Office of Human Resources Management (OHRM)
Request for Information

Talent Acquisition Software

Questions and Answers

1. Q: It asks that the vendor "provide example of cost range that can be expected for use of the system where approximately 700 resources are hired annually at the agency."

    We price by the number of full-time employees. Would you be able to provide that number?

    A: Approximately 2,600 FTE, 3,200 souls, including part-time resources.

2. Q: What are the key focus areas you are hoping to improve with a new solution?

    A: Outreach to candidates for hard-to-fill positions. Ease in application, link to social media for postings. Document control, application process contained within software system. Metrics collection on candidates (including for DEI purposes). Ability to collect, review and approve candidates for hire within system. Onboarding.

3. Q: How many applications does the NYSED typically receive on an annual basis?

    A: Our estimate is between 80,000 and 100,000 applications per year, which includes canvass responses for any open State Ed Agency positions. The variation of applicants for positions can range from 5-150 depending on the position and whether there are canvass requests and responses.

4. Q: What is the average number of job postings per year?

    A: Approximately 700-900 annually.

5. Q: Is electronic onboarding required for the RFI? If yes, please see below questions:
    *   What is your current onboarding process?
    *   How many onboarding workflows do you currently have?
    *   On average, how many onboarding documents are included in a new hire onboarding workflow?
    A: We are open to suggestions/ideas for modernization from vendors related to onboarding and what can be accomplished.

20. Q: Where is the ideal location for PII, hosted by the provider or under the NYS DOE custody?

    A: PII for applicants can be hosted in the Cloud given that NYS security requirements for Cloud applications are met.

21. Q: Expected system availability time?

    A: 24/7

22. Q: Expected system support availability time?

    A: During business hours: 8:00 am to 6:00 pm EST.