

AVIONTÉ
CONNECT

Finding the Right Talent Faster

Winning Strategies for Candidate Attraction
and Acquisition

OPERATIONAL EFFICIENCY



FRONT OFFICE

BACK OFFICE

MOBILE

AI & AUTOMATION

VMS

INTEGRATIONS

ANALYTICS

Disclaimer

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About This Session

See how Avionte's advanced AI and automation tools can drastically improve efficiency within your organization and keep your best talent coming back for more.

- 1 Some challenging thoughts

- 2 Time to Fill strategies

- 3 Getting the right people on the job

- 4 Making them choose *your* application

- 5 Change Management

- 6 Q&A

Introductions

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



Matt Schmeichel

MANAGER, CUSTOMER
SUCCESS

SUCCESS



Andy Lavalier

SR. PROJECT MANAGER,
TEAM LEAD

IMPLEMENTATION

Can you relate?

“It seems like we have really high drop-off during our application process, and we can’t figure out why”

“I’m sick of our recruiters wasting their time talking to candidates who aren’t a good fit”

13-30

days job vacancies in construction, hospitality,
and light industrial industries

[DHI Group, Inc](#)

44%

of bad hires are due to skills mismatch

[Robert Half](#)

73%

of applicants abandon job applications if they take longer than 15 minutes.

[*Hays Research*](#)

41%

of employees who left within 90 days cited the day-to-day wasn't what they expected

[2022 Job Seeker Nation Report](#)

The Numbers Don't Lie

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[2022 Job Seeker Nation Report](#)

The cost of inefficiency is real - and it's growing every day

Time to Fill

Recruiter Efficiency

13-30

days job vacancies in construction, hospitality,
and light industrial industries [DHI Group, Inc](#)

A Weekend Application



Friday

Talent applies for a position on a Friday night



Saturday



Sunday



Monday

A recruiter is finally able to review info and sends the talent next steps



Friday

Talent applies, Pixel interview complete, initial paperwork filled out



Saturday

Talent is ready for work



Sunday

Talent is ready for work



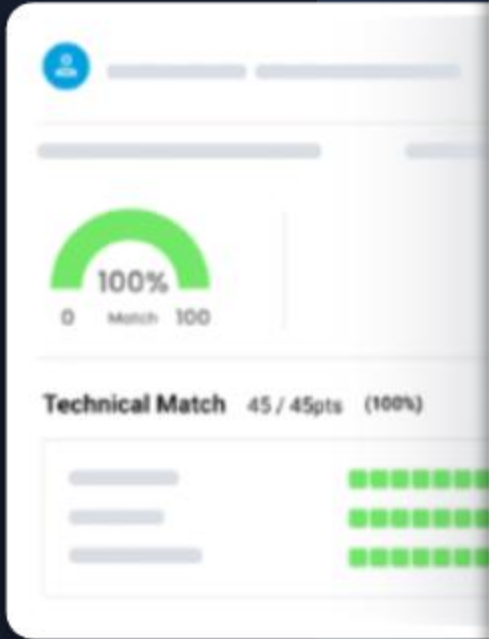
Monday

A recruiter reviews and finalizes

Job Vacancy Duration by Industry

Industry	Vacancy Length (work days)
Construction	12.7
Hospitality	20.7
Warehouse, Transport, Utilities	24.9
Manufacturing	30.7
Health Services	49

Avionté Pixel



4:08 Messages

AVIONTÉ Staffing & Recruiting Software powered by **pixel**.bot

Pixel
Thank you!

Pixel
What are your hourly wage expectations?

50

Pixel
Do you have transportation to and from work?

Yes

Type your message...

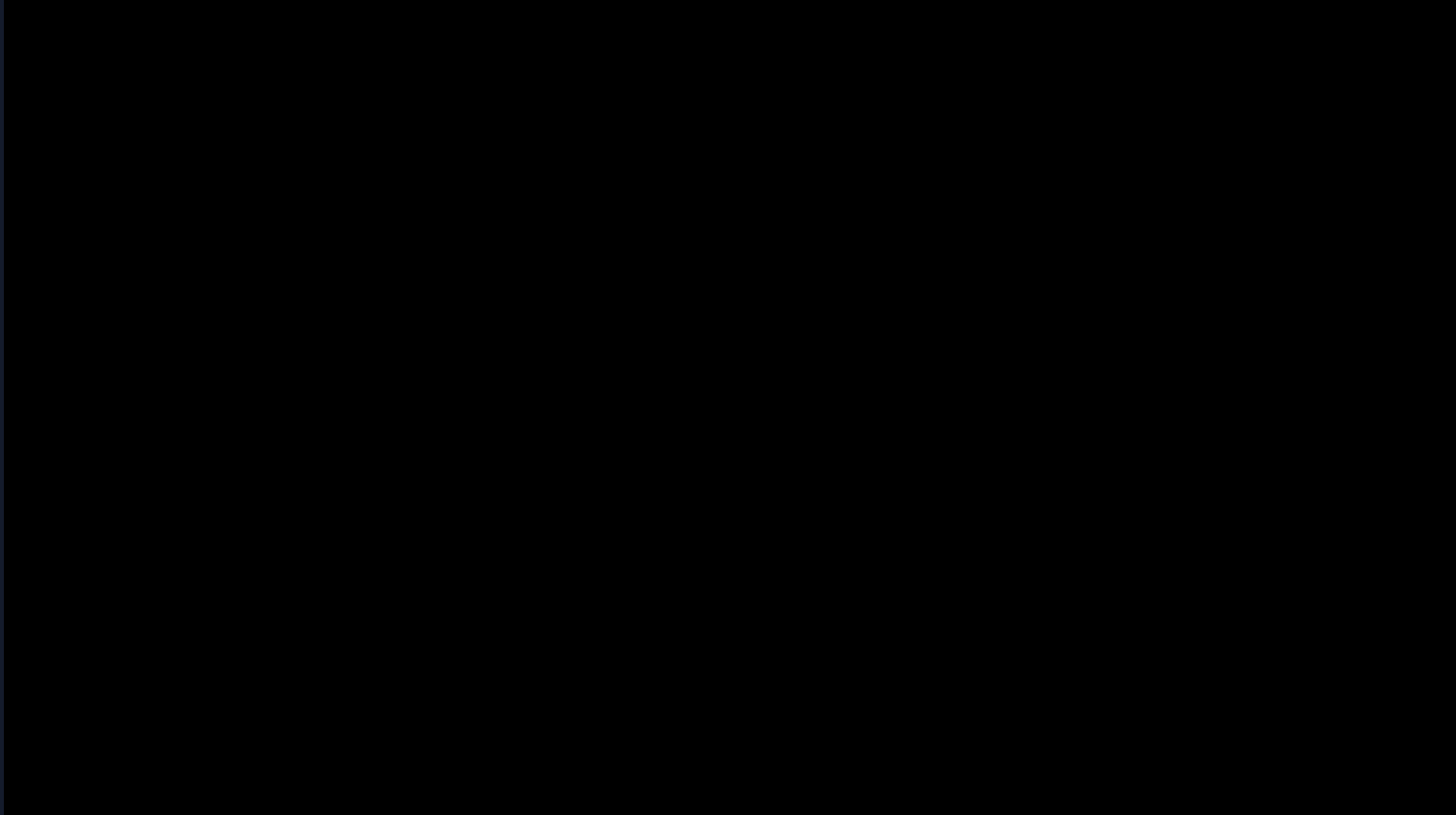
pixel.myavionte.com

Talent Experience

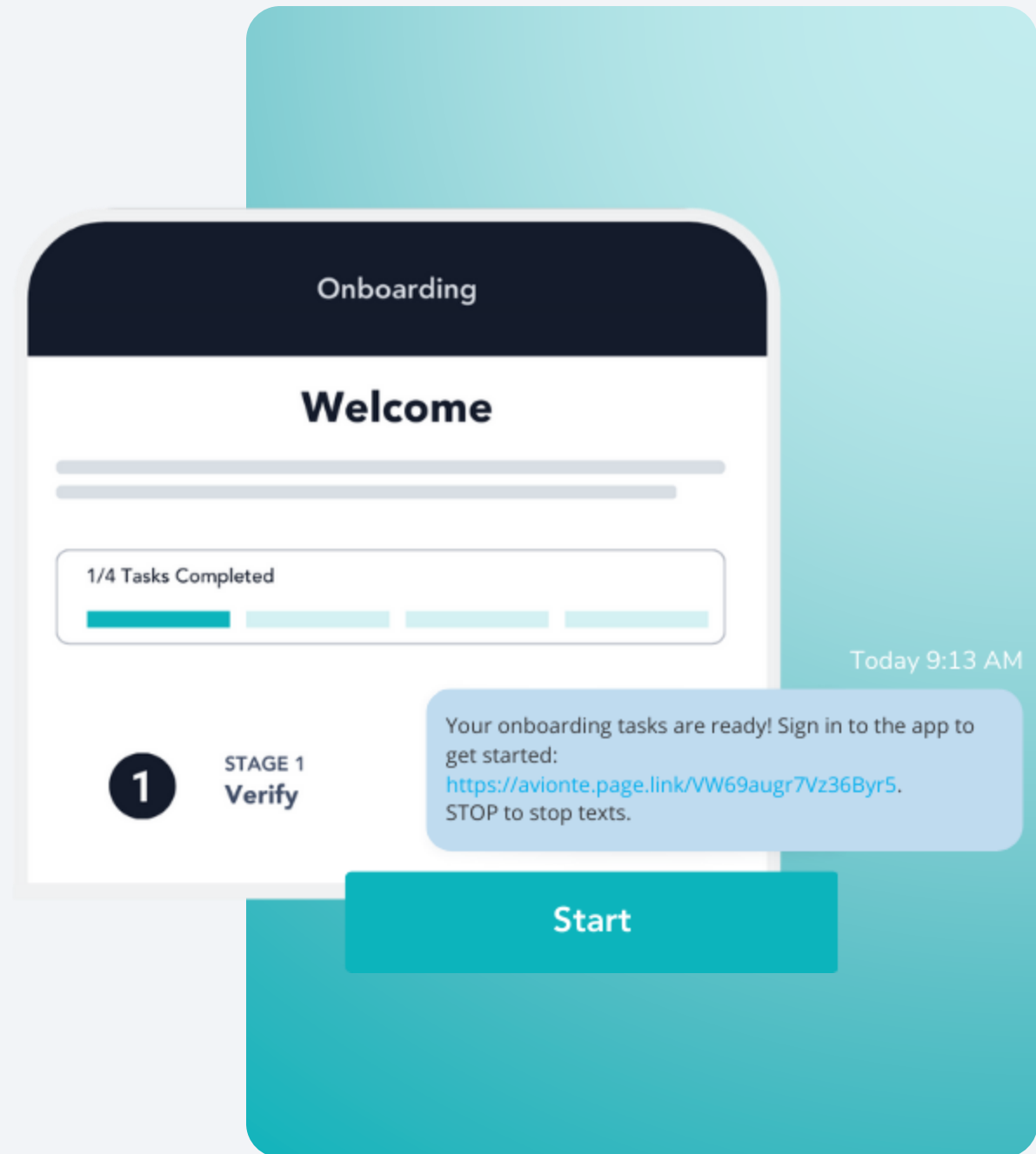
Job Application to Pixel Interview



User Experience - Using Pixel



24/7 Onboarding



24/7 App Activity



Matty Schmikes

No Headline

TALENT W-2

Bold ID: 37144312 Back Office ID:

Last 4 SSN: 4200

[On Assignment](#)

Active

Login Username:

MS9550

or Login Email:

matt.schmeichel@gmail.com

Operational Information

Matthew Anderson

(ABC Staffing - JWS Test - renamed 2.18-US) St. Paul

Feb 4, 2020

Apr 23, 2021

Resume Education Work History Documents Comments References Tax Tags Offers EEO Screenings Feedback Video Interviews
Placements Restrictions Paychecks Interviews Certificates Covid Tracking Criminal History

Having issues signing Adobe documents? Make sure your account is [logged out](#).

Complete	Sent	Action Required
27	6	1

Onboarding Tasks

<input type="checkbox"/> Status	Onboarding Task	Packet Name	Sender
Complete	Personal Info	Matt Packet 2	Matt Schmeichel
Complete	Personal Info	TRIO Packet	Avionte Support
Complete	Handbook Acknowledgement	Matt Packet 2	Matt Schmeichel
Complete	Handbook Acknowledgement	Matt Packet 2	Matt Schmeichel
Complete	Competencies	TRIO Packet	Avionte Support
Complete	Acknowledgement of	Matt Packet 2	Matt Schmeichel

- Employers ▼
- Onboarding Workflows ▼
- Onboarding Packets ▼
- Profile Tasks ▼
- E-Signature Documents ▼
- Talent Assessments ▼
- Integration Tasks ▼
- Symmetry ▼

Cancel
Send

Basic Automation Configuration

Different events can be monitored and automated. Start by choosing the automation category, then the event.

Enabled

Disabled

Automation Name

Standard Onboarding - all applicants

Automation Type

Onboarding

Event

Talent Status

Talent Status

Pipeline Stage

Nomination Stage

IS

Active

Active

Active - CA

Applicant

Awaiting Placement - NEW

Do Not Assign

Online Applicant

Pending Background Check

T-Phone Interview

P-Drug Screen Passed

P-Moved

P-Offer Extended

P-Ready to Submit

Submitted to Account Manager

Basic Automation Configuration

Different events can be monitored and automated. Start by choosing the automation category, then the event.

Enabled

Disabled

Actions

Actions will only trigger if the conditions above are true for the selected trigger

Send Workflow

Standard Onboarding

Completion Action

When Workflow is Completed

Change Talent Status

TO

Eligible and Active

Pipeline Stage

IS

T-Internal Review Complete

Basic Automation Configuration

Different events can be monitored and automated. Start by choosing the automation category, then the event.

Enabled

Disabled

Automation Name

Standard Onboarding - all applicants

Automation Type

Trigger Conditions

Actions will only trigger if the below conditions are true for the selected trigger

Condition: 1

Company Office Company Offices

AND

Condition: 2

Talent Address

AND

Condition: 3

Talent Home Office

Actions

Actions will only trigger if the conditions above are true for the selected trigger

Send Workflow

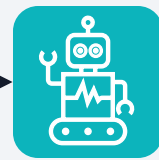
Completion Action

When Workflow is Completed TO

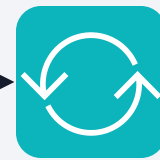
Gained Efficiency through Automation



Application



Pixel bot



Automatic pipeline,
nomination, or status
change



Onboarding packet sent

The ROI of AI and Automation in BOLD

	Time Spent - T	Time Spent - A	# of Candidates	Time Saved	Est. Cost Savings*
Prequalification	10 minutes	0 minutes	100	1,000 minutes	\$500/ recruiter
Onboarding	60 minutes	20 minutes	10	400 minutes	\$200/ recruiter
				1,400 minutes	\$700/ recruiter

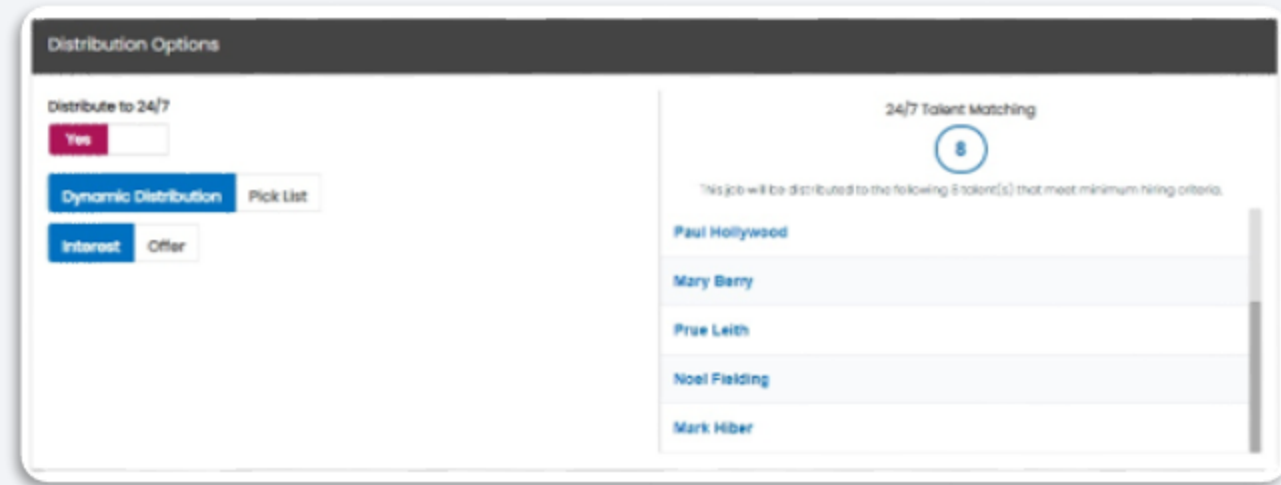
*Assuming average recruiter wage of \$30/ hour.

Getting the **Right** People on the Job

44% | of bad hires are due to skills mismatch [Robert Half](#)

24/7 Skill Matching

- On the right-hand side of the Distribution Options widget, Auto-Matched Talent will display and update as edits are made to the job details. Your Distribution choices will dictate how Talent are notified about the job opportunity.
- The Talent that meet the minimum hiring criteria will show on the **24/7 Talent Matching** side of the screen. Each Talent's name is hyperlinked to their profile, making it easy to evaluate and differentiate workers. Talent that are restricted or in a Do Not Assign Status will not be included.



Win Rate

Make Them Choose You

73%

of applicants abandon job applications if they take longer than 15 minutes. [Hays Research](#)

AviontéBOLD (Full Application)

Applicant Details Visibility & Requirements



Apply Sequence



Applicant Details Visibility & Requirements

Staffing Office

Visible

Required

Compliance Message i

Hidden

First Name

Visible

Required

Last Name

Visible

Required

Address

Visible

Required

City

Visible

Required

Province

Hidden

Country & State

Visible

Required

Zip

Visible

Required

Mobile Phone

Visible

Required

Home Phone

Visible

Required

Text Message Consent

Visible

Required

Email

Visible

Required

Country & State	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Zip	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Mobile Phone	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Home Phone	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Text Message Consent	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Email	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Facebook	<input type="checkbox"/> Visible <input checked="" type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Personal Website	<input type="checkbox"/> Visible <input checked="" type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Custom URL 1	<input type="checkbox"/> Visible <input checked="" type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Custom URL 2	<input type="checkbox"/> Visible <input checked="" type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Citizenship	<input type="checkbox"/> Visible <input checked="" type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Referral	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Education	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Work History	<input checked="" type="checkbox"/> Visible <input type="checkbox"/> Hidden	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required

Applicant Details Visibility & Requirements

Staffing Office	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Compliance Message i	<input type="checkbox"/> Hidden <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
First Name	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Last Name	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Address	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
City	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Province	<input type="checkbox"/> Hidden <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Country & State	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Zip	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Mobile Phone	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Home Phone	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Text Message Consent	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Email	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Facebook	<input type="checkbox"/> Hidden <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Personal Website	<input type="checkbox"/> Hidden <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Custom URL 1	<input type="checkbox"/> Hidden <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
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Education	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>
Work History	<input type="checkbox"/> Visible <input type="checkbox"/>	<input type="checkbox"/> Required <input type="checkbox"/>

Applicant Details Visibility & Requirements

Staffing Office	Visible	Required
Compliance Message i	Hidden	
First Name	Visible	Required
Last Name	Visible	Required
Address	Visible	Required
City	Visible	Required
Province	Hidden	
Country & State	Visible	Required
Zip	Visible	Required
Mobile Phone	Visible	Required
Home Phone	Visible	Required
Text Message Consent	Visible	Required
Email	Visible	Required
Facebook	Hidden	
Personal Website	Hidden	
Custom URL 1	Hidden	
Custom URL 2	Hidden	
Citizenship	Hidden	
Referral	Visible	Required
Education	Visible	Required
Work History	Visible	Required

Apply Sequence

Personal / Resume



Education & Work

Hidden Optional Required



Categories & Skillsets

Hidden Optional Required



Online Questions

Application Questions

Hidden Optional Required



EEO

US

Hidden Optional Required



Acknowledgement

Hidden Optional Required



Thank You Message

Personal Information

First Name *

Required

Last Name *

Required

Address *

Required

City *

Required

Country *

Required ▾

State *

Required ▾

ZipCode *

Required

Were you referred?

Contact Information

Mobile *

Required

Phone *

Required

Email *

Required



EDUCATION
& WORK
HISTORY

Education Education *

School:

 Required

Degree:

 Required

Degree Type:

 Required

Field:

 Required

From:

 Required

To:

 Required

Still Attending

Work History Work History *

Still Attending

Work History Work History *

Company:

Required



Title:

Required

From:

To:

Required

Required

Current Job

Summary:

Next

Select Language ▼



Please hit the + button to select skills.

Skill Categories:

Account Mana ▼

Skill:

Client Service ▼

Account Manager: Client Services ✘

Account Manager: Portfolio Management ✘

General Labor: Construction ✘

General Labor: Fork Lift Driver ✘

Back

Next Step - Please click the plus icon next to the skill field after

ADDITIONAL
QUESTIONS
(WEB
TEST)

To complete your application, please answer the following questions:
What is the name of your Emergency Contact?

What is the phone number of your Emergency Contact?

If applicable, what is the email address of your emergency contact?

If you have a LinkedIn Profile and would like to link it to your ABC Staffing Portal, please paste the URL of your LinkedIn profile below.

Did someone refer you to this job? If so, please put their first and last name below.

What is your date of birth?

Back

Save and Continue

Personal Information

First Name * Required Last Name * Required

Address * Required

City * Required Country * Required

State * Required ZipCode * Required

Were you referred?

Contact Information

Mobile * Required Phone * Required

Email * Required

Select Language | ▼

1 — 2 — 3 — 4 — 5 — 6
EDUCATION & WORK HISTORY

Education Education *

School: Required
+ -

Degree: Required

Degree Type: Required

Field: Required

From: Required To: Required
 Still Attending

Work History Work History *

Company: Required
+ -

Title: Required

From: Required To: Required
 Current Job

Summary:

Next

Select Language | ▼

1 — 2 — 3 — 4 — 5 — 6
SKILLS

Please hit the + button to select skills.

Skill Categories TAG

Account Manager * Client Services *

Account Manager: Client Services ✕

Account Manager: Portfolio Management ✕

General Labor: Construction ✕

General Labor: Forklift ✕

Back Next Step

ADDITIONAL QUESTIONS (YES TEST)

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Back Save and Continue

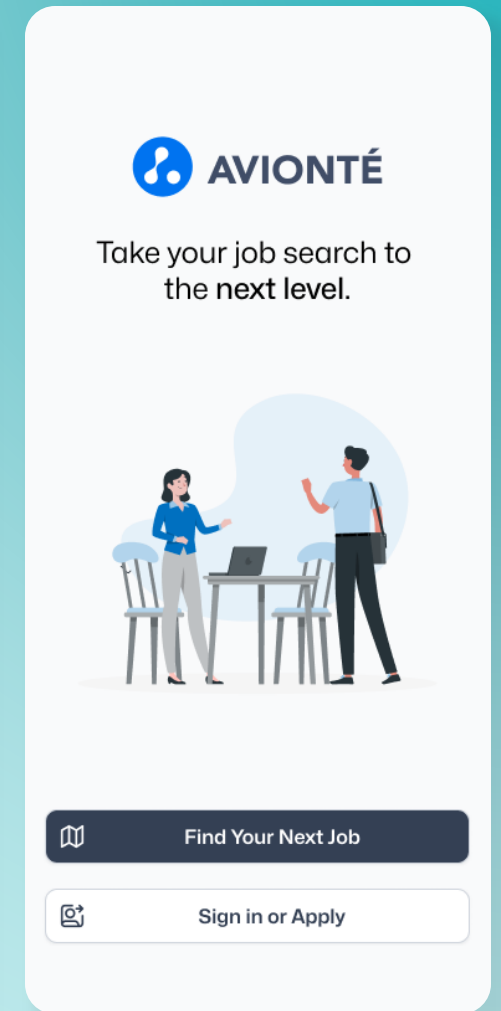
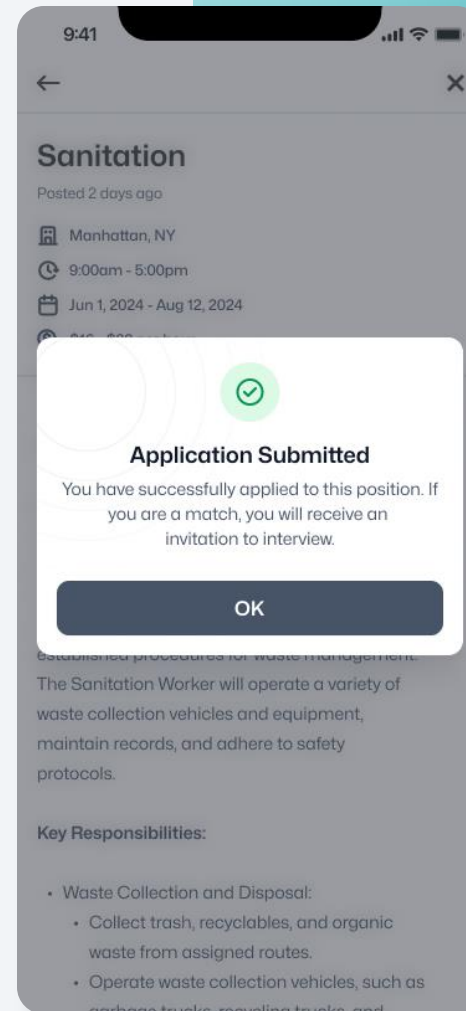
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[Hays Research](#)

What's on your application is up to **you**.

- Target **5 minutes or less** for optimal completion rates
- Focus on **must-have** information only
- Eliminate redundancy – if it's on their resume, don't make them type it again
- 70% of job applications are now completed on **mobile devices**



Change Management

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Communicate the "why" early and often - Share the business reasons for adopting the new tool, highlighting specific benefits like improved efficiency, cost savings, or better customer service to help employees understand the value of the change.

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Start with pilot groups and scale gradually - Begin with enthusiastic early adopters or a specific department to work out issues, gather feedback, and create success stories that can motivate broader adoption across the organization.

Celebrate quick wins and measure progress - Recognize teams that successfully adopt the new tool, share positive outcomes and metrics, and maintain momentum by highlighting tangible improvements in workflow or results.

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 **Finding the Right Talent Faster: Winning Strategies for Candidate Attraction and Acquisition**
3. Rate and leave feedback



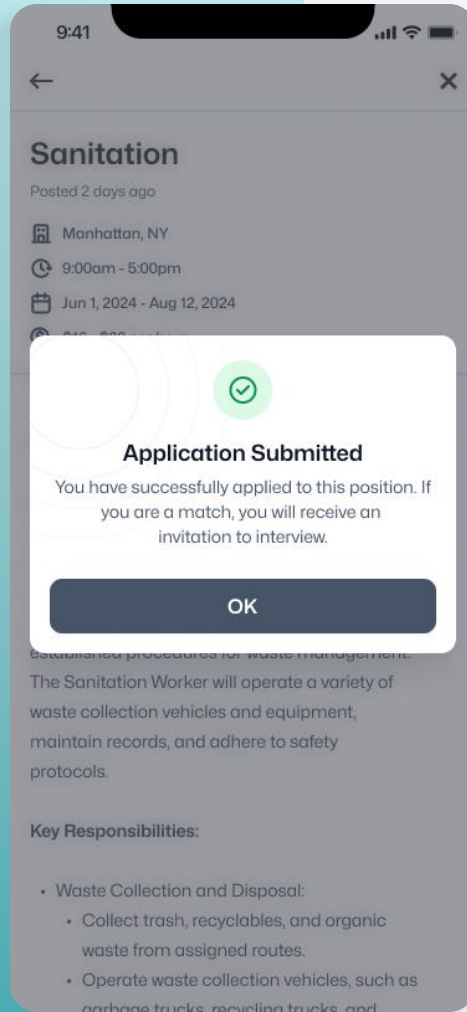
Take your job search to
the next level.



Find Your Next Job



Sign in or Apply



Experience What's Possible

Visit the Experience Center – 2nd 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
Ethan Campbell	XXX-XX-XXXX	Williamson & Harris Co.	Corporate	\$1000.00	\$1250.00
Orlando Diggs	XXX-XX-XXXX	Pinnacle Solutions	Accounting	\$600.00	\$750.00
Demi Wilkinson	XXX-XX-XXXX	FedExpress	Corporate	\$640.00	\$800.00
Kate Morrison	XXX-XX-XXXX	Coca Cola	Corporate	\$800.00	\$1000.00