



**RETURN BIDS TO:  
RETOURNER LES SOUMISSIONS A :**

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**SOLICITATION  
AMENDMENT**

**MODIFICATION DE  
L'INVITATION**

The referenced document is hereby revised; unless otherwise indicated, all other terms and conditions of the Solicitation remain the same.

Ce document est par la présente révisé; sauf indication contraire, les modalités de l'invitation demeurent les mêmes.

Comments: - Commentaries :

THIS DOCUMENT CONTAINS A SECURITY  
REQUIREMENT

<b>Title – Sujet</b> Pre-Screening Exam(s) for RCMP Regular Member Applicants		<b>Date</b> May 25, 2021
<b>Solicitation No. – N° de l'invitation</b> 202006297		<b>Amendment No. – N° de la modification</b> 02
<b>Client Reference No. - No. De Référence du Client</b> 202006297		
<b>Solicitation Closes – L'invitation prend fin</b>		
<b>At / à :</b>	2pm (1400 hrs)	EDT (Eastern Daylight Time) HAE (heure avancée de l'Est)
<b>On / le :</b>	June 7, 2021	
<b>F.O.B. – F.A.B</b> See herein — Voir aux présentes	<b>GST – TPS</b> See herein — Voir aux présentes Voir aux présentes	<b>Duty – Droits</b> See herein — Voir aux présentes
<b>Destination of Goods and Services – Destinations des biens et services</b> See herein — Voir aux présentes		
<b>Instructions</b> See herein — Voir aux présentes		
<b>Address Inquiries to – Adresser toute demande de renseignements à</b> Brianne.Leach@rcmp-grc.gc.ca		

<b>Delivery Required – Livraison exigée</b>	<b>Delivery Offered – Livraison proposée</b>
<b>Vendor/Firm Name, Address and Representative – Raison sociale, adresse et représentant du fournisseur/de l'entrepreneur:</b>	
<b>Telephone No. – No. de téléphone</b>	<b>Facsimile No. – No. de télécopieur</b>
<b>Name and title of person authorized to sign on behalf of Vendor/Firm (type or print) – Nom et titre de la personne autorisée à signer au nom du fournisseur/de l'entrepreneur (taper ou écrire en caractères d'imprimerie)</b>	
<b>Signature</b>	<b>Date</b>



This amendment is raised to address the following:

- To respond to questions received during the solicitation period.

## **QUESTIONS AND ANSWERS**

Question 7:

What is the current applicant completion rate of your examinations? How does this vary annually or monthly?

Answer 7:

All applicants complete the exam as it is the first stage of the recruiting process. On average, 10,000 applicants write the exam annually.

Question 8:

Do you require one single provider to assess all of the assessment factors listed?

Answer 8:

Yes.

Question 9:

Between the two types of assessments (Cognitive & Non-Cognitive) is there a priority for delivery? Would it be acceptable for us to deliver non-Cognitive measures first in order to generate psychometrics and demographic data to support the use of the tools in selection, and then work with the RCMP on creating and delivering on cognitive assessments at a later point in time? We are defining cognitive assessments as things such as numeracy, some of the literacy, memory or comprehension attributes.

Answer 9:

The RCMP requires the assessment of both cognitive and non-cognitive at the same time.

Question 10:

Can you please provide your definitions for the listed assessment attributes (ie. flexibility, adaptability etc).

Answer 10:

These terms are commonplace in cognitive and personality testing environments, and the Bidder is responsible to show how their test(s) evaluate these items.

Question 11:

Would the RCMP be open to having diverse community members review the responses if they were de-identified?

Answer 11:

This would depend on the intent. If intended to set baseline cut off scores and validate bias free testing, then yes.



Question 12:

Currently, our questions are developed by subject matter experts and are reviewed for diversity. For questions that may be vocationally specific, does the RCMP anticipate having subject matter experts available for future content development?

Answer 12:

There is no need to have vocationally specific questions assessed.

Question 13:

Would one single metric that encapsulates the assessment factor measures be sufficient or is there a requirement to measure each factor independently? Does the RCMP have an existing blueprint for their programmatic assessment or would it be of interest for us to construct one?

Answer 13:

Provided the Bidder can show that all assessment factors are being assessed, there is no preference as to whether assessed with one metric or multiple.

Question 14:

Would a psychometric report be of interest? Generally this includes both item-level analysis as well as overall test psychometrics. What other content is the RCMP potentially interested in?

Answer 14:

Not at this point.

Question 15:

Please provide additional information regarding the need for an unproctored test.

- Is the term unproctored being used to describe a situation in which the proctor is not physically present (ie. virtual vs. physical test centres)?
- What is driving the request for an unproctored test?
- What is the expected balance between an unproctored environment and ensuring the authenticity of the test taker?

Answer 15:

Unproctored is defined as unsupervised exams, or exams that can be taken without someone watching you. The exams can be taken using your own device, and there is no need to be at the same place as the other learners/test takers. Given testing of 10,000 applicants per year, from Coast to Coast, an unproctored exam will be much more efficient in the early stages of the recruiting process. It is essential that the identity of the test taker be validated.

Question 16:

What is driving the request for paper based copies of the test? How is this anticipated to be administered in a non-proctored environment, where test takers are to be authenticated? Would alternative options, which did not require internet access, be acceptable?



Answer 16:

See answer provided in Solicitation Amendment 01.

Question 17:

As the RCMP's current assessments are scheduled, what is driving the requirement for on-demand delivery? Are you open to alternatives as long as applicants have choice in when they take the test? (ie. batched testing with registration in advance).

Answer 17: Given testing of 10,000 applicants per year, from Coast to Coast, on-demand delivery is essential. The RCMP recruitment process occurs year round, and therefore batch delivery is not an option.

Question 18:

Are there specific requirements or considerations for delivering on "gamification testing technology"?

Answer 18: No. Please refer to the RFP regarding this Assessment Criteria.

Question 19:

Regarding Authenticating Users, are there any pre-established systems from the RCMP that we would be required to authenticate with, or is this simply identity verification?

Answer 19:

It is simply an identity requirement (i.e is the person writing the test the person who registered to write the test through the RCMP recruitment process).

Question 20:

Our understanding is that the applicants taking the test are not yet members of the RCMP. Assuming this is correct, is there a specific reason that Protected B status is being applied to the identity of the applicants vs. regular security best practices and principles such as GDPR and SOC II?

Answer 20:

Security requirements are applicable to the resulting Contractor.

Question 21:

Would open-ended written responses to exam questions be considered "personal information" in the context of constraint 6.2 ("The only personal information captured and shared with the Contractor...")?

Answer 21: It would not be considered personal information so long as identifiable information is not being collected.

Question 22:

Would "chat" interactions between contractor and applicant (which may involve capturing ip address, browser versions, web-cam settings, etc), in the course of resolving user issues, be considered a violation of constraint 6.2?



Answer 22:

No.

Question 23:

Would the capture and processing of a webcam image of an applicant's face (in order to detect cheating) be considered a violation of constraint 6.2?

Answer 23:

No.

Question 24:

Would the capture, processing and storage of an image of an applicant's photo id (in order to detect cheating) be considered a violation of constraint 6.2?

Answer 24:

No.

Question 25:

Would responses to exam questions (that are de-linked from any personally identifiable information) be considered "protected" or "sensitive" information in the context of the SRCL Security Guide? For example, would sub-contractors who "rate" these responses (blind to the identity of the applicant) be subject to having the proper RCMP security level?

Answer 25:

No, this information would not be considered protected or sensitive.

Question 26:

Are all parties responsible for developing assessment content required to be located in an operationally secure facility? How do you consider managing remote working?

Answer 26:

Provided the Contractor can maintain adherence to the physical security requirements, remote working will be acceptable.