

Avionté CONNECT

Registration Open



August 4-6, 2025
[Hilton Minneapolis](#)

Scan for FREE Registration



WELCOME



201 PIXEL Bots
**AI-Powered Candidate Screening
& Interview Automation**

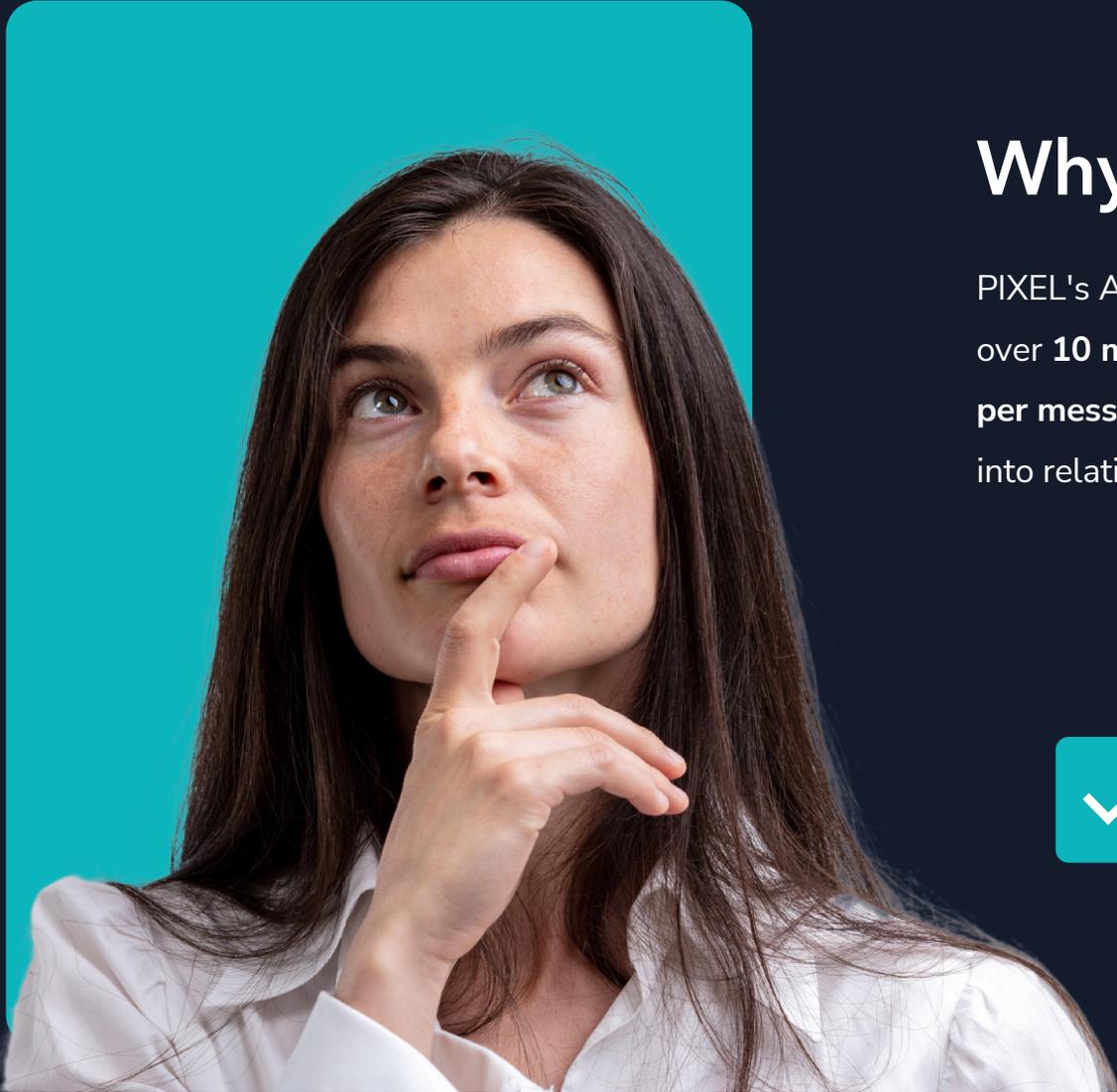




About Me:

- Misha St.Clair
- Product Trainer
- 15+ years in technical training
- Arrgh, snakes!





Why are we here?

PIXEL's AI-powered tools can save recruiters over **10 minutes per interview** and **2 minutes per message**, transforming administrative time into relationship-building opportunities.



BY THE END OF THE SESSION

You'll be ready to:

- Eliminate manual screening tasks
- Improve candidate experience
- Focus on what you do best



The Agenda

- 1 PIXEL Bots Overview
- 2 GenAI Capabilities
- 3 Building & Customizing Your Bots
- 4 Measuring Success
- 5 Implementation Best Practices





Important Note About PIXEL

To determine whether *your* current package includes PIXEL:

1. Contact your Account Manager directly
2. Don't know who your Account Manager is? Open a support ticket at support@avionte.com





SIA research shows that AI effectively addresses key recruitment pain points.

- 1 Phone tag with candidates
- 2 Repetitive questioning across applicants
- 3 Inconsistent evaluation criteria
- 4 Limited after-hours response capabilities
- 5 Difficulty screening multilingual candidates



Using GenAI PIXEL Bots

Automate **low-value** recruiting tasks for staffing firms by:

- **Conducting** automated interviews with custom chatbots
- **Scoring and organizing** interview results in user-friendly reports
- **Communicating** with talent via text throughout the employment lifecycle



“When AI is widely available to support the managerial process, managers have more time to spend being human.”

Staffing Industry Analysts, April 2025: *AI Use Cases for Staffing Firms*



Evolution of AI in Recruitment



2022

Basic Automation



2023

Early Adoption of AI



2024

Accelerated Growth



2025

Industry Transformation

AUTOMATE THE ROUTINE – FOCUS ON RELATIONSHIPS

We are here!



Industry Trends & Market Research



Of recruiting tasks will be AI powered



SIA, April 2025



Higher completion with AI screening



McKinsey, March 2025



Candidates approve in AI hiring



SIA, October 2024



PIXEL is your Digital Recruiting Assistant

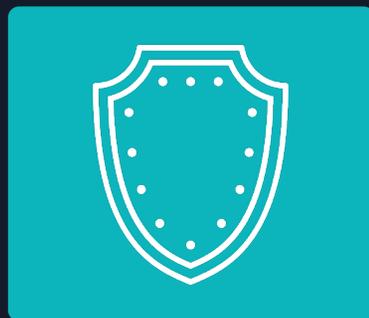
- 1 PIXEL Bots
- 2 Automated Interview Scoring
- 3 Unclaimed Talent Identification
- 4 Live Chat and Talent Engagement
- 5 PIXEL Alerts



Benefits of using GenAI



Asynchronous



Resilient and Adaptive



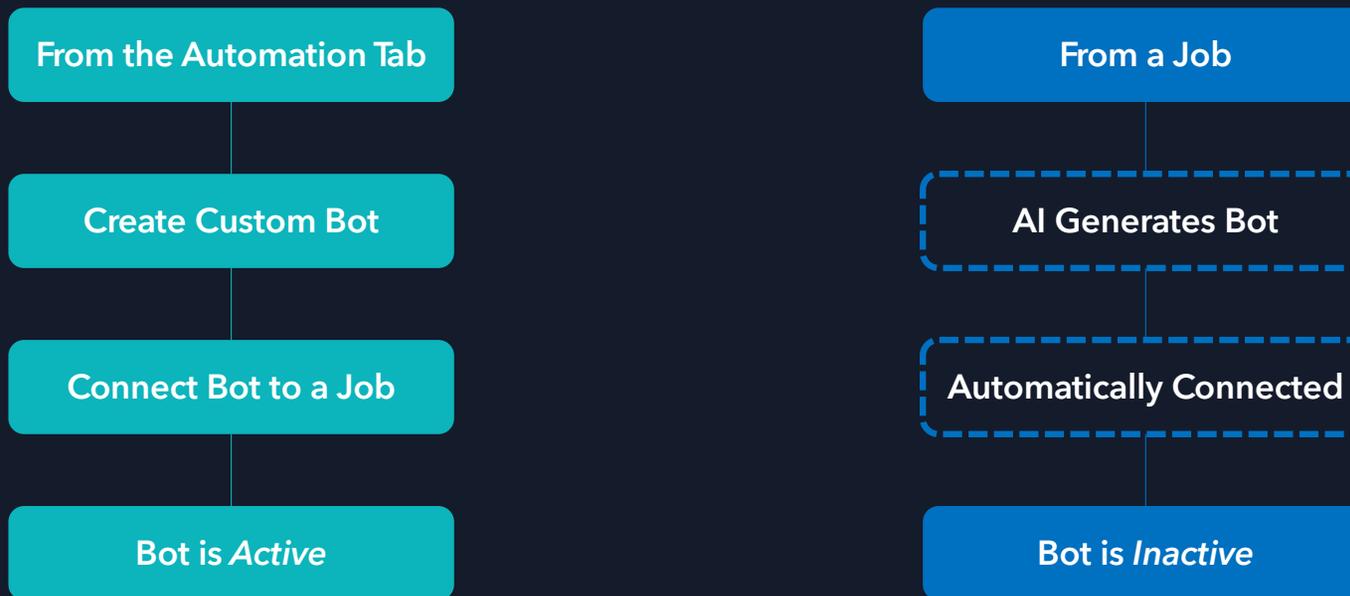
Safe and Ethical



Multilingual



Bot Creation Paths



REVIEW AI-GENERATED BOTS BEFORE USE



Creating Custom Bots



Creating Custom Bots

Name the bot and start with Opening Questions

The screenshot shows the 'Interview Builder' step of a bot configuration process. At the top, the bot is named 'Baker' with ID 279578 and is marked as 'Active'. The progress bar shows '1 Interview Builder' is active, followed by '2 Associate Bot'. The main section is titled 'Opening Questions' and contains three question blocks:

- Languages:** A dropdown menu set to 'English'.
- Introduction:** A text box containing 'Let's get started with the interview! This should take less than ten minutes to compete.' Below it, a note states: 'The following always appears after the Introduction: At any time, you can "skip" or "repeat" a question.'
- Work Authorization:** A question 'Are you authorized to work in the United States without sponsorship?' with a 'Required' status and a 'Weight' slider set to 3.

A blue bar with a '+' sign is at the bottom of the question list.



Creating Custom Bots

Add questions around details such as skills and salary

gs

Experience Questions

Salary ⓘ ×

Salary range for this job:

\$ 20 to \$ 30 Per Hour ▾

Required Preferred

Weight 3

Skill ⓘ ×

Min 3 Years ▾ of Commercial baking

Ask about confidence

Required Preferred

Weight 4

Yes Question ⓘ ×

Do you have a valid ServSafe certification?

Required Preferred

Weight 3

+



Creating Custom Bots

Closing questions can vary based on interview results

[Save](#) [Clone](#) [Cancel](#)

[Test Bot](#)

Closing Questions

Closing ⓘ

Display this message only if the applicant matches (optional):

Display this message at the close of the interview:

[+](#)



Creating Custom Bots

Bot Settings are used for further Bot Configuration

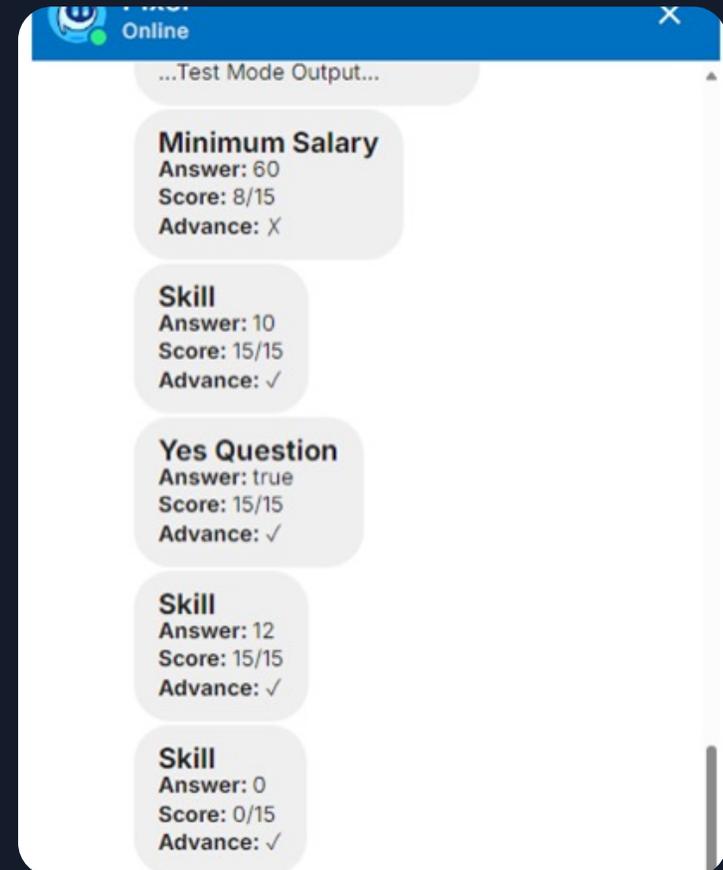
The screenshot displays the 'Interview Bot Name' configuration page for a bot named 'Baker' (ID: 279578). The interface is divided into several sections:

- Bot Settings (Modal):** A central modal window shows the bot's configuration. It includes:
 - Bot ID: 279578
 - Status: Active (with a toggle switch)
 - GenAI: Active (with a toggle switch)
 - Advanced Prompt: Inactive (with a toggle switch)
 - Matching Percent: 70% (with a slider and a note: 'Talent must meet this threshold AND all the required questions to match.')
 - A 'Delete Bot' button at the bottom.
- Opening Questions:** A section for defining initial questions, including:
 - Languages: English
 - Introduction: 'Let's get started with the interview! This should take less than ten minutes to complete... At any time, you can "skip" or "repeat" a question.'
 - Work Authorization: 'Are you authorized to work in the United States without sponsorship?' with 'Required' and 'Preferred' options.
- Interview Questions:** A section for defining specific interview questions, such as 'Do you have a valid ServSafe certification?' with 'Required' and 'Preferred' options and a weight slider.
- Closing Questions:** A section for defining closing messages, including a 'Closing' message and a 'Display this message at the close of the' message.

At the bottom right, there is a chat window for 'Pixel Online' with a message: 'Hello, I'm an AI chatbot named Pixel here to assist with your interview. Would you like to proceed with this bot interview? If not, your application will still be reviewed by one of our recruiters.' with 'Yes' and 'No' buttons. A 'Test Bot' button is also visible in the top right corner.

Recruiter Bots Testing

- Test thoroughly before deploying
- Verify multiple response variations
- Confirm scoring works as expected
- Test required questions and boundary conditions, such as salary falling outside the threshold



CANDIDATES NEVER SEE SCORES OR RATINGS



The screenshot shows the 'Automation' section of the Worktron interface. The main heading is 'Interview Bot Name: Asteroid Miner' with ID: 274337 (Active) and a 'Bot Settings' icon. Navigation buttons include 'Save', 'Clone', and 'Cancel'. A progress bar shows '1 Interview Builder' (active), '2 Associate Bot', and 'Next: Associate Bot >'. A 'Test Bot' button is also present.

The interface is divided into three main sections:

- Opening Questions:** Contains an 'Introduction' question with the text 'Thanks for your application! Let's get started with the interview!' and a 'Yes Question' asking 'Are you fascinated by outer space and eager to contribute to the advancement of space exploration?'. Both questions have 'Required' and 'Preferred' status indicators and a 'Weight' slider.
- Experience Questions:** Contains a 'Skill' question for 'Aeronautic Field Experience' with a 'Min 2 Years' dropdown and an 'Ask about confidence' checkbox. It also has a 'Salary' question with a range of '\$ 35 to \$ 55' and a 'Per Hour' dropdown. Both have 'Required' and 'Preferred' status indicators and 'Weight' sliders.
- Closing Questions:** Contains two messages: 'Display this message only if the applicant passes the interview (optional): You sound like you're ready for the stars! Stay down to Earth for now - we'll follow up shortly to schedule your next interview!' and 'Display this message at the close of the interview: We're all set. Thank you for interviewing with me today! Have a nice day.' A blue '+' button is at the bottom.

Associate it with a Job for automatic sending to applicants



AI Generated Bots



AI Generated Bots

Bots can be generated from Job Details

W Gingerbread Baker

OPEN NOT POSTED

Wayne Enterprises - Las Vegas (Active) Las Vegas, NV

Las Vegas, NV 89148

Hot

Use A.I. to generate interview bot from Job



AI Generated Bots

Bots can be generated from Job Details

Req ID:	MS9396162324
Job ID:	44374698 Back Office Order ID: 
Job Owners:	Misha St. Clair
Job Branch:	(LI Division-US) Bloomington Test
Sales Rep:	Mitchell Sanford
Job Origin:	Manual Entry
Pixel Bot:	Gingerbread Baker Interview...



AI Generated Bots

Review AI Generated Bots before use

Interview Bot Name: Gingerbread Baker Interview_20250519182600 ID: 487784 (Inactive) Bot Settings

Save Clone Cancel

1 Interview Builder 2 Associate Bot Next: Associate Bot > Test Bot

Opening Questions

Introduction

Let's get started with the interview!

The following always appears after the introduction:
At any time, you can "skip" or "repeat" a question.

Languages

English

Commute Time

The work site location from Bald will be used

Required Preferred Weight

Experience Questions

Skill

Min 1 Year of Cooking

Ask about confidence

Required Preferred Weight

Yes Question

ServSafe Food Handler certification

Required Preferred Weight

Yes Question

Food Safety Manager Certification

Required Preferred Weight

Freeform Question

Custom Job Detail Requirement: Safety Equipment Min Apron and gloves

Freeform Question

Describe your experience baking gingerbread and other seasonal treats

Closing Questions

Closing

Display this message only if the applicant matches (optional):

Display this message at the close of the interview: We're all set. Thank you for interviewing with me today! Have a nice day.



Connecting Bots to Jobs



Custom Bot

Select jobs to connect

AI-Generated Bot

Automatically connected



One to Many?

One bot can connect to **multiple jobs**
Each job can *only* connect to **one bot**



The 7 Question Types

- 1 Salary:**
Range-based scoring

- 2 Work Authorization:**
All-or-nothing scoring

- 3 Commute Time:**
Satisfaction-based

- 4 Education/Security Clearance:**
Level-based

- 5 Freeform:**
Unscored, conversation-based

- 6 Yes/No:**
Exact match required

- 7 Skills:**
Proportional scoring



Weight Assignment Strategy

Best Practice Recommendation Examples



Work Authorization

Set **high** weights for **essential** criteria



Commute

Consider **lower** weights for **flexible** details

USE DIFFERENT WEIGHTS FOR DIFFERENT REQUIREMENTS



Required and Preferred Questions: Impact on Results



Required Questions

- Impact both Candidate Rating *and* Interview Scheduling eligibility
- If minimum threshold isn't met, rating drops to 0% and follow-up scheduling is unavailable



Preferred Questions

- Impact scores only
- Lower-scoring candidates can still schedule a follow-up interview



Freeform Questions in PIXEL Bots



Not Scored



Never Required ,
Always Unweighted



Conversational



Transcript Excerpts



Best practices for freeform questions

Be specific:

- ✓ "Teaching" < "Teaching Spanish to middle school students"
 - ✓ "Do you like working with technology?" < "Do you have experience with educational technology in a high school setting?"
-

Keep them concise:

Candidates are often using mobile devices and prefer shorter responses

Break complex inquiries into parts:

Use structured questions to guide candidates through multi-part responses

Limit quantity:

Open-ended questions can increase completion time and potential drop-off

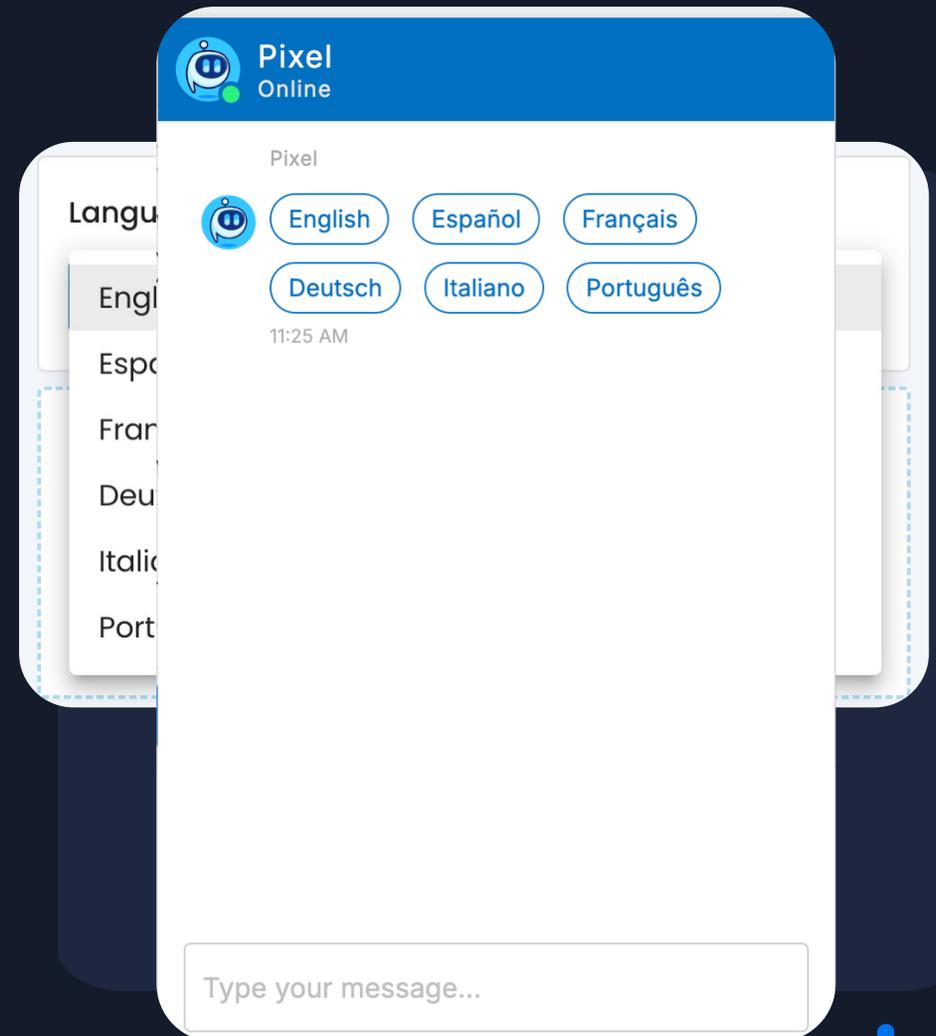
Avoid redundancy:

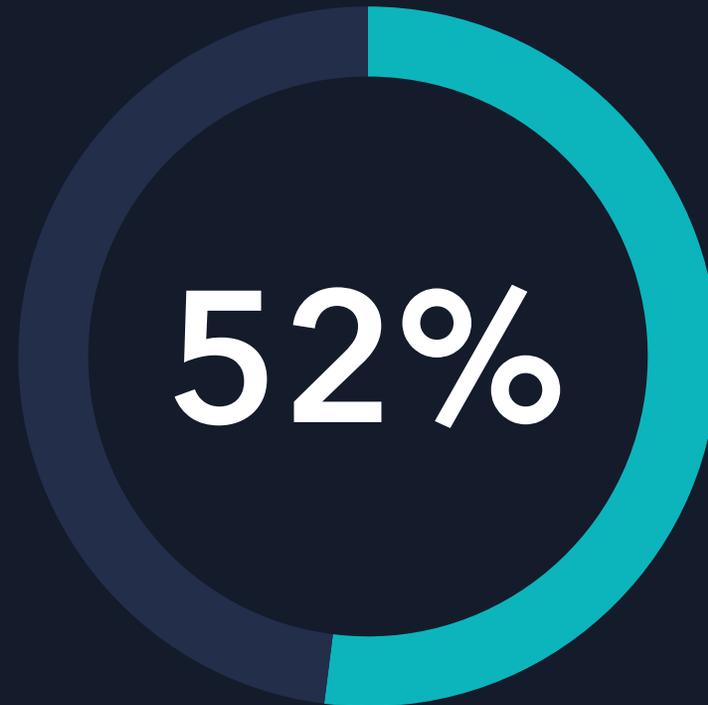
Account for information already captured in previous questions



Multilingual Capabilities

- 6 supported languages: English, Spanish, French, German, Italian, Portuguese
- A bot created in one language works in all supported languages
- Language selection occurs at beginning of interview only





52% increase in Spanish-speaking
candidate engagement



Delivering Bots



Delivering Bots to Candidates

Use Talent Engagement to send bots

The screenshot shows the AVIONTÉ web application interface. At the top left is the AVIONTÉ logo. A navigation bar contains links for myDashboard, Jobs, Talent, Timesheet, Invoices, Companies, Documents, Back Office, Analyze, QuickPlace, and Automation (which is highlighted). A secondary navigation bar includes Live Chat, Talent Engagement, Pixel Bots, Pixel Interviews, Genai Studio, Calendar, Workflows, and Automation Rules. The main content area is titled 'Talent Engagement > Create New Talent Notification'. Below this is a 'Create Talent Engagement' section with three form fields: 'Notification Title' with a placeholder 'Enter a Notification Title', 'Notification Trigger' with a dropdown menu set to 'Application Received', and 'Schedule' with a dropdown menu set to 'When'. An 'Insert' section at the bottom left has a dropdown menu set to '{ } Variable' and an 'Emoji' button. A preview box at the bottom shows the text: 'Thanks for applying to {{Job/Position Name}}! Please consider interviewing with our AI bot by clicking this link: {{Bot Interview Link}}'. A small AVIONTÉ logo is visible in the bottom right corner of the interface.

Delivering Bots to Candidates

Set Notification Trigger to **Application Received**

Notification Title

Enter a Notification Title

Notification Trigger

Application Received 

Schedule

When 



Delivering Bots to Candidates

Insert the **Bot Interview Link** with the Variable dropdown

Application Received ▾

Schedule

When ▾

Insert: { } Variable ▾ 😊 Emoji ▾

Thanks for applying to {{Job/Position Name}}! Please consider interviewing with our AI bot by clicking this link: {{Bot Interview Link}}

If there is an interview bot associated with the JobID, send this message shortly after the application is received.



Delivering Bots to Candidates

Use **Notification Preference** to select SMS or push notifications
Check **Set As System Default** to reach Unclaimed Talent
Allow access to this Notification

If there is NOT an interview bot associated with the JobID, send this message shortly after the application is received.

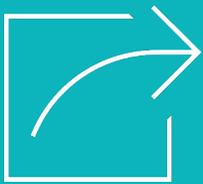
Notification Preference
Notify talent in the app, no SMS will be sent.

Set As System Default
The EngageAssistant will send this notification to Talent who are not associated with a Recruiter in the system.

Notification Access ?

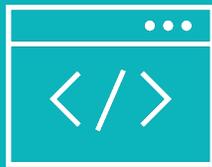


Delivering Bots to Candidates



Talent Engagement

Configure an Application Received trigger to send bots to applicants



Bot Interview Link

Use the Variable dropdown to insert **{{Bot Interview Link}}**



Notification Preference

Choose between in-app or SMS notifications



Unclaimed Talent

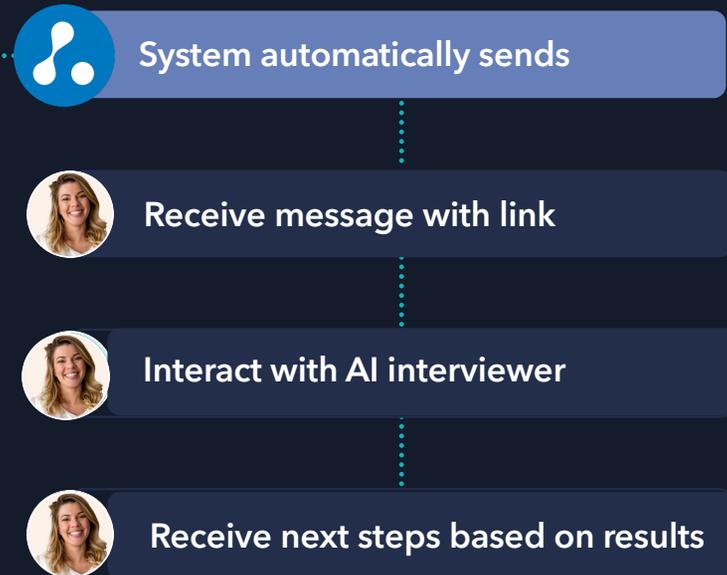
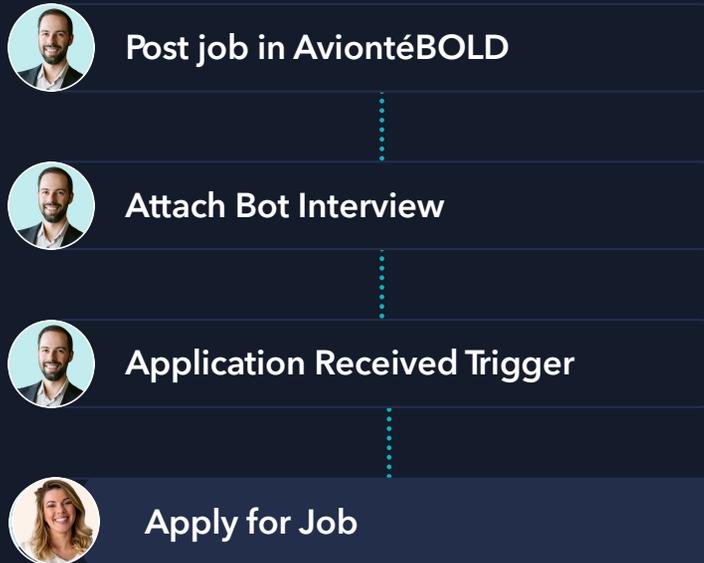
Check **Set as System Default** to reach people who are not yet assigned to a recruiter



Bot Workflow



Bot Workflow



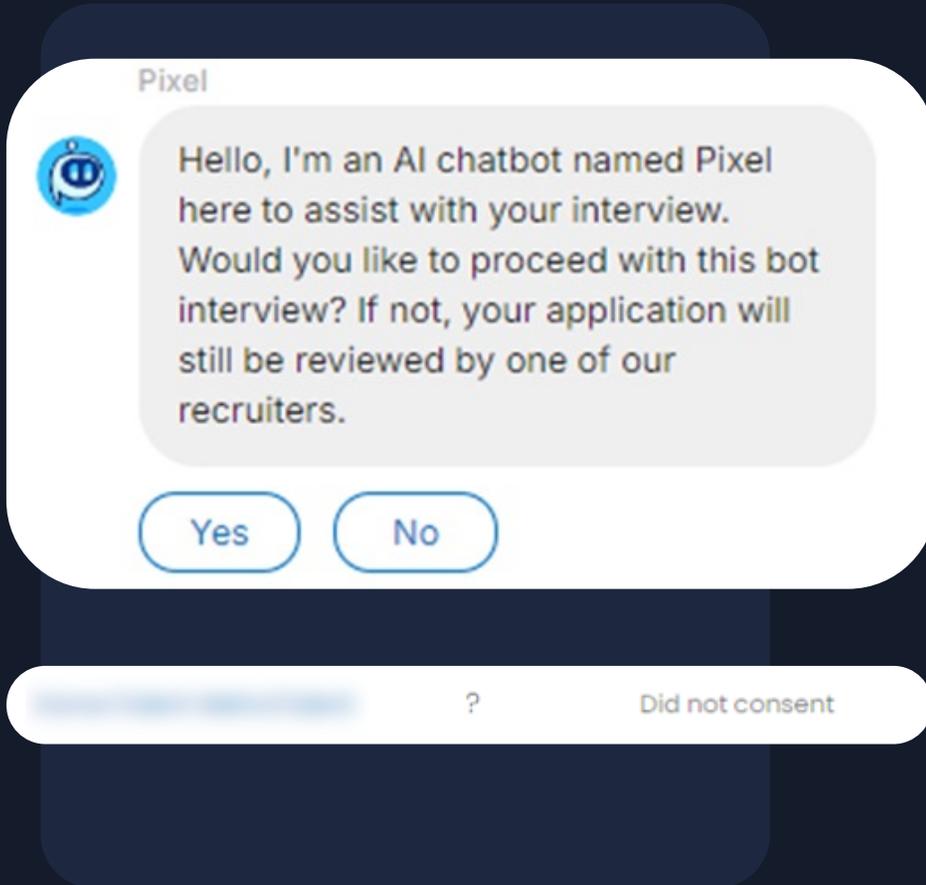
Human-like Chat Experience

- PIXEL with GenAI allows for a natural, conversational flow that is familiar and comfortable for applicants
- Talent can complete the interview directly from their mobile devices
- This more engaging experience has led to an average increase of 40% to completion rates, compared with traditional forms or more basic, rigid chatbots



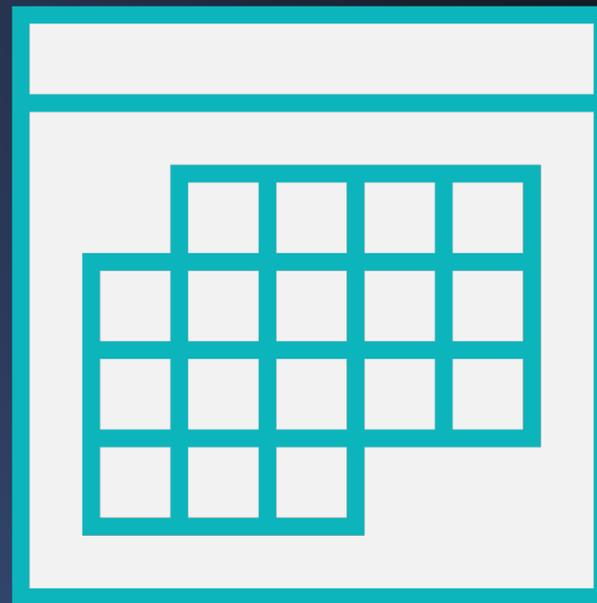
GenAI Consent

- Every automated interview begins with a transparent [AI disclosure message](#)
- Consent language meets compliance requirements for multi-state AI regulations
- Candidates who decline consent receive "Did Not Consent" status
- Consent decline \neq Failed interview
- Recruiters can still engage candidates through traditional communication methods



PIXEL Calendar

- **Separate** Pixel Calendar system
- Enable in Pixel Calendar settings and set availability windows
- Bot offers available times to qualified candidates
- Both recruiter and candidate receive calendar invites via email
- Currently one candidate per time slot



Optimizing Talent Screening

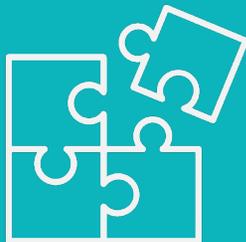


Optimizing Talent Screening



General Apply

Create a dedicated screening bot specifically for general applications



Specialized Bots

Evaluate every job application regardless of recruiter availability



Two-Tiered Approach

Efficiently and respectfully identify key disqualifiers and collect essential candidate information



Unclaimed Talent

Check **Set as System Default** to reach people who are not yet assigned to a recruiter



Optimizing Talent Screening

General Apply Bot

- Work authorization
- Salary expectations: broad range
- Basic education requirements
- General availability
- Universal disqualifiers

Job Specific Bot

- Teaching Spanish experience
- Middle school classroom management
- Spanish curriculum development
- Educational technology skills
- Role-specific certifications



Interview Results



Analyzing Interview Results

- Match indicator ✓ shows candidates who scored above threshold
- Question mark indicates consent declined, not a poor result
- Review individual responses and scores for more detail
- Answers can be reviewed here or in the **Activities** tab of the Talent Record
- Full interview transcript available

The screenshot displays the AVIONTÉ interface for analyzing interview results. The main dashboard shows a table of candidates with columns for Candidates, Match, Rating, Time, Completed, Bot Name - ID, Job Name - ID, and Job Home Office. A detailed view for 'Carl Candidate' is overlaid, showing a rating of 80% and an interview scheduled for June 13, 2023, at 5:30-6:00 PM PDT. The detailed view also includes skill match information for Technical Writing (9/15pts, 60%) and Logistical Match (15/15pts, 100%), along with a salary match of 15/15pts.

Candidates	Match	Rating	Time	Completed	Bot Name - ID	Job Name - ID	Job Home Office
<input checked="" type="checkbox"/> Amy Williams *	✓	85%	6 min	1 day ago	Material...		
<input type="checkbox"/> John Carter *	✓	75%	4 min	06/26/23 12:32:44 PM	Material...		
<input type="checkbox"/> Beth Martinez *	✓	83%	3 min	06/26/23 12:32:44 PM	Backer...		
<input type="checkbox"/> Jessica Jones *	?	55%	4 min	06/26/23 12:32:44 PM	Forklift...		
<input type="checkbox"/> George Anderson *	?	30%	4 min	06/26/23 12:32:44 PM	Junior Develo...		
<input type="checkbox"/> Ethan Hawke *	✓	100%	5 min	06/26/23 12:32:44 PM	UX Des...		
<input type="checkbox"/> George Costanza *	?	60%	6 min	06/26/23 12:32:44 PM	Softwa...		
<input type="checkbox"/> Darla Jean *	✓	100%	5 min	06/26/23 12:32:44 PM	Event S...		

Carl Candidate

Job: Business Analyst
Bot: Screening
Date: Jun 13, 2023
Duration: 1 min
Recruiter: Randy Recruiter

80% Rating 100

Interview Scheduled
Date: 6/13/2023
Time: 5:30-6:00 PM PDT
Cancel Interview

Applicant Record
Steve.JRainey@armyspy.c...

Skill Match 9 / 15pts (60%)

Technical Writing 9 / 15pts

Logistical Match 15 / 15pts (100%)

Salary 15 / 15pts



Interview Transcripts

CONNECT myDashboard Jobs Candidates Timesheet Invoices Companies Documents Back Office Analyze Sub Vendors QuickPlace Automation

Live Chat Talent Engagement Pixel Bots Pixel Interviews Calendar Workflows Automation Rules

PIXEL Interviews

Show Interviews by Bots I created

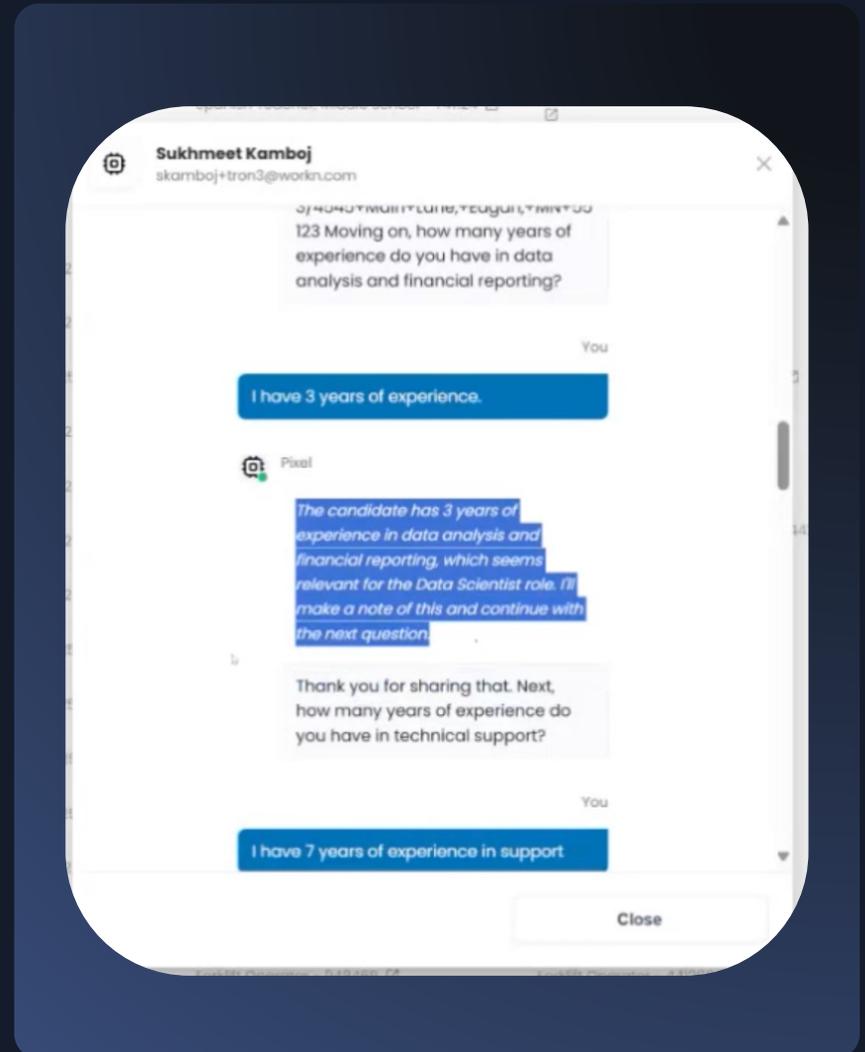
Candidate	Match	Rating	Time	Completed	Face-to-Face	Bot Name - ID	Job Name - ID	Client	Recruiter	Sales Rep	Transcript
KanavTalent MehraTalent	✓	83%	1 min	22 days ago	07/18/2024 CDT	3D Home Printer Operator - 271247	3D Home Printing Operator - 37354551	Kanav TestCo	KanavSales MehraSales	null null	[F]
KanavTalent MehraTalent	✓	83%	1 min	22 days ago		3D Home Printer Operator - 271247	3D Home Printing Operator - 37354551	Kanav TestCo	KanavSales MehraSales	null null	[F]
KanavTalent MehraTalent	✓	100%	3 min	22 days ago	07/17/2024 CDT	3D Home Printer Operator - 271247	3D Home Printing Operator - 37354551	Kanav TestCo	KanavSales MehraSales	null null	[F]
KanavTalent MehraTalent	✓	100%	1 min	a month ago	07/09/2024 CDT	English teacher (2) - 152275	English teacher - 36910781	Kanav TestCo	KanavSales MehraSales	null null	[F]
Andrew Axelrod		66%	1 min	a month ago		Spanish Teacher (2) - 988993	General Apply	NA	Andrew Axelrod	NA	[F]
KanavTalent MehraTalent	✓	100%	1 min	a month ago		Spanish Teacher (2) - 988993	General Apply	NA	KanavSales MehraSales	NA	[F]
KanavTalent MehraTalent	?	Did not consent	0 min	2 months ago		Spanish Teacher - 317336	Implementation demo - 36932036	Kanav TestCo	KanavSales MehraSales	null null	
KanavTalent MehraTalent		0%	1 min	3 months ago		test spanish - 726142	Sumerian Translator - 35155448	Kanav TestCo	KanavSales MehraSales	KanavSales MehraSales	[F]
KanavTalent MehraTalent	✓	100%	1 min	3 months ago		test resource genAI - 766418	Trombone player - 35130933	Kanav TestCo	KanavSales MehraSales	KanavSales MehraSales	[F]
KanavTalent MehraTalent	✓	100%	1 min	3 months ago		Follow up questions bot (4) - 659118	Bug eater - 35178991	Kanav TestCo	KanavSales MehraSales	KanavSales MehraSales	[F]
KanavTalent MehraTalent	✓	100%	1 min	3 months ago		Follow up questions bot - 235131	TestJobDescs - 35924215	Kanav TestCo	KanavSales MehraSales	null null	[F]

SCORING IS NOT PERFORMED BY AI



Behind the Curtain Bot Thoughts & AI Transparency

- **Bot Thoughts:** Special section in interview transcripts showing AI analysis
- **Purpose:** Reveals how the AI interprets and processes candidate responses
- **Visibility:** Only visible to recruiters, never to candidates
- **Value:** Understand logic behind bot responses and follow-up questions
 - Identify potential misinterpretations or confusion points
 - Gain insight into AI decision process



Scoring



Understanding PIXEL Scoring

- Base score: 5 points per qualifier x assigned weight
- Overall score = percentage of total possible points earned
- Different scoring methods for each question type:
 - Authorization, Education, Yes/No:
All or nothing
 - Salary/Start Date:
Partial credit for close matches
 - Skills:
Proportional credit based on requirements



Example

Interview with salary question (weight 4) and skill question (weight 5)

- Candidate earns 16/20 points for salary and 20/25 for skills
- Total score: 36/45 = **80% match**



Salary & Skills Scoring Example

Salary Example

✓ Range: \$100K-\$120K (range of \$20K)

✗ Candidate asks: \$130K (overage of \$10K)

= Calculation: 5 points × weight 3 ×
(1 - 10/20) = 7.5/15 points

Skills Example

✓ Required: 7 years experience

✗ Candidate has: 3 years

= Calculation: 5 points × weight 4 ×
(3/7) = 8.5/20 points



Real World Success Story

AI Automation ensures you don't miss exceptional talent

“

Kimberly

“During my job search, I applied to over 200 roles. PIXEL allowed me to answer questions in a way that spoke to my personality and intelligence. It made the process very engaging and gave me the impression that Avionté cared more about the type of person I was, rather than solely focusing on specific job experience.”



“

Jason Hilton, UX Designer

“Kimberly wouldn't have even been on my radar if we used more manual recruiting methods.”





Best Practices

- 1 Start small:**
One high-volume job with consistent criteria

- 2 Involve recruiters:**
Tap their experience to include great questions

- 3 Communicate with candidates:**
Explain the AI assistant and benefits

- 4 Review regularly:**
Use feedback to continually improve

- 5 Use our support:**
Access training and resources when needed



Measuring Success



Measuring Success



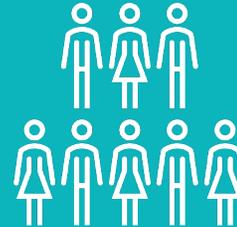
Recruiter Time

Recruiters typically spend **25%** of their time on initial screening activities



First Response Time

Automation reduces this from hours or even days to **minutes**



Candidate Pool

Automated screening can increase the number of candidates evaluated by up to **300%**



More Completions

One client saw **45%** higher interview completion rates when using GenAI bots



Relevant Reports



Messaging Utilization



Interview Utilization





Knowledge Check



According to SIA research, what percentage of candidates approve of AI being involved in their job search process?

14%

52%

81%

99%



Which of the following is NOT a component of the PIXEL platform?

Resume Parser

Live Chat

Alerts

PIXEL Bots



True or false: Manually created PIXEL Bots are set to *Inactive* by default

True

False





Thanks for playing!



Next Steps



Resources

Scan the code to access our
Knowledge Base Article
and Micro Video

Recording of this session
will be emailed



Next PIXEL Webinar

Avionté PIXEL Talent Engagement:
Automating Communication
Throughout the Candidate Lifecycle

June 4th, 2025 at 1:00 CT



Rate this session!

