

Data Management & Technology Committee

PLANNING FOR THE RFI AND EVALUATION OF IDENTIFIED SOLUTIONS

September 8, 2016

- 1. Week of 9/12 to 9/16 discussion with R&S, DOE and DVR to identify any additional touch points for the following issues:**
 - a. DLIR R&S – Initial discussion: August 30, 2016
 - i. Currently GEO Solutions also hosts the Hawaii Workforce InforNet (HIWI) which provides consumer level information on employment projections for the counties and the Metropolitan Statistical Areas within the State of Hawaii.
 - ii. Green Jobs Portal is also hosted on the hiwi.org site and pulls the jobs for Hirenet based on the SOC codes.
 - iii. Career Kokua Integration – Used by high school students to better understand the future outlook of jobs. There is a link to Hirenet Hawaii and will take them to the job listings.
 - iv. Eligible Training Provider list is a separate website. Geo Solutions has the features available, but the cost was an issues. The management of the ETP site is not integrated with Hirenet.
 - b. DOE Adult Ed – Initial discussion: September 6, 2016
 - i. Geo Solutions has not been helping the DOE. Currently using national reporting system called Literacy Pro LACES and piloting with DXP and SARA. Need to do data matching to see measureable skills gains for workforce and education. Reporting requirements – system has to be approved by US DOE
 - c. DVR – Initial discussion: September 6, 2016
 - i. Currently reviewing the level of user engagement with the Hirenet and looking into any other form of proprietary systems that manage client information.
- 2. Week of 9/19 to 9/23 – Distribution and review to and by the WDC Data Management and Technology Committee.**
- 3. Monday, 9/26 or Tuesday, 9/27 – Convene the Data Management and Technology Committee to discuss the functionality to the solution we are searching for.**

Proposed Agenda for the 9/26 or 9/27 meeting

- a. Discuss who this system currently impacts and who should be using the system to ensure a unified public workforce job matching system.
- b. Discuss system functionality – Are there any additional functionality that we would like to see added? Are any of the functions obsolete?
- c. Identification of the Subject Matter Experts from state, counties and private sector.
- d. How often and frequently will we need to convene to ensure a timely release of the RFI?
- e. Are there costs associated with pulling these evaluation team together?
- f. Is the timeline reasonable?

g. Are there any other data points or projects that we need to tie into?

4. Week of 10/3 – Official invite of Subject Matter Experts to join the RFI Evaluation Team.

5. Week of 10/17 – Convene the RFI Evaluation Team

6. Week of 11/1 – Release RFI and notify possible solutions providers

Possible Solution Providers:

Since the last meeting of the WDC, I was curious about the market for solution providers. Listed below are some possible solution providers who may be able to deliver this product. I have not been able to seek input from our counter parts in other states that may be using these products, but it provides members of the council with a general understanding of the possible solution providers.

- a. Geographic Solutions
 - b. Zip Recruiter
 - c. Jobs2Careers
 - d. Juju
 - e. Upwardnet
 - f. Glassdoor
 - g. Monster
 - h. Indeed
 - i. worksmartnetwork.org
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Data Management & Technology Committee

Request for Information: Web Based Automated Management Information System for Hawaii's Public Workforce System

September 8, 2016

AGENCY ISSUING THE REQUEST:

State of Hawaii, Department of Labor and Industrial Relations, Workforce Development Council

DESCRIPTION OF INFORMATION BEING SOUGHT:

Information integrated public workforce participant information management system. Please see the "Services Required for the Solution" section of this notice for specific information on functionality of the solution.

PROCEDURE FOR RESPONDING:

To be discussed with other members of the WDC Data Management and Technology Committee and the subject matter experts that are asked to serve on this evaluation team for this solution.

TIME FOR RESPONSES:

Responses to this Request for Information are due 30 calendars from the posting date of this notice.

MANDATORY DISCLOSURE:

PARTICIPATION IS OPTIONAL, AND IS NOT REQUIRED TO RESPOND TO ANY SUBSEQUENT PROCUREMENT ACTION A PURCHASING AGENCY MAY TAKE.

NEITHER THE PURCHASING AGENCY NOR THE INTERESTED PARTY RESPONDING HAS ANY OBLIGATION UNDER THE REQUEST FOR INFORMATION.

LONG-TERM GOAL:

Ensure that the Hawaii Workforce Development Council implements a single, fully integrated, secure online information management system that provides accurate reporting and allows Hawaii's residents full access to all unemployment and re-employment entitlement benefits regardless of the office administrating benefits.

SHORT-TERM GOAL:

Implement a flexible, secure, customer friendly job bank/job matching online system that integrates multiple users including but not limited to job seekers, employers, employer counselors, eligible training providers, and administrators with a robust reporting system capable of meeting at a minimum, performance reporting requirements as set forth under section 116 of the Workforce Innovation and Opportunity Act.

SERVICES REQUIRED FOR THE SOLUTION:

Provide the following minimum system requirements and capabilities at a cost effective price.

Basic System Requirements

1. Contracted Managed (Hosted) Solution (no local systems management required)
2. Distributed System (reaching all islands and online apps without central location)
3. Secure data management and transmission
4. Transferable data format
5. State of Hawaii owned data
6. Allows access to multiple state departments
7. User Defined Authentication and Authorization Structure

System Functionality

1. General Requirement and Functionality
 - a. Provide a secure hosted platform for users, employers, and administration
 - b. Distributed system reaching all counties of the State of Hawaii
 - c. All data format shall transferable and in a non-proprietary format
 - d. All data input into the system shall be owned by the State of Hawaii
 - e. Provide access to multiple state departments
 - f. Mobile device enabled and platform agnostic
 - g. System compliance with all applicable federal, state and local requirements on ADA compliance.
2. Job Seekers Functionality

OBJECTIVE: Effective job board for Hawaii's unemployed workers to find jobs and apply online

 - a. Provide an easy to use and accurate job search engine that enables jobseekers to search for jobs
 - b. Provide an easy user interface for posting resumes
 - c. Allow for remote access through mobile devices
 - d. Allow for badging and other credentials to be uploaded into the user profile
 - i. Documentation of Military Experience
 - e. Utilized acquired personal information to populate job applications for all participating employers.
3. Employers Job Posting Functionality

OBJECTIVE: Efficient, integrated job posting with capability of eliminating duplicate posting and replication of postings in multiple systems.

 - a. Allow employers to easily post and update job openings
 - b. Offer solution to ensure compliance with the Office of Federal Contract Compliance Program, CFR 60-250.4 Affirmative Action and any and all other appropriate affirmative action, protected classification of employment requirements for state agencies, the University of Hawaii, and all federal contracts and sub-contractors regarding mandatory posting on the official State of Hawaii job board system.
 - c. Allow employers to view resumes and respond to resumes published by participants in Hawaii's public workforce systems.

4. Job Matching Algorithm

OBJECTIVE: Effective a high quality, accurate verifiable job matching capability between job seekers and employers.

- a. Eliminates multiple applications for the same position.
- b. Provides analytics on job matches as well as employment resulting from matching

5. Eligible Training Provider Functionality

OBJECTIVE: Integrate eligible training provider and short/long term training course approval system that allows the job seeker to find the training necessary for re-employment

- a. Allows education and training institutions to electronically file for and request approval to become an eligible training provider.
- b. Allows training providers to propose both short and long-term training programs offered through their institutions.
- c. Allows authorized users through the User Defined Authentication and Authorization Structure to approve or decline proposed short and long-term courses as submitted by the Eligible Training Provider.
- d. Includes the cost of course reduces the individual participant's life-time training credit based on the cost of the course.
- e. Integrate job searching capabilities with ETP approved courses via API or other system integration capability.

6. Accounting Functionality

OBJECTIVE: Ensure accurate and timely accounting of WIOA formula funding administered through the State of Hawaii Workforce Development Council.

- a. Generates reports on individual participants' lifetime credit
- b. Generates reports on total use of funds by individual programs
- c. Notifies authorized users when a participant is reaching maximum lifetime credit
- d. Generates reports on funds administered to various county agencies by programs allocation
- e.

7. Reporting Functionality

OBJECTIVE: Produces reports in compliance Section 116 of the WIOA for all partners of the Workforce Innovation and Opportunity Act.

- a. Reports include the performance of Wagner-Peyser Program
- b. WIOA Training programs including all required data through data exchange processes with the DXP.
- c. Reports on long-term employment of participants in WIOA programs
- d. Monitors and reports on financial status of individual participants' life time credit, as integrated through the Eligible Training Provider Functionality.
- e. Reports in compliance with CFR 60-250.4 Affirmative Action

TRAGET USER OF THE SYSTEM:

1. Re-Employment – Wagner-Peyser – Workforce Development Division
2. Dislocated Workers – WIOA Re-Training Participants (ETP Referral)
3. Adult Education – DOE CSA
4. Individuals with Disabilities – DVR
5. Long-Term Unemployed – TANF/SNAP
6. Employers
7. Other State Agencies
8. Training Providers

SERVICES THE PURCHASING AGENCY ANTICIPATE MAY BE NECESSARY TO ACHIEVE ITS GOAL AND OBJECTIVES:

We are looking for a unified, integrated solution that provides the minimum objectives identified above in a cost effective manner. We would like to achieve the greatest value for the residents of the State of Hawaii by ensuring proper stewardship of the resources under the management of the Workforce Development Council.

The State of Hawaii is looking for a tool that allows greater collaboration between all workforce training partners. Building a user community in Hawaii around this solution is an important element. Please propose how the solution provider has successfully developed a community of users around their proposed solution.

REFERENCES FOR THE SOLUTION PROVIDER:

If at all possible, the evaluation team would like to hold discussions with other users of solution provider's product.