



Ingram Micro and Jobvite Partner to Fulfill Recruiting Goals



CHALLENGE

Global Company Seeking ATS to Unify Recruiting Initiatives

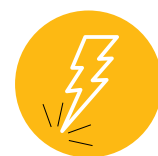
Through 40 different acquisitions operating in 59 countries, Ingram Micro was looking for a new ATS that could streamline its hiring into one unified platform.



SOLUTION

Jobvite Talent Acquisition Suite

By traveling to each country to train each team and deploy the Jobvite Talent Acquisition Suite, Ingram Micro was able to ensure hiring managers understood the value of Jobvite to leverage data and invest strategically.



RESULTS

Central Career Site Leads to Increased Applicants, Traffic, and Transparency

Through referrals, social and mobile recruiting, Ingram Micro gained increased transparency to its talent pipeline finding the best sources to invest in — growing its applicant pool by 40 percent.



Disparate Teams Unite Global Recruiting Through One Central ATS

With more than \$42 billion in annual revenue, Ingram Micro delivers a full spectrum of global technology and supply chain services to businesses around the world. Deep expertise in technology solutions, mobility, cloud, and supply chain solutions enables its business partners to operate efficiently and successfully in the markets they serve. The company boasts more than 32,000 employees globally in 59 different countries and is looking to support rapid growth. Dozens of acquisitions have helped Ingram Micro broaden its services offerings, including becoming the industry's leading Cloud Marketplace and a go-to provider of commerce fulfillment solutions. Rapid growth and business focus expansion has led the Ingram Micro talent team to work even harder to bring diverse teams together to cohesively execute on a collective company strategic and financial objectives.

Ingram Micro's U.S. applicant tracking system was antiquated, so as it looked to bring on a new ATS, they turned to Jobvite. One of the small subsidiaries of Ingram Micro had a positive relationship working with Jobvite in the past. They shared their experience and opinions with the larger Ingram Micro team leading to the ultimate decision to partner together.

"Before Jobvite, we had six different ATS' around the world and half of our offices didn't have one at all. They were still using email and Excel! We needed to be able to integrate everything into one system," says Blake Wettstein, Senior Manager of Talent Acquisition Programs at Ingram Micro. "We were looking to unify our workflow around the world, and Jobvite allowed us to do just that."

Wettstein and his team knew what they were looking for in a new ATS — they were laser focused on putting the candidate experience above all else. Every decision hinged on, "What does that experience look like?" Configuration ability was key, as the team planned to custom design everything from the career website and application to the user interface.

"We knew we needed something intuitive to use, with the look and feel of a modern ATS. From the beginning, an integrated social aspect was important. Jobvite's ability to share requisitions using social media in both systematic and specific ways while tracking the details was a strong feature that was entirely unique," says Wettstein. "As a global company, the ability for universal reporting to all be in the same place was a must. Being able to break down our reporting by region, city, or country was a huge piece for us uniting our recruiting efforts together."

Training and Transparency Lead to Data Driven Insights and Dynamic Growth

In order to deploy Jobvite in each office, Wettstein traveled around the world working with the various recruiting teams to train and onboard employees on how to best use Jobvite.

"We took the 'train the trainer' approach, then had the various recruiting leads go tell the masses, and it worked really well! With our previous ATS, we only had 60 percent of our licenses being used. The teams were never trained properly and didn't understand the value of it," explains Wettstein. "Being able to go out in person, do the due diligence, and know first hand that the tool actually works for the hiring managers has given us increased confidence across the board."

Ingram Micro recently went live with Jobvite in its 54th country and it has invested in the Jobvite Talent Acquisition Suite, utilizing various integrations to bring together its recruiting experience across its global offices.



“Previously, there was no way for us to know how many open positions we had around the world. This was one of our biggest issues — we couldn’t even guess and give a ballpark number to our CEO. Jobvite completely solved that problem for us. Now we can see all the jobs locally and globally which helps us with internal mobility,” says Wettstein.

Using various features, like reporting and mobile integrations, has allowed the Ingram Micro team to develop their talent pipeline and streamline their recruiting system.

“Jobvite’s mobile piece was a huge draw from the beginning -- other ATS’ weren’t a true mobile solution in all cases. The ability to share a job posting via social media while auto-tracking the referral helps us not only find quality candidates, but seamlessly track where they are coming from,” says Wettstein. “Hiring managers love it because it helps them understand the benefit of sharing with their own networks. Jobvite provides visibility for employees and is an exciting way to recruit.”

“Another aspect of tracking that’s been big for us is sourcing. The ability to see where our best sources are, such as the amount of referrals we get from Facebook, helps us understand where we should invest. We’re able to make better recruiting and spending decisions based on data from Jobvite,” elaborates Wettstein.

Complete Picture of Global Hiring Through Unified Platform

Harnessing all of Ingram Micro’s career site traffic into one central location created a fuller picture of the pipeline as a whole.

“While it’s difficult to fully compare year over year due to our previous disparate systems and lack of corporate sites between our locations, over the past year career site traffic has gone up 186 percent -- driving traffic to job postings in one central

location,” says Wettstein. “It’s been very effective for us. We now know who our audience is and where they’re coming from.”

With Ingram Micro’s previous system, candidates would select “self source” when applying which did not provide an accurate picture of what sources were most effective. With Jobvite, the Ingram Micro team is provided with trustworthy data that they can utilize to make informed decisions on where to spend money.

“From the data, we can find the number of jobs we have open in any given country, then make a strategic decision about what’s the best source to invest in. The conversations we can have now weren’t even possible before,” explains Wettstein. “The ability to house all our recruiting efforts on one platform has not only made our work easier, it’s also simplified our application process and increased our applicant pool by 40 percent.”

Wettstein’s team’s initial roll out plan was for 13 months, in order to have all the offices onboarded with Jobvite by the end of 2017. Two months into the process, things were going so well that the team decided to speed up the process and implement Jobvite into each of their offices globally by the end of the second quarter.

“You don’t typically speed up implementations by six months -- our ability to do so speaks to the success of both Jobvite and Ingram Micro. The Jobvite tools were stable enough to handle a large global roll out and there were good decisions made by Ingram Micro’s leadership so that we had everything set up for successful training,” says Wettstein. “Our smooth transition to using the Jobvite platform has improved our candidate experience, increased our talent pipeline and brought together our global recruiting.”



EVOLVE

TA FRAMEWORK

Ingram Micro EVOLVED by integrating disparate recruiting systems.

Jobvite's EVOLVE Talent Acquisition Framework helps TA teams deliver world-class results. From initial assessment to specific action plans, EVOLVE empowers TA leaders to identify and prioritize areas for improvement so that no effort is wasted. Teams, processes, technologies, and strategies are optimized over time, and organizations emerge stronger, more efficient, and better able to adapt to the needs of the ever-evolving talent marketplace.

The EVOLVE framework offers four levels of talent acquisition maturity. When companies like Ingram Micro centralize and automate processes, they can increase from a level 2 to a level 3.

About Ingram Micro

Ingram Micro helps businesses Realize the Promise of Technology™. It delivers a full spectrum of global technology and supply chain services to businesses around the world. Deep expertise in technology solutions, mobility, cloud, and supply chain solutions enables its business partners to operate efficiently and successfully in the markets they serve.

About Jobvite

Jobvite is an end-to-end Talent Acquisition Suite that takes a marketing-first approach to intelligently attract dream candidates, automatically screen for the highest quality, engage employees invested in the future, and retain the people who care the most about your organization by combining the power of AI and the human touch. Jobvite is proud to serve a broad range of customers in the manufacturing industry including Panasonic, Xylem, Caterpillar Inc, and La-Z-Boy, Inc. To learn more, visit www.jobvite.com or follow the company on social media.

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