

**35173**  
**ADOPTED-BOARD OF TRUSTEES**  
**COMMUNITY COLLEGE DISTRICT NO. 508**  
**JULY 11, 2024**

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

**ONLINE JOB POSTINGS**  
**LINKEDIN**  
**THE OFFICE OF HUMAN RESOURCES**  
**DISTRICT WIDE**

**THE CHANCELLOR RECOMMENDS:**

that the Board of Trustees authorizes the Chair, upon final approval of the General Counsel as to the legal form of such agreement, to execute the agreement with LINKEDIN for job wrapping, job slots and recruiter seats to advertise vacancies and recruit prospect applicants on LinkedIn's platform for the period that shall begin no sooner than July 28, 2024, and shall end one year after commencement of the contract, at a total cost not to exceed \$49,320.

**VENDOR:** LinkedIn  
1000 West Maude Avenue  
Sunnyvale, CA 94085

**USER:** District Wide

**TERM:**

The term of this agreement shall begin no sooner than July 28, 2024, and shall end one year after commencement of the contract.

**SCOPE OF SERVICES:**

LinkedIn will create a City Colleges of Chicago (CCC) specific profile page which will include preferred placement on LinkedIn's page for custom content and access to job analytics. It will also provide 3 recruiter seats that will allow us to identify and direct message potential applicants. In addition, LinkedIn will extract positions from CCC's employment vacancies website, advertise them on its platform, and allow CCC to determine which positions should receive priority placement on the LinkedIn site.

**BENEFIT TO CITY COLLEGES OF CHICAGO:**

CCC has seen a rise in its applicant pool due to LinkedIn's products and services. Over the course of a year, LinkedIn advertised CCC jobs to 301,200 members leading to 19,992 actual job views, and 918 applications. An expansion of services with LinkedIn will allow for CCC to broaden its reach by attracting applicants who normally would not visit the CCC vacancies page and with the recruiter seats intentionally identifying and messaging individuals to recruit them for open positions.

**VENDOR SELECTION CRITERIA:**

LinkedIn was selected based upon the high degree of professional skill necessary for these services and is therefore, pursuant to State law, exempt from the District’s competitive bidding requirements.

**MBE/WBE COMPLIANCE:**

The Office of Procurement Services has reviewed the proposed compliance plan and recommends a full waiver of the Board Approved MBE/WBE Contract Participation Plan due to the nature of the agreement (online job posting).

**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:** \$49,320

**Charge to:** The Office of Human Resources

**Sources of Funds:** Education Fund

**FY25:** 530000-00003-0025001-80000

**Respectfully submitted,**

**Juan Salgado  
Chancellor**

**July 11, 2024 – The Office of Human Resources**