

AVIONTÉ
CONNECT

Track What Matters

Key KPIs for Superior Talent Sourcing & Engaging

SOURCING & ENGAGING

FRONT OFFICE

BACK OFFICE

MOBILE

AI & AUTOMATION

VMS

INTEGRATIONS

ANALYTICS



Introductions

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



Sadia Svedberg

SR. IMPLEMENTATION
PROJECT MANAGER,
TEAM LEAD

IMPLEMENTATION

Patrick Feldmeier

IMPLEMENTATION
PROJECT MANAGER

IMPLEMENTATION



The Agenda

1

Our Challenge: Standing Out in a Competitive Market

2

Sourcing & Engagement: The Traditional Approach

3

Elevate with BOLD: Attract. Onboard. Redeploy.

4

Practical Applications

5

Resources for Advanced Strategies: Attract. Onboard. Redeploy.

6

Q&A



Disclaimer

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Our Challenge: Standing Out in a Competitive Market

Current Market Reality

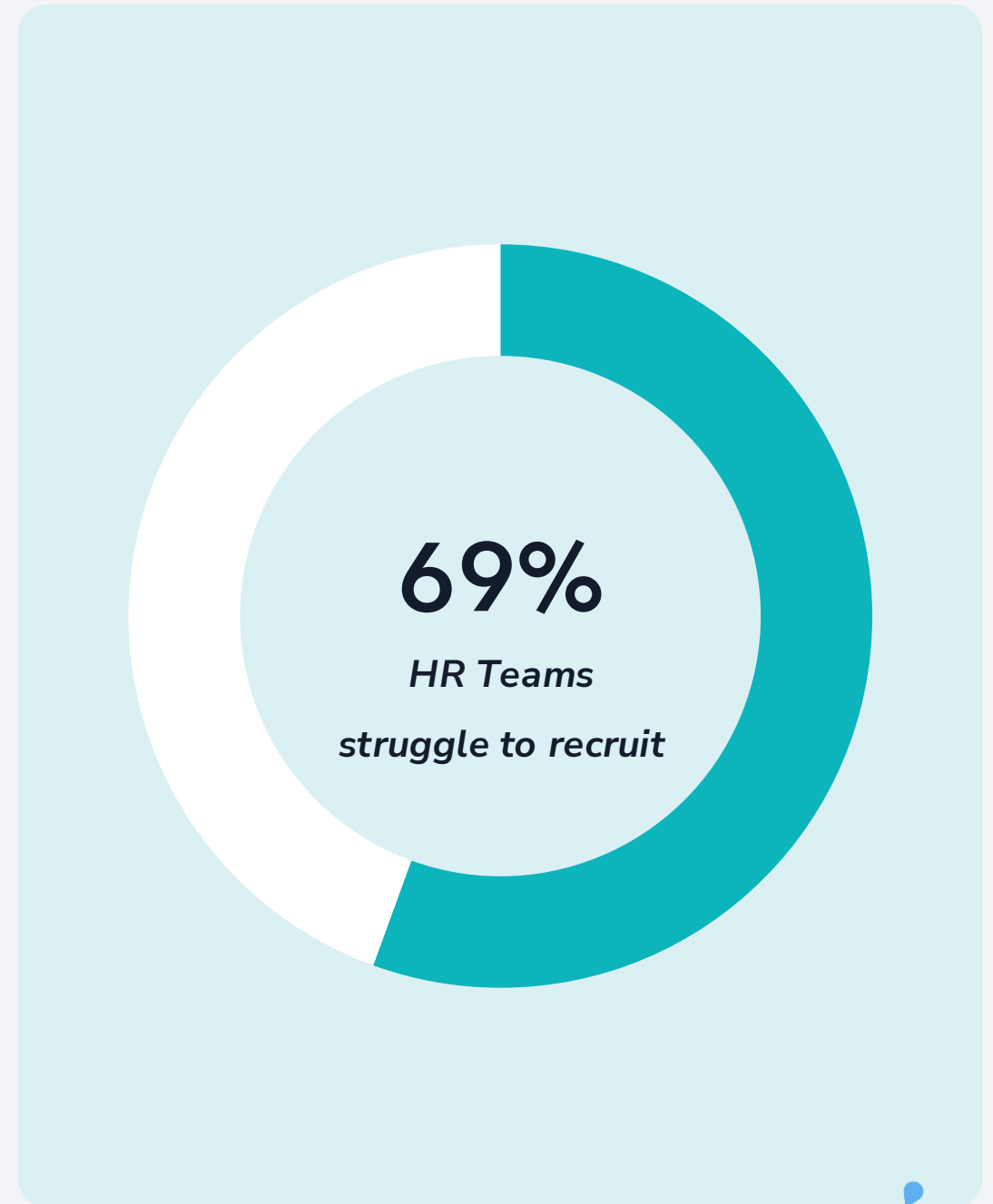
Competition is fiercer than ever.

How do you stand out when talent has choices?

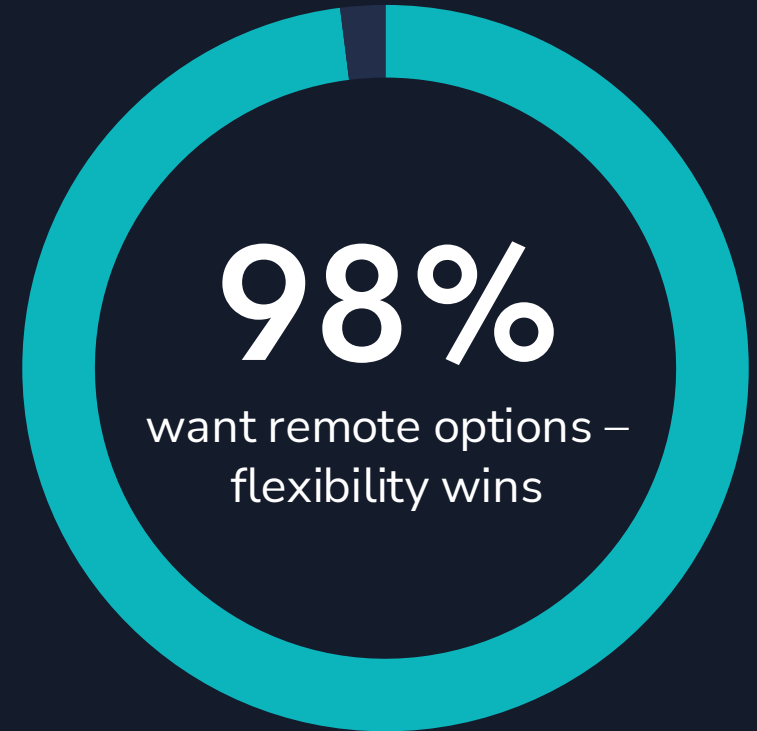
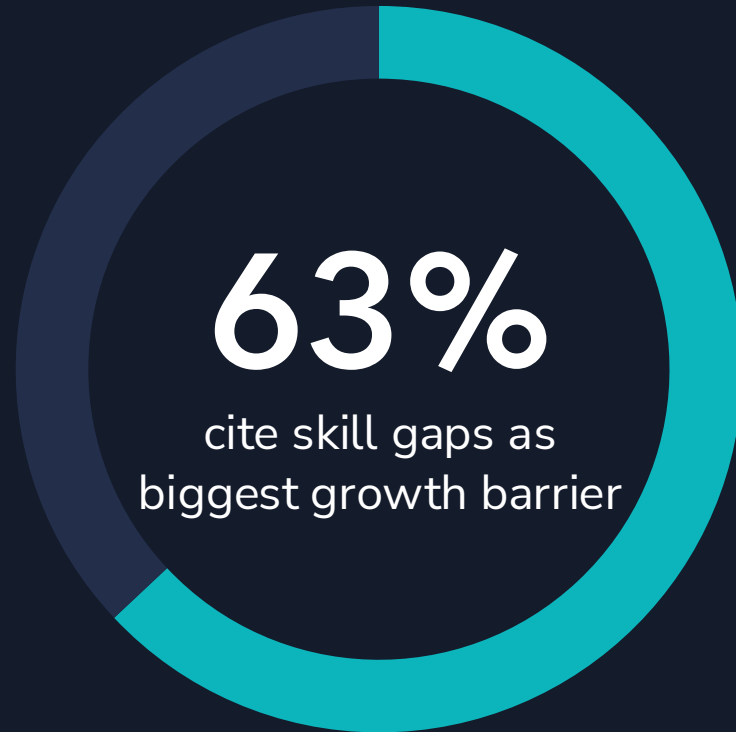


REPORTED CHALLENGES

- *Low applicants (51%),*
- *Competition (50%),*
- *Ghosting (41%)*



**Good talent
is scarce -
retention is
your edge.**



Onboarding **Makes** or Breaks Retention



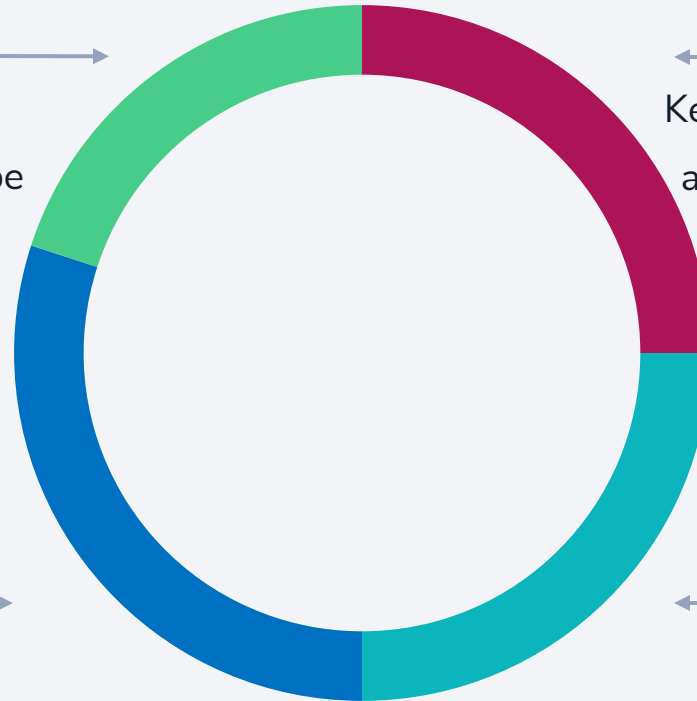
Documentation

Sending, collecting, and tracking documents can be time consuming.



OPPORTUNITY

The Avionte suite of Onboarding Tools can solve these pain points.



Compliance

Keeping within compliance is both a large task and responsibility for one team to manage.



Redeployment

Once the talent are onboarded and placed, the cycle continues with redeployment.

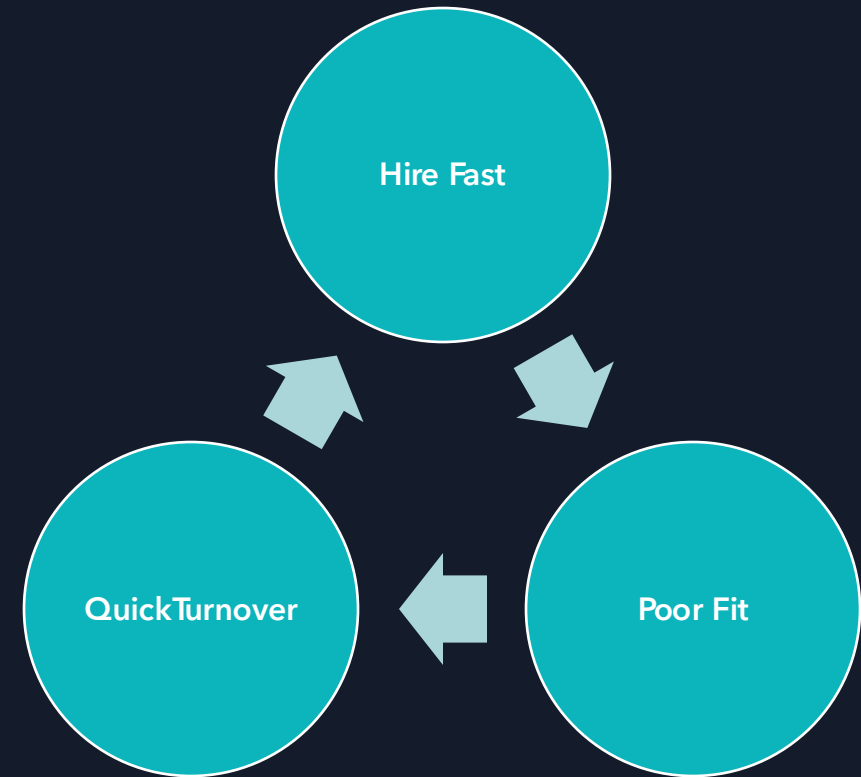


Sourcing & Engagement: The Traditional Approach

The Traditional Approach

- Old Process
 - Hire as many people as possible hoping for long-term retention.
 - Focus on filling seats, not finding the right fit
 - Minimal investment in onboarding and development
- Result
 - A continuous cycle of expensive talent acquisition.
 - 30% of new hires leave within 90 days
- Reality
 - You're spending more on recruitment than on retention.

What if you could easily identify and retain your best talent?



Your Path to Elevation with Avionte

- **Transform** from a volume-based to value-based approach.
- **Leverage** your existing Avionté tools for immediate impact.
- **Focus** on talent retention, not just acquisition.
- **Build** sustainable competitive advantage to allow you to Stand Out in a Competitive Market

The Three-Pillar Approach



Attract



Onboard



Redeploy

Elevate with BOLD



Attract

Attract: Data-Driven Marketing

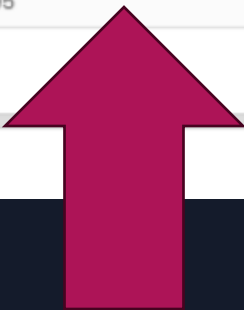
- 1 Reporting:** Use Avionté Reporting to identify top applicant sources.
- 2 Focus on What Matters Most:** Focus marketing efforts on cost-effective channels.
- 3 Remove Roadblocks:** Proactively address challenges to keep momentum strong.
- 4 Transform:** Using the above tools will allow you to transform your approach to sourcing better talent!



Applicant Marketing Report

Applicant Marketing Summary Report > Applicant Marketing Sources

Source	Count	Conversion
Applied Directly	59	0
google.com	10	0
hire.myavionte.com	2	0
m.facebook.com	1	0
Mobile Job Board	388	1
myavionte.com	5	0
Pandologic-Indeed	2533	19
Pandologic-LinkedIn	79	7
Pandologic-ZipRecruiter Easy Apply	462	2
ziprecruiter.com	95	0



Total Items: 12



Onboard

Build Strong Profiles



Reporting

Verify applicant requirements are satisfied.



Focus on what matters most

Build comprehensive candidate profiles.



Remove

Roadblocks

Enable efficient placements through complete data.



Leverage

Building strong profiles allows you to employ your talent most effectively.



Applicant Contact Report

Applicant Contact Report

Division, Region, Office, Ap

Save

Division	Region	Office	Applicant	Applicant Created	Primary E-mail	Mobile Phone	Country	Address 1	City	State	Postal/Zip
CONNECT 2025	US	Sourcing & Engag...	zzzAnnie zzzSample	Jun 16, 2025			United States of America		Eagan	MN	55000
CONNECT 2025	US	Sourcing & Engag...	Test Talent 1	Jun 23, 2025	no.email@email.com	688-999-8212	United States of America	123 Mianstreet	Minneapolis	MN	55346
CONNECT 2025	US	Sourcing & Engag...	Test Talent 2	Jun 23, 2025			United States of America	123 Mianstreet	Minneapolis	MN	55346
CONNECT 2025	US	Sourcing & Engag...	Test Talent 3	Jun 23, 2025	no.email.test.talent.3@email.com	867-999-8212	United States of America	123 Mianstreet	Minneapolis	MN	55346
CONNECT 2025	US	Sourcing & Engag...	Michael Ryan	Jun 24, 2025	testertested13+36@gmail.com	6124495932	United States of America	101 1st St	Chanhassen	MN	55317
CONNECT 2025	US	Sourcing & Engag...	zzzCassie zzzConnect	Jun 25, 2025	zzzCassie.zzzConnect@noemail.com	6549153222	United States of America	1234 Elm Ave	Edina	MN	10017
CONNECT 2025	US	Sourcing & Engag...	zzzDonnie zzzHelper	Jun 25, 2025	zzzDonnie.zzzHelper@noemail.com	9556543211	United States of America	987	St Paul	MN	55119



Applicant Contact Report

Applicant Creat	Primary E-mail	Mobile Phone
Jun 16, 2025		
Jun 23, 2025	no.email@email.com	688-999-8212
Jun 23, 2025		
Jun 23, 2025	no.email.test.talent.3@email.com	867-999-8212
Jun 24, 2025	testertested13+36@gmail.com	
Jun 25, 2025		6549153222
Jun 25, 2025	zzzDonnie.zzzHelper@noemail.com	9556543211

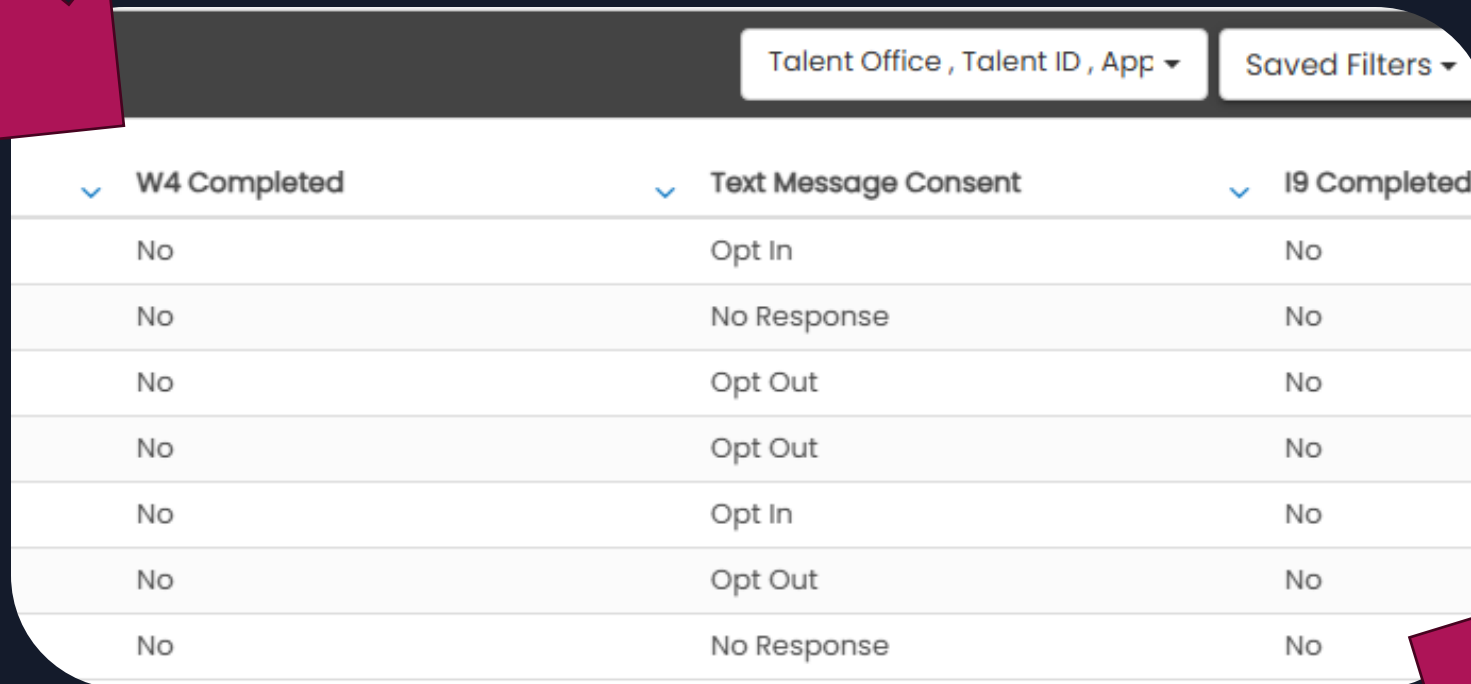


Onboarding Compliance Report

Onboarding Compliance Report							Talent Office, Talent ID, App	Saved Filters		
Talent Office	Talent ID	Applicant	Resume	W4 Completed	Text Message Consent	I9 Completed				
Sourcing & Engagement KPIs	191048249	Ryan Michael	Yes	No	Opt In	No				
Sourcing & Engagement KPIs	191008988	Talent 1 Test	Yes	No	No Response	No				
Sourcing & Engagement KPIs	191009555	Talent 2 Test	Yes	No	Opt Out	No				
Sourcing & Engagement KPIs	191010139	Talent 3 Test	Yes	No	Opt Out	No				
Sourcing & Engagement KPIs	191069003	zzzConnect zzzCassie	No	No	Opt In	No				
Sourcing & Engagement KPIs	191069094	zzzHelper zzzDonnie	No	No	Opt Out	No				
Sourcing & Engagement KPIs	190070627	zzzSample zzzAnnie	No	No	No Response	No				



Onboarding Compliance Report



W4 Completed	Text Message Consent	I9 Completed
No	Opt In	No
No	No Response	No
No	Opt Out	No
No	Opt Out	No
No	Opt In	No
No	Opt Out	No
No	No Response	No



Additional Onboarding Reports

If you already use these two reports – here are a couple other options to add to your toolbox:

- Candidate Contact Details Report
 - Helps you answer if the talent records in each status complete
- Talent Questionnaires Report
 - Allows you to quickly review pre-screening questions

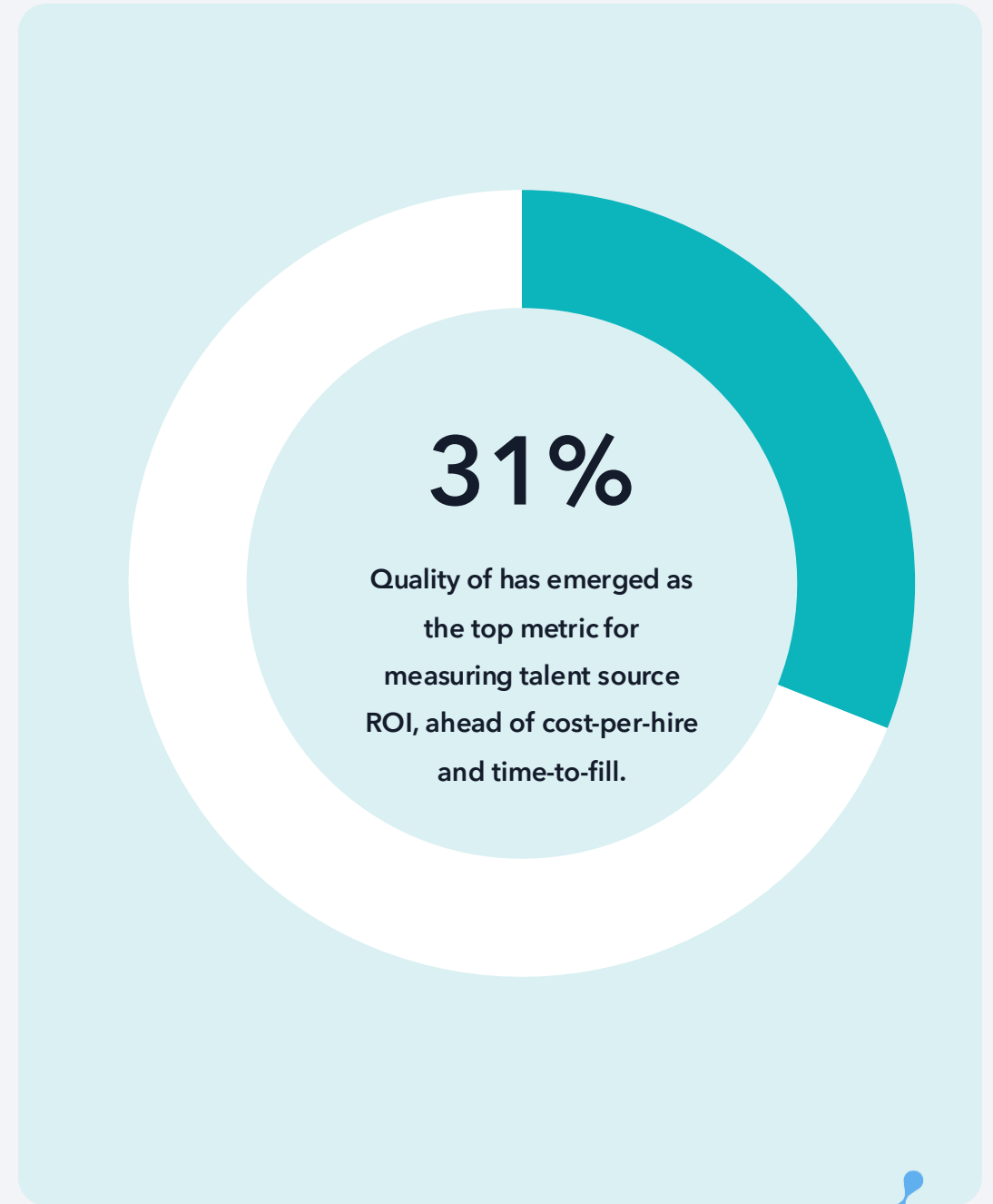


Redeploy

Redeploy

Continuous Talent Utilization

- ✓ **Reporting:** Review upcoming contractor end dates
- ✓ **Focus on What Matters Most:** Gather feedback and prime candidates for subsequent placements
- ✓ **Remove Roadblocks:** Connect with hiring managers for retention opportunities
- ✓ **Focus on Redeployment:** With a focus on talent utilization, you can optimize for redeployment

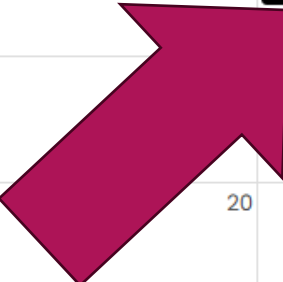


Events Calendar

Events Calendar (Events, Tasks, Starts, Ends, Projects)

today month week day August 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	29	30	31	1	2
3	4 Test Talent 3 Candidate ! zzzDonnie zzzHelper Canc	5	6 Test Talent 3 Contract En	7	8	9
10	11 zzzBetty zzzTest Candida	12		14	15 zzzBetty zzzTest Contract	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6





< > today

month week day

August 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	29	30	31	1	2
3	4 Test Talent 3 Candidate : zzzDonnie zzzHelper Canc	5	6	7 Test Talent 3 Contract En	8	9
10	11 zzzBetty zzzTest Candida	12			15 zzzTest Contract	16
17	18	19			22	23
24	25	26				30
31	1	2	3	4	5	6

Contract Ending ✕

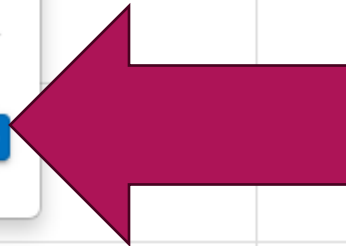
When Thu, August 7

Company Avionte


Who [Test Talent 3](#)

Job CONNECT 2025 Event Presenter

[Go to Job](#)



Active Consultants Report

Notes	Requisition ID	Applicant	Email	Phone Number	Talent Status	Talent Entered	Hired Date	Job Title	Job Type	Start Date	End Date	End Reason	Company	Manager	Manager Email
Test Talent 3 is expected to start at Avio...	48293611	Trifecta Thompson	no.email.test.ta...	867-999-8212	Online Appli...	Jun 23, 2025	Jun 25, 2025	CONNECT 2025 Event Pr...	Contract	Aug 4, 2025	Aug 7, 2025		Avionte	Avi Owl	avi.owl@noem...
zzzBetty zzzTest is expected to start at A... Please review the talent I have nominated	48037457	zzzBetty zzzTest	zzzBetty.zzzTest...	2223334444	Online Appli...	Jun 15, 2023	Jun 9, 2025	CONNECT Event Staff	Contract	Aug 11, 2025	Aug 15, 2025		Avionte	Avi Owl	avi.owl@noem...
 Sadia Svedberg Migration Project Manag															
zzzDonnie zzzHelper is expected to start ...	48037457	zzzDonnie zzzHelper	zzzDonnie.zzzHe...	9556543211	Online Appli...	Jun 25, 2025	Jun 25, 2025	CONNECT Event Staff	Contract	Aug 4, 2025			Avionte	Avi Owl	avi.owl@noem...



The **Three-Pillar Approach** builds sustainable competitive advantage



Attract



Onboard



Redeploy



Practical Application

Implementation Strategy



Identify Opportunities

Where can we do better
in our current workflow?



Engage Stakeholders

Empower your team
with reporting metrics.



Take Action

Scale gradually,
prioritize adding
capabilities that improve
your team's experiences.



Measure Progress

Use reporting to
benchmark and
continuously review
success.



Attract



Identify

BOLD's Applicant Marketing Report highlighted the websites which drove Talent to our Job Board.



Engage

Engage your Marketing team with this report so they may identify their reach in order to optimize campaigns for these popular platforms & allocate spending with sources delivering the best engagement.



Act

If I'm reaching Talent via Instagram, I know short-form video content such as Reels are a powerful point of engagement. My time is best spent building such content.





Case Study

Award Staffing's Case Study:
["How Pandologic Helped Award Staffing Expand Its Talent Pool and Grow Its Billable Hours by 40%"](#)



Pandologic

Pandologic is an AI-enabled programmatic job advertising platform which can be BOLD Integrated via [Avionté+ Certified Integration Program](#)



The Problem They Solved:

- Difficulty finding enough candidates for larger clients
- Limited resources to manage job postings effectively
- Time-consuming manual data entry processes
- Need for faster, more cost-effective recruitment methods.



The integration delivered remarkable outcomes within just three months:

- Talent pool expanded by 1,600% (16x growth)
- Weekly billable hours increased by 39%
- Over 5,000 new candidates recruited
- Eliminated hours of manual data entry per recruiter



Onboard



Identify

BOLD's Applicant Contact Report highlighted missing Contact information.



Engage

Empower your Operations team with this report so they may identify any major data gaps in Talent entering your database.



Act

If I'm missing phone numbers and emails on applicants, I will refine Careers Page workflows and Table Editor Requirements in BOLD to require critical contact information from Talent.



Redeploy



Identify

BOLD's Event Calendar Dashboard Widget displays Contract End Dates and the Active Consultants Report offers a comprehensive view of all records tied to active placements.



Engage

Guide your Recruiters with a redeployment process so they may identify Talent who should soon be eligible for contract extensions or new assignments.



Act

Engage Talent ready for redeployment – gauge satisfaction in their current role.
Engage Hiring Managers to capture testimonials on Talent and shortlist Talent for the next Hiring Req.



Redeploy Toolkit



Talent Questionnaires

Establish Feedback-related Talent Questionnaires to build consistency in Talent experiences and foster trust in your Talent pool.



Email Templates

Establish Email Templates to be able to mass email Contacts requesting feedback or log an Activity related to a Talent "Retrospective" debrief.



Hotlist

Establish a Hotlist of Talent who are greenlit for Jobs at the Company.



Attract. Onboard. Redeploy.

With recruiting costs representing 50-70% of operating expenses, each minute saved has direct impact on profitability.

Time-to-Fill

In a competitive market, speed and accuracy impact your ability to source and retain clients.



Candidate Experience:

Candidate expectations have evolved, demanding immediate engagement and seamless processes.

Compliance & Security:

Navigating the complex regulatory landscape while protecting your client and talent data is more challenging, and important, than ever.



Advanced Strategies

The Three-Pillar Approach



Attract



Onboard

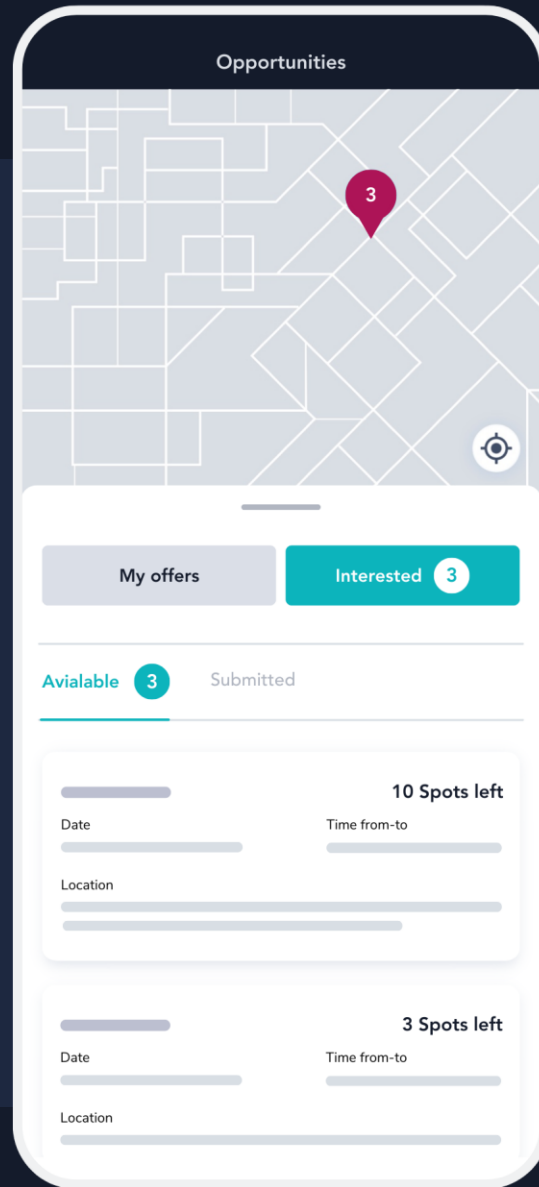
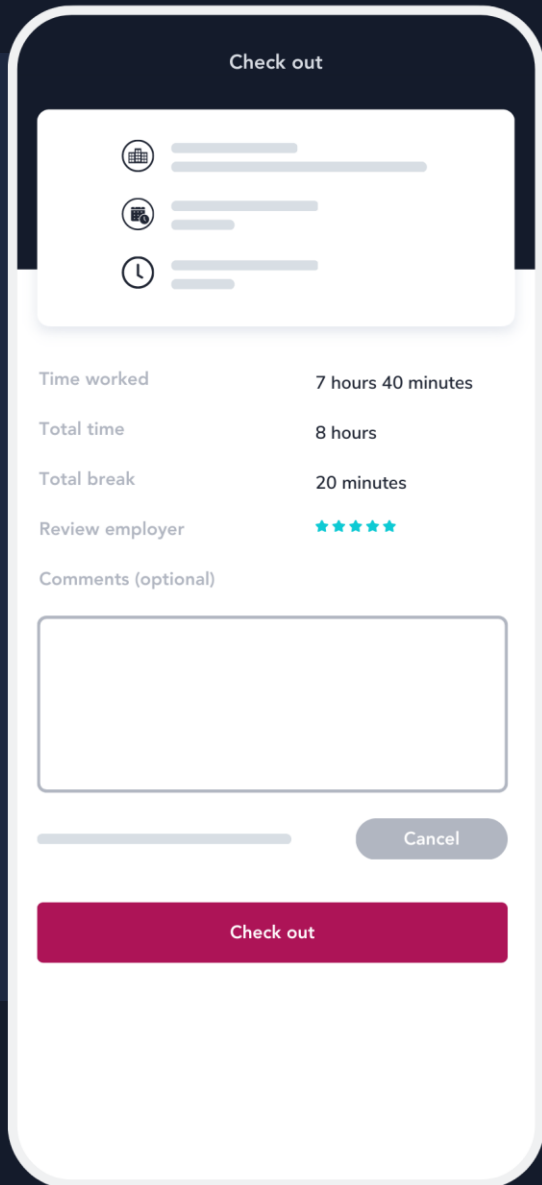


Redeploy

Elevate with BOLD



Optimize Talent Attraction



24/7 or Branded App with Mobile Job Board

Half of the fastest-growing agencies (50%) said they had a candidate mobile app.

Delivers automatic job notifications to qualified and available candidates, reducing the manual recruiter workload. This enables focus on relationship building, providing bandwidth for tasks such as:

- Quality Interviews
- First Day/Week Check Ins
- Responding to Talent & Contact Feedback

Streamline Onboarding

Automated Engagement & INSIGHTS Comprehensive Talent Report

INSIGHTS Comprehensive Talent Report

- Monitor the INSIGHTS Comprehensive Talent Report to identify information gaps on Talent profiles.

Automate Engagement

- Use your findings to inform and refine Automation triggers & workflows to establish streamlined processes for recruiters and talent, alike.



INSIGHTS Comprehensive Talent Report

This report provides a summary of talent(s) by pulling basic information as well as work and pay history for the previous three years.

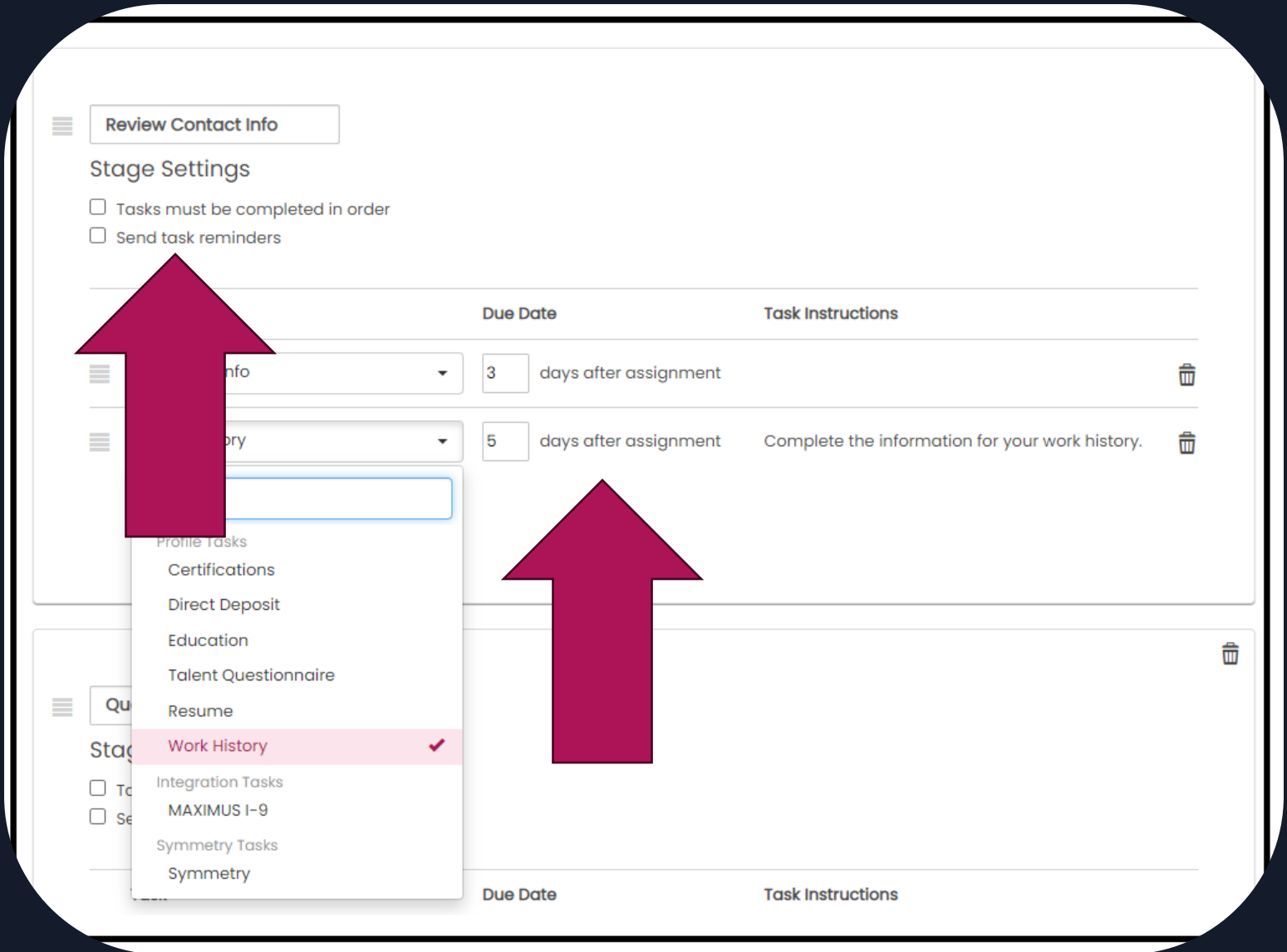
Comprehensive Talent Report

Talent	Gender	Veteran	TalentDocumentTypes	TalentOnboardingTasks	TalentEmployer	TalentRegion	TalentOffice	TalentID
Michael Ryan	Female	I do not wish to ans...			CONNECT 2025	US	Sourcing & Engage...	191048249
Test Talent 1					CONNECT 2025	US	Sourcing & Engage...	191008988
Test Talent 2					CONNECT 2025	US	Sourcing & Engage...	191009555
Trifecta Thompson					CONNECT 2025	US	Sourcing & Engage...	191010139
zzzCassie zzzConnect			Federal W4, I-9		CONNECT 2025	US	Sourcing & Engage...	191069003
zzzDonnie zzzHelper	I do not wish to ans...	I do not wish to ans...			CONNECT 2025	US	Sourcing & Engage...	191069094
zzzAnnie zzzSample			Standard		CONNECT 2025	US	Sourcing & Engage...	190070627
zzzQuestionnaire zzzTe					CONNECT 2025	US	Sourcing & Engage...	193723497



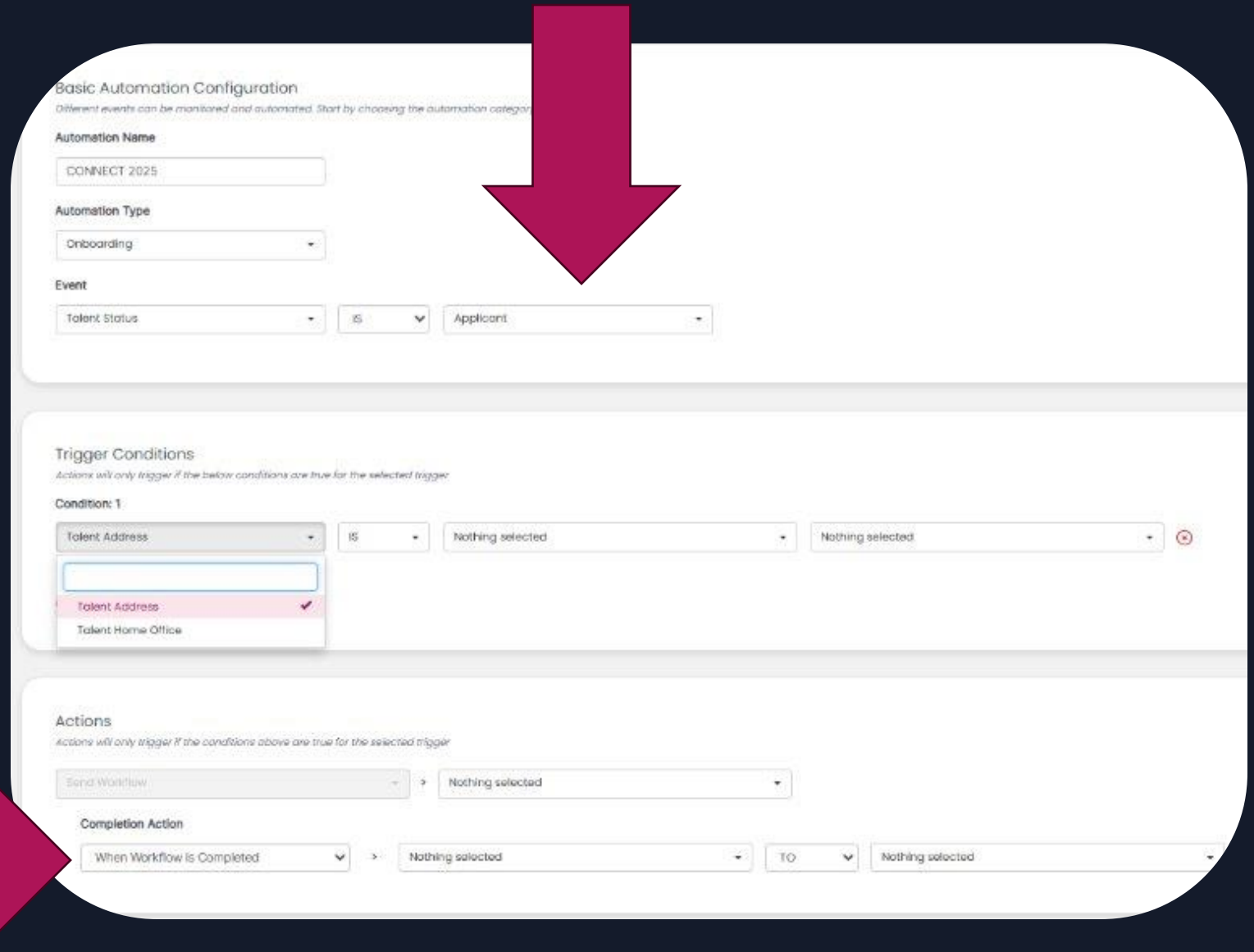
Onboarding Workflows

Automatic alerts and reminders keep onboarding tasks on track, reducing manual follow-ups and empowering recruiters to focus on other activities.



Automated Engagement

Use your findings to inform and refine Automation triggers & workflows to establish streamlined processes for recruiters and talent, alike.



Basic Automation Configuration
Different events can be monitored and automated. Start by choosing the automation category.

Automation Name
CONNECT 2025

Automation Type
Onboarding

Event
Talent Status IS Applicant

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

Condition: 1

Talent Address IS Nothing selected Nothing selected

Talent Address ✓
Talent Home Office

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

Send Workflow → Nothing selected

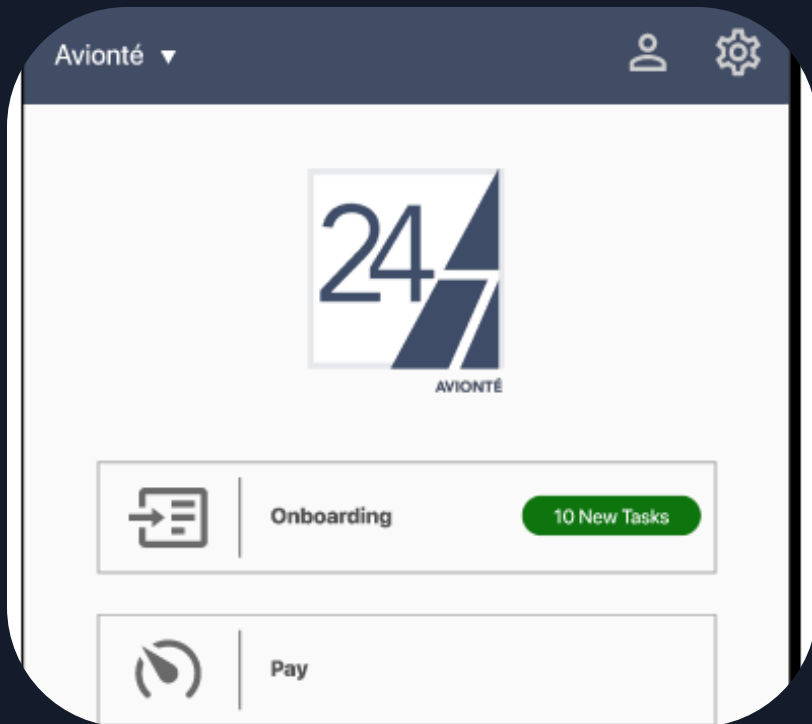
Completion Action

When Workflow is Completed → Nothing selected TO Nothing selected



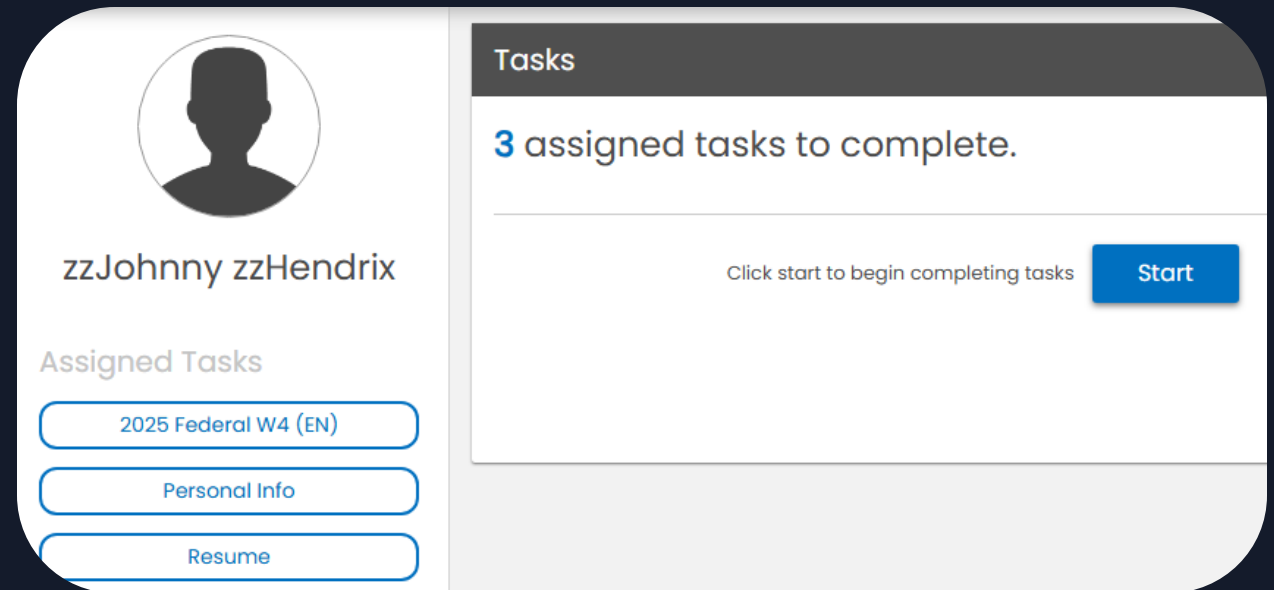
24/7 Mobile App

Automatic alerts and reminders keep onboarding tasks on track, reducing manual follow-ups and empowering recruiters to focus on other activities.



Avionté BOLD Portal



Clients who have not yet implemented a 24/7 App can still utilize this tool to automate processes – Talent will process their tasks via the BOLD portal.



Redeploy Efficiently

INSIGHTS Redeploy Summary Report

- Monitor this to help identify your top-performing recruiters.
- Learn from their best practices. What might they be doing differently? Work to implement these successful redeploy strategies across the organization.

Redeploy Summary Report Saved Filters  

Division	Region	Office	User	# of Talent Starts	# of Talent Redeploys	Starts to Redeploy Ratio	# of Total Redeploy Eligi	# of Redeploy Eligible for	# of Redeploy Eligible for
Avionte	US	Avionte - US	Varun Nath	746	49	6.57%	0	0	0
Avionte	US	Connect 2025	Sushma Tripathi	73	14	19.18%	0	0	0
Avionte	US	Bloomington	Jerry Olson	53	10	18.87%	0	0	0
Avionte	US	Eagan	Tara Lytle	188	7	3.72%	0	0	0
Avionte	US	Avionte - Florida	Kevin Tompkins	45	5	11.11%	0	0	0
Avionte	US	Avionte - Wisconsin	Marisa Thompson	1623	3	0.18%	0	0	0



Recap: Your Path to Elevation with Avionte

- Transform from volume-based to value-based approach (**Attract**).
- Leverage existing Avionté tools for immediate impact (**Onboard**).
- Focus on talent retention, not just acquisition (**Redeploy**).
- Build sustainable competitive advantage to allow you to Stand Out in a Competitive Market

Let's Review Your Next Steps

- **Identify:**

- Which of these three pillars (Attract, Onboard, Redeploy) do you struggle with the most?
Which of these challenges resonate most with your current process?

- **Engage:**

- Which of the presented tools seem most applicable to your immediate needs? Can you bring these back to your staff & peers as resources?

- **Act:**

- What would successful implementation look like for your team?



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 **Key KPIs for Superior Talent Sourcing and Engagement Track What Matters**
3. Rate and leave feedback



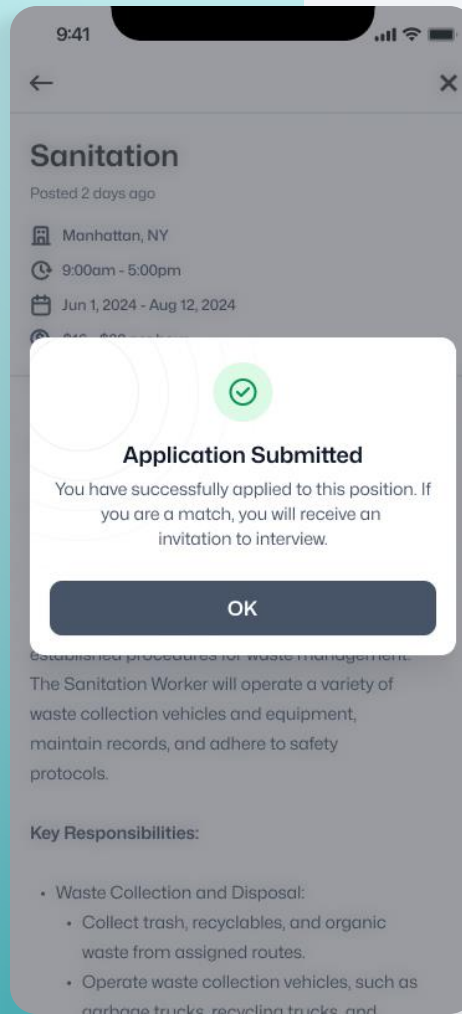
Take your job search to
the next level.



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 'myDashboard', 'Jobs', 'Talent', 'Timesheet', 'Companies', 'Documents', 'Back Office', 'Analyze', 'Sub Vendors', 'QuickPlace', and 'Automation'. A search bar is located on the left side of the dashboard. The main content area is titled 'Payment Batch ID: 10513' and features several action buttons: 'Select Transactions', 'Process', 'Print Checks', 'Post', 'Discard Batch', 'View Paychecks', and 'Email Paychecks'. Below this is a 'Payment Batch Summary' section with 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

Below the summary is a 'Transactions' 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

Resources

- **Applicant Marketing Report** - <https://avionteboldsupport.zendesk.com/hc/en-us/articles/360045854853-Applicant-Marketing-Summary-Report>
- **Candidate Contact Report** - <https://avionteboldsupport.zendesk.com/hc/en-us/articles/8214766268435-Candidate-Contact-Details-Report>
- **Onboarding Compliance Report** - <http://avionteboldsupport.zendesk.com/hc/en-us/articles/7778163530515-Onboarding-Compliance-Report>
- **Talent Questionnaire Report** - <https://avionteboldsupport.zendesk.com/hc/en-us/articles/5353456160915-Talent-Questionnaires-Web-Test-Report>
- **Widgets** - https://avionteboldsupport.zendesk.com/hc/en-us/articles/360045304734-Dashboard-Widgets-Summary-index#h_01FGYG0SQ3Z1BRXFSPQTMKFDDM
- **Insights Reports** - <https://avionteboldsupport.zendesk.com/hc/en-us/articles/6953216913427-INSIGHTS-Dashboards-Reports-List-summary>
- **Active Consultants report** - <https://avionteboldsupport.zendesk.com/hc/en-us/articles/360045854993-Active-Consultants-Report>
- **Case Study: Award Staffing "How Pandologic Helped Award Staffing Expand Its Talent Pool and Grow Its Billable Hours by 40%"** - <https://www.avionte.com/resources/case-studies/award-staffing/>

