1. Have you seen any vendor demos prior to this RFP release? If so, which ones?
2. Is there hard go-live date requirement for the new Learning Management System? If so, what is it and what is driving that date?
3. What is your budget for the annual recurring fees as well as one-time implementation in Year 1?
4. How will your user population interact with the system (i.e. one-time training, recurring training, optional/mandatory, etc.)?
5. How many active users do you expect to have in the LMS annually?
6. What type of training do you plan to offer in this system?
7. Which HRIS and/or other systems will you be pulling user data from to load user accounts into the LMS? Does it capture supervisor relationships?
8. Do you have any users whose data will come from other systems (contractors, external users, etc.)? Will this data need to be fed into the LMS or be manually created by administrators?
9. Do you need to pre-load any inactive users for historical reference/data? If so, how many?
10. How many learning objects (web based training, ILT, vILT, documents) will you be migrating/loading to the new LMS for go-live?
11. Are you looking to load any historical training completions for these users?
   If yes, approximately how many total completion records to-date do you plan to load?
12. Please describe specific integration requirements to exchange data between the LMS and other systems. Include the type of data (specific fields, if possible), destination system, frequency, etc. external systems.
13. Do you have any external content providers that you need to integrate with the LMS (Skillsoft, LinkedIn, etc.)? If so, which ones? Do you want completions for those external courses to be tracked in the LMS?
14. Would you like to integrate any vILT providers with the LMS? Please specify which one(s). Ex. WebEx, GoToMeeting, Adobe Connect, Zoom, MS Teams.
15. Will you require Single Sign On (SSO) to be implemented to allow users to log into the LMS from your network without having to enter their credentials? Is your SSO protocol AES Encrypted SSO, SAML 1.1 or SAML 2.0? If not, what is it?
16. What are you currently spending for your current solution?

Questions asked in the Q&A
1) How many departments does Erie County have?
2) Total amount of content / courses currently being offered
3) One person asked to compute the cost per course / hour or course. I wasn't sure how to answer this.