

TAP Phase 2: Workplan outline

Contents

Overview.....	2
Operating within constraints.....	2
Implementation objectives.....	3
Alignment.....	3
1. Implement Workforce Pell.....	4
2. Implement No Wrong Door & prepare for HR1.....	4
3. Connect service integration to performance	5
4. Deliver cross-industry recommendations.....	6
5. Advocate for workforce, training, education and economic development priorities.....	6
Administrative objectives.....	7
A. Submit TAP progress report.....	7
B. Submit federal combined state program plan update.....	7
Appendix A: USDOL's Five pillars and TAP priorities	9

Overview

This workplan includes two kinds of work:

- **Implementation** work to implement phase 2 of TAP and support **system resilience**. These are options.
- **Administrative** work to meet federal and state requirements for TAP – this work is required, not optional.

For both implementation and administrative work, we've identified objectives and corresponding deliverables as well as quarterly milestones.

This outline doesn't include details about the work our partners are leading, though we have noted large projects as dependencies (e.g. launching WA Works aka WIT, HR1 work requirements). We will track partner efforts that advance TAP, recognizing their contributions. After the Board has developed its legislative agenda, WTB will act in a supporting role to advocate for partner work, especially for youth.

Keep in mind that we may need to adjust the workplan to ensure alignment with the Governor's priorities.

Operating within constraints

To give the Board a sense of the effort involved in this work, we've included high-level quarterly estimates for milestones. After the Board decides what work to authorize, WTB leadership will adjust staffing assignments and priorities to support authorized TAP work.

For resourcing, we've noted if implementation objectives fall within WTB's baseline work or involve new/extra work. There will be some work effort involved to sharpen focus and develop structures and mechanisms, but there may also be some efficiencies as well—especially in the long-term (e.g., consolidating meetings, bundling engagement for multiple purposes, etc.).

How to read quarterly effort estimates

Quarter labels: Q0 = Oct–Dec 2025; Q1 = Jan–Mar 2026; Q2 = Apr–Jun 2026; Q3 = Jul–Sep 2026; Q4 = Oct–Dec 2026.

- **Light = 1** Administrative, information gathering, drafting.
- **Moderate = 2** Major deliverables, broad engagement, finalizing.
- **High = 3** Rulemaking, tech builds, complex coordination, implementation.

Implementation objectives

We propose five implementation objectives:

1. Implement Workforce Pell in collaboration with partners
2. Implement No Wrong Door and support implementation of HR1 work requirements (i.e., SNAP and Medicaid)
3. Connect service integration with performance (strategic feedback loops)
4. Deliver cross-industry recommendations
5. Advocate for workforce, training, education and economic development priorities

Alignment

The table below shows how these objectives align with both TAP's strategic priorities and USDOL's five pillars.

Objectives	TAP's Strategic priorities	USDOL's Five pillars
Implement Workforce Pell	Credentialing; industry; job quality	Worker mobility; demand-driven strategies
Implement No Wrong Door and prepare for implementation of HR1 work requirements	System integration; performance, evaluation and accountability	Integrated systems; accountability; flexibility and innovation
Connect service integration with performance (strategic feedback loops)	System integration; performance, evaluation and accountability; credentialing; job quality	Integrated systems; accountability; worker mobility
Deliver cross-industry, demand-driven recommendations	Industry; credentialing; job quality; youth; system integration	Demand-driven strategies; worker mobility; integrated systems
Advocate for workforce and economic development, education, training and support services.	All	All

1. Implement Workforce Pell

- **WTB Baseline work:** New
- **WTB role:** Advise Governor's Office and collaborate with partners
- **Deliverables:** ETPL rulemaking, data and program outcome analysis, tech system updates, public guidance, and technical assistance for providers.
- **Dependencies:** Governor's Office and partner coordination; federal guidance; tech release windows.

Quarterly milestones and effort:

Q0: Establish a committee of workforce and education partners to develop the framework; deliver draft framework to the federal rulemaking committee. Secure a place for WTB and/or partners on the federal rulemaking committee. — **2**

Q1: Once federal rule package is finalized, develop public guidance and web content; begin system updates — **3**

Q2: Test system updates, assuming a more frequent performance evaluation for short-term programs — **1**

Q3: Onboard new providers to Student Data Portal; connect with current providers offering new short-term training programs, deliver technical assistance — **3**

Q4: Continue monitoring and reporting; refine guidance; prepare for federal monitoring — **2**

2. Implement No Wrong Door and prepare for HR1

- **WTB Baseline work:** Aligns with existing staffing and funding requests
- **WTB role:** Lead No Wrong Door, support implementation of HR1 work requirements (i.e. SNAP and Medicaid)
- **Deliverables:** Common identifier (workforce system unique ID), DSAs and MOUs, navigation/referral support, options for braided and blended funding, HR1 coordination.
- **Dependencies:** WA.Gov prototype development, partner legal review, implementation of HR1 work requirements, WA Works (WIT) launch in Q2, decision on WA.Gov (Data Governance Council / steering committee).

Quarterly milestones and effort:

Q0-1: Develop WA.Gov prototype for a coordinated navigation tool for Washingtonians seeking workforce services. Work guided by partner input and implementation needs for HR1 work requirements — **3**

Q2: Launch common identifier across system; key MOUs signed by partners — **3**

Q3: Monitor common identifier launch; plan for developing DSAs needed to implement HR1 work requirements and support cross-program, system evaluation. Identify implementation and phased onboarding plan of WA.Gov (if Steering Committee approves direction) towards launching a coordinated navigation tool. HR1 work requirements efforts may inform and guide this direction as well. Q4 of subsequent fiscal year updated thereafter based on next steps. — **3**

Q4: Stabilize integrations; iterate referral flows and data-sharing processes — **2**

3. Connect service integration to performance

- **WTB Baseline work:** Mostly baseline with some new work to sharpen focus and provide structure, mechanisms for feedback loops. This objective also aligns with recommendations from the landscape review for service integration.
- **WTB role:** Lead
- **Deliverables:** Standing review of federal measures at Board meetings, interagency and state-local coordination framework, frontline service advisory committee, root cause research and analysis, iterative improvement support.
- **Dependencies:** Interagency and Local Workforce Development Board (LWDB) engagement, research team capacity, WA Works (WIT) launch in Q2, implementation of HR1 work requirements, legislative session activities

Quarterly milestones and effort:

Q0: Prepare baseline materials; present the proposed performance framework to the Board; check landscape findings against performance on federal measures; identify options for braided/blended funding — **2**

Q1: Launch standing Board agenda item to review federal performance measures; convene interagency state-local coordination planning group (check for existing meetings and groups); draft interagency state-LWDB coordination framework, charter (look for existing groups) — **2**

Q2: Conduct operational root cause research and identify promising practices; convene interagency state-LWDB group for WIOA programs, all titles (use, expand on, align with or consolidate existing groups, meetings); draft frontline service advisory committee charter and framework — **2**

Q3: Establish frontline advisory committee (potential to convert and expand existing peer-to-peer group); produce operational root cause analysis; gather input from frontline service advisory committee; share findings and possible solutions with groups for frontline service and interagency state-LWDB coordination — **2**

Q4: Provide technical assistance and materials to partners, frontline service advisory committee and LWDBs — **1**

4. Deliver cross-industry recommendations

- **WTB Baseline work:** Existing TAP workload and commitments
- **WTB role:** Lead and facilitate the Industry Advisory Committee (IAC)
- **Deliverables:** IAC facilitation, recommendations to connect formal on-the-job training, including related policies and funding, to business and labor needs
- **Dependencies:** IAC availability, legislative activities, timeline for agency budget requests

Quarterly milestones and effort:

Q0: Finalize IAC charter; engagement tools and materials, learning agenda activities, timeline, workgroups for issue areas — **2**

Q1: Legislative session – asynchronous workgroup and learning activities if possible, share updates on legislative developments — **1**

Q2: Develop and finalize recommendations; prepare materials for presentation to the Board and partners to consider during decision package development — **3**

Q3: Gather IAC input on proposed framework and definition for job quality as well as agency requests for the workforce system; support advocacy and outreach efforts — **2**

Q4: TBD

5. Advocate for workforce, training, education and economic development priorities

- **WTB Baseline work:** Yes
- **WTB role:** Support
- **Deliverables:** Legislative agenda development, amplification of partner TAP-aligned work, targeted advocacy materials.
- **Dependencies:** Session and budget request timelines, outcomes, guidance as well as Governor's Office priorities, Board's legislative agenda and partner priorities.

Quarterly milestones and effort:

Q0: Develop legislative agenda, messaging, strategy — **2**

Q1: Engage in legislative session activities — **3**

Q2: Share session outcomes — **1**

Q3: Engage in pre-session partner alignment; consider IAC recommendations and input from interested parties; submit decision packages — **3**

Q4: Prepare for session (materials, tools, workflows) — **2**

Administrative objectives

A. Submit TAP progress report

- **Resourcing:** Part of standard workload. However, this competes with other work in Q0.
- **Due:** December 2025
- **WTB role:** Lead

Timeline

Q0. Draft, OFM review, finalize and publish — **1**

B. Submit update to federal combined plan

- **Resourcing:** Part of standard workload. However, this competes with other work in Q0 and Q1.
- **Due:** March 2026
- **WTB role:** Lead

Timeline

Q0: Draft plan and public comment materials; collect partner input — **3**

Q1: Finalize plan, Governor's Office review, submit via USDOL's portal — **3**

Overview of quarterly work effort

How to read quarterly effort estimates

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	Q0	Q1	Q2	Q3	Q4	WTB Baseline work
Workforce Pell	2	3	1	3	2	New
No Wrong Door/HR1	3	2	3	3	2	Baseline + lift of supporting implementation for HR1
Service integration & performance	2	2	2	2	1	Baseline + new mechanisms, forums
Cross industry recommendations	2	1	3	2	TBD	Baseline + TAP Commitments
Advocacy	2	3	1	3	2	Baseline
Admin A: TAP progress report	1	—	—	—	—	Required
Admin B: Federal plan update	3	3	—	—	—	Required
Total effort	14	14	10	13	7 (TBD)	

Appendix A: USDOL's Five pillars and TAP priorities

Crosswalk between TAP's strategic priorities and [USDOL's five pillars](#).¹

Industry demand-driven strategies: Expand proven work-based learning models like Registered Apprenticeships and align education programs to career pathways in priority industries to ensure direct connections to employer needs.

- Industry, youth, credentialing, system integration (data and service delivery)

Worker mobility: Bring more Americans into the labor force by identifying skills and credentials for in-demand jobs and connecting them with personalized support, including through AI-powered tools, to help them advance.

- Credentialing, industry, youth, job quality

Integrated systems: Streamline federal workforce development programs to empower states and unify access points to the system for workers and businesses.

- System integration, industry

Accountability: Improve transparency and accountability for federally funded workforce programs by improving mechanisms for measuring success and redirecting funding to programs that are proven to connect workers with good-paying jobs.

- System integration, performance, evaluation

Flexibility and innovation: Ensure the workforce is prepared to adapt quickly to an AI-driven economy by prioritizing AI literacy, creating new pathways to AI jobs, and fueling rapid reskilling and other innovation pilots.

- Credentialing, industry, system integration, youth, job quality

¹ USDOL News Release: [US Departments of Labor, Commerce, Education unveil workforce development strategy to fuel 'Golden Age' of the American economy | U.S. Department of Labor](https://www.dol.gov/newsroom/releases/osec/osec20250812). Accessed 10/6/2025 at <https://www.dol.gov/newsroom/releases/osec/osec20250812>