

AVIONTÉ  
CONNECT

# Working with Shift Based Employers

Maximizing Efficiency and Fulfillment

OPERATIONAL EFFICIENCY



FRONT OFFICE

BACK OFFICE

MOBILE

AI & AUTOMATION

VMS

INTEGRATIONS

ANALYTICS

# Introductions

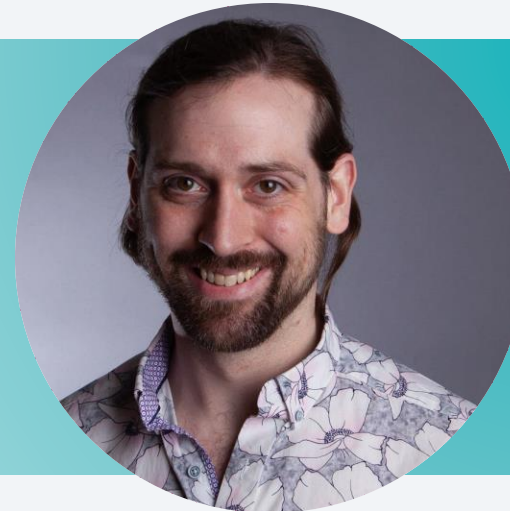
Welcome to **CONNECT!** Thank you for joining our session.



**Gavin Jones**

VICE PRESIDENT  
PRODUCT MANAGEMENT

PRODUCT



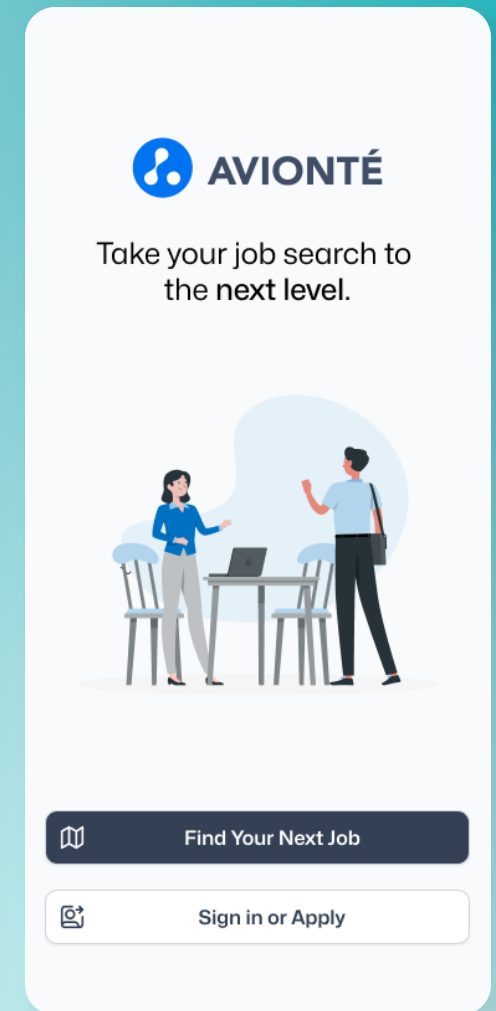
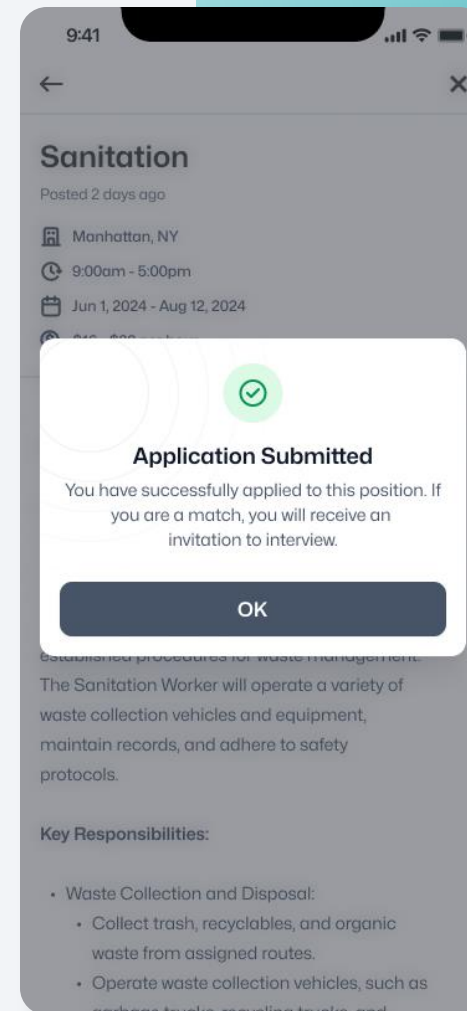
**Erik Elm**

BUSINESS ANALYST  
PRODUCT MANAGEMENT

PRODUCT

# Two stories about **Shift** work covering...

- Using Shift Templates in Job Creation
- All-shift job Management
- Shift-by-shift job Management
- Mobile Experience for Shifts

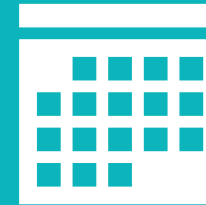


# Hello Worktron Staffing!



## Scenario 1

- Worktron staffs higher skilled warehouse positions such as forklift drivers.
- These jobs are shorter term opportunities from weeks to months but can lead to full time permanent employment over time.



## Scenario 2

- Worktron staffs RNs to help with peak times and high turnover overnights shifts at a local hospital.
- These jobs are temporary with schedules changing week to week.

# Scenario 1



1

Sales secures new business for Forklift drivers at client site. Admin set-ups shift templates for different work opportunities.



2

Recruiter receives first job order and utilizes templates to quickly and accurately create job order



3

Talent receives opportunity notification on 24/7 mobile app, expresses interest and is placed on job by recruiter. Talent works and receives paycheck.



4

Accounts Receivable team provides client an invoice based on shift template.

# Admin Setup of Shifts

Increases accuracy of job orders

The screenshot displays the 'Shift Configuration' page in a web application. The page has a blue header with navigation links: myDashboard, Jobs, Applicants, Timesheet, Invoices, Companies, Documents, Back Office, Analyze, Sub Vendors, QuickPlace, and Automation. A search bar is located in the top right corner with the placeholder text 'Type to search'. Below the header, there is a sub-header 'Shift Configuration' with the description 'Create and edit shift schedules, enabling seamless application to job for accurate invoicing.' The main content area is titled 'Shifts' and contains a table with the following columns: Shift Name, Description, Start Time, End Time, Break Hours, Days, Weekly Total Hours, and Active. The table lists four shifts: General 1st Shift, General 2nd Shift, General 3rd Shift, and General Clerical. Each shift has a toggle switch in the 'Active' column. At the bottom of the table, there are navigation buttons: '< Prev', '1', and 'Next >'. A search bar and a 'New Shift' button are located above the table.

Shift Name	Description	Start Time	End Time	Break Hours	Days	Weekly Total Hours	Active
General 1st Shift	7-3	07:00 AM	03:00 PM	0:00	Mo, Tu, We, Th, Fr	40:00	<input checked="" type="checkbox"/>
General 2nd Shift	3-11	03:00 PM	11:00 PM	0:00	Mo, Tu, We, Th, Fr	40:00	<input checked="" type="checkbox"/>
General 3rd Shift	11-7	11:00 PM	07:00 AM	0:00	Mo, Tu, We, Th, Fr	40:00	<input checked="" type="checkbox"/>
General Clerical	9-5	09:00 AM	05:00 PM	0:00	Mo, Tu, We, Th, Fr	40:00	<input checked="" type="checkbox"/>

# Admin Setup of Custom Job Order Templates

Increases accuracy of job orders and saves time for recruiters

The screenshot displays the admin interface for WorkN Test Co. The top navigation bar includes links for myDashboard, Jobs, Applicants, Timesheet, Invoices, Companies, Documents, Back Office, Analyse, Sub Vendors, QuickPlace, and Automation. A search bar is located on the right. The main content area is divided into three sections:

- Custom Job Order Templates:** A table with columns for Default, Group Name, Created, and Last Updated. It lists two templates: 'Warehouse - Floor Manager' (Created: Jul 13, 2025) and 'Itx' (Created: Jul 30, 2025). A 'Create New Order Template' button is in the top right.
- Custom Filled Job Requirement Groups:** A table with columns for Default, Group Name, Created, and Last Updated. A 'Create New Requirement Group' button is in the top right.
- Shift Schedules:** A table with columns for Shift Name, Description, Office Access, Start Time, End Time, Break Hours, Days, and Weekly Total Hours. It lists four shifts: 'WorkN Test Co First', 'WorkN Test Co Four Terns', 'WorkN Test Co Second', and 'WorkN Test Co Third'. A search bar and a 'New Shift' button are also present.

The left sidebar contains the company logo, name, and contact information, along with a 'Company Dashboard' section with links for Current Temporary, Previous Temporary, Open Job, and Closed Job. Below that is 'Company Information' with phone number, address, and 'Operational Information' with user and staffing details.

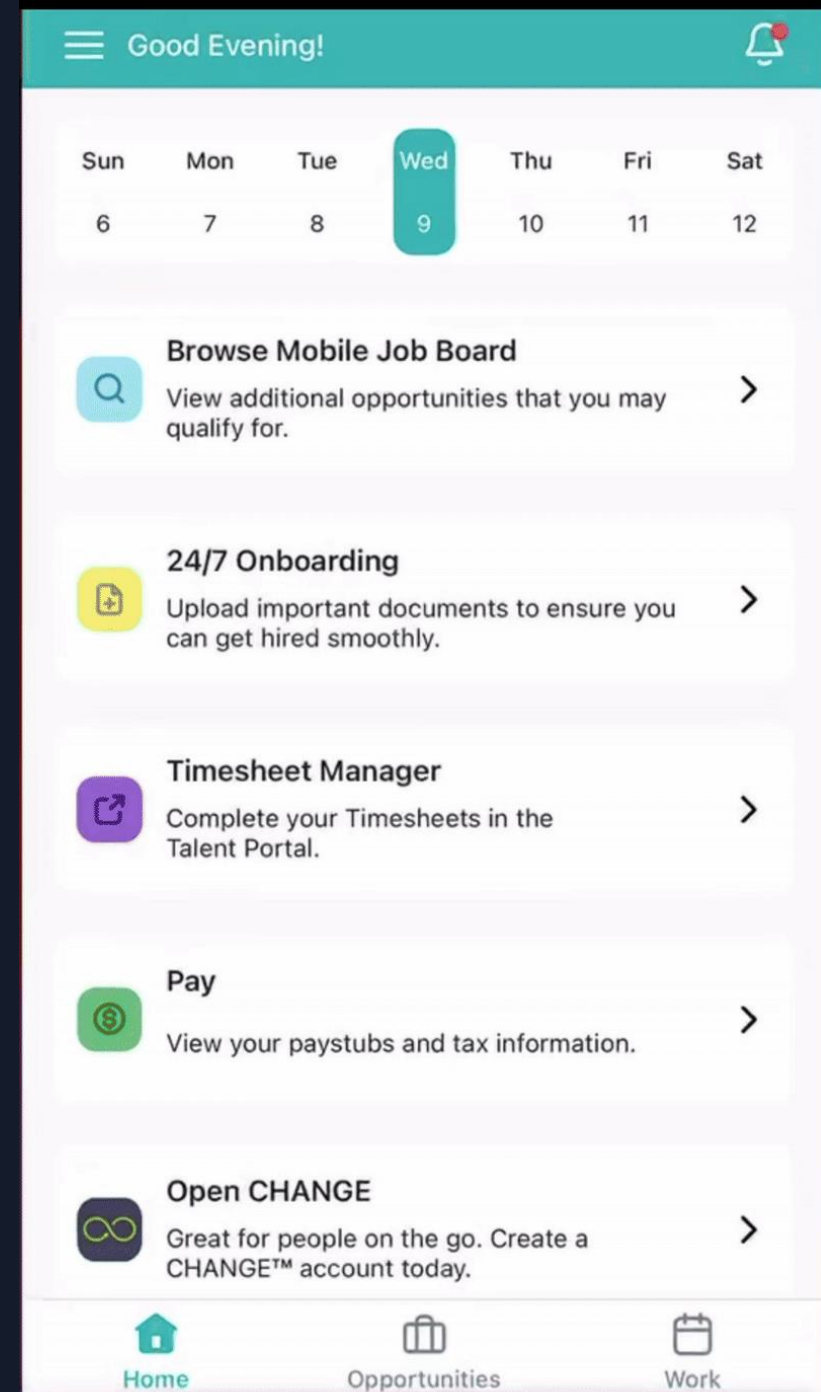
# Recruiter Creates Job Order

Saves recruiter time per job order

The screenshot displays a recruitment software interface with a 'Create Job' modal window open. The background shows a sidebar for 'WorkN Test Co.' and a 'CONTACTS - AT A GLANCE' section. The 'Create Job' modal has a top navigation bar with tabs: Client Information, Job Details, Title & Skills, Desc & Notes, Commissions, Schedule, Distribution Options, and Notification. The 'Shift Schedule' section is active, showing a 'Shift' dropdown menu (None Selected), 'Shift Schedule Type' buttons for 'Bundled Shifts' and 'Unbundled Shifts', and a 'Repeats' dropdown menu (Weekly). Below this is a 'Shift Days' grid with columns for Su, Mo, Tu, We, Th, Fr, and Sa. There are also 'Start Time', 'End Time', and 'Break Hours' input fields. The 'Distribution Options' section shows 'Distribute to 24/7'. At the bottom right of the modal are 'Cancel' and 'Create Job' buttons.

# Talent Reviews Opportunity

Talent can easily respond to an  
all-shifts opportunity



# Recruiter Reviews Talent Responses

Recruiters can review interest

The screenshot displays a recruitment software interface with the following components:

- Navigation Bar:** Includes 'myDashboard', 'Jobs', 'Applicants', 'Timesheet', 'Invoices', 'Companies', 'Documents', 'Back Office', 'Analyze', 'Sub Vendors', 'QuickPlace', and 'Automation'. A search bar is on the right.
- Job Header:** 'Warehouse - Picker - 1st' with status tags: 'OPEN', 'NOT POSTED', and '24/7 Work - Distribution Complete'. Location: 'WorkN Test Co. - Main (Active) Chester, TX, Lakeville, MN 55088'. A 'Banana Job' dropdown and icons are present.
- Job Details:** Req ID: Ee834388717, Job ID: 49203577, Back Office Order ID: [redacted], Job Owners: Erik elm +1 more, Job Branch: (Staffing-US) Worktron, Sales Rep: Naheed Vellani, Job Origin: Manual Entry, Pixel Bot: No Bots. Buttons for 'Add Widget' and 'Create Clone' are on the right.
- Shift Schedule Panel:** Includes a toggle for 'On', 'Shift' dropdown (General 1st Shift), 'Shift Schedule Type' (Bundled Shifts, Unbundled Shifts), 'Repeats' (Weekly), 'Shift Days' (Su, Mo, Tu, We, Th, Fr, Sa), 'Start Time' (07:00 AM), 'End Time' (03:00 pm), and 'Break Hours' (0). Summary: '8 hours/day + 5 days/week = Total 40 Hours'.
- Job Posting Status and Options Panel:** Message: 'This job has not been posted.'
- Job Distribution Panel:** 'Distribute to 24/7' toggle (Yes), 'Dynamic Distribution' and 'Interest' buttons. '24/7 Talent Matching' shows '25' talent matches. Text: 'The job was distributed to the following 25 talent(s)'. List includes 'George Stevens' and 'Sushma Tripathi'.

# AR Provides Template Based Invoicing

Invoice broken down by Shift Template



Remit To:  
Remit to Worktron Staffing

WorkN Test Co.  
2017 Hickory Dr  
Chester, TX 75068

**INVOICE** Invoice Amount  
**\$8,559.00**

<b>Payment Terms</b>	<b>Invoice Date</b>
Net 10 Days	07/10/2025
<b>Invoice No.</b>	<b>Customer No.</b>
70	142
ShiftName: General 1st Shift	

**Make Check Payable to Worktron Staffing**

Customer Name	Department	Customer No.	Payment Terms
WorkN Test Co.	Corporate	142	Net 10 Days

Description	Type	Units	Rate	Amount	
<b>Week Worked: 08/10/2025</b>					
Alexander, Erik	Warehouse - Picker - 1st	Reg	28.00	\$27.00	\$756.00
Ball, Samantha	Warehouse - Picker - 1st	Reg	30.00	\$27.00	\$810.00
Gall, Kristine	Warehouse - Picker - 1st	Reg	21.00	\$27.00	\$567.00
Hoen, Kathy	Warehouse - Picker - 1st	Reg	40.00	\$27.00	\$1,080.00
Jones, Tessa	Warehouse - Picker - 1st	Reg	28.00	\$27.00	\$756.00
Pine, Alexander	Warehouse - Picker - 1st	Reg	32.00	\$27.00	\$864.00
Rinehart, Kelly	Warehouse - Picker - 1st	Reg	40.00	\$27.00	\$1,080.00
Sands, Larry	Warehouse - Picker - 1st	Reg	30.00	\$27.00	\$810.00
Smith, John	Warehouse - Picker - 1st	Reg	28.00	\$27.00	\$756.00
Webb, Dayvid	Warehouse - Picker - 1st	Reg	40.00	\$27.00	\$1,080.00
<b>Total This Week Worked: Reg: 317.00 Bill Reg: \$8559.00</b>				<b>\$8,559.00</b>	

<b>Reg: 317.00 OT: 0.00 DT: 0.00</b>	<b>Total - This Invoice: \$8,559.00</b>
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# Best Practices for Jobs where talent accepts all shifts

## Do

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✓ Use Shift Schedule Templates

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✓ Use Job Order Templates

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✓ Distribute to 24/7 as default

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✓ Update talent who don't match

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✓ Ensure your recruiters review interest responses

## Don't

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✗ Manually enter data every time

---

✗ Picklist all jobs

---

# Scenario 2



1

Sales secures new business for RNs at client site. Admin set-ups job templates for different work opportunities.



2

Recruiter receives first job order and utilizes templates variable schedules to accurately create job order.



3

Talent receives opportunity notification on 24/7 mobile app, expresses interest in the shifts they are interested in and is placed on job by recruiter using birds-eye view. Talent works and receives paycheck.



4

Accounts Receivable team provides client an invoice based by job order.

# Recruiter Creates Job Order

Flexibility on scheduling for different work types

The screenshot displays a recruitment software interface. The top navigation bar includes links for myDashboard, Jobs, Applicants, Timesheet, Invoices, Companies (selected), Documents, Back Office, Analyze, Sub Vendors, QuickPlace, and Automation. A search bar is located on the right. Below the navigation bar, there are buttons for Search, Add New Company, and Add New Contact.

The main content area is divided into two sections. The left sidebar shows the company logo 'W' for 'WorkN Test Co.', with creation and update dates, and social media links. The right section is titled 'CONTACTS - AT A GLANCE' and features a dashboard with various filters and counts:

Filter	Count
< 30 Days	0
30 - 90 Days	0
91 - 90 Days	0
> 90 Days	0
No Contact	6
Green Flag	0
Yellow Flag	0
Red Flag	0

Below the dashboard, there is a section for the 'Atlanta' office, showing the address '3525 Piedmont Rd NE, Atlanta, GA 30305' and buttons for 'Create Job', 'Add Address', 'Edit Office', and 'Add New Contact'. A table lists contacts for the Atlanta office:

Name	Division	Department	Title	Work Phone	Email
Atlanta Contact (WN)				555-ToWorkN	atlanta@workntestco.com

The bottom section is titled 'Atlanta Billing & Worksite Addresses' and contains a table with the following data:

Type	Address 1	Address 2	City	State	Zip/Postal	Phone	Address ID	Default
Main	3525 Piedmont Rd NE		Atlanta	GA	30305	555-ATWORKN	1010727	<input type="radio"/>
Worksite	3525 Piedmont Rd NE		Atlanta	GA	30305	555-GoWorkN	1010728	<input checked="" type="radio"/>
Worksite	3911 S Figueroa Street		Los Angeles	CA	90037	los-angeles	10267312	<input type="radio"/>






# Talent Reviews Opportunity

All Shifts / Shift-by-Shift

The screenshot shows a mobile application interface with a teal header. The header contains a hamburger menu icon, the text "Good Evening!", and a notification bell icon with a red dot. Below the header is a calendar view for the week of Sunday, June 6th to Saturday, June 12th. The date "Wed 9" is highlighted with a teal background. Below the calendar is a list of five interactive cards, each with a colored icon, a title, a description, and a right-pointing chevron. The cards are: "Browse Mobile Job Board" (teal magnifying glass icon), "24/7 Onboarding" (yellow document icon), "Timesheet Manager" (purple document icon), "Pay" (green dollar sign icon), and "Open CHANGE" (dark blue infinity symbol icon). At the bottom of the screen is a navigation bar with three items: "Home" (teal house icon), "Opportunities" (teal shopping bag icon), and "Work" (teal calendar icon).

☰ Good Evening! 🔔

Sun	Mon	Tue	Wed	Thu	Fri	Sat
6	7	8	9	10	11	12

-  **Browse Mobile Job Board**  
View additional opportunities that you may qualify for. >
-  **24/7 Onboarding**  
Upload important documents to ensure you can get hired smoothly. >
-  **Timesheet Manager**  
Complete your Timesheets in the Talent Portal. >
-  **Pay**  
View your paystubs and tax information. >
-  **Open CHANGE**  
Great for people on the go. Create a CHANGE™ account today. >

🏠 Home 🛍️ Opportunities 📅 Work

# Recruiter Reviews Talent Responses

Recruiters can review interest with Birds-eye view

The screenshot displays a recruitment software interface. At the top, a navigation bar includes 'myDashboard', 'Jobs', 'Applicants', 'Timesheet', 'Invoices', 'Companies', 'Documents', 'Back Office', 'Analyse', 'Sub Vendors', 'QuickPlace', and 'Automation'. A search bar is on the right. Below the navigation bar, a blue header contains 'Search', 'Add New Job', 'External Job Staging', 'Banana Job', 'Banana Job', 'Job Status Name', and 'Job Status Name'. The main content area is divided into two columns. The left column shows job details for 'RN - Overnight', including status tags (OPEN, NOT POSTED, 24/7 Work - Distribution Complete), company name (WorkN Test Co.), location (Chester, TX), and a dropdown menu for 'Banana Job'. The right column shows metadata: Req ID (Ee555547710), Job ID (49166499), Job Owners (Erik elm +1 more), Job Branch ((Staffing-US) Worktron), Sales Rep (Naheed Vellani), Job Origin (Manual Entry), and Pixel Bot (No Bots). Below these are two expandable panels. The 'Shift Schedule' panel shows a 'Shift' dropdown (None Selected), 'Shift Schedule Type' (Unbundled Shifts), 'Different Start Times Per Day' (Yes), and 'Repeats' (Custom). It also includes fields for 'Start Time', 'End Time', 'Break Hours', and 'Positions', with a 'Total 130 hours' indicator and a calendar view for August and September 2025. The 'Job Posting Status and Options' panel shows a message: 'This job has not been posted.' The 'Job Distribution' panel has a 'Distribute to 24/7' checkbox (Yes) and buttons for 'Dynamic Distribution' and 'Interest'.



Remit To:  
Remit to Worktron Staffing

WorkN Test Co.  
2017 Hickory Dr  
Chester, TX 75068

**INVOICE**

Invoice Amount
<b>\$5,400.00</b>

Payment Terms	Invoice Date
Net 10 Days	08/01/2025
Invoice No.	Customer No.
75	142
StaffingOrderID: 4065	

Make Check Payable to Worktron Staffing

# AR Provides Invoicing by Job Order

Customer Name	Department	Customer No.	Payment Terms
WorkN Test Co.	Corporate	142	Net 10 Days

Description	Shift Name	Shift Time	Type	Units	Rate	Amount
<b>Week Worked: 08/17/2025</b>						
Alexander, Erik	RN - Overnight	-	Reg	36.00	\$45.00	\$1,620.00
Combs, Jeff	RN - Overnight	-	Reg	40.00	\$45.00	\$1,800.00
Combs, Jeff	RN - Overnight	-	OT	4.00	\$67.50	\$270.00
Martin, Randy	RN - Overnight	-	Reg	38.00	\$45.00	\$1,710.00
<b>Total This Week Worked: Reg: 114.00 Bill Reg: \$5130.00, OT: 4.00 Bill OT: \$270.00</b>						<b>\$5,400.00</b>

<b>Reg: 114.00 OT: 4.00 DT: 0.00</b>	<b>Total - This Invoice:</b>	<b>\$5,400.00</b>
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# Best Practices on Shift-by-Shift Jobs

## Do

- ✓ Use Job Templates
- ✓ Use Variable Schedules when you can't templatize
- ✓ ABD - Always be Distributing!
- ✓ Keep Talent placement accurate
- ✓ Setup Invoice Style (billing setup) to meet your needs

## Don't

- ✗ Use the same job to represent multiple requests
- ✗ Forget to use Birdeye

# Comparing 24/7 Job Types

	All shifts	Shift by Shift	Shift by shift variable
Same schedule, same days	✓	✓	
Different start times on different days			✓
Different number of workers needed per shift			✓
Worker must accept all shifts	✓	-	-
Worker can select some shifts, not accept others		✓	✓
Invoice can separate by Shift Template Name	✓	✓	
Where can recruiter review interest?	Nominate or Pipeline	Birds-eye View	Birds-eye View

# 64

NPS Rating from 2500 talent interviewed in  
last 30 days when asked about their  
experience with Avionté's mobile

Q&A

## 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 Mastering Shift-Based Staffing for Maximum Efficiency and Fulfillment
3. Rate and leave feedback



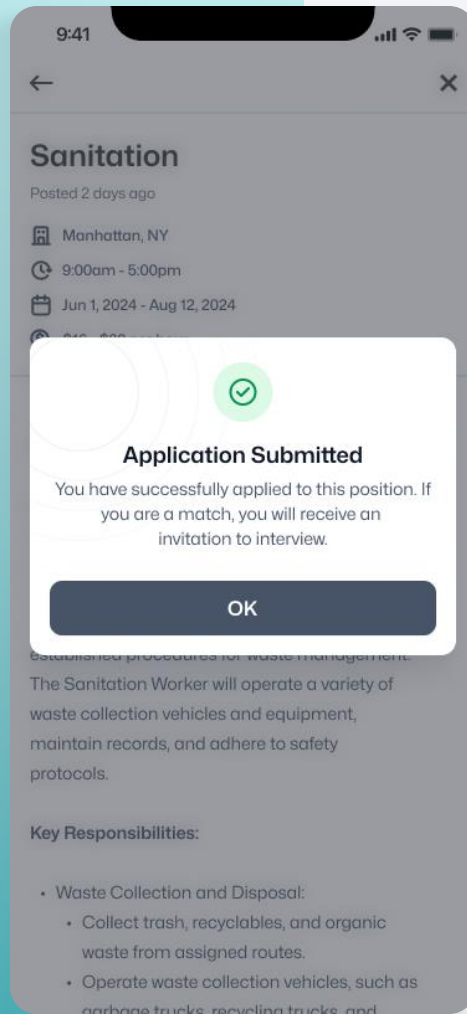
Take your job search to  
the next level.



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