



CTCLINK WORKING GROUP PROGRAM RECOMMENDATION

RECOMMENDATION STATEMENT

The Working Group recommends that colleges choosing to adopt TAM must fully configure, test, deploy and use the Talent Acquisition Management (TAM) module at Go-Live.

BUSINESS STATEMENT

Some colleges that have completed implementing ctcLink chose not to fully adopt TAM at Go-Live. Those colleges have later changed direction and are now seeking resources from the ctcLink Program to complete their adoption.

Implementing TAM is not a simple matter of configuring the module. It also requires work to be done at the State Board and the college around security and configuration for the Automated Workflow Engine for approval routings.

Attempting to implement this module after the Go-Live event places additional strain on the support organization and the project team cannot be redirected to absorb this work. The master project plan does not include implementation after each deployment group's Go-Live event and resources were not included in the Office of the Chief Information Officer (OCIO) approved budget to support a partial implementation approach.

The ctcLink Project Team is currently reviewing recommendations from the Common Process Workshop and adopting additional functionality available within the latest version of the TAM product to address some expressed concerns; however the state of the TAM product as a complete replacement for any current external product is not the goal of the recommendation. The intent is that those colleges seeking configuration commit to adoption at Go-Live or accept that they will not be configured until after the program implementation phase and stabilization is complete as outlined in the recommendation caveat in this document.

RECOMMENDATION BENEFITS

The direct integration of TAM module to PeopleSoft ensures colleges will not be required to perform dual entry to establish new job records from open positions. Further, dual data entry adds an element of risk to the integrity of the data due to the added potential for human error.

TAM module adoption reduces uncontrolled licensing cost of third party products, given that the support organization cannot engage in post-implementation activities until the complete deployment and operational stabilization this would result in a 3 year minimum commitment to any current product before TAM adoption could proceed.

RECOMMENDATION CAVEAT

Colleges choosing not to adopt TAM at Go-Live must acknowledge the requirement to wait until after all colleges are live on PeopleSoft and the support organization has achieved operational stabilization; capable of well-organized and consistently prompt response times on service desk tickets, before being in a position to consider providing implementation level services. Depending on the length of time to achieve stability. This would pose a 3 to 5 year delay in implementation of TAM for non-adopting colleges.