

Instructions for Attachment D - Functional and Technical Requirements

Tabs in this Spreadsheet	
<i>Instructions:</i>	This tab, which describes the contents of this spreadsheet and provides instructions for the System Developer response.
<i>Elements:</i>	Contains the elements and section for System Developer response.

Columns on the Elements Tab		
Section	Column Header	Description / Instructions
IWIS Functional & Technical Elements	Element #	A unique number for each element
	Description of element	A brief description of each element and its business function within IWIS
	Priority	The level of importance of each element or functionality for IWIS: Mandatory, Desirable, or Optional.
System Developer Response	Fulfillment Level	Respondent must indicate whether and how its COTS will fulfill each element by using the drop-down menu to select: I = Included in the COTS C = Can be added to COTS with customization (actual software development work, including source code changes and modifications) N/A = Not an available element <i>A response must be provided for each element.</i>
	Comments	Respondent should use this column to provide a narrative response when needed to support its stated fulfillment response and to explain any necessary customization

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
Initial Client Contact				
1	Collect client name, contact information, with optional SS# and date of birth	Desirable		
2	Collect how client came to agency: referral, phone, website, office visit, advertising	Desirable		
3	Collect optional, limited client consent	Desirable		
4	Collect information on resources used: resource room, resume workshops, job clubs, orientation	Desirable		
Intake, Eligibility & Assessment				
5	Collect client personal identifying and contact information: name, date of birth, SSN, residential address, mailing address, multiple phone numbers, email address	Mandatory		
6	Geo-code client residential address by Chicago community area, ward, Cook Co. District, state and federal congressional districts, census tract, PUMA	Optional		
7	Current and prior receipt of public benefits (TANF, SNAP, SSI, Medicaid, Medicare, UI, other) including monthly amount collected, start date, end date	Mandatory		
8	Ability to automatically determine client eligibility for other applicable public benefit programs using intake information	Optional		
9	Collect information about client's prior/current workforce development services/benefits received: type of service/benefit, providing organization, date of receipt, documentation of service/benefit	Mandatory		
10	Collect information about client's other prior/current services/benefits received: type of service/benefit, providing organization, date of receipt, documentation of service/benefit	Mandatory		
11	Alert agency if client is already in the system and share historical data based on client permissions and/or data share agreements.	Desirable		
12	Collect client demographic information: gender, race, ethnicity	Mandatory		
13	Collect registration for selective service	Mandatory		
14	Link to Selective Service Registration website	Desirable		
15	Collect client US work status: citizen, authorization to work	Mandatory		
16	Collect client immigration information: immigration status, refugee	Mandatory		

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17	Collect Driver's License or State I.D. state and number	Mandatory		
18	Collect client military status/history: veteran status, branch of service, service dates, nature of discharge, service connected disability	Mandatory		
19	Collect client criminal history: offense type, date, convictions, incarcerations as distinct data elements for each offense	Mandatory		
20	Collect client substance abuse history: drug used, date of last use	Mandatory		
21	Collect client mental and physical health issues: diagnosis, date of diagnosis, treatment	Mandatory		
22	Collect client disability status: type of disability, date of diagnosis	Mandatory		
23	Collect client housing status: homeless, transitional housing, public housing, housing type	Mandatory		
24	Collect youth barrier information: at risk of dropping out, pregnant/parenting, runaway, ward of state, foster child, aged out of foster care, youth needing assistance	Mandatory		
25	Collect client household information: head of household, number in household, household annual income, SS#, birth certificate, license/id, proof of income for all members; ability to update household composition over time	Mandatory		
26	Collect information about family self-sufficiency: assessment using Basic Economic Security Tables at intake and at multiple points during and after service delivery to track progress towards self-sufficiency	Desirable		
27	Collect client drivers license status	Mandatory		
28	Collect client English language ability	Mandatory		
29	Collect native language / languages spoken	Mandatory		
30	Collect information about client's current employment status: unemployed, employed, dislocated	Mandatory		
31	Collect information about client's employment history: job title, company, dates client started/ended work at this job, salary/wage, hours worked, reason for leaving, lay-off notification, union membership	Mandatory		
32	Ability to collect information about client's employment history for multiple jobs	Mandatory		
33	Collect information about client's unemployment: time period of unemployment, reason for last job loss	Mandatory		

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
34	Automatically capture and calculate length of contiguous unemployment for unemployed & dislocated workers based on work history	Desirable		
35	Collect information about client's educational history: highest level of education completed, degrees/certificates attained, institution in which degree/certificate attained, date degree/certificate attained; education in progress	Mandatory		
36	Client employment and educational history automatically populates a resume template	Desirable		
37	Ability to collect intake form / application information electronically	Mandatory		
38	Ability to print completed intake form / application form for client signature	Mandatory		
39	Ability for existing IWIS data to pre-populate intake form / application for returning or referred clients	Desirable		
40	IWIS automatically determines client eligibility for federally-funded programs using intake information	Desirable		
41	Income calculator to determine client income eligibility for various programs / services	Desirable		
42	Ability for agencies to manipulate automatic program eligibility rules to capture agency-specific criteria and/or special programs	Optional		
43	Collect and securely store electronic eligibility documentation	Mandatory		
44	Ability to share electronically stored documentation, based on client consent and user security access levels	Desirable		
45	Collect client consent for services	Mandatory		
46	Allow varying levels of client consent for services and information sharing (e.g. sharing eligibility documentation with agency client is referred to)	Desirable		
47	Collect enrollment/registration of client in program/funding source: date of enrollment, program/funding type	Mandatory		
48	Collect information regarding enrollment process: attendance at orientation, complete intake/assessment, complete all needed paperwork for intake, other enrollment requirements (drug test, interview)	Mandatory		
49	Collect assessment information: assessment tool used (such as TABE), assessment score, date assessment administered.	Mandatory		

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
50	Collect information about multiple assessment tools and ability to collect information about same assessment tool taken over different time points	Mandatory		
51	Collect information about client's work readiness: completion of work readiness training, demonstration of work-ready behaviors	Mandatory		
52	Collect client job interests: occupation/industry	Mandatory		
53	Automatically identify support service needs based on intake and assessment information.	Optional		
54	Data from intake/assessment automatically populates case plan/Individual Employment Plan for case management	Desirable		
Case management				
55	Collect information for client's case plan/individual employment plan: goals, achievement status, multiple steps to achieve goals, date goal established, date expected to achieve goal (also allowing for narrative text)	Mandatory		
56	Ability to print case plan/individual employment plan for client signature	Mandatory		
57	Track client progress towards addressing barriers and progress towards goals including interim steps based on case plan	Mandatory		
58	Case plan / individual employment plan feeds case management workflow triggers such as client follow-up and tracking of progress towards goals.	Desirable		
59	Collect case notes: subject of note, date of note, who is entering note, categorize issue addressed/service provided (e.g. workforce, housing, childcare), also allowing for narrative text	Mandatory		
60	Service and activity code list that matches funding service requirements	Mandatory		
61	Ability to match client to services based on identified needs from intake/assessment	Desirable		
62	Collect information about client's current service receipt/program participation: type of service received, program participation, organization providing service, dates of receipt	Mandatory		
63	Provide reminder prompt/to-do's for case managers to manage tasks/deadlines	Desirable		

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
64	Ability to connect with calendars to schedule appointments	Desirable		
65	Ability to manage client appointments/communications: send client appointments/notes/reminders electronically via emails, texts, calls	Optional		
66	Close-out prompts for case managers to collect outcomes based on case plan goals	Desirable		
Referrals				
67	Collect referral source information for those clients <i>referred into</i> an agency: referring agency name, contact person name, address, phone, fax and email address	Mandatory		
68	Collect information about agency client is being <i>referred out to</i> : agency name, contact person name, address, phone, fax and email address	Mandatory		
69	Collect reason for referral / services requested	Mandatory		
70	Collect date of referral	Mandatory		
71	Collect information on public benefits client is referred for: TANF, SNAP, SSI, Medicaid, Medicare, UI	Mandatory		
72	Collect information on support services client is referred for: other workforce services; transportation, healthcare, financial assistance, substance abuse counseling, individual and family counseling, special services and materials for individuals with disabilities, job coaches, child care, dependent care, temporary shelter, housing, financial counseling, work-appropriate clothing	Mandatory		
73	Collect information about any other services client is referred for	Desirable		
74	Ability to track client receipt of referred services	Mandatory		
75	Follow-up prompts to track client receipt of referred services	Desirable		
76	Ability to electronically send referrals/appointment requests to another agency	Optional		
77	Ability for agencies to electronically acknowledge receipt of referral	Optional		

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
Training/Education Services				
78	Collect information on training/education services provided to client: type of training/education, description, organization providing training/education, date enrolled, date completed, number of instructional hours for training/education, certificate of participation/completion	Mandatory		
79	Link to list of WIA-approved training providers	Mandatory		
80	Improved searchability of WIA-approved training providers and their programs	Desirable		
81	Collect client's skills gains to track changes over time: literacy, numeracy, occupational skills, soft skills, financial literacy	Mandatory		
82	Collect information about client's GED status: enrolled in GED program, completion of GED classes, GED tests taken, date GED test taken, GED scores	Mandatory		
83	Collect information about client's internships or other work-based learning experiences: type, organization where work-based learning occurred, hours per week, dates of participation	Mandatory		
84	Collect information about client's incumbent worker training: if client is receiving incumbent working training, type of training, dates of training, training provider organization	Mandatory		
85	Collect information on client's industry/occupational credential attainment: type of credential, date obtained, organization/entity awarding credential	Mandatory		
86	Collect information about client's academic degree attained: type of degree (high school, associates, etc.), date of completion, awarding educational institution, field of study	Mandatory		
87	Collect information about client's attendance in program and work-related activities: attendance/time sheets, attendance to case manager appointments, attendance at service referrals/appointments, attendance at trainings/workshops	Mandatory		
88	Collect information about client's program retention status	Mandatory		
89	Collect information about client's receipt of retention services: type of service, dates	Mandatory		

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90	Collect information about client's reason for exit: health, family issues, failure to meet requirements, disengaged/unable to connect, with connections to case notes for narrative detail	Mandatory		
91	Collect information about client's program completion: completion of program requirements, training hours, certificate/credential, case plan/IEP goals; dates of completion; achievement of employment; electronically collect documentation of training/program completion	Mandatory		
Training Application and Processing				
92	Online ITA application form that is pre-populated with service provider agency and contact information and client information. Data includes relevant customer information, training program information, and training budget, and electronic customer signature.	Desirable		
93	Ability to print training application for client signature	Desirable		
94	OJT and Customized Training web form applications that can be completed by employers or service providers	Optional		
95	Submission of ITA, OJT or Customized Training applications send prompts to TARA for review	Desirable		
96	Automated verification of ITA, OJT, or Customized Training eligibility based on rules and policies that The Partnership can update	Optional		
97	Electronic verification by TARA about ITA application approval or rejection, including reason for rejection	Desirable		
98	Electronic acknowledgement by service provider of receipt of notification of ITA application approval/rejection.	Desirable		
99	Collect ITA, OJT, and Customized Training approved obligations, amount paid to-date, and final amount paid per client	Desirable		
100	Service provider dashboard showing real-time status of ITA applications	Optional		
101	Web form training provider application for new application, recertification, and program update requests. Web form should allow applicants to view applicant's training programs, including approval status and recertification date	Desirable		
102	Alert to Partnership staff that a training provider application has been submitted	Desirable		
103	Partnership dashboard showing real-time status of ITA applications	Optional		

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
104	Web form attendance record for training provider to submit client attendance records	Optional		
105	Review training provider performance, including enrollment, completions, job placement, retention, average earnings and credentials issued	Desirable		
Job Placement & Retention				
106	Collect information about client's resume: completed resume	Mandatory		
107	Ability to identify job matches for client: custom queries that use client information (skills, education level, etc.)	Desirable		
108	Collect information about client's job applications: number of application submitted; date when each application submitted; name of company/firm, job titles, salary/wage, hours per week, education/skills requirements for each job applied	Mandatory		
109	Collect information about client's job interview referrals: number of referrals for job interviews, dates for each interview referral	Mandatory		
110	Collect information about client's job interviews held: number of job interviews conducted, dates for each interview held	Mandatory		
111	Collect information about client's job offers: number of job offers received; firm/company and job title of job offer; date job offer received; salary/wage, benefits, hours for job offer	Mandatory		
112	Collect information about client's job placement: date of job placement, name of company/firm, job title, industry/occupation codes (NAICS/SOC codes), job description, skills needed, salary/wage, hours per week	Mandatory		
113	Follow-up prompts throughout job placement activities to track status of client progress in job search and track status of employer job openings	Desirable		
114	Collect information about job placement subsidies: subsidized/unsubsidized, on-the-job training	Mandatory		
115	Track transition from subsidized to unsubsidized employment	Mandatory		
116	Collect proof of employment/verification	Mandatory		
117	Collect information about whether job is training related: yes/no/unknown	Mandatory		
118	Collect information about how client was placed (self-direct job search, agency, shared placement between multiple agencies)	Mandatory		

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Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
119	Collect information about job retention: duration of time client held job, including at specific time-intervals (30, 60, 90, 180, 365 days)	Mandatory		
120	Collect information about job retention with same employer: duration of time client held job with same employer, including at specific time-intervals (30, 60, 90, 180, 365 days)	Mandatory		
121	Collect proof of employment retention/verification	Mandatory		
122	Collect information about client job placement wages: starting hourly wages or annual salary at time of hire, number of hours worked per week	Mandatory		
123	Collect information about change in client job wages: collect wages and hours worked at various time points (3 months, 6 months, 1 year), change in wages from time person was hired at various time points (3 months, 6 months, 1 year)	Mandatory		
124	Calculate client's change in wages from starting job placement wage to wage prior to unemployment	Mandatory		
125	Collect information about client's employment benefits: paid sick leave, vacation time, health insurance, dental insurance, life insurance, retirement, other benefits	Mandatory		
126	Collect information about client's career advancement: new positions in same company, move to another company, job title, job responsibilities, date of job change, job salary/benefits, change in hours worked / part-time/full-time status	Mandatory		
127	Collect information about client's post-placement services: type of service, reason for service, providing organization, dates of service receipt	Desirable		
128	Collect information about post-placement job loss: reason for job loss, date of job loss	Desirable		
129	Collect information about subsequent job placements: date of job placement, name of company/firm, job title, industry/occupation codes (NAICS/SOC codes), job description, skills needed, salary/wage, hours per week, benefits	Desirable		

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
Employer Relationship Management				
130	Pull Dislocation Events Tracking System (DETS) Number from IWDS and allow client matching to DETS number	Mandatory		
131	Collect dislocation events employer tracking: company name, location, DETS #	Desirable		
132	Collect dislocation events client attendance tracking: name, contact information, company name, DETS #, position/title, final day of work, highest education attainment, retraining category, basic readjustment category, plans after layoff event.	Mandatory		
133	Automatic matching of clients with dislocation event / company and appropriate WIA funding source	Desirable		
134	Collect information about job orders/listings from employers: job title, job description, education/credentials, needed, skills needed, experience needed, criminal background requirements	Mandatory		
135	Ability to query job order information: by skills, credentials, geography, key words	Desirable		
136	Ability to share job leads among partners in other organizations/agencies	Mandatory		
137	Collect referrals to employers: number and list of candidates referred for each job opening, date of referral	Mandatory		
138	Collect interview with employers: number and list of candidates sent for interview for each job opening, date of interview	Mandatory		
139	Collect placements with employers: number and list of candidates placed with each employer, job titles, job tasks, date of placement	Mandatory		
140	Ability to manage employer relationships: track employer contact information, date of recent contacts/engagements, purpose of contact/engagement	Mandatory		
141	Collect information about business services: type of service, date	Mandatory		
142	Collect employer satisfaction: employer feedback, current working employer relationships, length of time engaged employer, employee placements and retention, surveys, anecdotal feedback	Desirable		
143	Collect information about employer engagement in program: mock interviews, review curriculum, etc.	Optional		

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144	Ability to collect information about employer demand: industry, occupation, job skills for specific companies	Desirable		
145	Ability to match clients in services/training with job hiring needs of employers to assess labor availability vs. demand	Desirable		
Job Board				
146	Client interface for resume creation, resume posting and job search, ideally using an existing platform (e.g. Monster, Career Builder, JobLink, etc.) already used by Illinois employers.	Desirable		
147	Employer interface for job posting and candidate identification, ideally using an existing platform (e.g. Monster, Career Builder, JobLink, etc.) already used by Illinois employers	Desirable		
148	Resume rater	Optional		
149	For Veterans, automatically translate military experience into transferable skills for a traditional resume	Optional		
Reporting and Performance Management				
150	Ability to provide reports to public agencies: official set of reporting data for mandated reporting compliance/performance measures	Mandatory		
151	Ability to provide reports to private funders: reports of clients supported by particular funding sources	Mandatory		
152	Ability to produce monthly activity reports: reports of caseload activity for each case manager regarding active clients, services, attendance, trainings, credential attainment, employment placements, employment retention, no action, etc.	Mandatory		
153	Provide analysis of data for customizable reports: customizable set of measures and parameters with customizable dates, client characteristics, by services provided	Mandatory		
154	Provide reports by case manger, unit, agency	Mandatory		
155	Provide reports by funding stream/program	Mandatory		
156	Ability to produce longitudinal reports comparing outcomes over time (across quarter, program years): employment, wages/earnings, benefits, pre-employment services, education/credential attainment, job retention, career advancement	Mandatory		

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Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
157	Ability to produce reports comparing services and outcomes by client characteristics (gender, race/ethnicity, education level, employment industry, etc.)	Mandatory		
158	Provide reports by geography: community area, zip code, county, political ward, districts	Desirable		
159	Ability to produce report by client cohorts: those ending in a specific program/year, those who received a specific service	Desirable		
160	Ability to produce reports targeting high growth industries	Desirable		
161	Ability to track outcomes against benchmarks	Desirable		
162	Ability to track level of client services provided by agency, client type, barriers, etc.	Desirable		
163	Automated tracking/monitoring of client types/characteristics against program quotas (e.g. maximum percentage of over-income youth and adults in WIA)	Desirable		
164	Ability to produce reports/query results in various formats: word, pdf, power point,	Desirable		
165	Ability to produce reports/query results in tables, charts, graphs	Desirable		
166	Ability to produce reports in real-time	Desirable		
167	Ability to download raw data files/tables for own analysis	Desirable		
168	Provide customizable dashboards to allow easy access to most-used information/features	Desirable		
169	Ability to interface with third-party data analysis tools, if desired	Desirable		
170	Ability to create, save, edit, and retrieve custom, ad hoc reports using any data elements within the system database	Mandatory		
171	Ability to create and save reporting templates for future use	Desirable		
172	Ability to create and schedule report jobs	Desirable		
173	Ability to export report data in CSV and other formats	Desirable		
174	Ability to use data captured in User Defined Fields (UDF)	Desirable		

IWIS Technical and Functional Elements			System Developer Response	
Element Number	Description of Element	Priority	Fulfillment Level	Comments, including a brief explanation of necessary customization
Grants/Contracts Management				
175	WIA Grant Numbers, titles and amounts from IWDS	Mandatory		
176	Ability to add, search and modify Grants by grant number, title, program year or status (DCEO will have approval status)	Mandatory		
177	Ability to automatically re-assign all open customers from one grant to another (Grant Transfer)	Mandatory		
178	WIA Relationship (Agency) Numbers from IWDS	Mandatory		
179	Ability to add, search and modify entities and classify by agency type (agencies, community based organizations, schools, etc.)	Mandatory		
180	Ability to add, search and modify locations by entity name, FEIN (or assigned entity number) or entity type	Mandatory		
181	Ability to add, search and modify location contact persons	Mandatory		
182	Ability to add, search and modify relationship numbers assigned to entities and locations and assign business functions (intensive services, training services, supportive services, etc.)	Mandatory		
183	Ability to add allowable programs and activities per relationship numbers by title and by specified start and end dates (and the ability to enable and disable those relationship numbers)	Mandatory		
184	Ability to add and search WIA approved training programs by entity, FEIN (or assigned entity number) or agency type	Mandatory		
185	Ability to administer training providers' IDs and passwords to allow data entry of training provider information	Mandatory		
186	Match WIA customer activities to WIA Relationship (Agency) Number and WIA Grant Number	Mandatory		
187	Match any client to funding source, agency, and case manager	Desirable		
188	Collect grant/contract information: amount, term, funding source, purpose; allow multiple contracts with grantees/vendors	Optional		
189	Collect grantee/contractor contact information: company name, address, website, multiple company contacts with names, titles, phone, fax and email	Optional		
190	Track contract processing from draft through execution	Optional		
191	Provide contract management prompts such as expiration alerts	Optional		

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Software & General Design				
192	Developed according to the latest industry practices and standards	Mandatory		
193	Built upon a modern, supported relational database platform	Mandatory		
194	Web-based Software as a Service (SaaS) solution	Mandatory		
195	Hosted by respondent or third party	Mandatory		
196	Platform as a Service (PaaS) solution	Optional		
197	Supported on the following browser platforms:	Mandatory		
198	Internet Explorer	Mandatory		
199	Mozilla Firefox	Mandatory		
200	Google Chrome	Mandatory		
201	Apple Safari	Mandatory		
202	Other browsers	Desirable		
203	Capable of operating in a Microsoft Windows environment	Mandatory		
204	Capable of operating in a Mac OS X environment	Mandatory		
205	Capable of operating in other "non-traditional" desktop environments (Ubuntu Linux, etc.)	Desirable		
206	Capable of being used on mobile platforms (iOS, Android, etc.)	Optional		
207	Developed to emphasize a "single point of data entry" throughout the system	Desirable		
208	Sufficiently robust and scalable to accommodate processing and storage of increasing amounts of data without adversely impacting performance	Mandatory		
209	Able to handle multiple concurrent users with no impact upon performance	Mandatory		

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210	Designed to allow for easy implementation of additional product-line modules or other functionality, if necessary, in the future	Mandatory		
211	Presence of APIs	Desirable		
212	Ability to develop future APIs	Desirable		
213	Open source	Desirable		
214	Deliver a seamless user experience that is as close to that of a desktop application as possible	Mandatory		
215	Response times for activity and reporting should meet or exceed industry standards for hosted, Cloud-based systems	Mandatory		
216	Ability to integrate with MS Office (specifically MS Word and MS Excel)	Desirable		
217	Ability to integrate with email software applications	Desirable		
218	Possess an intuitive graphical user interface (GUI) that is easy to use and to navigate	Desirable		
219	Basic Windows-type features and functions (e.g. copy, cut, paste, etc.)	Desirable		
220	Incorporate on-screen links for data definitions / instructions for data fields	Desirable		
221	Collaboration functionality allowing teams to share files, communicate and knowledge share	Desirable		
222	Incorporate drop-down menus as much as possible to facilitate data quality and consistency	Desirable		
223	Plan or policy for software upgrades, updates, and patches	Mandatory		
224	Logical database model and/or data dictionary for use in developing interfaces and custom reports	Mandatory		
225	Ability to provide Source Code or Source Code escrow	Mandatory		
Documents/Attachments				
226	Ability to upload and store electronic files within the system, including:	Mandatory		
227	PDF files	Mandatory		
228	Image files	Mandatory		
229	MS Office files (Word and Excel)	Desirable		
230	HTML	Desirable		
231	Others (Specify in comments)	Desirable		
232	Use Optical Character Recognition or other mechanisms to allow document search	Desirable		
233	Ability to import email messages into the system	Optional		

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System Interface				
234	Allow for the development of real-time, two-way data interfaces with other data systems, allowing for a seamless flow of data between various systems	Mandatory		
235	Utilize Web services and a Service-Oriented Architecture (SOA) for allowing for real-time data exchanges between systems	Mandatory		
236	Be capable of interfacing with systems that were developed using various programming languages, including:	Mandatory		
237	Java	Mandatory		
238	ColdFusion	Mandatory		
239	Ruby	Mandatory		
240	Other (specify in Comments)	Desirable		
241	Be capable of interfacing with systems that use various back-end databases, including:	Mandatory		
242	DB2	Mandatory		
243	Oracle	Desirable		
244	Microsoft SQL Server	Mandatory		
245	Other (specify in Comments)	Desirable		
246	Ability to enter data (client information) and have it populate in other data systems and fields.	Mandatory		
User Administration				
247	User administration controlled through a clear System Administration-type role	Mandatory		
248	Ability to support limited customization of system windows, layout, forms, etc. at either the System Administrator or user level	Desirable		
249	Possess User Defined Fields (UDF's) that can capture and report on specific data elements as required	Desirable		
250	Ability to implement and/or configure system functions without vendor assistance, after initial implementation	Desirable		
Security				
251	Assign a unique id for each client	Mandatory		
252	Import unique client id from interfaced systems, as applicable	Mandatory		
253	Provide secure connectivity with minimum HTTPS authentication	Mandatory		
254	Security conforms with Federal Information Security Management Act of 2002 (FISMA)	Desirable		
255	Provide secure data transfer	Mandatory		
256	Possess strong password security including:	Mandatory		

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257	Requiring combination of letters, numbers, punctuation, capital letters	Mandatory		
258	Mandatory password expirations	Mandatory		
259	Inability to use the same password within a given number of cycles	Mandatory		
260	Utilize "self service" password management that allows users to change passwords and retrieve forgotten passwords without additional administrator intervention	Mandatory		
261	Possess system "time out" and locking capabilities after a period of disuse	Desirable		
262	Capable of single sign-on capabilities (through LDAP integration and other means of password unification)	Desirable		
263	Utilize customizable, role-based security permissions	Mandatory		
264	Allow for the creation and editing of security roles	Mandatory		
265	Allow for restricting access to specific functions, files and data elements based on user profile or workstation ID	Mandatory		
266	Allow for restricting users from viewing and/or editing at the field level	Mandatory		
267	Use of security tokens for validating user's identity	Desirable		
268	Data masking and encryption mechanisms	Desirable		
269	Possess auditing and audit log capabilities which capture and record user activities at the transaction level	Desirable		
270	Comply with industry regulations, standards, and best practices related to the storage of sensitive data (e.g. social security numbers, etc.)	Mandatory		
271	Comply with federal, state, and municipal regulations, standards, and best practices for system hosting	Mandatory		