



SNAP Employment and Training: Optimizing Partnerships to Boost Economic Security

May 5, 2023



SNAP E&T Overview



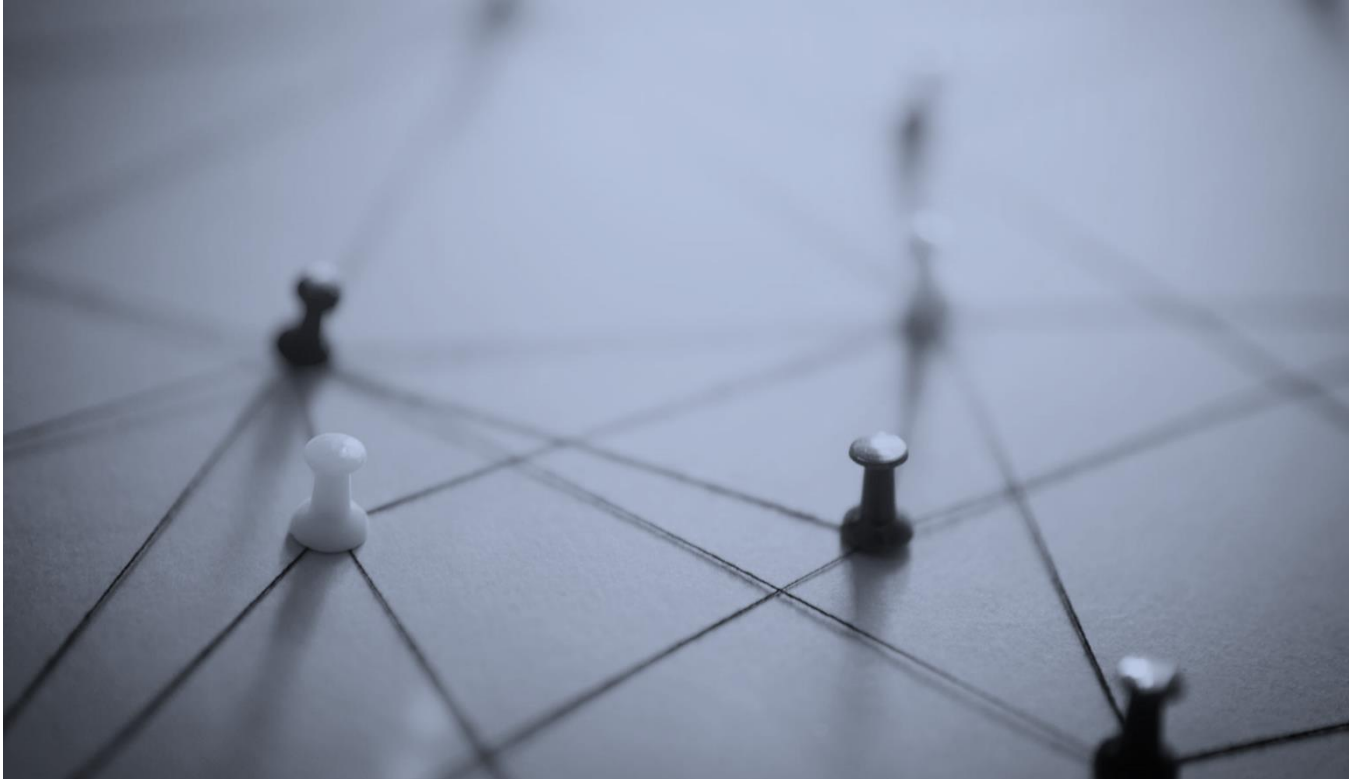
Panel Discussion



Participant Q&A



Closing



Agenda

Susan O'Callaghan

Senior Consultant
Seattle Jobs Initiative

Seattle Jobs Initiative envisions every worker has a career that allows them, their family, and community to thrive.



SNAP Employment & Training

Susan O'Callaghan, Senior Consultant

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SNAP Employment and Training (SNAP E&T)

- SNAP E&T is administered by USDA Food and Nutrition Service (FNS).
- All States are required to operate SNAP E&T programs and must submit an annual SNAP E&T Plan outlining the scope of their plan – *Similarities end there!*
- States have considerable flexibility in designing E&T programs that meet the needs of participants and employers.



Who is Eligible to Participate in SNAP E&T?

SNAP Recipients Who:



SNAP E&T Participation

States can determine whether SNAP E&T participation will be **voluntary** or **mandatory**

Mandatory Participation: Certain SNAP recipients are required to participate in SNAP E&T as a condition of receiving food benefits.

Voluntary Participation: SNAP E&T participation is not a condition for receiving food benefits – any SNAP recipient who is otherwise eligible can participate in SNAP E&T.

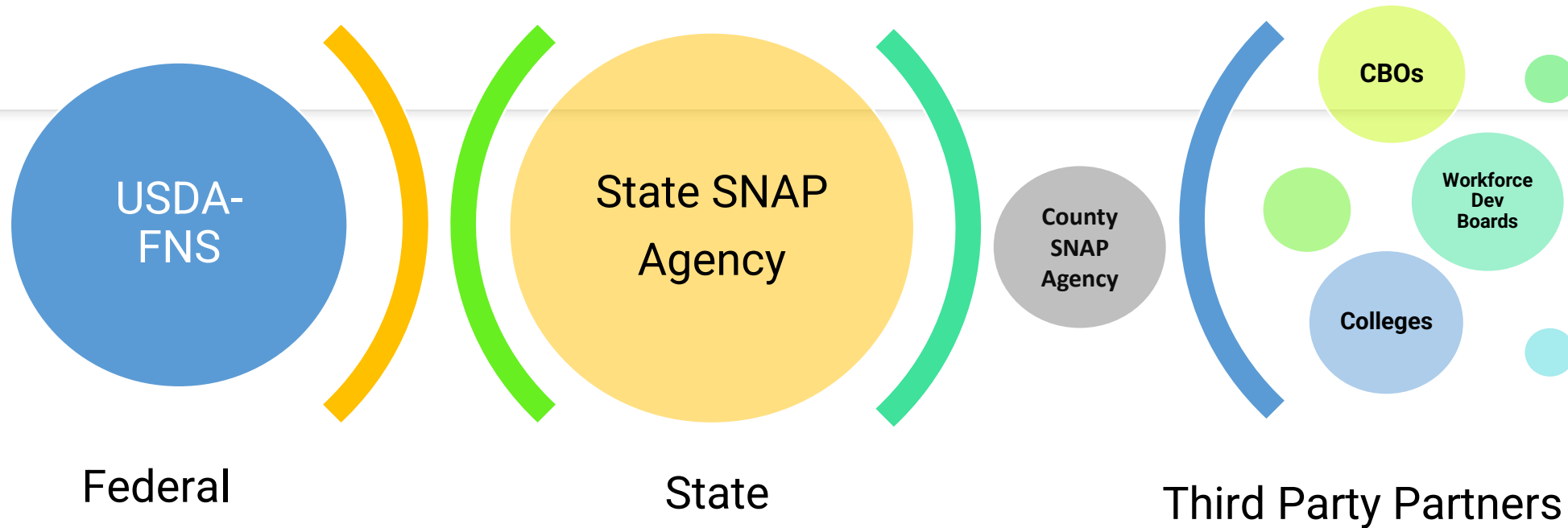
Time Limits and Work Requirements

ABAWD: Able-Bodied Adult Without Dependents
SNAP recipients who are ages 18-49 without dependent children under 18 who face a 3-month time limit on their SNAP benefits unless they are participating in qualifying work activities for 80 hours/month.

SNAP E&T activities can be qualifying work activities but other activities qualify too.



SNAP E&T Third Party Partnerships



Expansive SNAP E&T programs make use of a “third-party reimbursement” model. In this model, training services are provided by colleges, community-based organizations, and other organizations.

Their investment of non-federal funds in these services may be reimbursed by USDA using 50-50 funds. State SNAP agencies remain the administrative authority and report up to USDA-FNS.



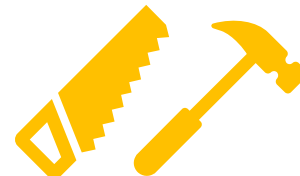
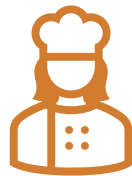
Who are Third Party Partners?

Third party partners are organizations that contract with the state to provide employment and training (E&T) services and case management to SNAP recipients.

Examples include

- Community Based Organizations
- Community Action Agencies
- Community and Technical Colleges,
- American Job Centers and Workforce Development Boards

Third Party Partners use non-federal dollars to cover E&T expenses and request up to 50% reimbursement from the State SNAP Agency.



FEDERAL SNAP E&T FUNDING

E&T Program Grant (100% Funds)

- Formula-Based grants to States to plan, implement and operate SNAP E&T
- **Total funding available in FFY 2022:** \$104 million
- All States receive 100% funding based on the formula

50% Reimbursement Funds (50-50 funds)

- Reimbursement funds for SNAP E&T program costs exceeding those covered by 100% funds or for supportive services provided to participants.
- **Total funding in 2022:** \$550 million (\$225m of local non-federal investments and \$225m of federal reimbursement)
- Funds eligible for reimbursement can include state or local funds OR non-federal funds put up by “Third Party Partners” contracted by States to offer E&T services

ABAWD Pledge Funds

- For States pledging to offer qualifying E&T services to ABAWDS at risk of losing SNAP due to time limits
- Currently capped at \$20m



E&T Program Grant Funds/100% Funds

Expenses Allowed

- Staffing and overall planning & operations
- Direct program expenses such as case management, tuition & fees, and job development

Characteristics

- Capped amount based on formula – allotted by USDA for states to administer SNAP E&T
- Can't cover participant reimbursements such as transportation & childcare



50-50 Reimbursement Funds

Expenses Allowed

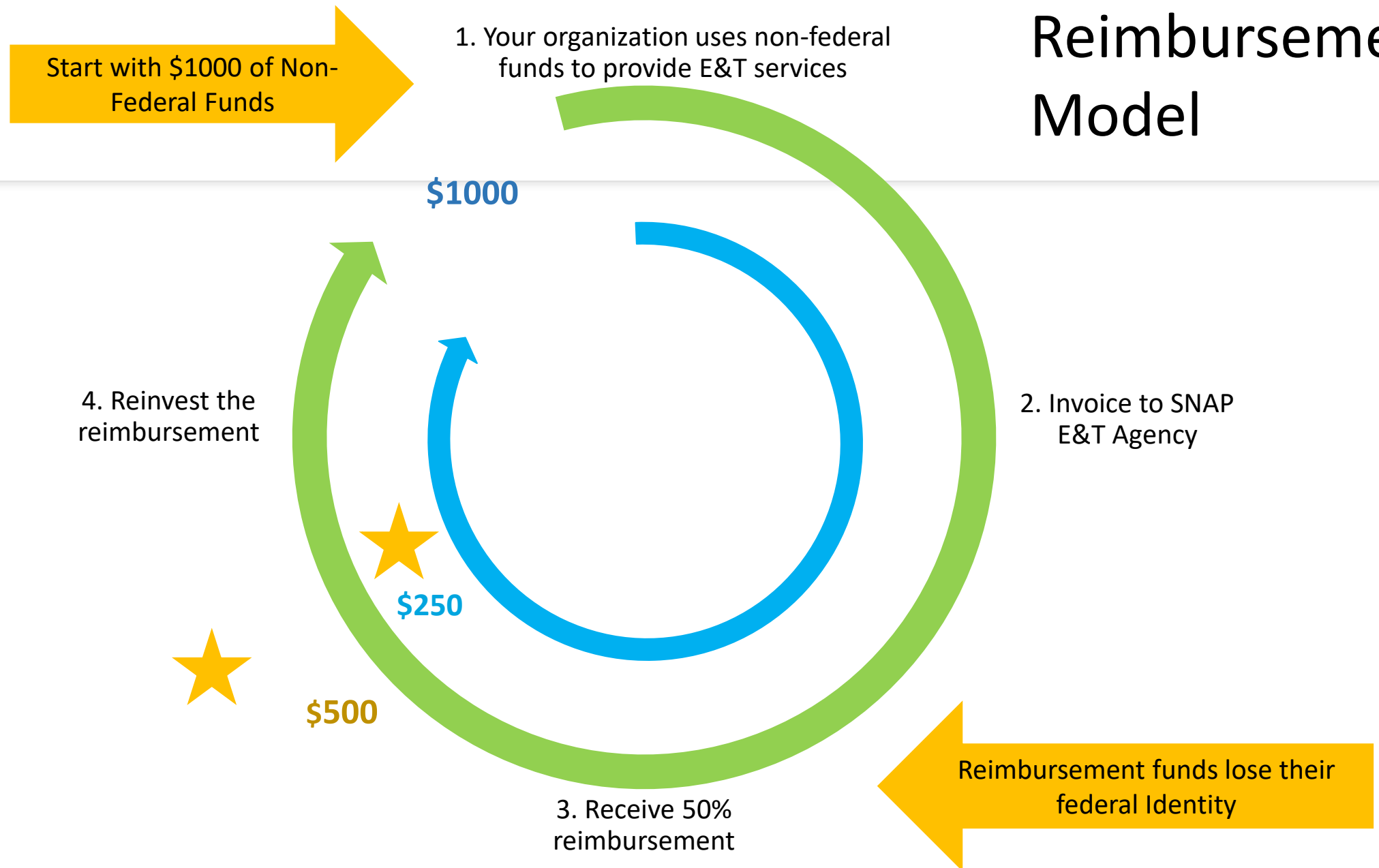
- Staffing and overall planning and operations
- Direct program expenses such as case management, tuition & fees, and job development
- Supportive services (SNAP E&T Participant Reimbursements) such as childcare and transportation

Characteristics

- Requires full, up-front investment of non-federal funds
- No federal cap - reimbursement is relative to non-federal investment
- Reimbursement funds lose federal status as they come back to provider and can be used to expand or enhance the program and can draw down further reimbursement
- **Examples include** state, county or city funds, foundation funds, or state funds to support students such as opportunity grants, state need grants, worker retraining dollars



50/50 Reimbursement Model



Elements of SNAP E&T Programs

State Context & Priorities

Focus on specific populations, current status of SNAP E&T program, components offered, general capacity to expand

SNAP recipients facing barriers to employment and economic mobility

Participants

Ability to administer program, collect, report on and analyze data

Capacity

Funds

Non-federal, not matched to federal grants

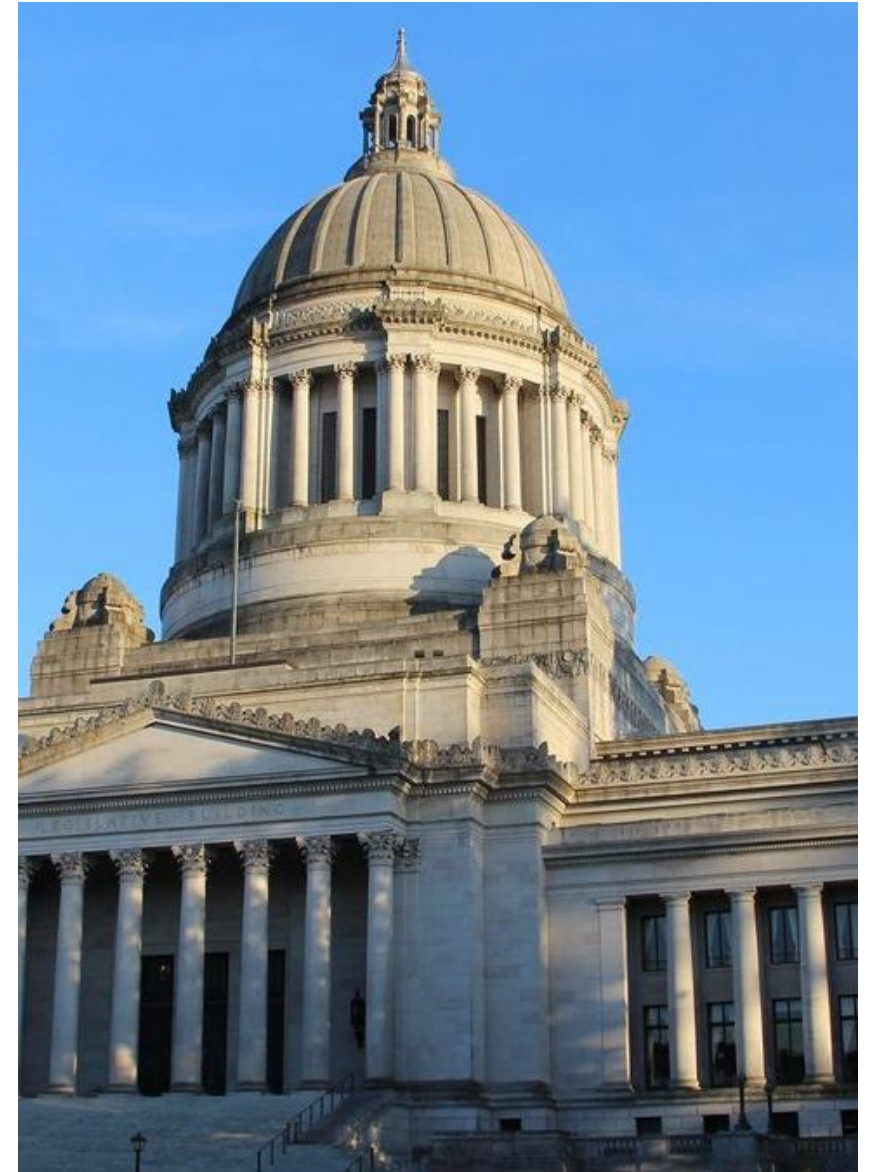
Services

Employment skills training combined with case management and supportive services such as transportation and childcare



How are State Legislatures Involved in Employment and Training?

- Determine SNAP E&T participation requirements (mandatory vs. voluntary)
- Set administrative structure, including agency operation and oversight for SNAP E&T
- Investments in local E&T efforts through enacting legislation or appropriations to support specific priorities:
 - Specific populations (e.g. students, youth, re-entry, 50+, parents paying support)
 - Investments in specific state regional strategies
 - Programs that train for industries in demand



State Examples



Maryland HB 1502 (2016) Allows parents paying support access to free job training and opportunities to earn forgiveness for arrears.



Oregon HB 2835 (2021) places benefits navigators on every public campus.



South Carolina provides free access to community and technical college appropriated by the legislature through variety of state funds, state lottery, and governor-directed ARPA funds.



Minnesota after developing a strategic plan to expand SNAP E&T in the state, DHS worked with policymakers to pass legislation transitioning SNAP E&T from mandatory to voluntary. This allowed the state to direct more resources to employment training and service expansion.



Arkansas General Assembly codified the Career Pathways Initiative in 2007. While this initiative is funded with TANF dollars, the program isn't limited to TANF cash recipients.

Panel Discussion



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Opportunities

- [Economic Mobility Legislation Database](#)
- [2022 Economic Mobility Legislative Trends Report](#)
- [Introduction to Benefits Cliffs and Public Assistance Programs](#)
- [Supplemental Nutrition Assistance Program Overview](#)
- [SNAP Employment and Training: Food Security through Economic Mobility \(2022 webinar\)](#)

Resources from the Field

- American Public Human Services Association
 - SNAP E&T Third-Party Partnerships Resource Clearinghouse
 - SNAP Snapshot: 5 Things to Know and 5 Opportunities (APHSA and NCSL)
 - A Roadmap for Building A More Effective, Resilient, and Customer-Centered Snap Program
- United States Department of Agriculture
 - SNAP to Skills
 - SNAP E&T State Highlights

Presenter Resources

- The Association of Community College Trustees
 - SNAP Employment & Training National Partnership
- Center for Employment Opportunities
 - Reducing Recidivism | Increasing Employment
- National Community Action Partnership
 - Community Action and SNAP E&T
- Seattle Jobs Initiative
 - SNAP E&T Resources

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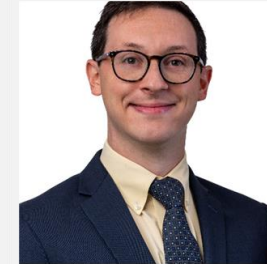
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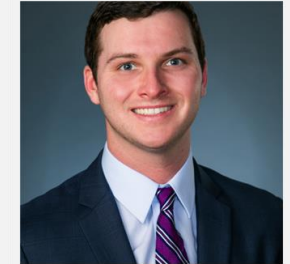
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2023 Indy Legislative Summit



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