



SNAP Employment and Training

PROGRAM OVERVIEW

2018



Seattle Jobs
Initiative

SNAP E&T: Part of the Skilled Workforce Solution

- ▶ The purpose of SNAP E&T is to assist members of SNAP households in gaining skills, training, work, or experience that will increase their ability to obtain regular employment.

Source: Section 6(d) (4) of the Food and Nutrition Act

- ▶ State SNAP agency is responsible for the administration of its SNAP E&T program & has considerable flexibility in designing E&T programs for diverse participants and employers



Annual SNAP E&T Plan and Reporting

- ▶ States are required to report outcome data to FNS annually including number of participants to obtain/retain employment, median wages and completion of training program.
- ▶ All states must submit an annual E&T plan describing the scope and budget of the program. Plans can be amended to reflect changes including the addition/expansion of third party partners.



Food and Nutrition Service (FNS) & SNAP E&T

- ▶ The FNS Office of Employment and Training (OET) located in Alexandria, VA oversees the SNAP E&T program.
- ▶ There are seven FNS Regional Offices located across the country which include a SNAP E&T Regional Analyst assigned to supporting State SNAP E&T programs.
- ▶ FNS via the SNAP to Skills Initiative has made a big invested in the expansion of SNAP E&T over the last 4 years



SNAP E&T SERVICES

▶ PROGRAM COMPONENTS

- ▶ Job Search
- ▶ Job Training
- ▶ Basic Education/ESL
- ▶ Work Experience
- ▶ Vocational Education
- ▶ Job Retention Services

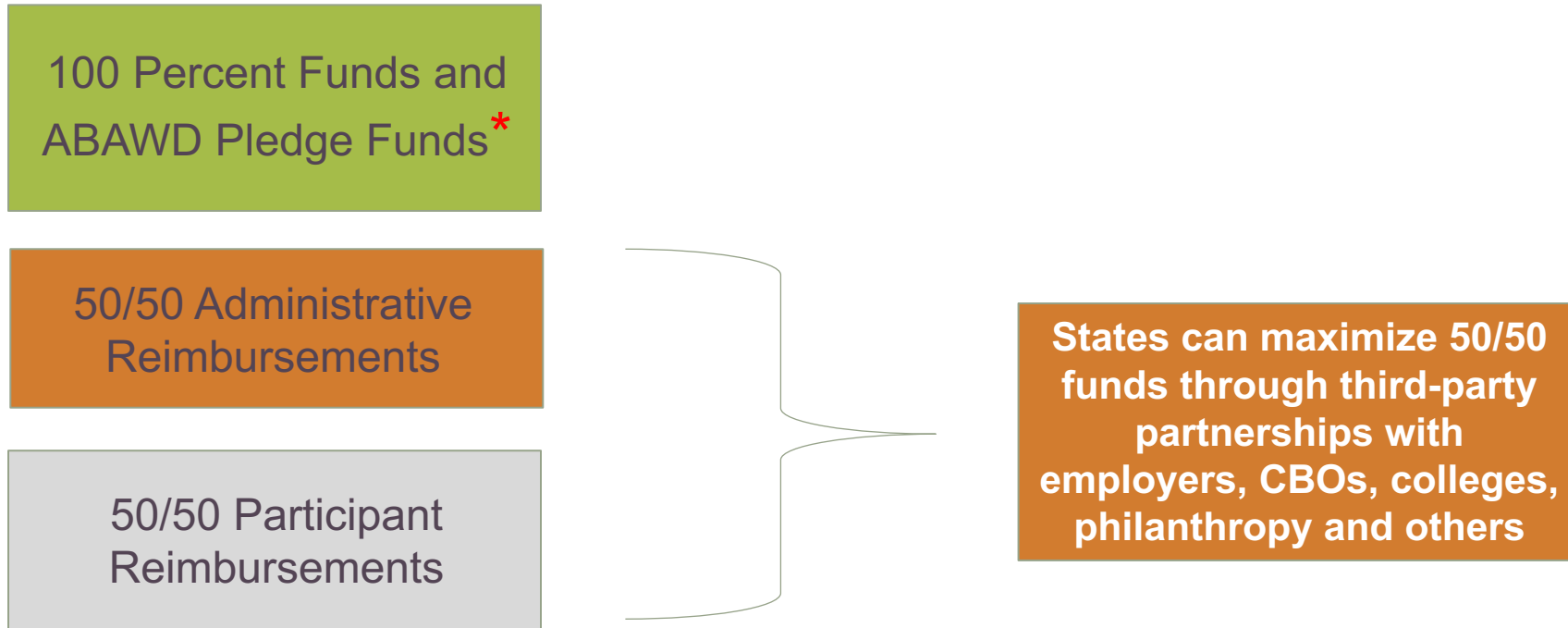
▶ SUPPORT SERVICES (common examples)

- ▶ Transportation & Clothing
- ▶ Tuition/Books/Fees
- ▶ Supplies and Tools
- ▶ Child Care
- ▶ Housing

Reasonable & necessary for E&T participation



SNAP E&T FUNDING



* States that agree to serve all childless adults in the state receive a proportionate share of \$20 million set aside by FNS



How funding flows

1. E&T plan approved,
Federal funds authorized

2. State agency grant
award document

3. State agency
billed by provider

4. State agency draws down
funding

5. State agency issues
payment



What SNAP E&T Funds Cover

▶ **100% Funds**

- ▶ Administrative expenses:
 - State staffing and overall planning, implementation, and operations
- ▶ Direct Program expenses
 - Tuition and fees
 - Case management/career navigation
 - Job development

**Does reimbursements
not include participant*

▶ **50/50 Funds**

- ▶ Administrative expenses including implementation and operations (100% can also be used)
- ▶ Direct program expenses: (100% can also be used)
 - Tuition and fees
 - Case management/navigation
 - Job development/job retention
- ▶ Participant Reimbursements
- ▶ Supportive Services

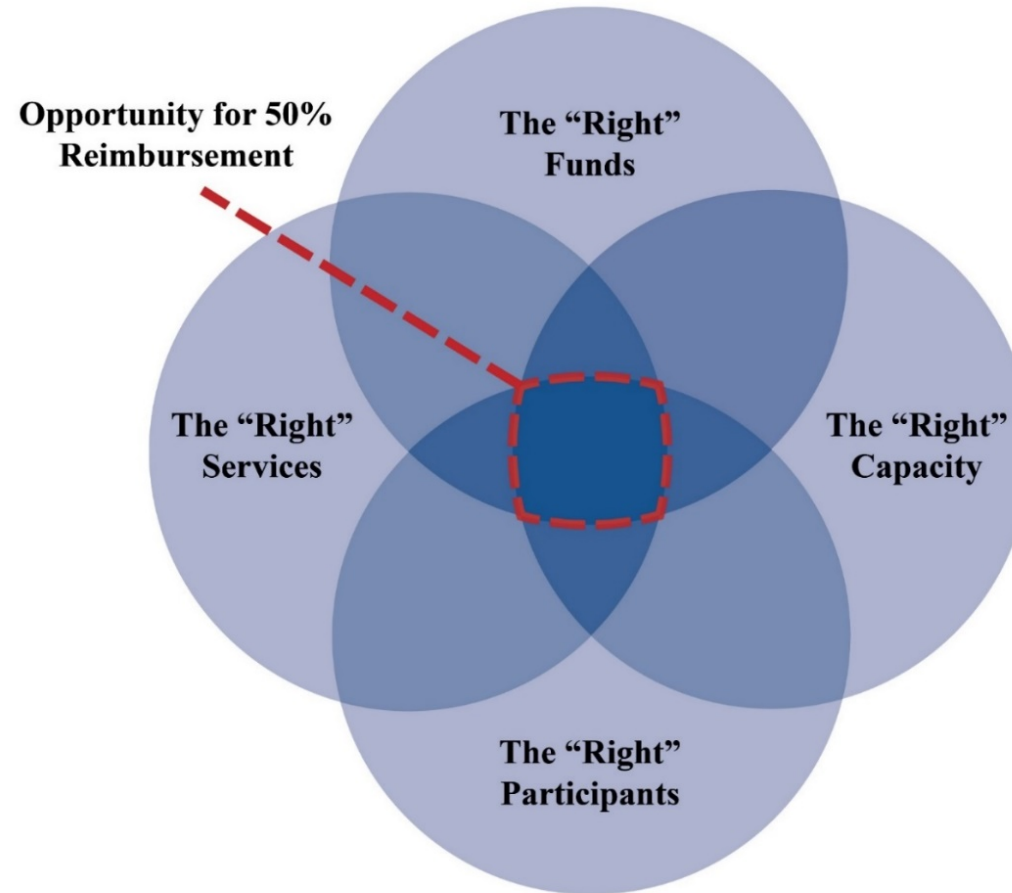


What is a Third Party Partner?

- Also referred to as third-party reimbursement program or 50/50 reimbursement program
- E&T services are provided by third parties, such as community colleges and community based organizations
- Partners provide E&T services to eligible SNAP E&T participants
- Partners pay for services with non-federal dollars and get reimbursed 50% through Federal funding



Third Party Partner – Needed Capacities

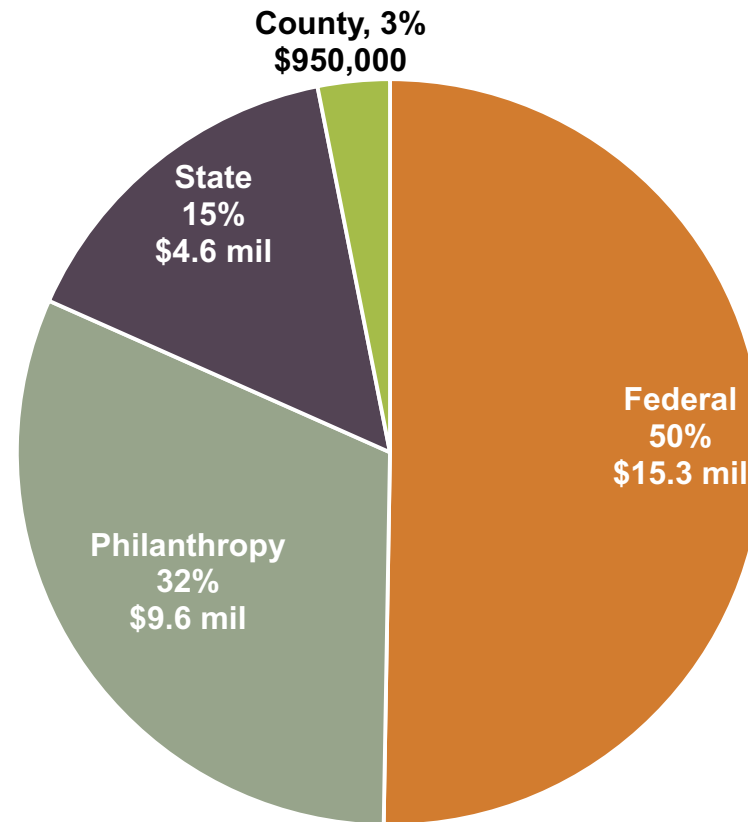


Eligible Non-Federal Funds

- ▶ State, County, City Funds
- ▶ Private Donations
- ▶ Foundation Funds
- ▶ Social Venture Revenue
- ▶ Community Development Block Grants (CDBG)
- ▶ In-Kind (Government Entities Only)
- ▶ State Worker Retraining Dollars
- ▶ Low-Income Student Support
- ▶ Tuition Set-Aside Resources
- ▶ Other State Training Funds (ex-offender, homeless, non-custodial parents)



Source of Funding for Workforce Development Programs in Cuyahoga County, 2015



Data collected by The Center for Community Solutions; 2017



SNAP E&T Terms

- ▶ **Work Registrants** are SNAP clients over 16 and under 59 who are fit for work, do not meet any other Federal exemptions from SNAP work requirements and are required to register for work or be registered by the State agency
- ▶ **Able-Bodied Adults without Dependents (ABAWDs)** between the ages of 18 & 49, with no children in their SNAP household, who are required to work at least 80 hours per month, participate in qualifying E&T activities, or comply with a workfare program in order to receive SNAP for longer than 3 months in a 36 month period.



SNAP E&T Referrals and Eligibility

▶ **Direct Referral**

- ▶ SNAP agency identifies eligible individuals to participate in SNAP E&T
- ▶ Refers to services offered by a third party partner

▶ **Reverse Referral**

- ▶ Third Party Provider (CBO/College) identifies an individual who is potentially SNAP E&T eligible
- ▶ Verifies eligibility with SNAP agency and requests that the recipient be referred into SNAP E&T
- ▶ SNAP agency must make the official SNAP E&T “referral” and confirm eligibility for enrollment

**SNAP E&T Eligible = Non-TANF SNAP recipient*



Benefits of 50/50 Partnerships

- ▶ Partnerships create better programs and outcomes
- ▶ State can scale SNAP E&T and serve a larger number of participants in need
- ▶ Participants benefit from broader support
- ▶ Leveraging resources means leveraging knowledge
- ▶ Money doesn't get left on the table
 - Meaningful strategies
 - Fuller funding for more effective services



Challenges

Can be administratively complex:

- ▶ Must verify SNAP eligibility
- ▶ Anticipating service levels throughout the year
- ▶ Tracking non-federal funding sources
- ▶ Financing can be especially difficult for smaller CBOs

