

**STATE READINESS and TECHNICAL ASSISTANCE CONSULTATION TOOL**  
**Workforce Innovation and Opportunities Act Implementation**

State: \_\_\_\_\_ Consultation Date: \_\_\_\_\_

ETA Staff: \_\_\_\_\_

Questions	Readiness	Comments/Notes	Practices and Examples
<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"></div> <div style="width: 30%; font-size: small;">           1=Ready            2=Has a plan; can implement without TA            3=Has a plan; needs TA to implement            4=Not ready and/or planned; needs TA         </div> <div style="width: 30%;"></div> </div>			
<b>Governance</b>			
How will state leadership shift/select new Board members?			
How long has the State Board been in existence, and how ready is it to address policy to support functions outlined in WIOA? <i>e.g. sector partnerships, incumbent worker training and transitional jobs, co-location with partners, infrastructure cost-sharing, pay-for-performance contracting</i>			
How engaged is the State in sector strategies or career pathways policy work, and to what extent does it identify and engage employers and employer associations from key industry sectors?			
How has the State brokered its partnerships with key industries on behalf of economic regions to adequately carry out the job-driven aspects of WIOA?			
How is the State prepared to coordinate and lead joint planning of activities between core programs?			
How prepared is the State to adopt and promote alignment of cross-program policies and operations that avoid duplication of programs? What current alignment already exists?			
How does the Board disseminate proven and promising practices?			
How prepared/ready is the State to engage in unified planning with key partners – and has it considered what will constitute a region for local area planning purposes?			

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How clear are State policies on local area designation? If interstate or intrastate regions are a consideration, how are those being contemplated by the State?			
How has the State reviewed its staffing and contractor staffing levels to identify adjustments needed to implement provisions of WIOA?			
To what extent has the State considered the allowable use of 2% of current WIA funds for capacity building investment at the State/Local levels?			
To what extent will outstanding audit findings or monitoring issues affect the State's ability to implement provisions of the WIOA, as applicable?			
<b>Performance Accountability</b>			
How is the State aligning its technology and data systems across the core programs? Any issues to be resolved?			
How will this alignment support statewide activities that include TANF, Voc Rehab, and Adult Basic Education programs?			
How ready is the State to support integrated intake, case management and reporting systems across the key programs?			
To what extent does the State have adequate MIS for collecting, sharing and reporting cross-program information - including costs of career services and training services?			
How well positioned is the State to implement the required outcome measures?			
What indicators and/or system measures beyond those mandated by the statute has the State implemented or considered? Any assessment of effectiveness of its employer services?			
To what extent does the State have adequate IT procurement policies and procedures?			

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<b>One-Stop System / Wagner-Peyser</b>			
What level of program alignment for core programs exists to meet the WIOA Requirements for integrated planning and service delivery?			
How ready is the State for the level of business services and employer engagement activities contemplated in the WIOA? What is the State's strategy for ensuring WP staff has the capacity to provide services?			
How will the State ensure that work-based learning – including OJT and Registered Apprenticeship – are included?			
How will labor exchange job listings and other W-P functions emphasize jobs in key industry sectors and other growth industries?			
What partnerships has the State formed with the key industries identified to adequately carry out the job-driven aspects of WIOA?			
How will the State support the changing role of TANF as a one-stop partner? To what extent might there be coordination issues?			
How will the State help facilitate the equitable contribution of infrastructure costs in one-stop center(s) among partners?			
How are any one-stop center co-location issues being addressed? Any accessibility issues?			
How available is LMI to customers and staff in an easily accessible and user-friendly format?			
<b>Eligible Training Provider List</b>			
How does the State assess its current list of eligible providers to determine whether they are training for the key industry sectors/jobs identified?			
How prepared are the State and its local boards to develop the scorecards required on <i>all participants in a program of study</i> offered by eligible training providers?			

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How ready is the State with appropriate measures of performance outcomes for determining initial eligibility for the ETPL?			
How ready is it for renewal and subsequent eligibility once (if applicable) the waiver has ended?			
How is the State managing feedback and reaction from training provider communities on the changing requirements?			
<b>Adult and Dislocated Worker Formula Programs</b>			
How will State policies around service strategies support career pathways to middle class jobs?			
How engaged is the State in sector strategies or career pathways policy work?			
How will the State support work-based learning - including OJT and registered apprenticeship – as a key element in its workforce strategy?			
How do State policies and service strategies address the needs of long-term unemployed individuals?			
How adequate are policies for determining and providing supportive services?			
To what extent has the State contemplated current levels of TANF participants in training and placement services as an indicator of change needed? Levels of services to people with disabilities?			
How prepared is the State to ensure that WP frontline staffs have adequate skills to assist diverse customers - including TANF and people w/disabilities - with job training and placement?			
How extensively are statewide adult services currently serving low-skilled residents?			

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<b>Youth Program</b>			
How will the State communicate with and support Boards around the requirement to expend 75% of Youth formula resources to successfully serve out-of-school youth?			
How will the State communicate with and support Boards around the requirement to expend at least 20 percent of its Youth formula funds on work-based training activities?			
How recently have the State and/or its Boards run a summer youth jobs program?			
<b>Adult Ed/Literacy</b>			
How will the State incorporate Adult Education and Literacy into the regional planning process and local program design?			
<b>Voc Rehab</b>			
How active is Voc Rehab as a partner in the current system, and to what extent is it prepared for a larger role in partnership?			
How will the State coordinate Voc Rehab services with local education agencies around provision of pre-employment transition services?			
How will the State lead policy and partnership discussions between its agencies and partners?			
<b>Admin Provisions – Waivers</b>			
For current waivers in place – and those likely to cease – how might they impact the State’s WIOA implementation?			
How prepared is the State to track the effectiveness of any continued or new waivers?			

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Which additional waivers has the State identified to facilitate stronger WIOA implementation?			
<b>Miscellaneous</b>			
Is there anything not addressed above that ETA should know about the State's preparedness to transition from WIA to WIOA?			
What other barriers does the State see as potential challenges to implementation?			