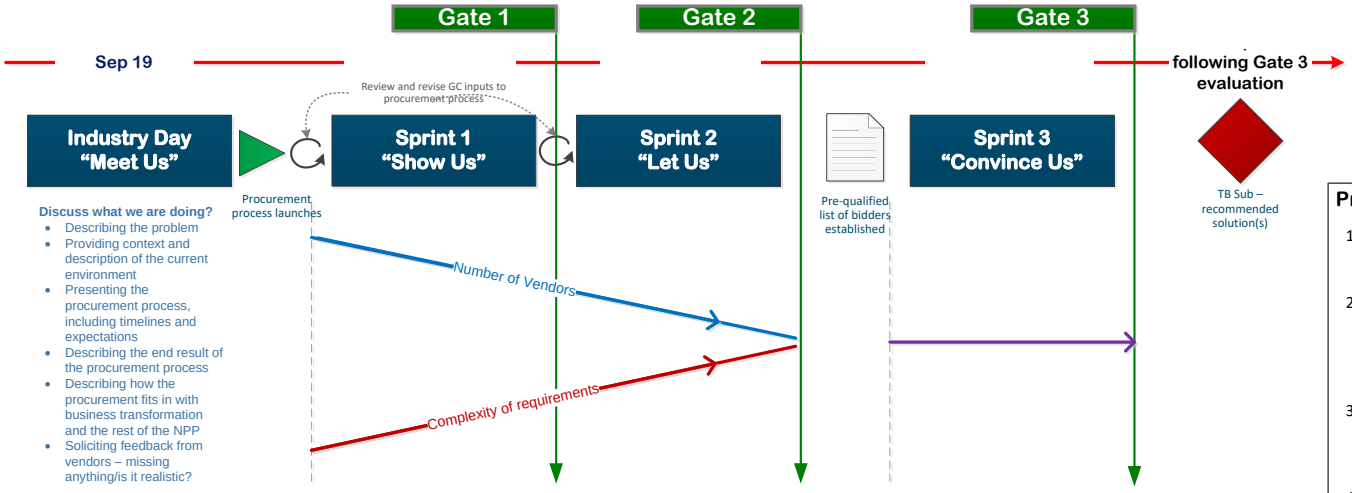
Digital Solution Stream: Core HCM



	Industry Day "Meet Us"	Sprint 1 "Show Us"	Sprint 2 "Let Us"	Sprint 3 "Convince Us"
Focus of Gate	GC presents procurement approach and problem statement for discussion with vendors	1) Confirm solutions meet foundational requirements 2) Obtain video demos to share with employees	1) Confirm solutions meet detailed requirements 2) Have users test and evaluate solutions	RFP competition to evaluate cost and implementation proposals
GC Involvement	• Next Generation project team	• Next Generation project team • Core evaluation team • Extended evaluation teams	• Next Generation project team • Core evaluation team • Extended evaluation teams	• Next Generation project team • Core evaluation team
GC Inputs	• Problem statement • Description of government structure and demographics • Current HR/pay system landscape • GC collective agreements/ Terms and Conditions of Employment • HCM Business Reference Model • GC HCM Business Reference model • Procurement process • Digital Principles • IT policies and standards	• Bidder submission criteria/ requirements • Evaluation grid • Digital Principles • IT policies and standards • Scenarios for demos • Initial configuration requirements for Gate 2 sandboxes	• Bidder submission criteria/ requirements • Evaluation grid • Configuration requirements for **realistic GC sandboxes** • Sample data for user testing and evaluation • User test cases based on the scenarios provided in Gate 1 • Interoperability requirements and test cases • GC specific security and performance requirements	• Bidder submission criteria/ requirements (reviewed and refined with bidders) • Evaluation grid (technical, business, costing) • Implementation scenario (including organizational/functional scope, rollout process and schedule)
Gate Outcomes	• Feedback from vendors on procurement process	• Confirmation that solutions comply with foundational business and technical policies and standards • Confirmation that solution can provide capabilities critical to the GC (based on provided scenarios) • A series of videos from each bidder based on provided scenarios • Understanding of commercial subscription costs	• Confirmation that solutions meet detailed business and technical requirements • User evaluation results	• Recommendation on potential solution options

Iterative update and reposting of inputs

Procurement Principles

1) **User-centric** – involve users in the design, testing and evaluation of solutions
2) **Transparent** – documentation, crinputs and requirements are reviewed and refined continuously throughout the process
3) **Iterative** – inputs are reviewed and refined continuously throughout the process
4) **Collaborative** – work with bidders and key business communities to achieve the best results
5) **Simplicity** – maximize the amount of work not done
6) **Evidence-based** – evaluations at each gate focus on proof provided by bidders
7) **Forward thinking** – evaluate solutions based on current proposals and their future roadmaps