



STATE OF TENNESSEE
TREASURY DEPARTMENT

**REQUEST FOR INFORMATION # 30901-54123
AMENDMENT # 1
FOR TALENT MANAGEMENT RECRUITING SYSTEM**

DATE: OCTOBER 25, 2022

RFI # 30901-54123 IS AMENDED AS FOLLOWS:

1. This RFI Schedule of Events updates and confirms scheduled RFI dates. Any event, time, or date containing revised or new text is highlighted.

EVENT		TIME (Central Time Zone)	DATE (all dates are State business days)	CONFIRMED OR UPDATED
1.	RFI Issued		October 5, 2022	CONFIRMED
2.	Notice of Intent to Respond		October 11, 2022	CONFIRMED
3.	Written Questions and Comments Deadline	2:00 p.m.	October 18, 2022	CONFIRMED
4.	State's Response to Questions and Comments		October 25, 2022	CONFIRMED
5.	RFI Response Deadline	2:00 p.m.	November 1, 2022	CONFIRMED
6.	Scheduling of Optional Oral Presentations (if determined to be beneficial to the State)		November 9, 2022	CONFIRMED
7.	Optional Oral Presentations (if determined to be beneficial to the State)	8:00 a.m. to 4:30 p.m.	December 12, 2022 – December 16, 2022	CONFIRMED

2. State responses to questions and comments in the table below amend and clarify this RFI.

Any restatement of RFI text in the Question/Comment column shall NOT be construed as a change in the actual wording of the RFI document.

QUESTION / COMMENT	STATE RESPONSE
<p>1 Are you seeking a CRM for candidate engagement as part of this? We don't offer some of the requirements your organization is seeking (job aggregation, new hire paperwork, e-verification, background checks).</p> <p>Those are functions typically of an HRIS system. However, we are a talent engagement platform that helps recruiters source candidates using automation,</p>	<p>No. The Department of Treasury is currently seeking information on talent management recruiting and selection systems as described in the RFI.</p>

QUESTION / COMMENT	STATE RESPONSE
candidate rediscovery, robust talent pipeline reporting in the hiring process and overall CRM functionality for candidates.	
2 What ATS does your organization use today?	The Department of Treasury does not currently use an Applicant Tracking System (ATS).
3 I have one question about the scope...to confirm, this RFI seeks the Talent/Recruiting system (technology solution) only, and not consulting implementation support, correct? Or did I misunderstand?	Yes. This RFI is for the purpose of obtaining a talent management recruiting and selection system.
4 What are the main sources of candidates for the department right now? (job boards, proactive sourcing, referrals, etc.) o If you find a lot of candidates through recruitment marketing (job boards, careers page, etc.) what are the most popular job boards and sites you use?	The current sources of candidates include, but may not be limited to: job boards, recruiters, professional associations and organizations as well as social media. The State receives the largest share of resumes from LinkedIn.
5 What does the typical recruitment process look like? o How many stages are there and what do those stages consist of? (phone screens, video interviews, in-person interviews, background check, assessments, etc.)	The typical process includes review of resumes, phone screens, in person/virtual interviews, acceptance of an offer, and then a background check.
6 What types of hiring metrics are most important for the department? (candidate sources, time to hire, conversion rates, EEO data, etc.)	Important metrics would include, but are not limited to: Candidate sources, EEO data, time to hire, recruiting costs, and conversion rates.
7 Would we be using our own job board to post on behalf of the State of Tennessee? Our job board sources through all the listed channels in your form.	The State cannot answer with specificity at this time because the State seeks to learn from responding vendors the capabilities of their system to post to multiple boards and on-line recruiting sites.
8 Would our recruiters be conducting the interviews? Or do we schedule on behalf of the State's HR?	No. Per the RFI, the State is not seeking recruiting services. The State is currently seeking information to learn the capabilities of talent management recruiting and selection systems described in the RFI, including capabilities within the system to schedule an interview.
9 How does compensation work for our business? Is it percentage based or is there a finders fee?	See RFI page 6, "Cost Informational Form". The State seeks to learn from the respondents their typical pricing units for a talent management recruiting and selection system.

QUESTION / COMMENT	STATE RESPONSE
<p>10 Is this a contract that our business places a bid on against other recruiting agencies?</p>	<p>This is an RFI, not an RFP. This process allows the Department to learn about products and services on the market in order to assist us in developing an RFP in the future if we choose to do so.</p>

3. **RFI Amendment Effective Date.** The revisions set forth herein shall be effective upon release. All other terms and conditions of this RFI not expressly amended herein shall remain in full force and effect.