Transforming Federal Market AI Solution Development: How Avue Technologies Achieved 95% Faster Time-to-Market with Karini AI

Build Vs. Buy | Services Vs. Platform

Executive Summary

Avue Technologies, the market-leading provider of secure HR solutions for federal agencies, invested over $2 million in internal and professional consultant AI code development resources over a two-year period, which yielded no Gen-AI production capabilities. After pivoting to Karini AI's no-code platform on AWS GovCloud, the company delivered its first production solution within three weeks and deployed over 50 AI use cases within five months.

Key Results:

- 95% reduction in time-to-market (from 24+ months to 3 weeks for first production deployment)
- $250,000+ quarterly cost avoidance through engineering resource optimization
- 25x increase in innovation velocity (50+ AI experiments per quarter vs. 2-3 previously)
- Zero additional headcount (complete GenAI transformation without new hires)
- 30,000+ lines of legacy code eliminated (removing accumulated technical debt)

About Avue Technologies: Founded in 1983. Secure HR solutions for the federal sector. Established FedRAMP authorization. Serving U.S. federal agencies for 40+ years.

"We deployed 50+ use cases over five months after two years of failed traditional development. Twenty to thirty minutes of work now saves days of effort. That's the power of no-code GenAI."
— Jim Miller, Co-CEO, Avue Technologies

The Challenge: Two Years of Failed Traditional Development

Starting in January 2023, Avue Technologies pursued a strategic vision to enhance its federal market-leading talent management and intelligence platform with generative AI capabilities. Despite engaging three sequential external consulting teams and investing over $2 million, the company achieved zero production deliverables after 24+ months.

Sequential Consulting Team Failures:

1. Team 1 (6 months): POC development, MVP attempt, failed extension
2. Team 2 (6+ months): Complete architectural refactoring, minimal progress
3. Team 3 (6+ months): Additional iteration, continued performance issues

Root Causes:

- Heavy engineering dependency created bottlenecks for every workflow change
- 60–90-day deployment cycles for individual features
- Compounding technical debt across three codebases
- No clear path to FedRAMP compliance with custom code
- Limited capacity to test only 2-3 proof-of-concept ideas per quarter

"There we were. Poised to be on the frontier. For. Two. Years."
— Linda Rix, Co-CEO, Avue Technologies

The Breaking Point: Late 2024

By Q4 2024, Avue leadership recognized a critical situation:

- Zero operational GenAI capabilities after two years and $2M+ investment
- Federal competitors launching AI-powered solutions (albeit less sophisticated)
- Mounting technical debt requiring additional refactoring
- Unclear compliance pathway with custom development
- Demoralized internal teams after repeated external failures

The company faced a critical decision: engage a fourth consulting team or completely pivot its strategy.

The Solution: Eliminating Development Dependencies

Platform Pivot: January 2025

Instead of hiring additional consultants, Avue implemented Karini AI's no-code Generative AI platform, enabling HR domain experts to build AI workflows directly without relying on engineering teams.

Development Capabilities:

- Visual workflow builder with pre-built AI recipes
- Prompt engineering playground for rapid testing
- Built-in connectors for HR systems and data sources
- Real-time document processing and knowledge extraction
- Native FedRAMP-ready infrastructure compliance

Key Design Principle: Shift AI development from engineering teams to domain experts, eliminating translation layers and approval bottlenecks.

Measurable Business Impact

Development Velocity Transformation

Time-to-Market Revolution:

- First production solution: 3 weeks vs. 24+ months (95% reduction)
- Individual workflow deployment: 3-5 days vs. 60-90 days (94% reduction)
- Prototype development: 45-60 minutes vs. 6 weeks (99% reduction)
- Overall deployment velocity: 18x faster average

Resource Optimization

- Engineering hours saved: 1,000+ per quarter
- Quarterly cost avoidance: $250,000+ in labor savings
- Team size requirement: 75% reduction (4 engineers to 1 platform administrator)
- External consulting spend: $0 (eliminated)
- New hires required: Zero additional headcount

Innovation Capacity Expansion

Experimentation Velocity:

- AI experiments per quarter: 50+ vs. 2-3 (25x increase)
- Use cases deployed in 5 months: 50+ production workflows

- Engineering overhead per workflow: 2 hours vs. 48 hours (96% reduction)

Technical Excellence:

- Legacy code eliminated: 30,000+ lines from failed consulting teams
- Regression testing: Eliminated through no-code architecture
- Compliance review time: 4-6 weeks saved per release cycle
- FedRAMP pathway: Clear with AWS GovCloud native infrastructure

Organizational Transformation:

- Business and HR domain experts now build production AI workflows directly
- Workflow ownership transferred from engineering to business users

- Quality remains production-grade without engineering review
- Continuous iteration happens without approval cycles

Success Factors: What Made the Difference

Complete Platform Pivot

- Avue abandoned the traditional consulting model entirely rather than incrementally modifying it. Full commitment to no-code architecture eliminated sunk-cost decision-making.

Domain Expert Empowerment

- Giving business and HR specialists direct control over AI development removed the requirements-translation bottleneck that caused delays in the consulting model.

Innovation as Operational KPI

- Measuring "AI experiments per quarter" alongside traditional delivery metrics incentivized rapid testing and learning over perfection.

Transferable Best Practices

For Enterprise AI Initiatives

Eliminate Translation Layers: Organizations achieve maximum velocity when domain experts directly control AI development. Every handoff between business and technical teams adds weeks of cycle time.

Choose Compliance-Native Platforms: In regulated industries, embedding compliance in the infrastructure saves 4-6 weeks per release cycle compared to adding security reviews post-development.

Measure Experimentation, Not Just Delivery: Track "ideas tested" as a leading indicator of AI maturity. Organizations that test 50+ concepts quarterly discover breakthrough applications faster than those that test 2-3.

Calculate Total Cost of External Dependencies: Factor in coordination overhead, knowledge-transfer delays, and contract-negotiation time when comparing internal teams with proper tooling vs. external consulting.

Competitive Positioning

Sustainable Advantages Created:

Speed Advantage: Ability to launch new AI capabilities in weeks, while competitors following traditional approaches require months.

Cost Structure: 75% reduction in required engineering capacity creates pricing flexibility unavailable to competitors with traditional development models.

Innovation Rate: 25x faster experimentation enables providers to test and validate new concepts before competitors complete initial requirements gathering.

Proven Results Across Industries

Global Manufacturing: A global manufacturing company migrated from Microsoft Copilot in six weeks, achieving 92% accuracy in production and expanding AI capabilities across customer service, advisory, diagnostics, and sales operations.

Government Sector: A government sector organization deployed 30+ agents with FedRAMP IL5 compliance. Business teams now build agents independently while IT focuses solely on integration and governance.

"Speed is everything. The swirling turbulence of today's business environments requires speed and depth. GenAI and the Karini tool allow you to have both."
— Jim Miller, Co-CEO, Avue Technologies

About the Companies

Avue Technologies: Founded in 1983, Avue Technologies provides secure, compliant HR solutions exclusively for the U.S. federal government sector. The company maintains FedRAMP authorization and serves multiple federal agencies with cloud-based talent management platforms.

Karini AI: Karini AI delivers enterprise-grade, no-code Generative AI platforms that enable domain experts to build, deploy, and manage AI workflows without engineering dependencies. Built on AWS infrastructure with native compliance capabilities for regulated industries.

Ready to Transform Your AI Development?

See production results in 30 days with Karini AI's no-code platform.

Schedule your QuickStart consultation: **sales@karini.ai** |
Learn more: **karini.ai**