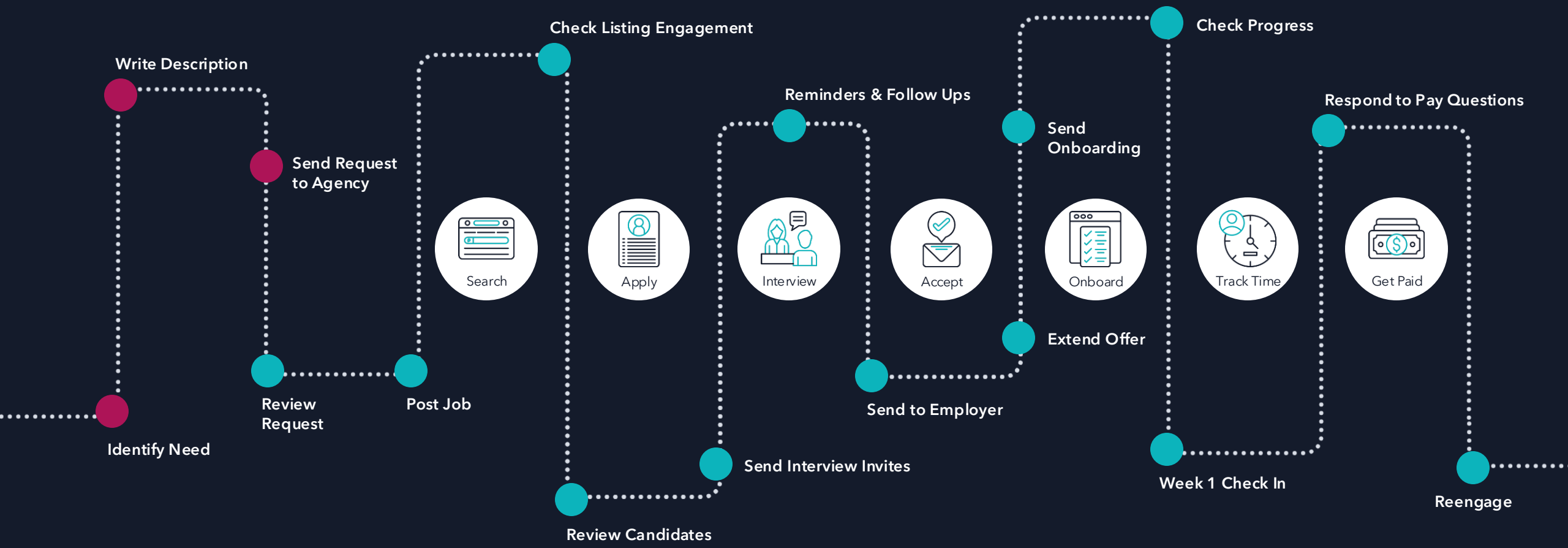
A woman with long blonde hair, wearing large white headphones and a blue patterned jacket, is looking down at her smartphone. She is standing in what appears to be a public transit or office hallway, holding onto a metal pole. The background is slightly blurred, showing other people and a sign with the number '10'.

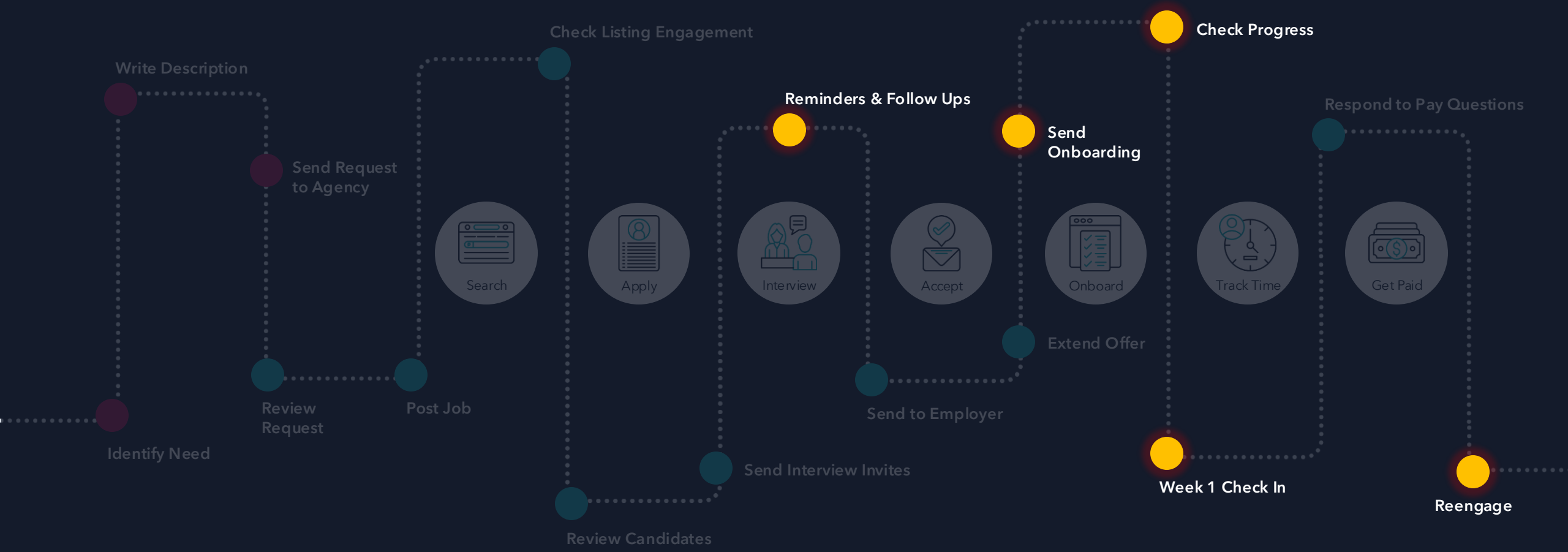
What does your high-volume staffing look like today vs. with platform staffing

Platform Staffing:

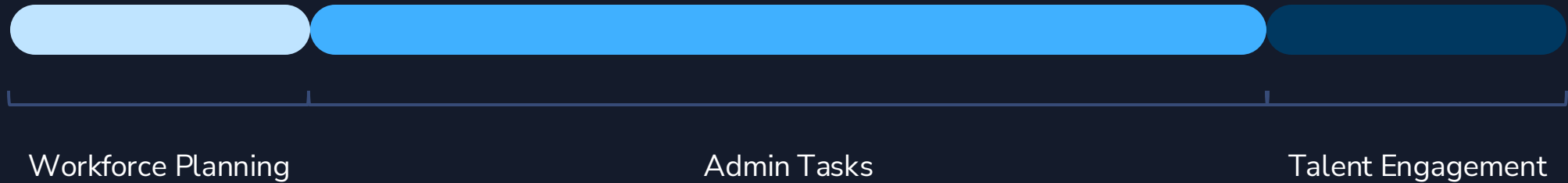
- ✓ One end-to-end workflow feeding one system of record
- ✓ Smart use of AI to enhance recruiter productivity and performance
- ✓ Connects the employer, the agency, and talent, with the agency at the center
- ✓ Enables a recruiter to engage, onboard, and place many talents simultaneously
- ✓ Delivers high-quality experience for talent, agency, and employer alike



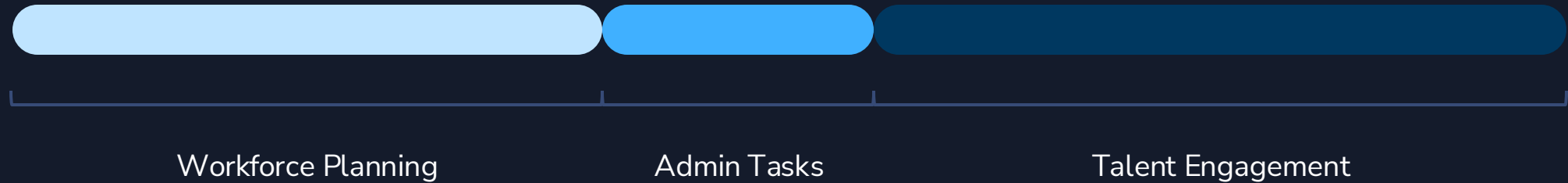




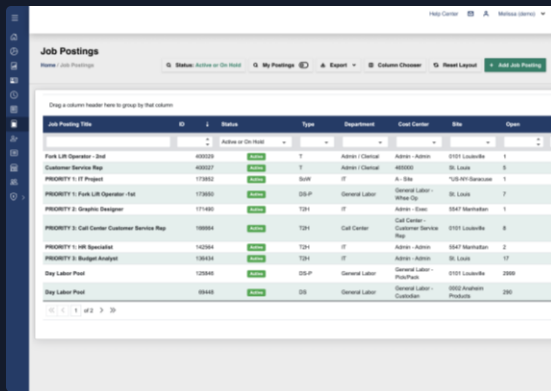
The recruiter's day with traditional staffing



The recruiter's day using a Platform model

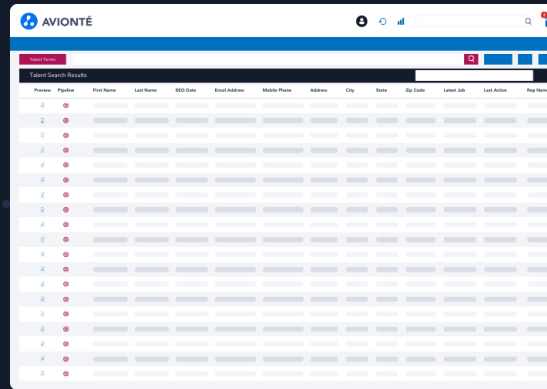


Frictionless Staffing



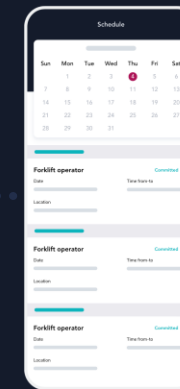
EMPLOYER

SimpleVMS helps the employer consolidate and track all activities associated with contingent labor.



AGENCY

AviontéBOLD allows staffing to drive efficiencies with an integrated front and back office, BI, and more.



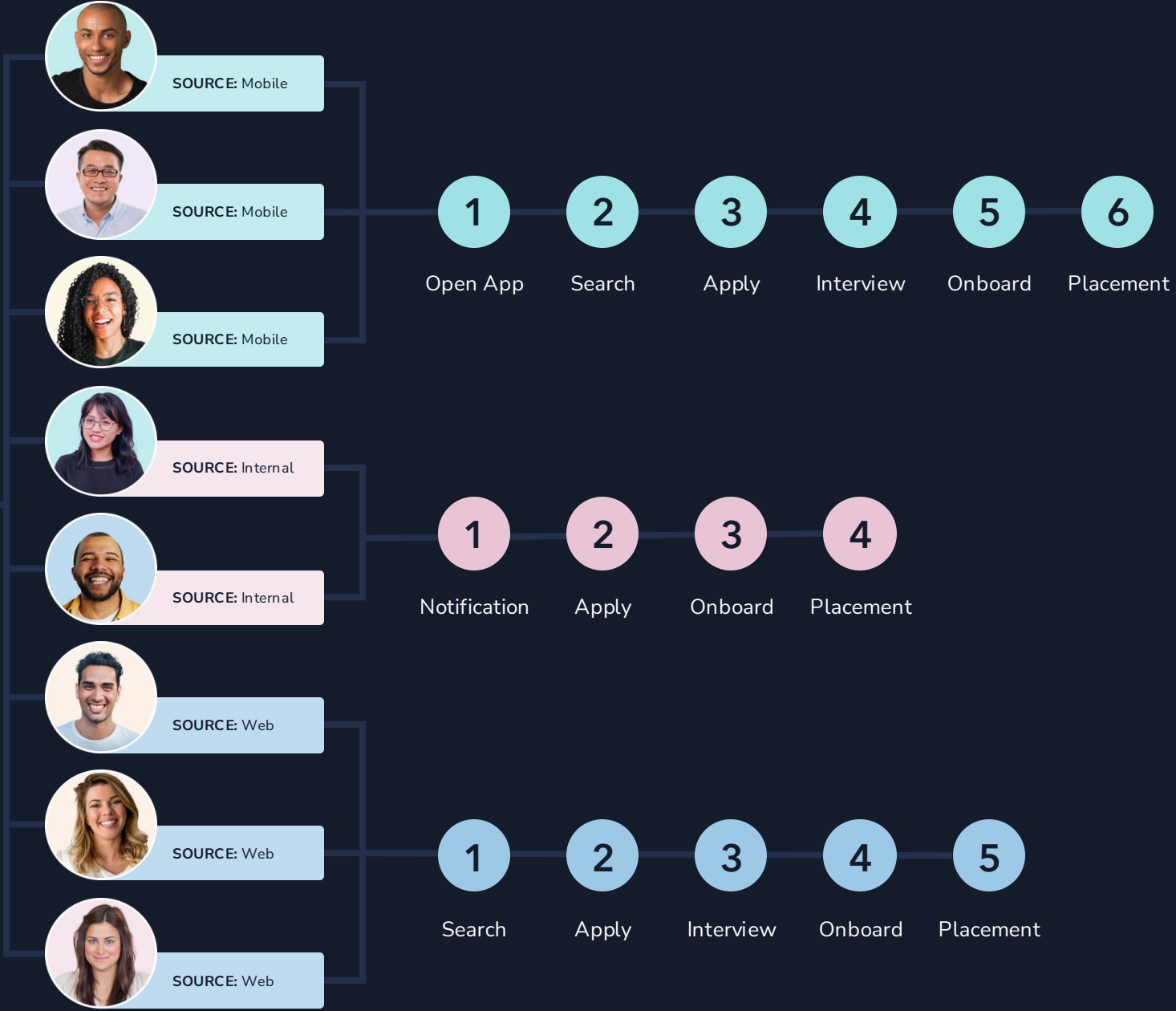
TALENT

Avionté 24/7 allows staffing to attract, engage, and deploy talent with a mobile talent platform.



Recruiter Experience





Reimagine Your Operation

Step 1: Application

Current Process

- Post job to AviontéBOLD Careers page and third-party job boards
 - Expensive
 - Time consuming
- Wait for talent to find job posting and apply

Platform Staffing

- Post job to uniquely-branded mobile app along with Careers page and optimize the use of third-party job boards

So What?

- Easy cost-effective way to grow your top of the funnel
- Improve application completion rate
- Minimizing external job board costs
- Build brand loyalty

Step 2: Prequalification

Current Process

- Closely monitor applicants
- Individually conduct pre-screening interviews via phone call, SMS or email
- Manually track and assess qualified candidates

Platform Staffing

- Configurable, tailored automated pre-screening questions
- Automated screening and scoring process via Avionté PIXEL AI Interview Bot alleviates recruiter burden

So What?

- Current process:
 - 10 minutes per applicant to prequalify candidate; conducted one-by-one, e.g. 100 prescreening interviews take 1,000 minutes or over 2-days.
- Platform staffing automates the prescreening process; ZERO time spent

Step 3: Onboarding

Current Process

- Manually build the onboarding packet and send to candidates one-by-one
- Manually send notifications and reminders
- Talent completes forms

Platform Staffing

- Automate onboarding to trigger when candidate status changes
- Automate timely reminders
- Talent completes necessary forms via mobile app or web

So What?

- “Set it & forget it” workflow automation saves recruiters 50-70% time e.g. 25 minutes saved/onboarding
- Improves response rate while reducing time to placement
- Automated notifications and reminders improves completion rate
- Easy to navigate interface improves talent experience

Step 4: Placement & Clock-in

Current Process

- Manually send first day reminder to each candidate via text, email, or phone call
- Talent clocks in and out at physical timeclock on site or submits time via email or text
- Time is approved and entered into BOLD

Platform Staffing

- First day reminder automatically triggered based on start date
- Talent checks in and out on their phone using the app
- Time and attendance is automatically entered in BOLD once approved (if approvals are needed)

So What?

- Automated reminders help improve show-up rates
- Convenient talent experience
- Improved workforce management and accurate payroll
- Transparency

Step 5: Pay and Disbursements

Current Process

- Talent reaches out to HR for payroll and tax information
- Agency emails or hands out paystub information

Platform Staffing

- Talent has immediate access to payroll and tax information via mobile
- Immediate access to pay with the virtual card
- Reduced costs associated with payroll and paper checks for client and talent
- Reduced cost of paycards with virtual card and one button provisioning

So What?

- Reduce pay and tax inquiries e.g. 5-minutes saved per inquiry
- Provide same-day, urgent, and/or scheduled disbursements options to unbanked employees
- Issue virtual pay cards instantly

Step 6: Redeployment

Current Process

- Filter existing BOLD database to find talent that's not on active assignment or their assignment is ending
- Manually review skills, availability and location to see if they're a good fit for open role
- Reengage via email, text, or phone call

Platform Staffing

- Skills matching and algorithmic distribution of jobs
- Push notification sent with new work opportunities
- Existing qualified talent with the mobile app are notified via text and in-app alert

So What?

- Recruiters can reach more talent faster, improve response and reassignment rate
- Recruiters can focus on talent that is available, meets requirements and is interested in the job, e.g. 15 mins per talent
- Talent can see all opportunities they match with and can even self-schedule with the 'Offer' model

Finally: VMS Integration

Current Process

- Recruiters receive job requests via email
- Manually create the job in the ATS
- Recruiters build complex Boolean searches to identify candidates
- Recruiters reach out to get gather interest
- Candidates detail get reentered into the VMS for employer consideration

Platform Staffing

- Jobs automatically flow directly from Hiring Manager into BOLD
- Automation rules and App logic immediately distributes the job to qualified candidates.
- Prequalified candidates self indicate interest.
- Recruiters review interested candidates and submit top talent for employer consideration

So What?

- Current process: Total 1-hour
 - 5 minutes to enter the job but delay in waiting for the email to come in
 - 5 minutes to build out your search
 - 45 minutes to review, reach out and gather interest;
 - 5 minutes to enter into VMS
- Platform staffing = 10 minutes to review and submit top candidates
- Speed to submit savings = 50 minutes, improves win rate and customer satisfaction

Scenario Overview

Recruitment Models – A Day in the Life of a Recruiter using Traditional Staffing vs. Platform Staffing.

- Our Recruiter is using Traditional Staffing model, they are:
 - Working 50 hours per week
 - Responsible for hiring/placing 5 FTEs that week
 - Manage several functions including job postings, applicant screening, onboarding and communications
 - Challenges include:
 - Responding to inquiries from 20 talents about pay/wages, hours worked etc.
 - Handling churn with redeployment of 5 talents weekly
 - Additional VMS responsibilities, recruiting and submitting candidates for review and selection



Navigating Efficiency: Platform Staffing's ROI Journey

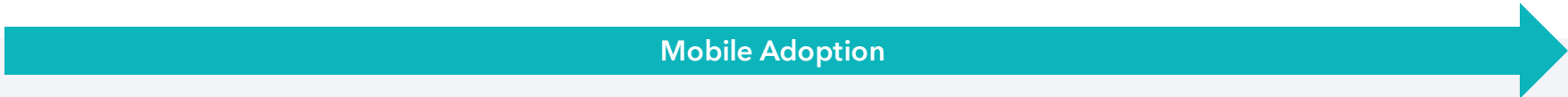
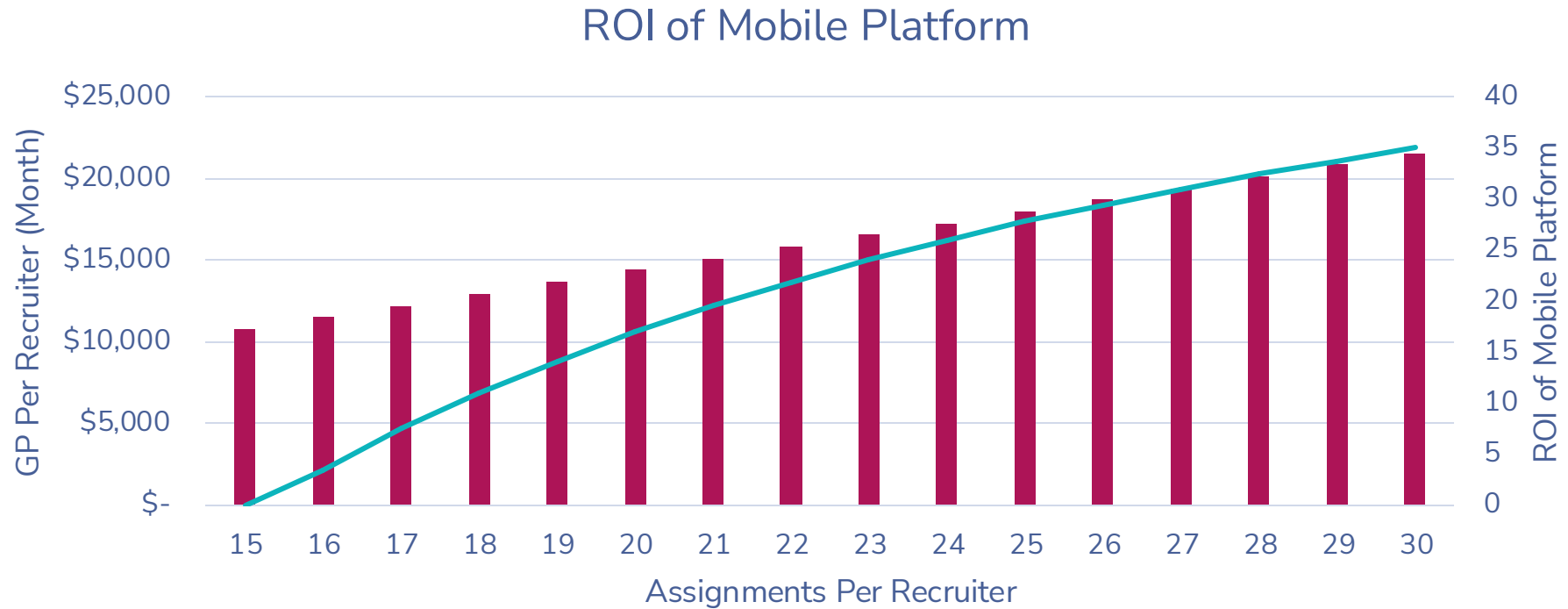
Activity	Traditional Staffing (Time Spent)	Platform Staffing (Time Spent)	Savings / ROI (Time Saved)
Application	Time spent and \$\$	\$	\$ Job Board savings
Prequalification	100, 10 minutes/interview = 1,000	0 minutes	1,000 minutes
Onboarding	10/week, 45 minutes = 450	200 minutes	250 minutes
Placement & Clock in	Time spent and \$\$	\$	Improves show-up rates
Pay and Disbursements	20/week, 5 minutes = 100	5/week, 5 minutes = 25	75 minutes
Redeployment	5/week, 15 minutes = 75	0 minutes	75 minutes
VMS Integration	5/week, 60 Minutes = 300	5/week, 10 Minutes = 50	250 minutes
Total	1,925 minutes	275 minutes	1,650 minutes

Savings/ROI = 1,650 Minutes = 27.5 Hours = 3+ Days

Platform staffing revolutionizes recruitment. The time saved translates into tangible ROI—more efficient processes, reduced costs, and improved outcomes.



Recruiter Productivity



Platform Staffing

- **Automated Sourcing:** VMS integration matches job orders with pre-qualified candidates
- **Efficient Screening:** Automated bot interview/screening
- **Streamlined Selection:** Pre-screened candidates ranked for faster interviews
- **Automated Hiring:** Workflow driven onboarding and automated placement
- **Timeframe:** Accelerated process due to automation

**Deliver better results with the resources you have today.
Better talent to clients faster, and talent that shows up and stays.**

Questions & Answers

Thank You

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- Locate this session by Name, Date and Time
- Rate the session
- Optional to leave further feedback

THANK YOU FOR YOUR FEEDBACK

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Platform Staffing

- Post job to uniquely-branded mobile app along with Careers page and optimize the use of third-party job boards.
- Existing qualified talent with the mobile app are notified via text and in-app alert.

So What?

- Reach more people faster while improving application completion rate
- Higher response rate at minimal cost
- Own the talent record
- Build brand loyalty



Step 2: Prequalification

Current Process

- Closely monitor web applicants
- Conduct pre-screening interviews
- Manually track qualified candidates

Platform Staffing

- Automate the pre-screening process via PIXEL AI Interview Bot and alleviate recruiter burden

So What?

- Immediately engage talent by reaching more people faster to get a higher response rate
- Higher screening completion rate and scoring
- Allow recruiters to scale while focusing on qualified applicants for in-person interviews



Step 3: Onboarding

Current Process

- Manually build the onboarding packet and send to candidates one-by-one
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So What?

- “Set it and forget it” workflow automation improves response rate while reducing time to placement
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Platform Staffing

- First day reminder automatically triggered based on start date
- Talent checks in and out on their phone using the app
- Time and attendance is automatically entered in BOLD once approved (if approvals are needed)

So What?

- Automated reminders help improve show-up rates while reducing burden
- Convenient talent experience
- Recruiters have immediate access to time data, which allows for better workforce management and more accurate payroll



Step 5: Pay

Current Process

- Talent reaches out to HR for payroll and tax information

Platform Staffing

- Talent has immediate access to payroll and tax information via mobile

So What?

- Reduce pay and tax inquiries
- Keep talent engaged with the app – even while on active assignment



Step 6: Redeployment

Current Process

- Filter existing BOLD database to find talent that's not on active assignment or their assignment is ending
- Review skills and schedules to see if they're a good fit for open role
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Finally: VMS Integration

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- Hiring Managers receive a job request via email.
- input request into SimpleVMS, Email is generated to Agency for input into ATS
- Recruiters build complex Boolean searches to identify candidates
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Platform Staffing

- Jobs flow directly from Hiring Manger into BOLD.
- Automation rules and App logic immediately distributes the job to qualified candidates
- Candidates self indicate interest.
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So What?

- Faster response to customers by eliminating manual dual entry in both systems
- Automation and Distribution logic creates scale and time saving / efficiency gains
- Recruiters retain final choice of who to submit for employer review
- Improve win rate and customer satisfaction



Time to Placement Savings

