

SOLICITATION NUMBER: 5000049085

QUESTIONS AND ANSWERS SERIES – 003

Q5. Would it be possible to have an extension of 1 week? We need to reach out to clients to obtain their permission to act as references, and many clients are on vacation.

A5. We will extend the closing date to September 20, 2022 at 2:00pm EDT. Please see amendment 003 to the RFSO.

Q6. The RFSO indicates that all travel and living expenses must be included in the firm all-inclusive rate and that Canada will not pay for travel and living expenses, including moving expenses, incurred by the Contractor or the employees proposed by the Contractor to perform the Work.

Only Stream 3 references delivery via “virtual” sessions. For streams 1, 2 and 4 (where 1:1 feedback with the candidate might be required), are we correct to assume that such services can be provided virtually as well? If not, would it be possible to know the number of coaching sessions and their locations, proportions of individual needing coaching located in the NCR and in different locations?

A6. Section 11.0 Location of Work outlines the possible locations of work for each stream. It is anticipated that most of the work will take place virtually.

11. LOCATION OF WORK

The work may take place using various methods and locations:

- MS Teams/Zoom
- in person
- via telephone
- by email
- on CNSC site*
- off-site
- videoconference

Q7. For Stream 4, under M4.1 Stream 4, a number of assessment tools are listed, and the criterion asks for Offerors to demonstrate that they provide one or more of the listed assessments. Just to confirm our understanding, if an Offeror provides a Situational Judgement Test but not the Hogan Personality Inventory, we won't be deemed non-compliant.

A7. That is correct. An Offeror must demonstrate at RFSO closing that they have the required experience in administering at least one of the listed assessments.

Q8. For M4.2, while we can indeed explain the “overarching methodology” that we employ to ascertain validity/reliability and adverse impact, we plan to actually provide sections of the technical manual from one of the tests. These sections explain exactly how these psychometric test properties were obtained, as well as real data regarding the test's actual validity coefficients (one or more types), reliability coefficients (one or more types) and adverse impact results. We are asking if providing these sections would be acceptable or if CNSC only want a description of our “overarching methodology”, which we can certainly do.

A8. At the time of RFSO closing, only the general methodology is required. To demonstrate this the Offeror must submit the following information:
At least one of the following:

- Criterion validity
- Predictive validity
- Concurrent validity
- Convergent validity
- Or other relevant measure of instrument validity

AND

At least one of the following:

- Test/retest reliability
- Inter-rater reliability
- Or other relevant measure of instrument reliability

AND

At least one of the following:

- Any available adverse Impact data
- Or describe how adverse impacts will be mitigated

Q9. Under Part 5 – Certifications and Additional Information, section 5.3.10 Stream 4 – Assessment.

The CNSC may request of the Offeror information to demonstrate the validity and reliability of any of the assessments. Requested information may include the following:

- Criterion validity
- Predictive validity
- Concurrent validity
- Convergent validity
- Or other relevant measure of instrument validity
- Test/retest reliability
- Inter-rater reliability
- Or other relevant measure of instrument reliability
- Any available adverse Impact data
- Or describe how adverse impacts will be mitigated

We simply want to confirm our understanding: Are we correct to assume we can provide validity/reliability and adverse impact data only if requested by CNSC?

A9. This information can be provided for a specific assessment at any time by the Offeror after award of the Standing Offer, and not only when requested by CNSC. This information may be requested by CNSC to assist in selecting the correct assessment for a situation.

Q10. We were informed that Contract Security Program (CSP), Public Works and Government Services Canada (PWGSC) has a new policy of conducting DOS inspections only when vendors are selected or during the bidding process. Are we correct in our assumption that a vendor can still provide a bid to CNSC without a current DOS designation?

A10. Yes.

Q11. Are we correct in assuming that advanced degrees in industrial/organizational psychology coupled with an accreditation license and valid practice permit issued by the Québec Order of Psychologists (i.e., Ordre des psychologues du Québec) meet M1.1 (page 23)?

A11. For the purposes of M1.1 and M2.1, we will accept a Canadian provincially issued psychology accreditation. See Amendment 003 to the RFSO.