

AVIONTÉ  
CONNECT

# Mining for Talent Gold

Uncover Hidden Talent in Your Database

SOURCING & ENGAGING



FRONT OFFICE

BACK OFFICE

MOBILE

AI & AUTOMATION

VMS

INTEGRATIONS

ANALYTICS

# Mining for Talent Gold: Uncover Hidden Talent in Your Database

Leverage existing talent in your  
database through improved  
searches

- 1 Introductions

---

- 2 Setting the Stage

---

- 3 Making the Case for Advanced Searches

---

- 4 Additional Data Mining Resources

---

- 5 Implementation Roadmap

---

- 6 Q&A

# Introductions

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



**April Wood**

CUSTOMER SUCCESS  
TRAINING SPECIALIST

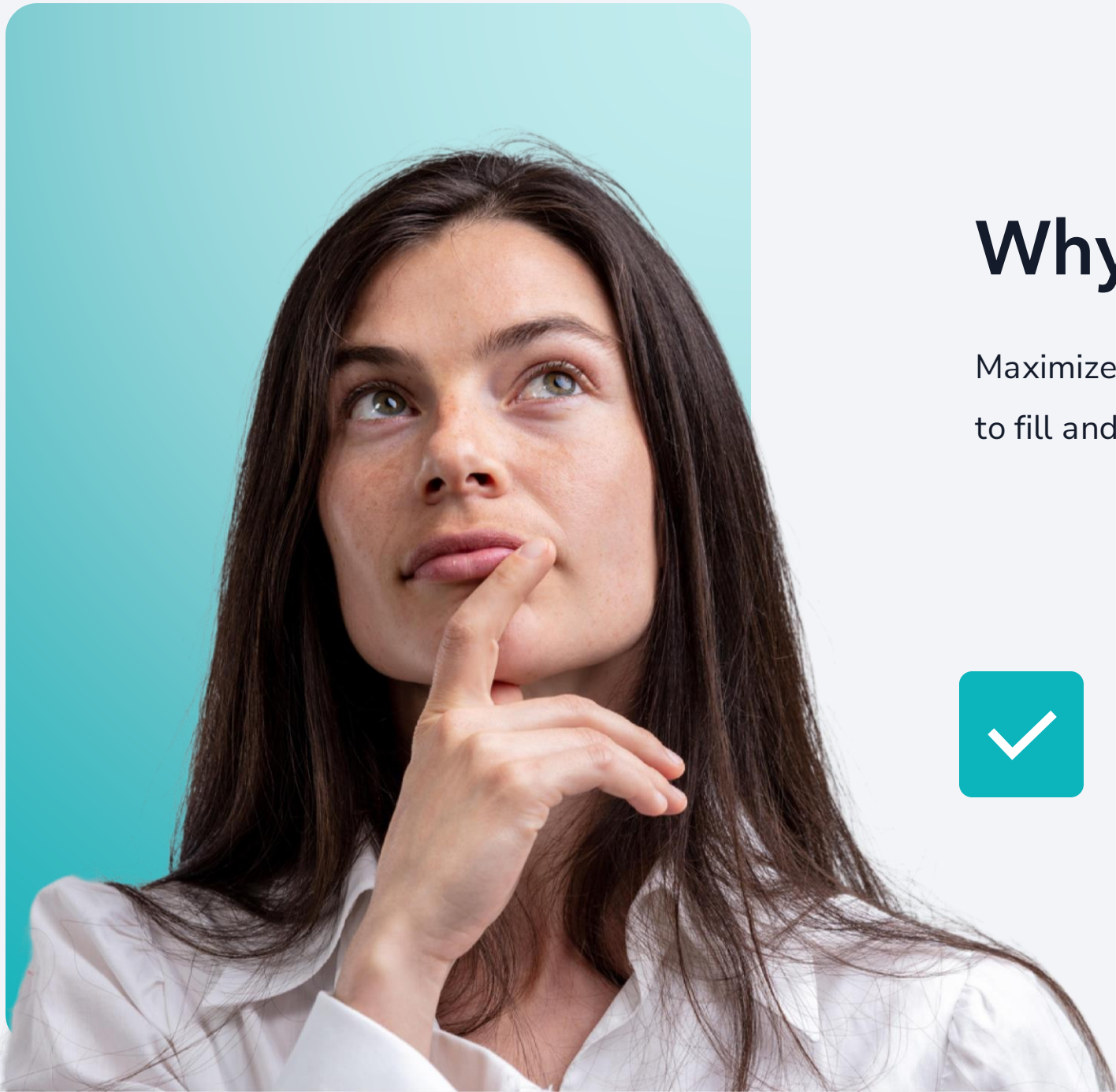
TRAINING



**Ashley Purdy**

SR PROJECT MANAGER,  
TEAM LEAD

IMPLEMENTATION



# Why are we here?

Maximize your existing talent pool to reduce time to fill and job board spending.



## BY THE END OF THE SESSION

Apply new methods & perspectives to more efficiently locate and place talent

# Set Yourself up for Success

- ✓ Careers Page Editor Setup - Duplicate Check & Verification Settings

---

- ✓ New Talent Requirements

---

- ✓ Position Category/Skill up to date

---

- ✓ Run reports to identify missing data

---

- ✓ Update & merge duplicate talent records

---

- ✓ Identify where your talent are applying

# Starts Report

Where are the talent you are placing coming from?

The screenshot shows the AVIONTE web application interface. The top navigation bar includes the AVIONTE logo and menu items: myDashboard, Jobs, Talent, Invoices, Companies, Documents, Analyze (highlighted), Sub Vendors, and Automation. On the right, there are icons for a user profile, a bell, a refresh, and a bar chart, along with a search bar labeled 'Type to search'. Below the navigation bar is a blue header with the word 'Reports'. The main content area is titled 'Starts Report' and features a table with the following columns: Company, Manager, Consultant, Candidate Source Tag, Original Hire Date, Hired Date, Start Date, Requisition, Requisition Title, Requisition Type, Pay Rate, Bill Rate, and Placement Count. The table contains 9 rows of data.

Company	Manager	Consultant	Candidate Source Tag	Original Hire Date	Hired Date	Start Date	Requisition	Requisition Title	Requisition Type	Pay Rate	Bill Rate	Placement Count
zzBonnie's B...	Colleen Hoo...	zzMel zzBlank	Internal Referral\Indeed	Mar 26, 2025	Mar 26, 2025	Mar 10, 2025	je723732627	Assembly	Contract	20	27	0
ZZManny's M...	ZZManny ZZ...	ZZCasey ZZFoster		Mar 25, 2025	Mar 25, 2025	Mar 3, 2025	ap702976325	Assembly	Contract	18	25.2	0
ZZMarie's M...	ZZMarie ZZW...	ZZDarnell ZZWashington		Mar 6, 2025	Mar 6, 2025	Feb 24, 2025	ap77474836	Delivery Driv...	Contract	25	36.25	0
ZZMarie's M...	ZZMarie ZZW...	ZZRoger ZZRabbit		Mar 6, 2025	Mar 6, 2025	Feb 24, 2025	ap77474836	Delivery Driv...	Contract	25	36.25	0
ZZMarie's M...	ZZMarie ZZW...	ZZCaleb ZZFoster		Mar 6, 2025	Mar 6, 2025	Feb 17, 2025	ap77474836	Delivery Driv...	Contract	25	36.25	0
ZZMarie's M...	ZZMarie ZZW...	ZZAisha ZZPatel		Mar 6, 2025	Mar 6, 2025	Feb 24, 2025	ap77474836	Delivery Driv...	Contract	25	36.25	0
ZZMarie's M...	ZZMarie ZZW...	ZZCaleb ZZFoster		Feb 3, 2025	Feb 3, 2025	Jan 6, 2025	ap796801719	Assembly	Contract	25	37.5	0
ZZMarie's M...	ZZMarie ZZW...	zzCasey zzSmith		Feb 3, 2025	Feb 3, 2025	Jan 6, 2025	ap796801719	Assembly	Contract	25	37.5	0
ZZMarie's M...	ZZMarie ZZW...	zzWilliam zzMontez		Feb 3, 2025	Feb 3, 2025	Jan 6, 2025	ap796801719	Assembly	Contract	25	37.5	0

# Web Apply Source

How are talent finding & applying to your jobs?  
How many times are they applying?

The screenshot shows the AVIONTE dashboard with a navigation bar containing 'myDashboard', 'Jobs', 'Talent', 'Invoices', 'Companies', 'Documents', 'Analyze', 'Sub Vendors', and 'Automation'. A search bar is present on the right. Below the navigation bar is a 'Reports' section. The main content is an 'Applicant Web Apply Source Tracking Report' table. The table has 10 columns: Applicant, Talent ID, Talent Office, Most Recent Apply Source, First Apply Source Used, Most Recent Apply Date, Applies using Most Recent Used Source, Most Recent Apply Date, First Apply Date, and Applies using Most Recent Used Source. The data shows various applicants, mostly from 'Eagan HQ', with most applying through 'trainingconnect.myavionte.com'. Some applicants applied directly. The dates range from 01/09/2024 to 05/14/2024.

Applicant	Talent ID	Talent Office	Most Recent Apply Source	First Apply Source Used	Most Recent Apply Date	Applies using Most Recent Used Source	Most Recent Apply Date	First Apply Date	Applies using Most Recent Used Source
zzCarl zzRoberts	128857803	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	01/09/2024	1	100.00%	01/09/2024	1
zzJack zzRussell	133430522	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	02/13/2024	1	100.00%	02/13/2024	1
zzLady zzGoga	133441829	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	02/13/2024	1	100.00%	02/13/2024	1
zzDouglas zzFranklin	133711886	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	02/21/2024	1	100.00%	02/21/2024	1
ZZKalli ZZWest	121267126	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	03/12/2024	1	100.00%	03/12/2024	1
zzJessica Day	134766628	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	04/11/2024	1	100.00%	04/11/2024	1
zzTami zzJohnson	138501206	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	04/12/2024	2	100.00%	04/12/2024	2
zzTamara zzJohnson	138505089	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	04/12/2024	1	100.00%	04/12/2024	1
ZZCaleb ZZFoster	138631749	Eagan HQ	Applied Directly	Applied Directly	04/16/2024	1	100.00%	04/16/2024	1
zzStanley zzWalter	138647176	Eagan HQ	Applied Directly	Applied Directly	04/17/2024	1	100.00%	04/17/2024	1
zzMaria zzCastio	138647272	Eagan HQ	Applied Directly	Applied Directly	04/17/2024	1	100.00%	04/17/2024	1
zzHamilton zzGuy	138648619	Eagan HQ	Applied Directly	Applied Directly	04/17/2024	1	100.00%	04/17/2024	1
zzEric zzJones	138676702	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	04/18/2024	1	100.00%	04/18/2024	1
zzMitch zzMonroe	139334188	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	04/24/2024	1	100.00%	04/24/2024	1
Ridley Harrison	139390671		Mobile Job Board	Mobile Job Board	04/26/2024	1	100.00%	04/26/2024	1
zzTaylor zzRobins	141115427	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	05/02/2024	1	100.00%	05/02/2024	1
Zzdanielle Zzrose	141331776	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	05/07/2024	1	100.00%	05/07/2024	1
zzGilbert zzSparks	142178832	Eagan HQ	trainingconnect.myavionte.com	trainingconnect.myavionte.com	05/14/2024	1	100.00%	05/14/2024	1

# Advanced Searches

- Leverage existing talent pool
- Re-engage talent based on status or other parameter
- Not just for recruiters - **sales** can benefit from this tool too!



## Reduced Cost

Using talent in your database reduces job board spend



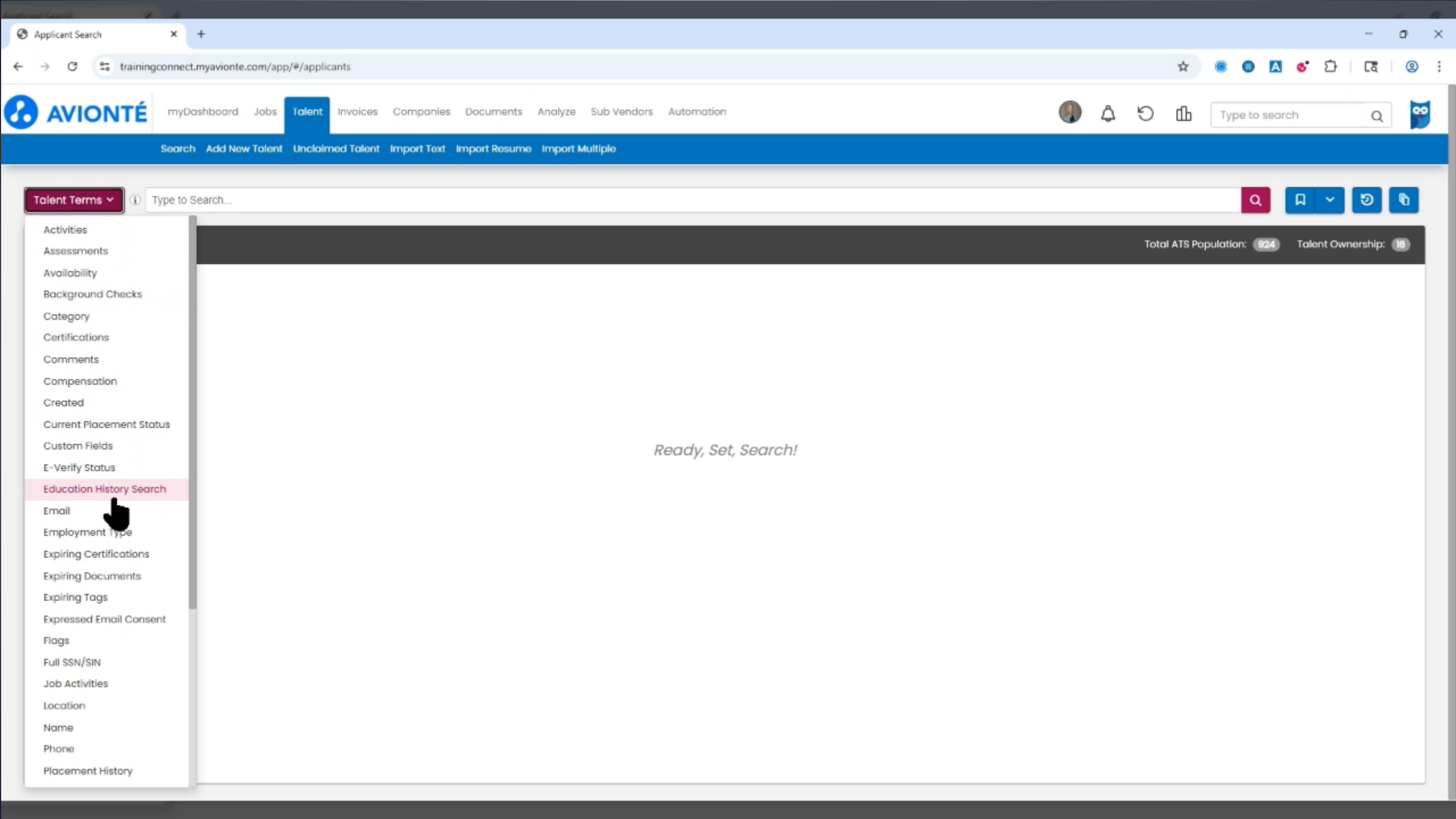
## Relationships

Build on existing relationships instead of starting over



## Dynamic

See **existing** and **new** talent – increase your ability to fill jobs more quickly



Talent Terms

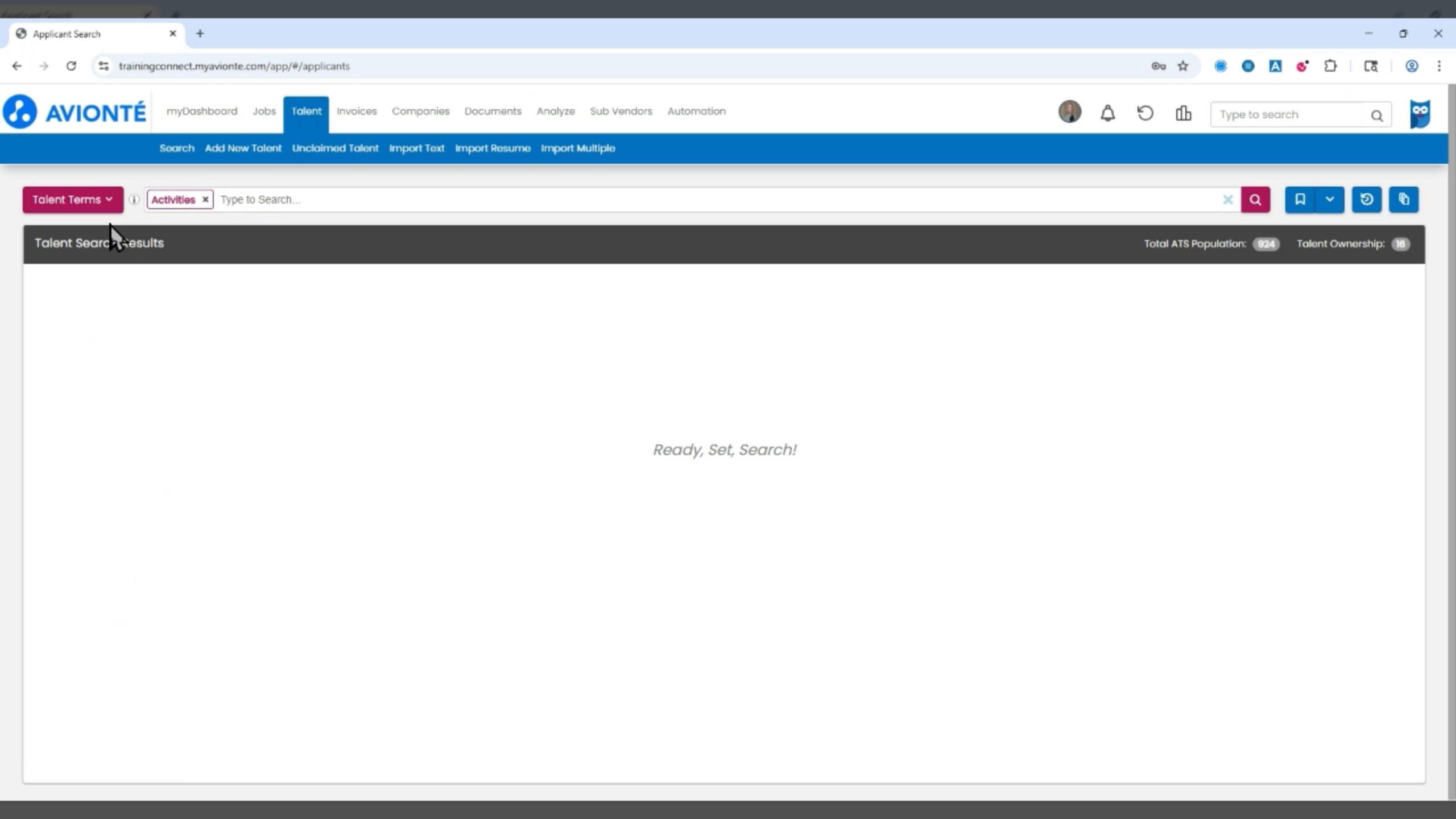
Type to Search...

Search icon, Filter icon, Refresh icon, Print icon

- Activities
- Assessments
- Availability
- Background Checks
- Category
- Certifications
- Comments
- Compensation
- Created
- Current Placement Status
- Custom Fields
- E-Verify Status
- Education History Search**
- Email
- Employment Type
- Expiring Certifications
- Expiring Documents
- Expiring Tags
- Expressed Email Consent
- Flags
- Full SSN/SIN
- Job Activities
- Location
- Name
- Phone
- Placement History

Total ATS Population: 924 Talent Ownership: 18

Ready, Set, Search!



Talent Terms Activities Type to Search...

Search, Bookmark, Dropdown, Refresh, Print icons

Talent Search Results

Total ATS Population: 924 Talent Ownership: 18

Ready, Set, Search!

Search



**John Tahedi** · 3rd

Order Filler at Ryerson

Minneapolis, Minnesota, United States - [Contact Info](#)

1 connection

[Connect](#) [Message](#) [More](#)

Ryerson  
Coon Rapids

### Activity

1 followers

John hasn't posted yet

Recent posts John shares will be displayed here.

[Show all activity](#) →

### Experience

- Ryerson**  
21 yrs 7 mos
  - Order Filler**  
Nov 2004 - Present · 20 yrs 9 mos
  - warehouse**  
2004 - 2012 · 8 yrs

I'm a certified forklift driver, order filler, truck loader, and can stock the warehouse.

**Promoted**

April, explore jobs at Ryerson that match your skills

**Ryerson**  
Consumer Goods

[See jobs](#)

### Explore Premium profiles

**Meredith Gordineer** · 3rd  
Client Success Manager  
@eXtraordinary Financial...

[Message](#)

**Sarah Chapman** · 3rd  
Client Success Director  
Southeast Region

[+ Follow](#)

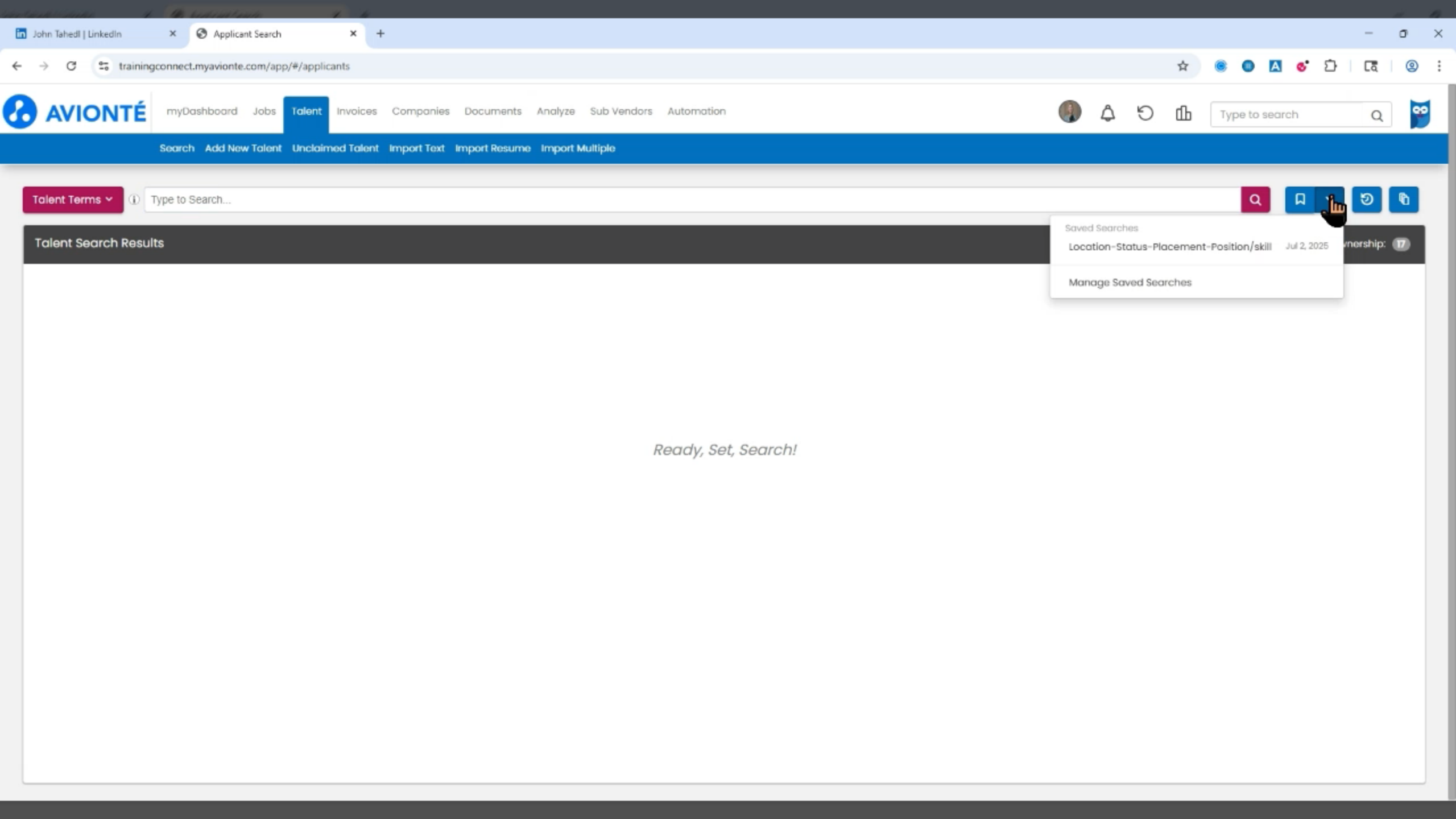
**Matthew Curtis** · 3rd  
Strategic Customer Success at Relay

[Message](#)

**Sarah W.** · 3rd  
Customer Success Leader I  
Community Coordinator [...]

[+ Follow](#)

Messaging [...](#) [✉](#)



Talent Terms Type to Search...

Saved Searches

Location-Status-Placement-Position/skill	Jul 2, 2025	Ownership: 17
--	-------------	---------------

Manage Saved Searches

Talent Search Results

Ready, Set, Search!

# Redeploy Reports



## Report Drivers

- Talent Status
- Placement History
- Redeployment Days Gap

## Key Fields



## Redeploy Summary

- Overview
- Performance Metrics
- Monitor Redeployment vs New Starts

## Manager Review



## Redeploy Detail

- Granular Specific Action Items
- Identify Talent to Redeploy

## Recruiter Task List

# Implementation Roadmap

- 1 Check Configurations

---

- 2 Review Your Data

---

- 3 Adjust Configurations as Needed

---

- 4 Data Cleanup Initiative as Needed

---

- 5 Communicate Changes - Configuration, Process & Expectations

---

- 6 Monitor - Weekly/Monthly/Quarterly Reports & Check-Ins

# Set Yourself up for Success – Resource Page

## Configuration

- ✓ [Careers Page - Duplicate/Verify](#)
- ✓ [Careers Page - Required Fields](#)
- ✓ [New Talent Requirements](#)
- ✓ [Searching - Position Category/Skill](#)
- ✓ [Reporting Access](#)

## Reports

- ✓ [Starts Report](#)
- ✓ [Applicant Web Apply](#) OR [Talent Source](#)
- ✓ [Redeploy Summary](#)
- ✓ [Redeploy Detail](#)
- ✓ [Duplicate Talent](#)

## Rate the session



Leave further feedback...

**SEND**

Cancel

# Thank You

Help shape future **CONNECT** content by rating this session.

1. Open the Bizzabo app and select Agenda
2. Locate **Mining for Talent Gold: Uncover Hidden Talent in Your Database**
3. Rate and leave feedback



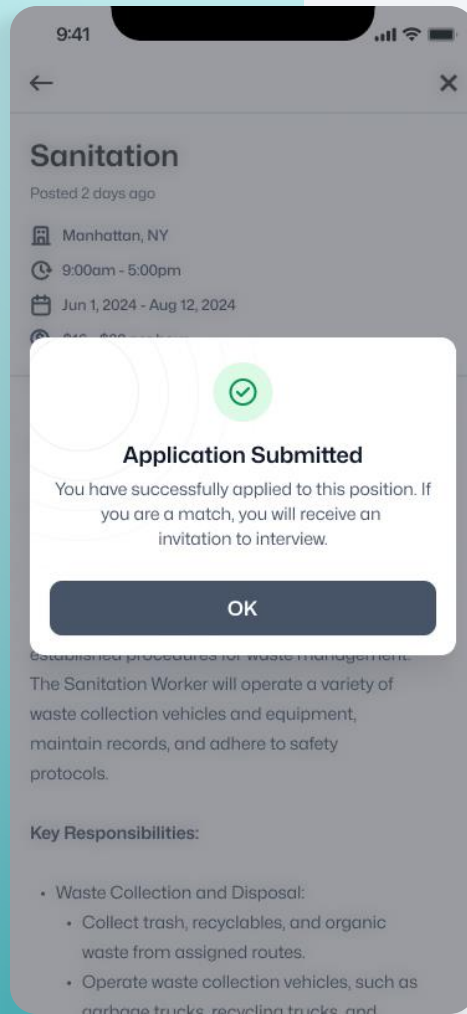
Take your job search to  
the next level.



Find Your Next Job



Sign in or Apply



# Experience What's Possible

Visit the Experience Center - [2<sup>nd</sup> Floor](#)

- Test real workflows that deliver results
- Get expert guidance for your specific goals
- Four focused areas aligned with your success
- Leave with strategies you can implement now

# DesignLab

Step into the future of staffing technology. Preview upcoming innovations, share your feedback, and help shape what comes next.

The screenshot displays the AVIONTE Back Office interface. The top navigation bar includes the AVIONTE logo, a search bar, and various menu items: myDashboard, Jobs, Talent, Timesheet, Companies, Documents, Back Office (highlighted), Analyze, Sub Vendors, QuickPlace, and Automation. On the right side of the navigation bar are icons for search, notifications, chat, settings, and a user profile.

The main content area is titled "Payment Batch ID: 10513". Below the title are several action buttons: "Select Transactions", "Process", "Print Checks", "Post", "Discard Batch", "View Paychecks", and "Email Paychecks".

The "Payment Batch Summary" section provides the following details:

Check Count	0	Transaction Count	5
Batch ID	10513	Description	
Status	Processed	Check Date	08/08/25
Batch Type	Check Run	Created By	avi.next1
Accounting Period Date	08/03/25	Bank ID	1
Bank Name	Bank of Avionte	Bank Description	Bank of Avionte
ACH Generated Date		Generate Original Pay Units	No

The "Transactions" section contains a table with the following data:

Talent Name	SSN	Company Name ↓	Department Name	Total Pay	Total Bill
<a href="#">Ethan Campbell</a>	XXX-XX-XXXX	<a href="#">Williamson &amp; Harris Co.</a>	Corporate	\$1000.00	\$1250.00
<a href="#">Orlando Diggs</a>	XXX-XX-XXXX	<a href="#">Pinnacle Solutions</a>	Accounting	\$600.00	\$750.00
<a href="#">Demi Wilkinson</a>	XXX-XX-XXXX	<a href="#">FedExpress</a>	Corporate	\$640.00	\$800.00
<a href="#">Kate Morrison</a>	XXX-XX-XXXX	<a href="#">Coca Cola</a>	Corporate	\$800.00	\$1000.00