

# University of New Mexico Hospitals

Request for Proposals Addendum TWO

RFP Project Name and Number:

P446-19

Recruitment Process Outsourcing

Due Date: October 4, 2021, 2:00 p.m. MST

The time and date proposals are due shall be strictly observed.

Addendum TWO

The University of New Mexico Hospitals

Purchasing Department

RFP Number:

RFP P446-21

Procurement Specialist:

Chris Lechalk

Due Date:

October 4, 2021, 2:00 PM MST

The purpose of this addendum is to notify all potential respondents of any changes to the original RFP and to answer questions regarding RFP. The answers provided in this addendum hereby amend and or modify the original RFP document and specification. All offerors are subject to the provisions of this addendum.

<b>Questions And Answers</b>	
1.	What are your most desired outcomes of the new RPO model? Answer: To have as many requisitions for positions filled as possible.
2	Please provide projected 2021/2022 FTE volume within scope and the percentage of clinical vs. non-clinical roles. Answer: Excess of 200 requisitions. The majority will be clinical positions.
3	Is the scope of this RFP inclusive of permanent hires and temporary staffing? If so, what percentage of the needs are permanent hires and temporary staffing? Answer: The RFP is for permanent hires.
4	What is the expected implementation start date for the RPO Partnership? Answer: Early 2022
5	What have been your biggest recruiting challenges? Answer: Critical Care RNs, Behavioral Health RNs, Techs/Counselors
6	How do you presently handle hiring volume variability in your recruitment model? Answer: Volume remains heavy so not much variability
7	In terms of workforce planning, what resources are currently involved? Are recruitment operations budgeted annually? Answer: Budgets set annually
8	Do you have visibility into where your talent comes from and what your most effective sourcing streams are (websites, job boards, etc.)? Answer: yes to a degree.
9	What is your average cost per hire? Answer: UNMH currently does not track this information.
10	Are current recruiters dedicated to talent acquisition or do they split time between a variety of roles/responsibilities? And if so, which roles/responsibilities? Answer: Staff is dedicated to Talent Acquisition.
11	How many dedicated recruiters/resources are currently handling the in-scope requirements? What is the current requisition to recruiter ratio? Answer: 11 FTE's in Talent Acquisition. Ratio varies
12	How many hires does the average recruiter make per month for clinical/non-clinical positions? Answer: This can vary depending on the type of position the TA Partner works on.
13	How many hiring managers are involved with the in-scope positions? 10-20 depending on volume
14	What is the average number of openings at any given point in time? 900-950
15	What are the most difficult positions to fill? Answer: Critical Care RNs, Behavioral Health RNs, Techs/Counselors
16	Besides the ATS, are there other talent acquisition infrastructure systems or scheduling tools involved in the recruitment process? If so, please name them. Answer: No
17	Do you anticipate any changes to the infrastructure of your current recruiting team as a result of engaging an RPO? Answer: No not at this time.

