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Ingram Micro Helps Local VAR Recruit
and Hire Top Candidates



Workable Programs and Systems (WPS) had a major dilemma. Even as the nationwide unemployment rate approached 10 percent, the small-town VAR (located in Ada, Okla., more than an hour's drive from Oklahoma City, Tulsa and Dallas) found it challenging to identify and hire top-notch candidates to keep up with the company's growth, said Bruce Jones, owner and president of WPS.

"We had a lot of opportunity for growth, but couldn't find and train people quickly enough," Jones said. Over the last three years, WPS has seen business increase about 70 percent, but the lack of high-quality candidates threat-

ened to put a damper on the company's anticipated growth.

"Where we're located in the state and in the country, it's ... been a challenge to attract and hire the right talent, and it was affecting our ability to grow," said Lisa Duffy, operations manager for WPS. "We needed more staff to handle the technical and sales needs of our customers, but those folks were tough to find," she said.

At a loss for what to do, Duffy turned to Ingram Micro's IT Staffing Services for help. Historically, Jones said, WPS had invested time, money and effort to "find properly motivated candidates and 'grow our own.'" But with business

growing so quickly, WPS was looking for candidates who could hit the ground running.

Fortunately, with the help of the IT Staffing Services recruitment process outsource team, WPS has made four such hires over the last six months. As part of the process, Duffy and Ingram Micro's dedicated WPS recruiter remained in constant contact to ensure the candidates would



Workable Programs and Systems, Inc. (WPS)

Ada, Okla.

Market Segments
Education, SMB

Challenge
Finding and attracting top-quality talent in a rural area to keep up with growing business needs

Solution
Engaged in Ingram Micro's Recruitment Process Outsource (RPO) program

Results/Benefit
Found and hired four high-caliber employees to help support a growing customer base

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meet all the necessary requirements. Sometimes, Duffy said, she and Ingram Micro's recruiter would talk three or four times a day to stay on top of all the activity.

"It's truly amazing that our recruiter was able to find four

very different candidates – two desktop service technicians, a salesperson and a Cisco network engineer – and they are all outstanding," Duffy said."

"We've never had so many candidates to choose from before. We're extremely pleased and it's a service we're definitely going to continue using," Jones said.