



## Department of Procurement Services

---

160 South Hollywood Street · Room 126 · Memphis, TN 38112 · (901) 416-5376

### QUESTIONS AND ANSWERS

#### **RFP # 090524MT – HR TALENT MANAGEMENT SYSTEM**

1. What do you envision the Design Plan to include? What components will be part of the Design Plan?

**The question did not include clarity for a response.**

2. When you refer to ATS implementation, are you including the entire Talent Management System (Learning, Performance, Recruiting & Onboarding, and Succession)?

**ATS refers to the Recruiting and Onboarding portion of the system, however all aspects of the system must be addressed in the implementation plan.**

3. Considering the complexity and comprehensiveness of the RFP solution and the Labor Day Holiday, would you consider extending the RFP due date 2 weeks until September 19<sup>th</sup>?

**We will extend the bid until September 12, 2024, at 2:00 PM. (see addendum)**

4. Is MSCS willing to sign a Non-Disclosure Agreement, and able to do so prior to 8/29/2024.

**MSCS does not sign NDA for a respondent.**

5. Is the expectation that each of the 11 copies (1 original and 10 copies) are individually packaged in envelopes and then mailed together in a single package?

**The original packet along with the 10 copied may be included in the same packaging/box, etc. Please mark the original packet "ORIGINAL".**

- a. Can the USB be included with the original copy?

**The USB can be included with the original copy.**

6. What Human Resources Information System (HRIS)/or Enterprise Resource Planning software (ERP) is MSCS currently using that will require the Talent Management System integration?

**APECS powered by Education Solutions Development, Inc**

7. Will the 6,000 teachers be included in the Performance Management licenses, or just the 7,900-support staff?

**ALL full-time staff will be included.**

8. What is the current budget allocated for this project?

**The budget is not provided in the RFP document.**

9. What Applicant Tracking, Learning Management, Performance Management Systems does MSCS currently use? Please list all that apply.

**ICIMS, PowerSchool, Canvas, Professional Learning Zone, SafeSchools**

10. A desire for a LinkedIn Learning integration was mentioned. Does MSCS currently offer LinkedIn Learning as online training for its employees?

**No.**

- a. What other online training platforms does MSCS currently offer employees, whether for compliance training, professional development, etc.?

**Please see response to question # 9.**

11.Regarding question 23 on page 27. Describe the systems training library? Is MSCS expectation that eLearning content is included with the Learning Management System?

**There is an expectation that some e-learning content is included.**

12.Regarding the request for a test site with log in information on page 28, is this something that can be discussed and delivered upon down selection and demonstrations?

**Test portal for review of the platform is expected during the selection process.**

13.Some of the requested functionality require partner involvement. Is it acceptable to respond “yes” to those requirements utilizing partners?

**Yes. Partners can be included in the proposal and so noted as to the involvement/utilization. Please note that if they are not storing and/or maintaining the data, it is not required that the sub/partner submits MSCS IT questionnaire in the respondent’s proposal. If the partner is storing/maintaining data, the required IT questionnaire must be submitted by BOTH the respondent and the partner (a separate completed IT questionnaire for each).**

14.Do you already have a vendor chosen for this RFP?

**No.**

15.Are you planning on moving away from your current Professional Learning and Performance Management Systems?

**Please reference the RFP document for services to include in the proposal.**