

GUIDING QUESTIONS FOR STATES/ IMPLEMENTERS

Quick Guide

States exploring the development of learning and employment records (LER), or similar skills-based hiring infrastructure, must navigate a range of strategic, technical, and political considerations. Drawing on lessons from early adopters and California's planning process, the following guiding questions are intended to support states in clarifying priorities, sequencing implementation, and designing for long-term impact.

Governance, Partnerships, and Shared Vision

- Who will lead this work?
- Who will be involved in this work?

Framing and Stakeholder Engagement

- What problem(s) are we solving for?
- How will this help different user groups?
- How will we engage with stakeholders?
- How will we recruit participants?

Funding and Development Strategy

- What funding options are available to us?
- How can we plan for scaling?
- How can we plan for sustainability?

Prioritizing Users and Use Cases

- Which user(s) and features are most important to start with?
- Which features do we add later?
- How will we incorporate feedback loops throughout the projects?

Accountability, Outcomes, and Data Infrastructure

- What are the reporting requirements for this project?
- How will we measure success?
- How will data collection features be incorporated into the system to address reporting requirements?
- What other data collection methods will we need to implement (e.g., employer surveys)?
- What role does the SLDS play in measuring outcomes?

