



## Ingram Micro IT Staffing Service RPO Managed Staffing Model

### WHAT IS IT?

This new Managed Staffing Model, available through Ingram Micro’s IT Staffing Services, is a form of Recruitment Process Outsourcing (RPO) which allows a small number of Ingram Micro solution providers to share a dedicated IT recruiter. The dedicated recruiter has a specialized focus for IT-related positions and is intimately familiar with the IT channel. Solution providers pay a flat monthly fee for the shared recruiter resource to fill their open job requisitions.

### HOW IS IT DIFFERENT?

Traditional staffing firms offer recruiting and placement services on a case-by-case basis. Client companies pay recruiters ~15% to ~30% of a candidate’s annual salary for each job requisition that is filled. Client companies typically juggle relationships with multiple staffing firms in order to try to get results. Additionally, various individual recruiters will work on filling different job requisitions, in many cases for the same client companies, on an as-needed basis. Solution providers pay the recruiting fee for each candidate hired in the traditional IT Staffing model, whereas they pay a flat monthly fee to fill a number of positions throughout the year in the Managed Staffing model. Solution providers work with the same recruiter, who becomes an extension to that solution provider company, throughout the year in the Managed Staffing model.

### WHAT IS RPO?

As defined by the Recruitment Process Outsourcing Association, "Recruitment Process Outsourcing is when a staffing provider acts as a company's (a client's) internal recruitment function for a portion or all of its jobs. RPO providers manage the entire recruiting/hiring process from job profiling through the on-boarding of the new hire, including staff, technology, and method and reporting. A properly managed RPO will improve a company's time to hire, increase the quality of the candidate pool, provide verifiable metrics, reduce cost and improve compliance."

### HOW MUCH DOES IT COST?

Solution providers pay a flat monthly amount for a “bucket” of positions that Ingram Micro will fill in the year. The monthly amount is dependent on the number of positions are filled in a twelve month period.

Ingram Micro RPO Staffing Service			Vs.	Customer Hiring Recruiting Firm Directly	
Monthly Fee	# of Positions	Annual Cost		Cost at 18% per hire (avg. \$60K position assumed)	Cost Savings
\$1,400	4	\$16,800		4*.18*60K = \$43,200	<b>\$26,400</b>
\$2,000	6	\$24,000		6*.18*60K = \$64,800	<b>\$40,800</b>
\$2,400	8	\$28,800		8*.18*60K = \$86,400	<b>\$57,600</b>

In addition to the costs savings detailed above for Managed Staffing versus traditional ad hoc recruiting and placement services at 18% fee per hire, there are also significant savings in this Managed Staffing model versus a solution providers paying for a full-time, in-house recruiter. The typical annual cost of a full-time, in-house HR Recruiter, fully burdened and trained, is approximately \$75,000. Thus, a shared resource through the Managed Staffing model costs less than half of an in-house headcount!

### TO ENGAGE

If you are interested in the RPO Managed Staffing Model, please contact our IT Staffing expert, Mike Giambanco at [michael.giambanco@ingrammicro.com](mailto:michael.giambanco@ingrammicro.com).