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**ADOPTED-BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
JUNE 4, 2020**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COUNTY OF COOK AND STATE OF ILLINOIS**

**APPLICANT TRACKING SYSTEM (ATS)
CLARITY PARTNERS, INC.
ORACLE AMERICA INC.
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT
DISTRICT WIDE**

THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreements, to execute agreements with Clarity Partners, Inc. and Oracle America Inc. Clarity Partners, Inc. will provide implementation and training services for the District wide Applicant Tracking System (ATS) utilizing Oracle America Inc.'s Taleo Oracle product for the period from July 1, 2020 through June 30, 2025, at a cost not to exceed \$300,000. Oracle America Inc. will provide Taleo Oracle for the period from July 1, 2020 through June 30, 2025, at a cost not to exceed \$532,989.

VENDORS: Clarity Partners, LLC
20 N. Clark St. Suite #3600
Chicago, IL 60602

Oracle America Inc.
500 Oracle Parkway
Redwood City, CA 94065

USER: District Wide

TERM:
The term of these agreements shall commence on July 1, 2020 and shall end on June 30, 2025 with two (2) two-year options to renew.

SCOPE OF SERVICES:
Clarity Partners, Inc., utilizing Taleo Oracle, will undertake a major upgrade to our existing automated platform utilized for talent acquisition processes for prospective employees.

The new Taleo Oracle system will provide:

1. Hiring/Recruitment Module, On-Boarding Module, & Social Sourcing Module.
2. An integrated and automated Hiring and Recruitment solution that is both user-friendly and intuitive. The system provides the ability to immediately narrow applicants through

- pre-employment qualification questions and electronically obtain and screen credentials.
3. A user-friendly workflow to schedule, manage and notify candidates (and required personnel) of steps in the hiring process, send electronic notices of hiring decisions to applicants and to manage the onboarding process for all new employees.
 4. A strong functional capability which provides the ability to track applicants, customize the gateway for candidates to apply for specific positions within the organization, and robust reporting that provides the metrics of our hiring and recruitment activities to assist in attracting, hiring and retaining the best possible talent for City Colleges of Chicago. Additionally, the Taleo Oracle system has the ability to integrate with social media sites to allow the import of data and communication with existing applicants.
 5. On-Boarding module will allow automation of hiring process from Taleo Oracle to PeopleSoft HCM.
 6. Social Sourcing Module will allow individuals portals to be developed to attract specific target applicants by college and make it easier to communicate with recruiters.
 7. A complete automation of student workers to allow for a seamless hiring process across all colleges.

BENEFIT TO CITY COLLEGES OF CHICAGO:

The proposed upgrade to our Taleo Oracle system will provide the District with a streamlined electronic hiring and recruitment process that will attract a wider range of applicants and decrease the hiring turn-around time, provide better communication tools between recruiters and candidates, and provided automated key performance indicators demonstrating progress in the candidate sourcing, offer acceptance, and average time to fill and hiring process. New portals will be available for each college to attract targeted applicants and allow each college to better manage their hired applicants. Onboarding of Student workers will be automated to allow for a paper-free process across all colleges.

VENDOR SELECTION CRITERIA:

Specifications prepared by District Office Procurement staff were publicly advertised on April 21, 2020 as Request for Proposal (“RFP”) #SN2005. The RFP was sent to thirty-three (33) vendors and a pre-proposal conference was held on April 27, 2020. The following six (6) vendors responded: 1) PageUp People Limited; 2) PeopleAdmin, a PowerSchool Group, LLC; 3) OfficeTroops; 4) GNC Consulting, Inc.; 5) eSkillz Corp.; 6) Clarity Partners, Inc.

The evaluation committee individually scored each proposal and combining all evaluation scores. Clarity Partners, Inc. utilizing Taleo Oracle, ranked the highest and is recommended based upon the following criteria:

1. Past experience with higher educational institutions or comparable organizations
2. Functional and technical requirements as outlined in the scope of services
3. Qualifications of firm and assigned team members
4. Implementation Plan

5. Cost/Fees in relation to the scope of services
6. MBE//WBE compliance

Vendor	Subscription fees (5 years)	Implementation fees	Training fees	Total cost
PageUp	\$333,414	\$55,700	\$0	\$389,114
PeopleAdmin	\$554,233	\$416,912	\$0	\$971,145
OfficeTroops	\$64,825	\$86,329	\$10,000	\$161,154
GNC Consulting	\$532,989	\$151,000	\$0	\$683,989
eSkillz Corp.	\$441,982	\$118,000	\$5,000	\$564,982
Clarity Partners	\$532,989	\$286,000	\$14,000	\$832,989

MBE/WBE COMPLIANCE:

The Office of Procurement Services has reviewed the proposed agreement and has determined the vendor is in compliance with the Board Approved Participation Plan with a recommended waiver of the WBE goal due to the absence of subcontracting opportunities.

Vendor	MBE or WBE	%	Direct or Indirect	Certifying Agency
Clarity Partners, LLC 20 N. Clark St. Suite #3600 Chicago, IL 60602	MBE	93	Direct	City of Chicago
The William Everett Group 35 E. Wacker Dr. Suite #3100 Chicago, IL 60601	WBE	7	Direct	Cook County

GENERAL CONDITIONS:

Inspector General – It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General’s authority under Article 2, Section 2.7.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable provisions of the Board’s Ethics Policy adopted January 7, 1993, and as amended by the Board.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

FINANCIAL

Total: \$832,989

Charge to: Office of Human Resources and Staff Development

Source of Funds: Capital Fund and Education Fund

FY21: 53/540000-92015-0023006-80000

540000-00003-0023006-80000

Respectfully submitted,

**Juan Salgado
Chancellor**

June 4, 2020 – Office of Human Resources