

**Title of RFP:** Labor Market Analytics Platform and Career Exploration Platform Solutions

**RFP #:** RFP2026-0005-ACCS

**RFP Issue Date:** May 22, 2026

**Purpose:** The Alabama Community College System (ACCS) is issuing this Request for Proposals (RFP) to identify qualified vendors capable of providing comprehensive labor market analytics and/or career exploration platform solutions to support workforce development, academic planning, employer engagement, economic development, and student career success initiatives across the ACCS System.

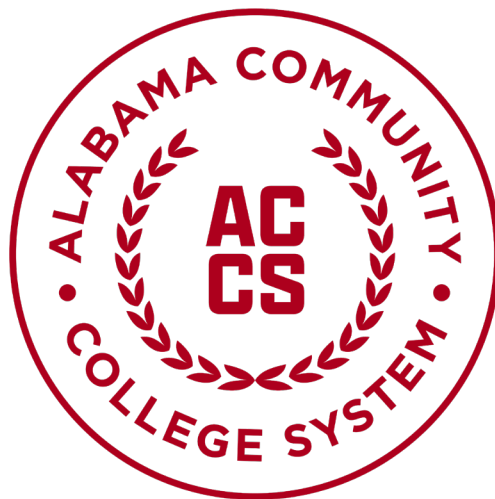
**Procurement Method:** Invited competitive proposals

**Contract Term:** Vendors shall provide pricing for both:  
☞ One (1) year contract term  
☞ Three (3) year contract term

**Issuing Office:** Alabama Community College System, Fiscal Services

**Issuing Office Point of Contact:** Barry May, email: [barry.may@accs.edu](mailto:barry.may@accs.edu)

**Deadline for Receipt of Proposals:** June 9, 2026, at 3:00 p.m. Central Daylight Time



## **SECTION I: INTRODUCTION**

The Alabama Community College System (ACCS) is seeking proposals from qualified and experienced vendors to provide comprehensive workforce analytics, labor market intelligence, and/or career exploration platform solutions to support workforce development, academic planning, employer engagement, career exploration, workforce alignment, economic development, and student success initiatives across the ACCS System.

The ACCS consists of the System Office, 23 community and technical colleges, the Alabama Technology Network (ATN), and Marion Military Institute. ACCS serves students, employers, workforce partners, economic developers, and communities throughout the State of Alabama.

The purpose of this Request for Proposal (RFP) is to solicit proposals from qualified vendors capable of providing scalable Software-as-a-Service (SaaS) solutions that support workforce intelligence, labor market analysis, career pathway exploration, employer engagement, and workforce planning activities. This procurement may result in multiple awards based on the evaluation of Option A and Option B responses.

Vendors may submit proposals for:

- Option A only,
- Option B only,
- or both Option A and Option B.

## **SECTION II: PURPOSE OF RFP**

The ACCS invites responses from qualified vendors to provide one or both of the following solution categories:

### **OPTION A — LABOR MARKET ANALYTICS PLATFORM**

A comprehensive labor market analytics platform that provides workforce, economic, occupation, skills, wage, educational supply, and employment demand data to support:

- Workforce planning
- Academic program planning
- Grant development
- Employer engagement
- Economic development
- Strategic planning
- Workforce supply and demand analysis
- Regional labor market analysis
- Workforce gap analysis

## **OPTION B — CAREER EXPLORATION PLATFORM**

A comprehensive career exploration and career pathway platform customized for ACCS institutions that supports:

- Career exploration
- Student career planning
- Program-to-career alignment
- Employer job posting functionality
- Work-based learning opportunities
- Internship opportunities
- Apprenticeship opportunities
- Career pathway visualization
- Student engagement
- Employer engagement
- Workforce awareness activities

## **SECTION III: SCOPE OF SERVICES**

### **OPTION A — LABOR MARKET ANALYTICS PLATFORM**

The successful proposer shall provide, at minimum, the following services and functionality:

#### **1. Licensing Requirements**

- a. Fifteen (15) named-user licenses for the ACCS System Office.
- b. Five (5) named-user licenses for each of the twenty-three (23) ACCS colleges.
- c. Named-user licenses must be transferable to another employee if staffing changes occur.
- d. Vendors shall describe all licensing models available.

#### **2. Labor Market Information Capabilities**

The platform shall provide:

- a. Occupation-level labor market data
- b. Wage and earnings data
- c. Employment projections
- d. Real-time job posting analytics
- e. Skills demand analysis
- f. Industry staffing patterns
- g. Educational program alignment data
- h. Workforce supply and demand analysis
- i. Demographic workforce data

- j. Workforce migration data
- k. Employer demand analytics
- l. Historical trend analysis
- m. Economic impact analysis capabilities
- n. Workforce region filtering capabilities
- o. Statewide and regional analysis capabilities

### 3. Reporting and Analytics

The solution shall include:

- a. Downloadable and exportable reports
- b. Custom dashboard capabilities
- c. Data visualization tools
- d. Regional workforce demand analysis
- e. Workforce pipeline analysis
- f. Export functionality for reports, charts, and data tables
- g. Ability to generate reports for presentations, grant applications, and strategic planning

### 4. Technical Requirements

- a. Solution must be deployed as a SaaS solution.
- b. Solution must support all modern web browsers.
- c. Vendors shall describe API capabilities and data integration options.
- d. Vendors shall describe system uptime guarantees and SLAs.
- e. Vendors shall describe data refresh frequency and methodologies.

## **OPTION B — CAREER EXPLORATION PLATFORM**

The successful proposer shall provide, at minimum, the following services and functionality:

1. Institutional Platform Instances
  - a. Twenty-three (23) college-branded platform instances customized with institutional logos and colors.
  - b. One (1) ACCS System Office instance.
  - c. Ten (10) administrative licenses for the ACCS System Office instance.
  - d. Ten (10) administrative licenses for each college instance.
  - e. ACCS prefers the ability for centralized administration across all instances but does not require it.

2. Career Exploration Features

The platform shall provide:

- a. Occupation profiles

- b. Wage and salary information
- c. Employment projections
- d. Career pathway visualizations
- e. Skills and competency information
- f. Education and training requirements
- g. Resume builder capabilities
- h. Career interest and assessment tools
- i. Program-to-career alignment
- j. Apprenticeship and work-based learning alignment
- k. Transfer and articulation visibility
- l. Military occupation crosswalk capabilities

### 3. Employer Engagement and Job Posting Features

The platform shall include:

- a. Employer account creation capabilities
- b. Job posting functionality
- c. Internship posting functionality
- d. Apprenticeship opportunity posting functionality
- e. Work-based learning opportunity postings
- f. Approval and moderation workflows
- g. Employer engagement analytics
- h. Ability to associate job postings with careers and academic programs
- i. Student application or inquiry tracking capabilities

### 4. Regional Filtering Capabilities

The platform shall support:

- a. Workforce region filtering
- b. Statewide filtering
- c. Institution-specific filtering
- d. Regional occupation and wage analysis

### 5. Reporting and Analytics

The solution shall include analytics related to:

- a. Student usage
- b. Employer engagement
- c. Career searches
- d. Program searches
- e. Job posting activity
- f. Regional workforce demand analysis
- g. Downloadable and exportable reports

## **SECTION IV: ACCESSIBILITY, SECURITY, AND COMPLIANCE REQUIREMENTS**

The proposed solutions shall:

- a. Be ADA compliant
- b. Meet WCAG 2.1 AA accessibility standards
- c. Be FERPA compliant
- d. Include role-based permissions
- e. Include audit logging capabilities
- f. Include data backup and disaster recovery procedures
- g. Include secure authentication protocols
- h. Clearly define data ownership and exportability
- i. Provide SOC 2 Type II documentation
- j. Describe compliance with applicable state and federal regulations

Vendors shall also:

- a. Describe system uptime guarantees and service level agreements (SLAs)
- b. Describe data hosting environments
- c. Describe encryption methodologies
- d. Describe disaster recovery and business continuity procedures
- e. Describe user authentication and access management capabilities
- f. Provide a Voluntary Product Accessibility Template (VPAT)

## **SECTION V: ARTIFICIAL INTELLIGENCE CAPABILITIES**

Vendors shall describe:

- a. AI-assisted career recommendations
- b. AI-driven workforce insights
- c. AI-supported advising tools
- d. Transparency of AI-generated outputs
- e. Whether customer data is utilized to train AI models
- f. Data privacy protections related to AI functionality

## **SECTION VI: TRAINING, IMPLEMENTATION, AND SUPPORT**

Vendors responding to Option A, Option B, or both shall provide comprehensive implementation, onboarding, training, and ongoing support services for all proposed solutions.

### **1. Implementation Services**

Vendors shall provide a detailed implementation plan that includes:

- a. Project timeline and milestones
- b. Implementation methodology

- c. Data integration requirements
- d. Required ACCS and institutional resources
- e. Configuration and customization activities
- f. Risk mitigation strategies
- g. Communication and project management approach

## 2. Training Requirements

The successful proposer shall provide comprehensive training services for both administrators and end-users.

### Labor Market Analytics Platform Training

Training for Option A shall include, at minimum:

- a. Workforce and labor market analysis functionality
- b. Occupation and industry analysis
- c. Reporting and dashboard utilization
- d. Grant development and workforce planning applications
- e. Data export and presentation capabilities
- f. Regional labor market analysis
- g. Workforce supply and demand analysis
- h. Skills and job posting analytics

### Career Exploration Platform Training

Training for Option B shall include, at minimum:

- a. Career exploration platform administration
- b. Program-to-career mapping management
- c. Employer job posting management
- d. Career pathway functionality
- e. Student engagement functionality
- f. Reporting and analytics
- g. Workforce region filtering
- h. User management and permissions

### General Training Requirements

- a. Training shall be provided remotely unless otherwise agreed upon.
- b. Vendors shall provide live training sessions.
- c. Vendors shall provide recorded training materials.
- d. Vendors shall provide user guides and documentation.
- e. Vendors shall describe ongoing training opportunities for new users.
- f. Vendors shall provide refresher training opportunities during the contract term.
- g. Vendors shall identify whether training is included in the proposed pricing.

### 3. Ongoing Support Requirements

Vendors shall provide ongoing technical and customer success support throughout the contract term.

Support services shall include:

- a. Dedicated customer success or account management resources
- b. Technical support helpdesk services
- c. Clearly defined support response times
- d. Escalation procedures
- e. Ongoing platform updates and enhancements
- f. Regular customer success meetings or business reviews
- g. Support for institutional administrators
- h. Support for end-users
- i. Assistance with troubleshooting and issue resolution
- j. Communication regarding planned outages and maintenance windows

Vendors shall describe:

- a. Hours of support availability
- b. Available support channels
- c. Typical response and resolution times
- d. Customer success engagement model
- e. Support staffing structure

### 4. Adoption and Engagement Support

Vendors shall describe strategies and services available to support institutional adoption and platform utilization, including:

- a. End-user engagement strategies
- b. Student adoption strategies
- c. Employer engagement strategies
- d. Marketing and communication resources
- e. Utilization reporting and analytics
- f. Recommendations for increasing platform usage and effectiveness

## **SECTION VII: PRICING REQUIREMENTS**

Vendors shall provide:

- a. One-year pricing proposals
- b. Three-year pricing proposals
- c. Guaranteed pricing for the full contract term

## SECTION VIII: EVALUATION CRITERIA

Proposals may be evaluated using criteria including but not limited to:

Evaluation Criteria	Weight
Functional Capabilities	30%
Cost/Pricing	25%
Higher Education Experience	15%
Implementation & Support	10%
Reporting & Analytics	10%
Security & Compliance	10%

The ACCS reserves the right to adjust evaluation criteria and weighting as deemed necessary.

## SECTION IX: VENDOR EXPERIENCE, REFERENCES, AND PLATFORM ADOPTION

Vendors shall demonstrate experience providing workforce analytics and/or career exploration platform solutions within higher education environments, preferably at the statewide system level.

### 1. Higher Education Experience

Vendors shall provide:

- a. A description of the company's experience serving higher education institutions.
- b. A description of experience supporting statewide higher education systems, community college systems, workforce systems, or multi-campus organizations.
- c. The number of higher education institutions currently utilizing the proposed solution(s).
- d. The number of statewide or systemwide implementations currently supported.

### 2. Statewide System References

Vendors shall provide references from comparable statewide higher education systems or multi-campus organizations currently utilizing the proposed solution(s).

References should include:

- a. Organization name
- b. Primary contact name and title
- c. Contact email and phone number
- d. Description of services provided
- e. Length of relationship
- f. Scope of implementation

- g. Number of institutions or campuses supported

### 3. Platform Utilization and Adoption Metrics

Vendors shall provide actual utilization and adoption metrics from comparable statewide or multi-campus higher education implementations, including where available:

- a. Active user statistics
- b. Student engagement metrics
- c. Employer engagement metrics
- d. Frequency of platform usage
- e. Career search activity
- f. Program search activity
- g. Job posting activity
- h. Administrative utilization metrics
- i. Adoption trends over time
- j. User retention statistics

Vendors shall clearly identify:

- a. The source institution or system associated with the metrics
- b. The timeframe represented by the metrics
- c. Methodologies used to calculate utilization and engagement

### 4. Customer Success Outcomes

Vendors are encouraged to provide examples of measurable outcomes achieved by comparable statewide or multi-campus higher education systems.

### 5. Scalability and Long-Term Partnership

Vendors shall describe:

- a. Their approach to supporting long-term statewide partnerships
- b. Their capacity to scale services across large multi-campus organizations
- c. Their customer retention rates
- d. Their product roadmap and planned future enhancements
- e. Their approach to incorporating customer feedback into product development

## **SECTION X: FINALIST DEMONSTRATIONS**

The ACCS reserves the right to invite selected finalists to participate in live demonstrations and presentations as part of the evaluation process.

Demonstrations may include:

- a. Live product demonstrations

- b. Reporting and analytics demonstrations
- c. Career exploration functionality demonstrations
- d. Employer engagement and job posting demonstrations
- e. Administrative functionality demonstrations
- f. AI functionality demonstrations
- g. Technical architecture and security reviews
- h. Question and answer sessions with ACCS stakeholders

Vendors may be evaluated on:

- a. Ease of use
- b. Functionality
- c. User experience
- d. Reporting capabilities
- e. Administrative capabilities
- f. Scalability
- g. Customer support approach
- h. Training approach
- i. Alignment with ACCS workforce development objectives

The ACCS reserves the right to request additional demonstrations, clarification meetings, or follow-up presentations if deemed necessary during the evaluation process.

#### **SECTION XI: PROPOSAL SUBMISSION:**

The ACCS will select based on completeness and clarity of the proposal, understanding of the scope of work, prior experience, references, fees, and other factors which in the judgment of ACCS staff might have an impact to the provider's ability to provide services to the ACCS. In order to submit a response, Responders must read and follow all instructions, terms, conditions, and specifications of this RFP.

1. Required Proposal Components:
  - a. Executive Summary outlining the proposed solution(s) (Option A, Option B, or both) and the value to ACCS.
  - b. Functional Response addressing all requirements in Section III (clearly indicating compliance, partial compliance, or not available).
  - c. Implementation Plan with timeline, milestones, roles/responsibilities, and required ACCS resources (Section VI.1).
  - d. Training and Support Approach including delivery methods, materials, and service levels (Sections VI.2–VI.3).
  - e. Pricing for one-year and three-year terms, with line-item detail for licensing, implementation, training, support, and any optional components (Section VII).
  - f. Security, Accessibility, and Compliance documentation, including VPAT and SOC 2 Type II (or equivalent) and data ownership/exportability approach (Section IV).
  - g. AI Capabilities description, including transparency, privacy protections, and whether customer data is used for model training (Section V).

- h. Vendor Qualifications and References including higher education experience, statewide references, and adoption metrics (Section IX).
- i. Submission Format and Requirements
- j. Organization: Use the section numbering of this RFP and clearly label which option(s) your proposal addresses.
- k. Assumptions and exceptions: Identify any assumptions, constraints, or exceptions to requirements in a single consolidated list.
- l. Validity: Proposals shall remain valid for a minimum of 120 days from the proposal due date (unless otherwise stated by ACCS).

2. Responses must be received by June 9, 2026, at 3:00 p.m. (CDT) at:

**Use address below for FedEx, UPS, or USPS Express Mail**

Alabama Community College System  
Attention: Robin Head, Fiscal Agent  
135 South Union Street, Suite 451  
Montgomery, AL 36104

**Use address below if sending by regular or certified mail through USPS**

Alabama Community College System  
Attention: Robin Head, Fiscal Agent  
P.O. Box 302130  
Montgomery, AL 36130-2130

Email: [robin.head@accs.edu](mailto:robin.head@accs.edu)

**\*\*Late responses will not be accepted\*\***

- 3. Responses may be submitted or delivered by regular mail or postal service, express or courier service, or hand delivery within a single sealed envelope or package. The outside of the package or envelope should clearly identify the vendor name, RFP2026-0005-ACCS, and Deadline to Respond of June 9, 2026, at 3:00 p.m. Central Daylight Time. Email and faxed responses are not accepted.
- 4. It is the proposer's sole responsibility to ensure delivery in the Fiscal Office by the deadline. ACCS does not accept late responses for any reason including those due to postal or courier service delay.
- 5. ACCS requires an original and one exact digital copy on a USB drive of the signed response to include any required addendum(s) and documentation. The original and the copy should be submitted together as a response package.
- 6. An authorized officer of the proposer must sign all proposals in ink and obtain proper notarization; failure to do so will result in rejection of response.

7. No response may be withdrawn without approval from the Alabama Community College System. Any request for withdrawal must be in writing to the Alabama Community College System representative and received within five (5) days after the opening date with justification for reason of withdrawal. No response may be withdrawn after awards have been made. The vendor will be required to provide the item or service quoted at the price quoted. If a withdrawal is made after the award the vendor will be considered in default.
8. Any further information or interpretation of the services requested must be submitted to Barry May at [barry.may@accs.edu](mailto:barry.may@accs.edu) no later than 2:00 pm CDT June 2, 2026. Answers to such requests will be placed on the ACCS website at <https://www.accs.edu/vendors/>. The title of the RFP must be referenced in the subject line. Written replies of general significance will be posted with the RFP.

No one-on-one conversations are allowed. Vendors should not contact anyone outside of the contacts listed on this RFP. Prospective vendors acknowledge that no other source is authorized to provide information concerning this request. Vendors failing to comply risk being removed from consideration.

9. It is anticipated that a short list of vendors may be invited or required to make a presentation to the ACCS. Presentations will give vendors the opportunity to review proposal highlights, introduce their team and articulate why they are best able to meet the needs of the System. Presentations will be included in the final evaluation of the vendor's response to this solicitation.

## **SECTION XII: PROPOSER'S RESPONSIBILITY**

A proposer, by submitting a Proposal, represents and understands that:

1. The proposer is familiar with the conditions under which the services defined in this RFP must be performed. The proposer possesses the capabilities, resources, and personnel necessary to provide efficient and successful service to the ACCS; and
2. The proposer shall be solely responsible for all services provided. It is the responsibility of the proposer to verify the completeness of the requirement and its suitability to provide the services described in this RFP.

## **SECTION XIII: GENERAL TERMS**

1. All responses become a matter of public record at award. The ACCS accepts no responsibility for maintaining confidentiality of any information submitted with a response whether labeled confidential or not.
2. The Alabama Community College System reserves the right to reject any or all responses and to waive informalities in the best interest of the ACCS. The Alabama Community

College System reserves the right to not make any awards and re-issue this RFP at any time if it serves the ACCS' best interest.

3. The successful proposer shall, at its sole expense, procure and keep in effect all necessary permits and licenses required for its performance of the requested work or service.
4. The successful proposer shall be required to complete a State of Alabama Disclosure Statement. Section 41-16-82, Code of Alabama 1975 requires the disclosure statement to be completed and filed with grant proposals in excess of \$25,000 and contracts that meet or exceed the threshold for bid or other formal solicitations under Article 5 of Chapter 4 of Title 41 or any other law that requires formal solicitation procedures for awarding public contracts. The ACCS threshold requires that the disclosure statement be completed for contracts greater than \$50,000. Any changes to the status of the information on this form will require the submission of an updated form to the ACCS.
5. All selected vendors are required to complete the Alabama Immigration Law Compliance documents and IRS Form W-9.
6. Verification of enrollment in the E-verify program will be required prior to any award to a vendor who employs one or more employees within the State of Alabama. Failure to provide documentation within 5 calendar days of notification will result in the rejection of your response. To enroll in the E-verify program visit <https://www.e-verify.gov/mye-verify>.
7. The ACCS reserves the right, for its convenience and without cause or penalty, to terminate any contract for services at any time with 30 days written notice. This provision may not be changed by subsequent contract.
8. Notwithstanding any other provision in this RFP, the proposing vendors acknowledge and agree that the terms and commitments contained herein shall not constitute a debt of the State of Alabama in violation of Section 213 of the Constitution of Alabama of 1901, as amended by Amendment No. 26.
9. The vendor shall observe, perform and comply with or require compliance with all federal, state, and local laws, ordinances, rules and regulations and all amendments thereto which in any manner may affect the operation and vendor's activities undertaken pursuant to this agreement. The vendor shall also comply with all state and local building, fire, health, zoning laws, codes and/or regulations that affect or that are applicable to the vendor's activities and operations.
10. Alabama law (section 41-4-142, Code of Alabama 1975) provides that every proposal submitted and contract executed shall contain a certification that the vendor, contractor, and all of its affiliates that make sales for delivery into Alabama or leases for use in Alabama are registered, collecting, and remitting Alabama state and local sales, use, and/or lease tax on all taxable sales and leases into Alabama. By submitting a proposal in response to this Request for Proposal, the bidder is hereby certifying that they are in full

compliance with Act No. 2006-557, they are not barred from bidding or entering into a contract pursuant to 41-4-142, and acknowledges that the Alabama Community College System may declare the contract void if the certification is false.

11. Any contract resulting from an award in connection with this RFP shall include the following terms:

- a. This agreement shall be governed and construed in accordance with the laws of the State of Alabama without giving effect to any choice or conflict of laws, provisions, or rules (whether of the State of Alabama or any other jurisdiction) that would cause the application of the laws of any jurisdiction other than the State of Alabama.
- b. It is further agreed that the terms and commitments contained herein shall not constitute a debt of the State of Alabama in violation of Section 213 of the Constitution of Alabama of 1901, as amended by Amendment Number 26.
- c. If any provision of this agreement shall contravene any statute or constitutional provision, either now in effect or which may be enacted during the term of this agreement, then the conflicting provision of this agreement shall be deemed null and void.
- d. Contractor understands, acknowledges, and agrees that its sole and exclusive remedy for any claim which may arise from or relate to this agreement is to file a claim with the Board of Adjustment of the State of Alabama.
- e. By signing this agreement, the parties affirm, for the duration of this agreement, that they will not violate federal immigration law or knowingly employ, hire, for employment, or continue to employ an unauthorized alien within the State of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of this agreement and shall be responsible for all damages resulting there from.
- f. This agreement constitutes the sole and entire agreement of the parties to this agreement with respect to the subject matter contained herein, and supersedes all prior and contemporaneous understandings, negotiations, and agreements, both oral and written, with respect to such subject matter.
- g. In compliance with Act 2016-272, the parties hereby certify that they not currently engaged in, and will not engage in, the boycott of a person or an entity based in or doing business with a jurisdiction with which this state can enjoy open trade.
- h. This agreement may be executed in counterparts, each of which shall be deemed and original, but all of which together shall be deemed to be one and the same agreement.
- i. The Contractor shall provide all materials, supplies, workspace, personnel, and equipment that it deems necessary to perform the services provided for herein.
- j. The relationship between the parties is that of independent contractors. Nothing contained herein shall be construed as creating any agency, partnership, joint venture, or other form of joint enterprise, employment, or fiduciary relationship

between the parties, and neither party shall have authority to contract for or bind the other party in any manner whatsoever.

- k. In accordance with Alabama Act 2023-409, the contractor does hereby verify that, without violating controlling law or regulation, it does not and will not, during the term of the contract, engage in economic boycotts.