

AVIONTÉ CONNECT

Talent Sourcing KPIs:

Track Outcomes, Not Just Activity

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

Standing Out in a Competitive Market

2

The Traditional Approach

3

Attract, Onboard, Redeploy

4

Practical Applications

5

Resources for Advanced Strategies

6

Q&A



The background is a solid teal color with several large, overlapping, semi-transparent curved shapes in lighter shades of teal, creating a modern, abstract design.

Our Challenge: Standing Out in a Competitive Market

Current Market Reality

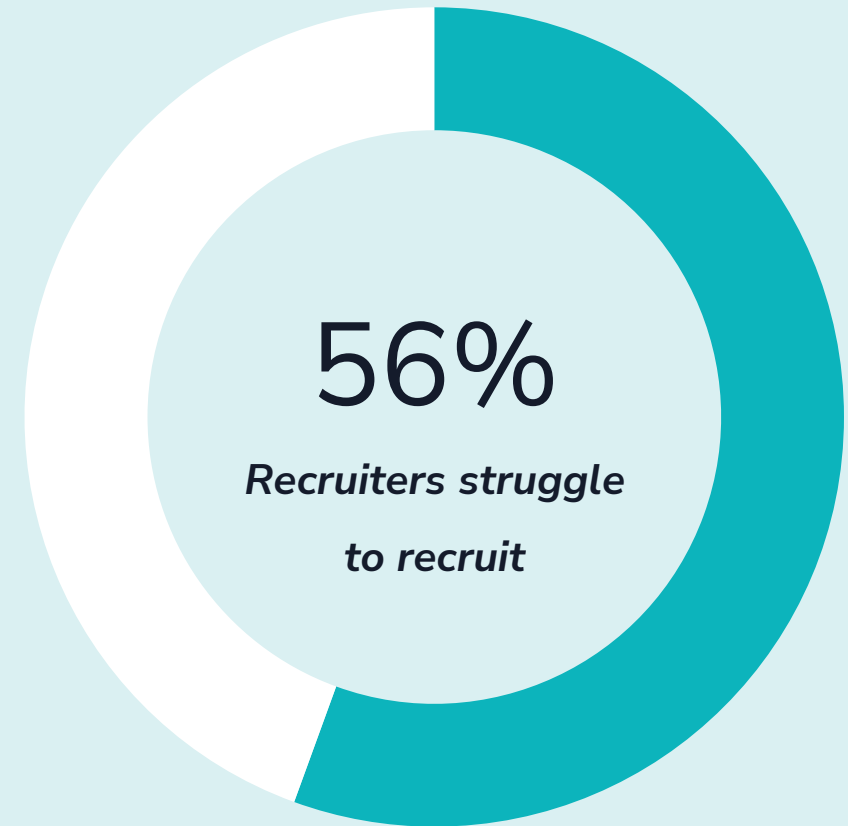
Competition is fiercer than ever.

How do you stand out when talent has choices?

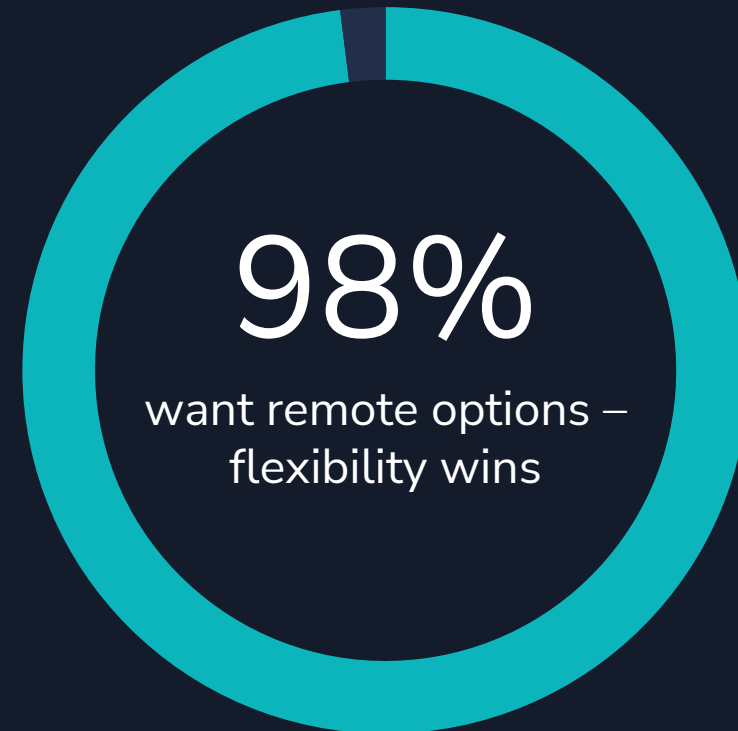


REPORTED CHALLENGES

- *Tight talent pool*
- *Economic uncertainty*
- *Reduction in jobs*



Good talent is scarce – Retention is your edge



Onboarding **Makes** or Breaks Retention



Sourcing & Engagement: The Traditional Approach

The Traditional Approach

- **Old Process**

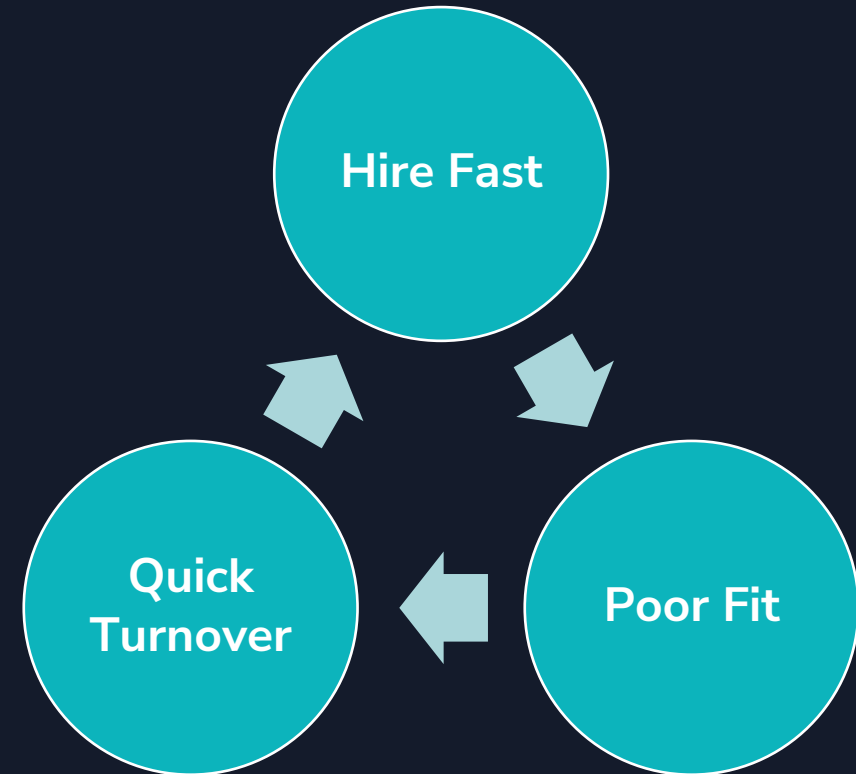
- Hire as many people as possible hoping for long-term retention
- Focus on filling seats, not finding the right fit
- Minimal investment in onboarding and Talent development

- **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

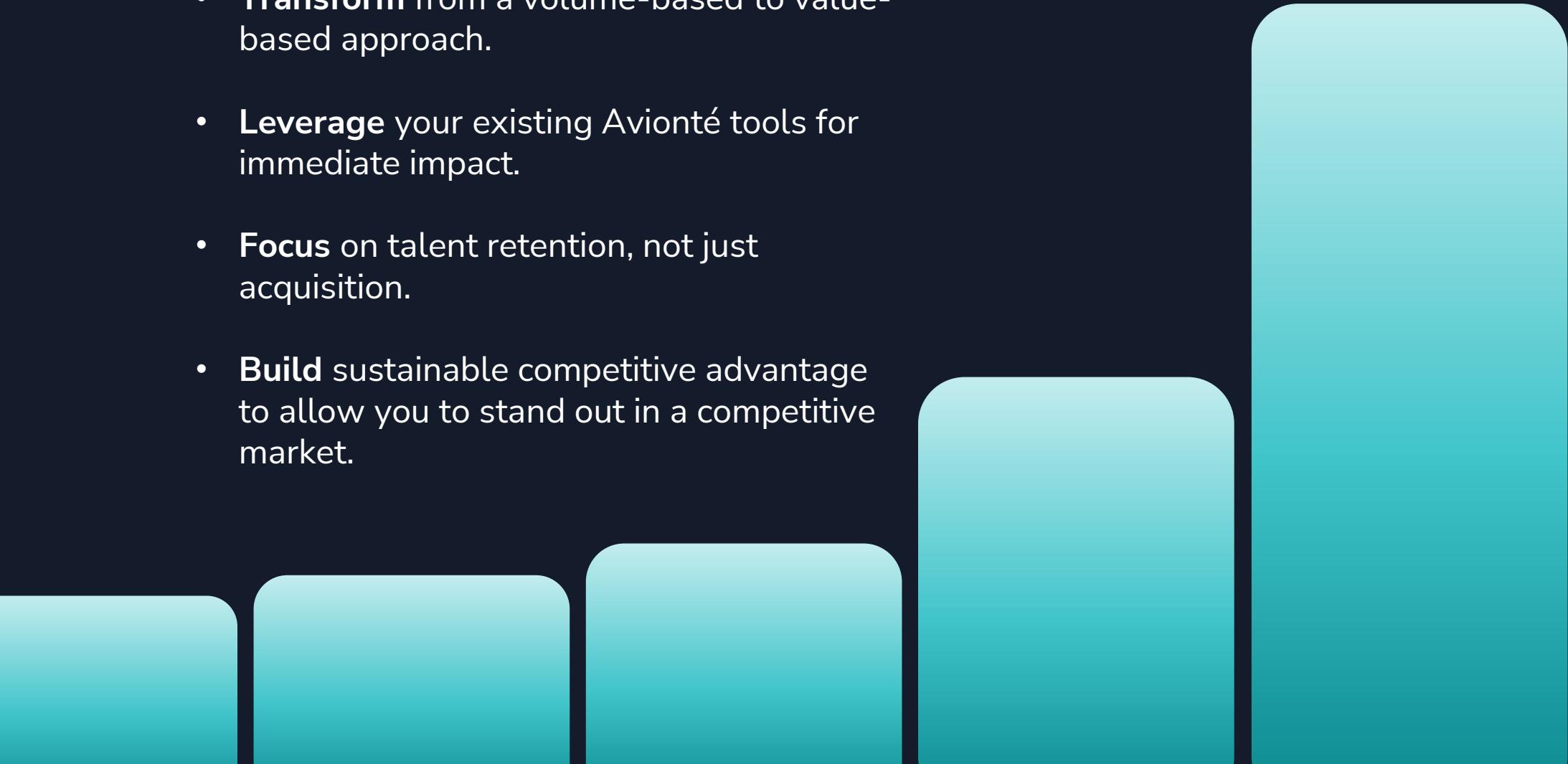


What if you could easily identify and retain your best talent?



Your Path to Elevation with Avionté

- **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

Navigation: [Previous] [First] 1 / 1 [Next] [Last] 500

Web applicants/talent who applied through this source.

Web applicants/talent nominated and then started on a job.



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

CONNECT 2025

US

Sourcing & I

CONNECT 2025

US

Sourcing & I

CONNECT 2025

US

Sourcing & I

CONNECT 2025

US

Sourcing & I

CONNECT 2025

US

Sourcing & I

CONNECT 2025

US

Sourcing & I

CONNECT 2025

US

Sourcing & I

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

City

State

Postal/Zip

Eagan

MN

55000

Minneapolis

MN

55346

Minneapolis

MN

55346

Minneapolis

MN

55346

Chanhassen

MN

55317

Edina

MN

10017

St Paul

MN

55119



Onboarding Compliance Report

Onboarding Compliance Report				Talent Office , Talent ID , App	Saved Filters	Talent Office , Talent ID , App	Saved Filters		
Talent Office									
Sourcing & Engagement KPIs									
Sourcing & Engagement KPIs									
Sourcing & Engagement KPIs									
Sourcing & Engagement KPIs									
Sourcing & Engagement KPIs									
Sourcing & Engagement KPIs									
Sourcing & Engagement KPIs									
	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

Candidate Contact Details Report

- Confirms whether talent records in each status are complete.

Talent Questionnaires Report

- Quickly review pre-screening questions.

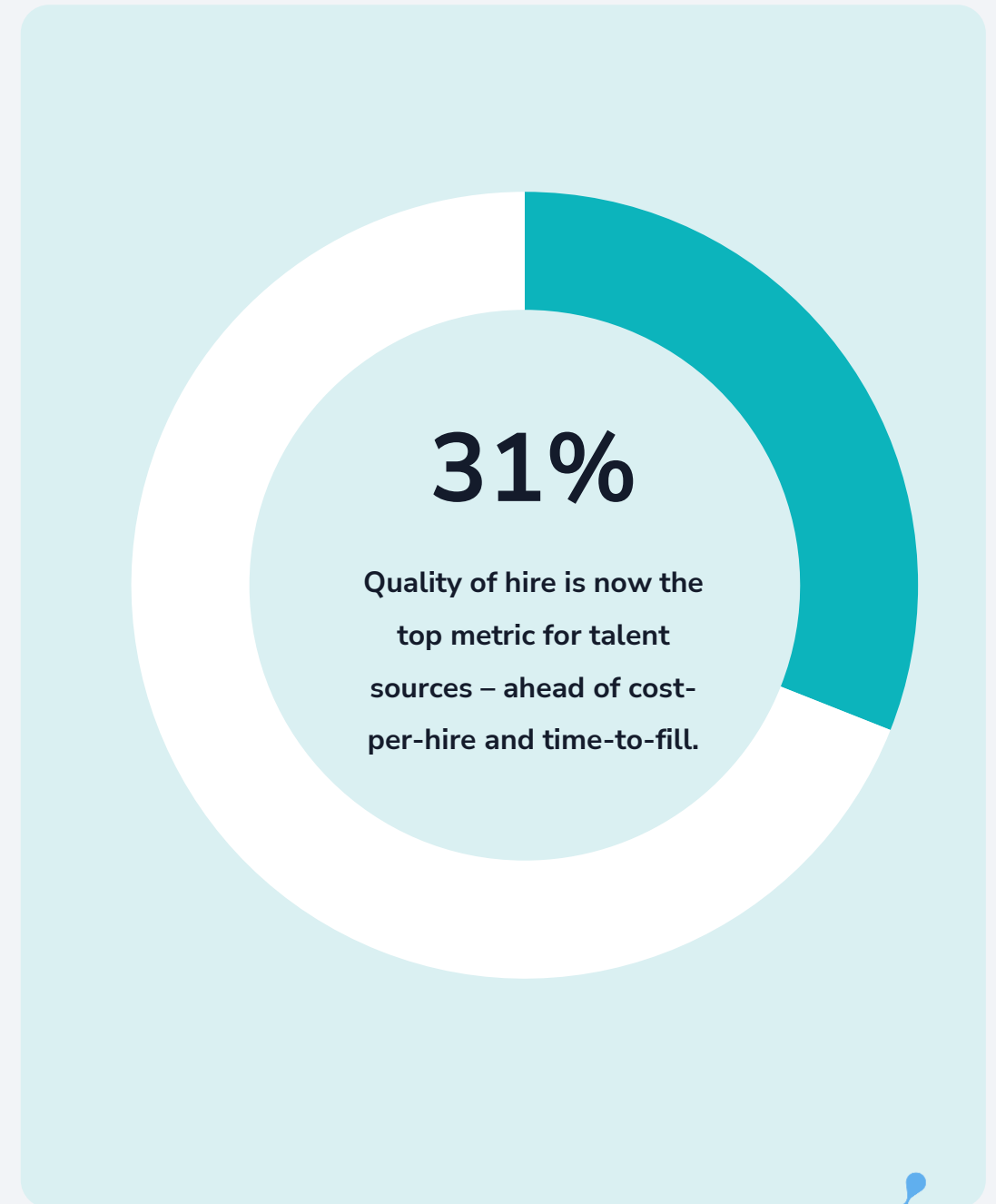


Redeploy

Redeploy

Continuous Talent Utilization

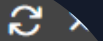
- ✓ **Reporting:** Review upcoming contractor end dates.
- ✓ **Focus on What Matters Most:** Gather feedback and prime candidates for subsequent placements.
- ✓ **Remove Roadblocks:** Connect with hiring managers for retention opportunities.
- ✓ **Focus on Redeployment:** Optimize talent utilization for their next placement.



*Source: StaffingHub 2025 State of Staffing Report

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	7 Test Talent 3 Contract En	8	9
10	11 zzzBetty zzzTest Candida	12			15	16
17	18	19			22	23
24	25	26			29	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

Talent Contact Info

ID	Applicant	Email	Phone Number	Talent Status
	Trifecta Thompson	no.email.test.ta...	867-999-8212	Online App
	zzzBetty zzzTest	zzzBetty.zzzTest...	2223334444	Online App
	zzzDonnie zzzHelper	zzzDonnie.zzzHe...	9556543211	Online App

Contact Contact Info

Requisition ID , Job	Company	Manager	Manager Email
	Avionte	Avi Owl	avi.owl@noem...
	Avionte	Avi Owl	avi.owl@noem...
	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 shows which websites drive Talent to your Job Board.



Engage

Share this report with Marketing to prioritize spend on the platforms driving engagement.



Act

For Talent on Instagram, short-form Reels drive the strongest engagement – worth the time to build.





Case Study

An Avionté client used our marketing reports to benchmark reach and applicant record ingestion from Pandologic integrations.



Pandologic

Pandologic is an AI-enabled programmatic job advertising platform that integrates with BOLD 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
- Slow, costly recruitment methods



The integration delivered results within 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

Share this report with Operations to spot major data gaps in Talent entering your database.



Act

Missing phone numbers or emails? Refine Careers Page and Table Editor requirements to make contact information mandatory.



Redeploy



Identify

- *BOLD's Event Calendar Dashboard Widget* - displays contract end dates.
- *Active Consultants Report* – shows records tied to active placements.



Engage

Guide Recruiters to spot Talent nearing contract extensions or new assignments.



Act

- Check in with Talent on satisfaction before redeployment.
- Gather Hiring Manager testimonials and shortlist Talent for open Reqs.



Redeploy Toolkit



Talent Questionnaires

Build consistency in Talent experiences and foster trust in your Talent pool.



Email Templates

Mass email Contacts for feedback or log a Talent "Retrospective" debrief.



Hotlist

Track Talent 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:

Protecting client and talent data in an increasingly complex regulatory landscape has never mattered more.



Advanced Strategies

The Three-Pillar Approach



Attract



Onboard



Redeploy

Elevate with BOLD



Optimize Talent Attraction

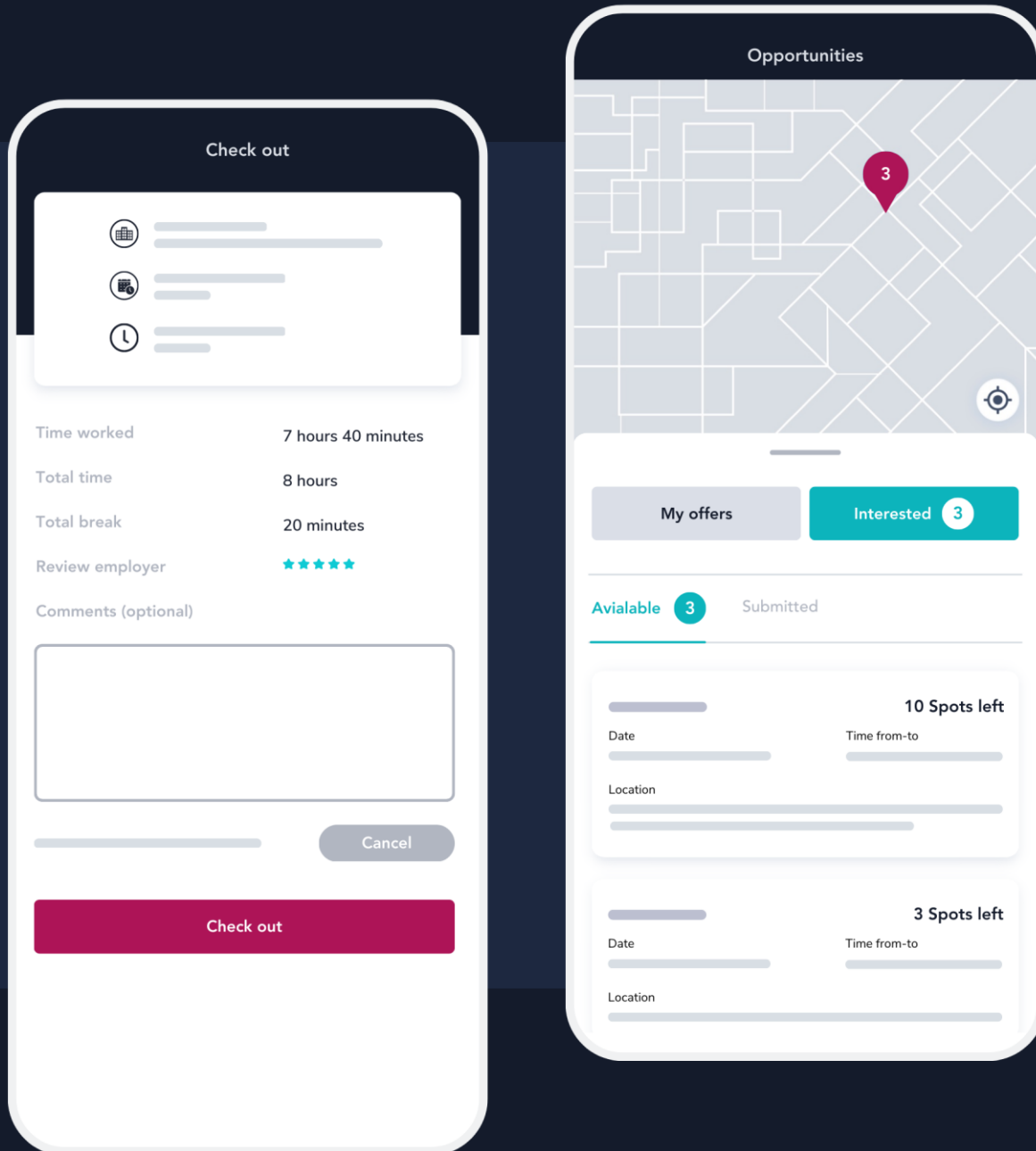
24/7 or Branded App with Mobile Job Board

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

Automatic job notifications cut manual recruiter workload – freeing time for:

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

**Source: StaffingHub 2025 State of Staffing Report*



Streamline Onboarding

Automated Engagement & INSIGHTS Comprehensive Talent Report

- Identify gaps
- Monitor the report to identify information gaps on Talent profiles.
- **Automate engagement**
- Use findings to refine automation triggers and workflows for recruiters and talent alike.



INSIGHTS Comprehensive Talent Report

This report provides a summary of talent 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.

The screenshot displays a web interface for configuring onboarding workflows. At the top, a button labeled "Review Contact Info" is visible. Below it, the "Stage Settings" section contains two checkboxes: "Tasks must be completed in order" and "Send task reminders", both of which are currently unchecked. The main area is a table with columns for "Task", "Due Date", and "Task Instructions".

Task	Due Date	Task Instructions
Personal Info	3 days after assignment	
Work History	5 days after assignment	Complete the information for your work history.

A dropdown menu is open for the "Work History" task, showing a list of task categories. The "Work History" option is highlighted with a red checkmark. The categories listed are: Profile Tasks, Certifications, Direct Deposit, Education, Talent Questionnaire, Resume, Work History, Integration Tasks, MAXIMUS I-9, Symmetry Tasks, and Symmetry.

Annotations in the image include a pink box around the "Stage Settings" checkboxes, a pink box around the "Due Date" column headers and values, and a pink box around the "Work History" dropdown menu.



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, then the event.

Automation Name

Automation Type

Event

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

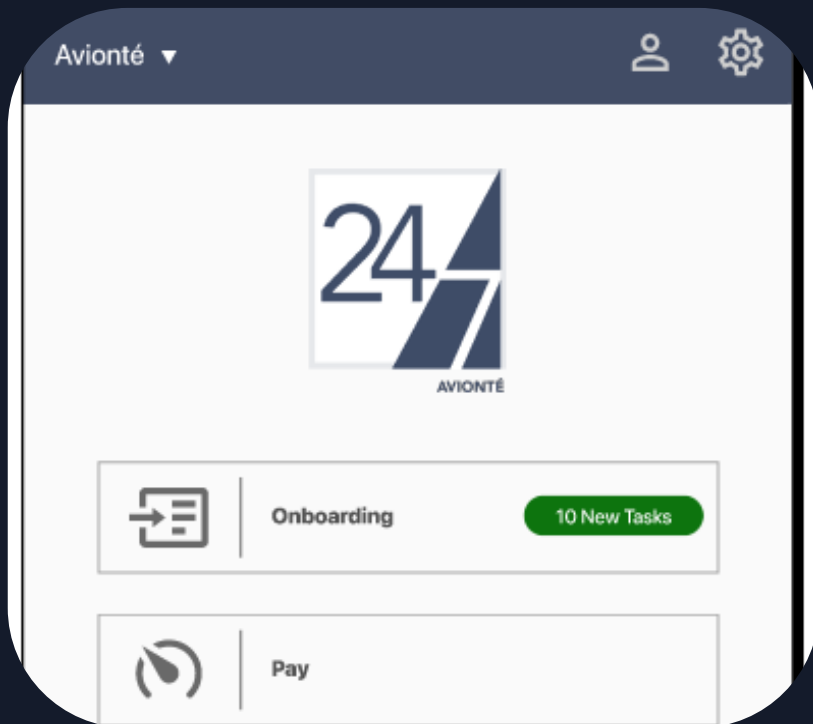
Actions will only trigger if the conditions above are true for the selected trigger.

Send Workflow		Nothing selected
Completion Action		Nothing selected
When Workflow is Completed		Nothing selected



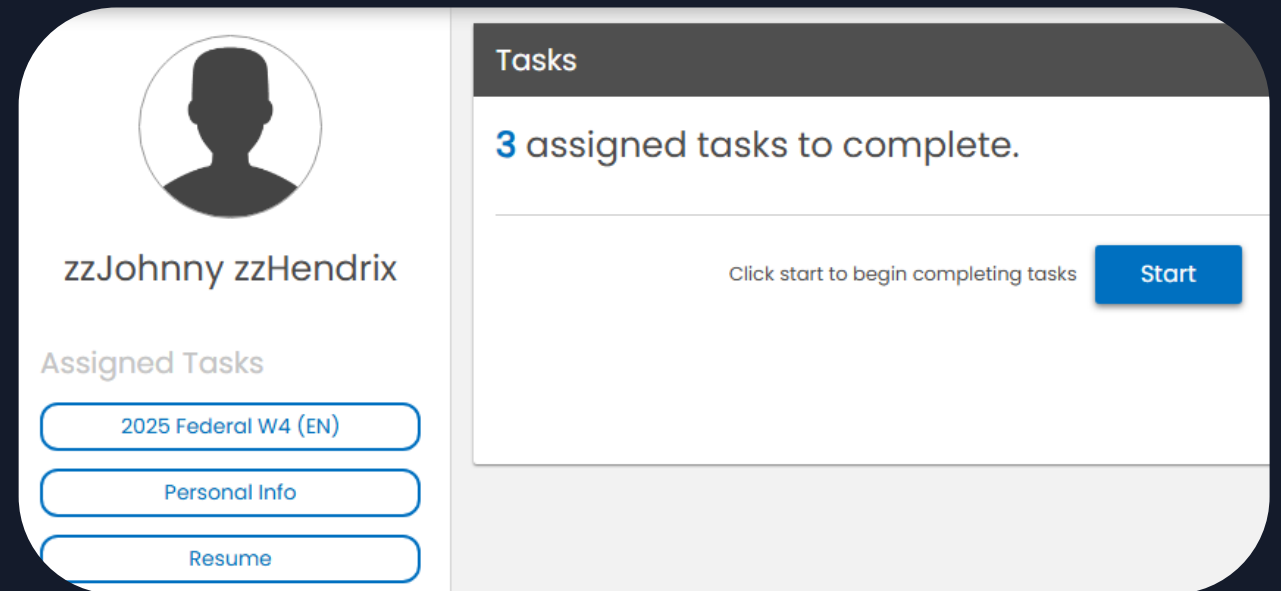
24/7 Mobile App

Automatic alerts keep onboarding tasks on track, reducing manual follow-ups and freeing recruiters for other work.



Avionté BOLD Portal

Clients without a 24/7 App can still automate processes
– Talent completes 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

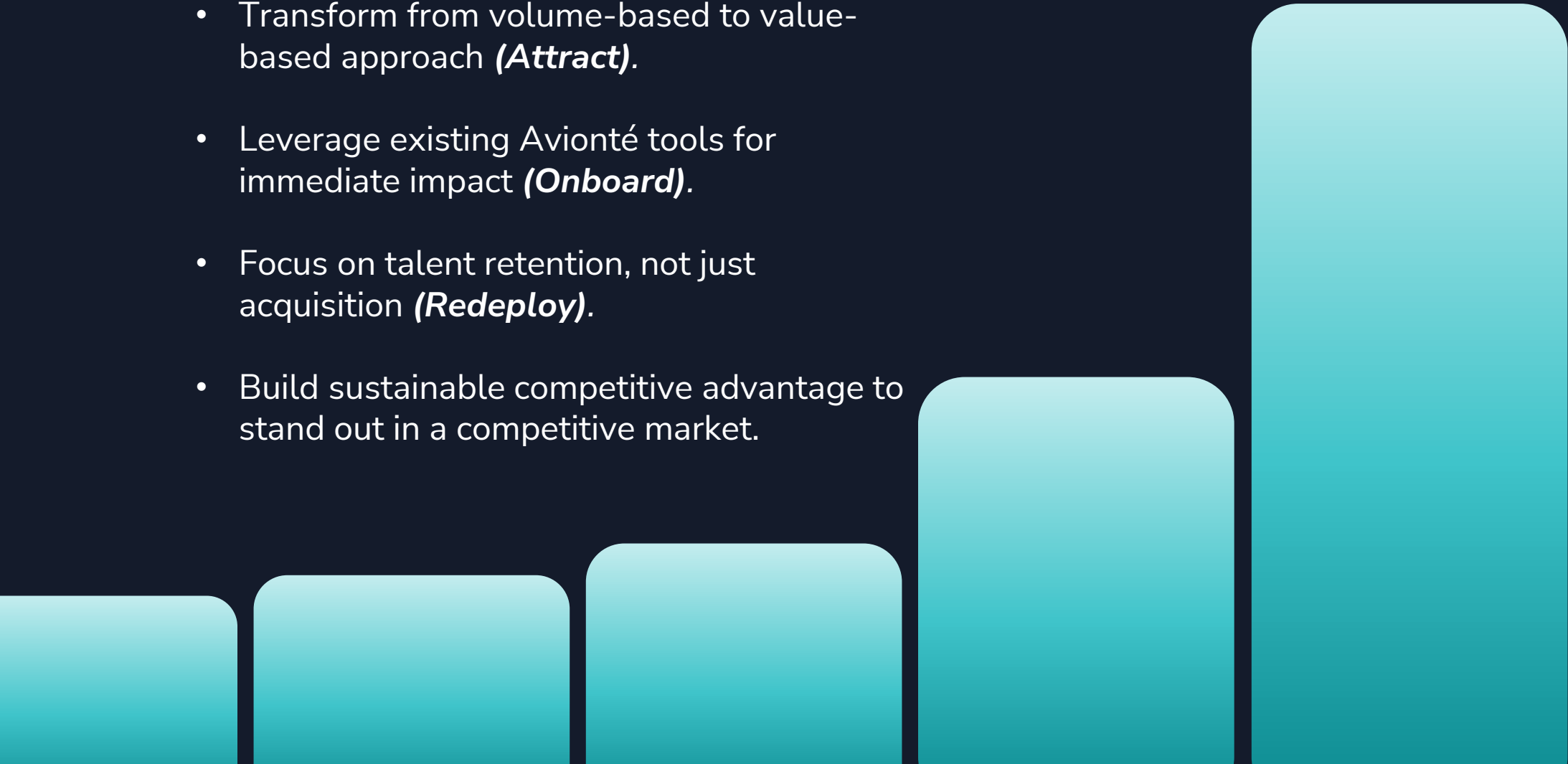
Saved Filters

Division	Region	Office	User	# of Talent Starts	# of Talent Redeploy...	Starts to Redeploy Ra...	# of Total Redeploy El...	# of Redeploy Eligible...	# of Redeploy Eligible...
Sales	US	Minneapolis	Nick Rayman	14	2	14.29%	0	0	0
Sales	US	Boston	Charleston Carter	1	1	100.00%	0	0	0
Sales	US	Duluth	Clare Sodeling	1	1	100.00%	0	0	0
Sales	US	Eagan	David Webb	5	1	20.00%	0	0	0
Sales	US	Eagan	Dyiamond Lawson	1	1	100.00%	0	0	0
Sales	US	Minneapolis	Clare Sodeling	1	1	100.00%	0	0	0
Sales	US	Minneapolis	David Webb	1	1	100.00%	0	0	0
Sales	US	Minneapolis	Kristina Langsten	7	1	14.29%	0	0	0
Worktron1	The Rocky Mountains	Montana	Sales User	4	1	25.00%	0	0	0
LI Division	US	Bloomington Test		0	0	0.00%	0	0	0
LI Division	US	Bloomington Test	AdiTest2 Chawla	1	0	0.00%	0	0	0
Division	US	Bloomington Test	Daniel Knapper	1	0	0.00%	0	0	0



Recap: Your Path to Elevation with Avionté

- 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 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 do you feel are your strengths?
- **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



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SEND

Cancel

Thank You

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by rating this session.

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2. Locate **Talent Sourcing KPIs Track Outcomes, Not Just Activity**
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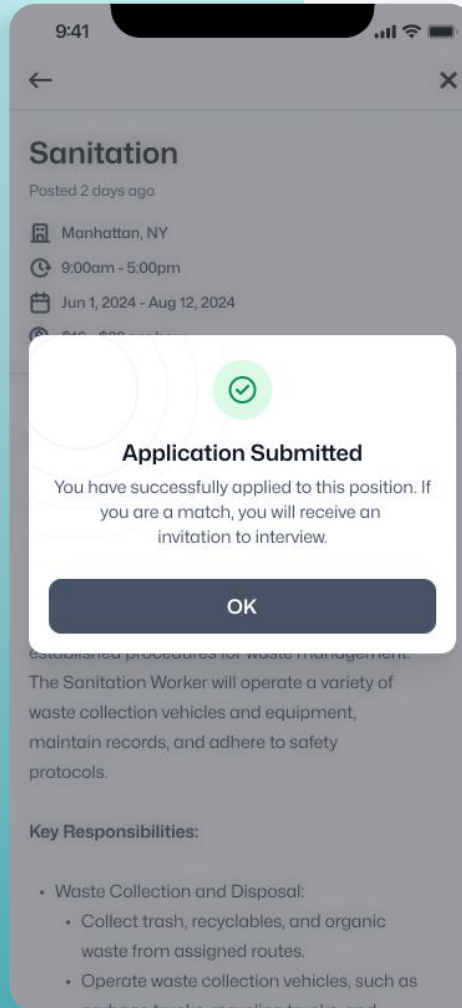
Take your job search to
the next level.



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.

AVIONTE

myDashboardJobsTalentTimesheetCompaniesDocumentsBack OfficeAnalyzeSub VendorsQuickPlaceAutomation

Search

Time Entry

Payroll

Search

Transactions

Checks

Billing

Invoice

Paycheck

Accounts Receivable

Weekly Process

Import / Export

Unemployment Claims

WC Claims

<Payment Batch ID: 10513

Select TransactionsProcessPrint ChecksPost

Discard BatchView PaychecksEmail Paychecks

Payment Batch Summary

Check Count0

Batch ID10513

StatusProcessed

Batch TypeCheck Run

Accounting Period Date08/03/25

Bank NameBank of Avionte

ACH Generated Date

Transaction Count5

Description

Check Date08/08/25

Created Byavi.next1

Bank ID1

Bank DescriptionBank of Avionte

Generate Original Pay UnitsNo

Transactions

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	Case Sols	Corporate	\$800.00	\$1000.00



Resources

Applicant Marketing Report	Knowledge Base Article - Applicant Marketing Summary Report
Candidate Contact Report	Knowledge Base Article - Candidate Contact Details Report
Onboarding Compliance Report	Knowledge Base Article - Onboarding Compliance Report
Talent Questionnaire Report	Knowledge Base Article - Talent Questionnaires Web Test Report
Widgets	Knowledge Base Article - Dashboard Widgets Summary
Insights Reports	Knowledge Base Article - INSIGHTS Dashboard Reports List
Active Consultants report	Knowledge Base Article - Active Consultants Report



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SEND

Cancel

Thank You

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