

# **SNAP E&T 101, Part 2: What to Expect in the Workforce and SNAP E&T Community of Practice**

**FEBRUARY 24, 2022**

# Housekeeping

- Update your name: First Name, Last Name & Organization
- Mute mics when not speaking (feel free to use the chat box to comment or ask questions)
- Recording and slides will be sent in a follow-up email and available online


# SNAP E&T Info Sessions

## **SNAP E&T 101 PT 1** **Introduction to SNAP E&T and** **the Workforce + SNAP E&T** **Community of Practice** *February 16, 2022*

- High level overview of SNAP E&T and how Workforce Development Boards can get involved
- An overview of the SNAP E&T national partnership grant initiative and activities

Recording and Slide Available Online at  
<https://www.nawb.org/initiatives/snapet#SNAPETEvents>

## **SNAP E&T 101 PT 2** **What to Expect in the** **Workforce + SNAP E&T Cohort** *February 24, 2022*



Deeper dive into the cohort program experience, including:

- What to expect as a participant
- Experiences of past participants
- How to assess readiness to participate
- How to apply for the cohort

# Agenda

1. SNAP E&T 101 Recap
2. Goals for SNAP E&T Equity
3. Cohort 1 Experiences
  - Philadelphia Works
  - EmployIndy
4. What to Expect in the Cohort
5. How to Apply for the Cohort
6. Questions and Next Steps



## **SNAP E&T Recap**



## **SNAP E&T Quality and Equity**



# NAWB SNAP E&T National Training Partnership Project

## INFORMATION SESSION 2

February 24, 2022



SeattleJobs  
Initiative

# SNAP E&T Overview (continued)

David Kaz, Director, SJI Consulting Professional Services/Policy

Nick Codd, SJI Senior Consultant

Susan O'Callaghan, Senior Consultant



# Workforce Development Boards (WDBs) and SNAP E&T

## WDBs can assume the following roles:

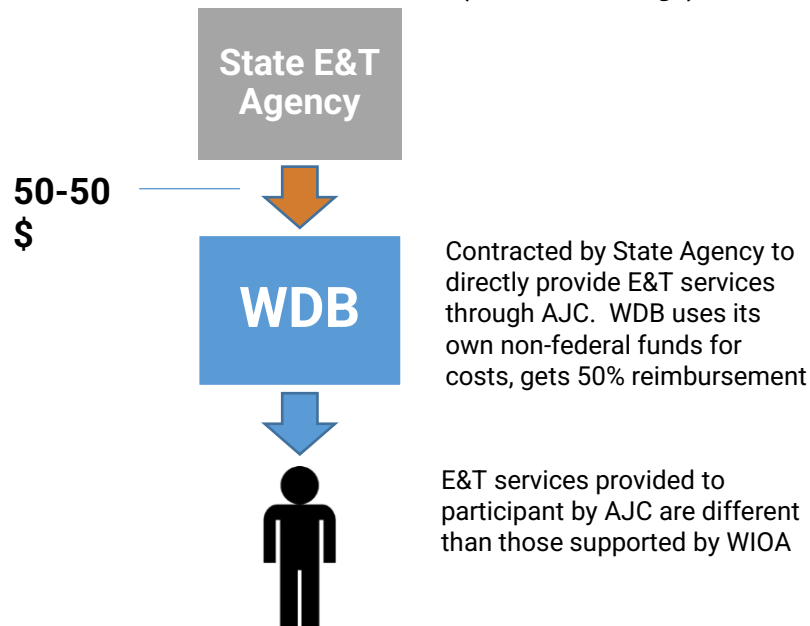
- Referral partner
- Jointly serve and co-enroll participants (WIOA/SNAP E&T)
- Contracted to serve in intermediary role
- Contracted to provide services



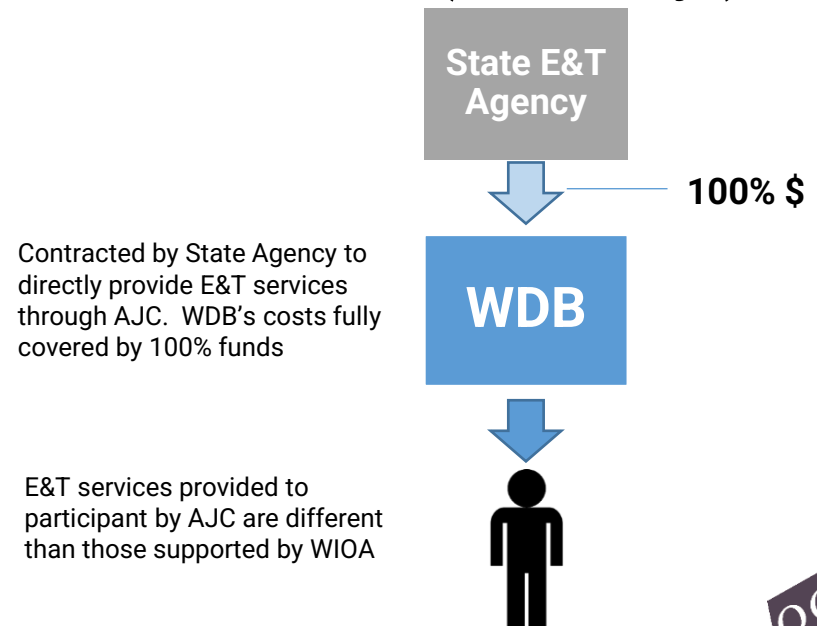


# WDB Contracted SNAP E&T Roles

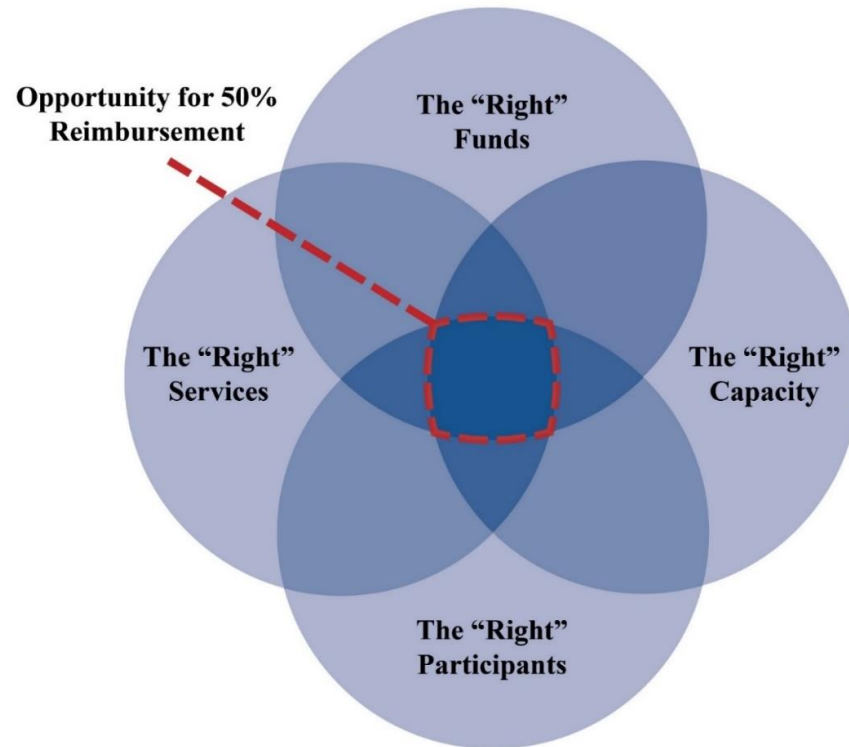
## Service Provider (3<sup>rd</sup> Party)



## Service Provider ("2<sup>nd</sup> Party")

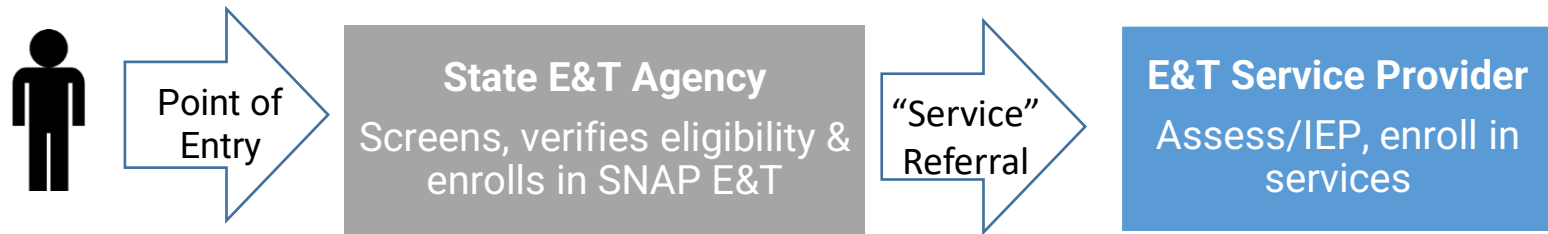


# Third-Party Partner: Needed Capacities

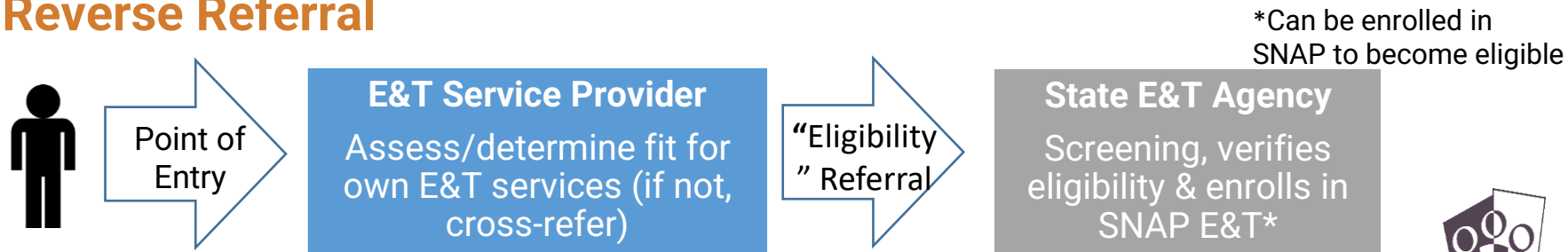


# SNAP E&T Referral Mechanisms

## Direct Referral



## Reverse Referral



# SNAP E&T Contracted Partner Considerations

## Processes Must Be In Place:

- ▶ Referral, Eligibility Verification
  - ▶ Back-and-forth process (with State agency) to ensure that participants are eligible for, enrolled in SNAP E&T
- ▶ Participant Tracking
  - ▶ Case files, case notes
- ▶ Fiscal / Invoicing
  - ▶ Participant reimbursements must be closely tracked (receipts kept, etc.)
  - ▶ Demonstrate funds used are non-federal (if seeking 50% reimbursement)
- ▶ Data Collection and Reporting
- ▶ Assessment and Case Management
  - ▶ Case management now required element for SNAP E&T



# SNAP E&T Contracted Partner Considerations

## Capacity Must Be In Place

- ▶ **Staffing Capacity**
  - ▶ To perform functions/meet requirements listed in previous slide
  - ▶ Ideally, involves leadership, program, policy, fiscal/contracts, admin.
  - ▶ Staff training on SNAP E&T
- ▶ **Funding (if investing own funds as third-party partner)**
  - ▶ Stable source of non-federal funds
  - ▶ Ability to “front” funding for services until reimbursement paid



# Questions

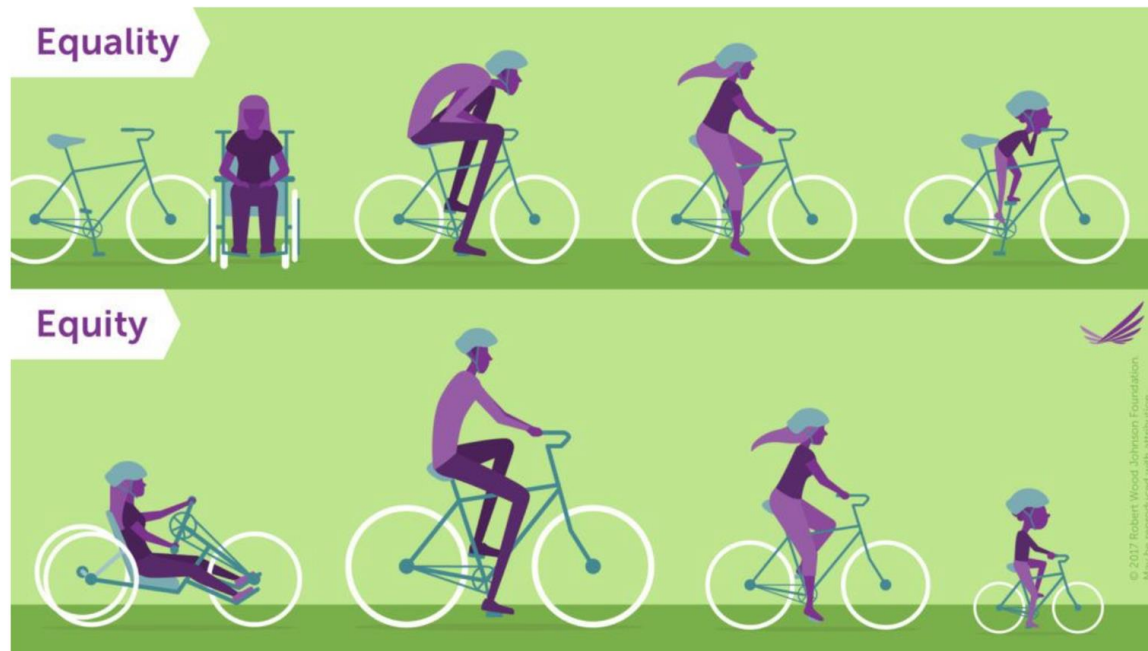


# Third Sector:

## Info Session 2

# Clarifying how we see equity in the workforce space

## Equity in Workforce



Visualizing Health Equity: One Size Does Not Fit All, infographic by Robert Wood Johnson Foundation

We recognize that every person served has different needs and circumstances and so we must work together to allocate the specific resources and opportunities they need in order to achieve better outcomes for everyone in our community.



# Opportunity to support clients with WIOA and SNAP E&T

## Benefits of Integrating WIOA & SNAP E&T

- SNAP E&T does not need to be a separate program, as WIOA participants may face similar barriers to employment as those in SNAP E&T- and can benefit from some of the same services
- Workforce Boards, American Job Centers, and other organizations are already interacting with, but are often unable to serve, SNAP E&T eligible people who might not yet qualify for WIOA
- WIOA's priority populations already include individuals with low income, including those already receiving SNAP E&T and TANF, people who have been formerly incarcerated, seasonal workers, single parents, English language learners, etc.
- Reporting requirements are similar across WIOA and SNAP E&T; however, SNAP E&T may have more frequent reporting periods
- SNAP E&T does not penalize providers for making less progress on outcomes when serving harder to reach populations

### Government Guidance and Initiatives

- Department of Labor & the Equal Employment Opportunity Commission's HIRE Initiative ([link](#))
- Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government ([link](#))

# Cohort goals and topics for discussion

*“We will engage with innovative employer and worker efforts to identify actionable strategies to remove barriers to hiring to unlock our nation’s full talent.”- Department of Labor*

## Third Sector’s Technical Assistance

Goals	Technical Assistance Topics
to help WDBs to <b>plan and/or improve the quality of their programs and services by better tailoring services</b> to individuals that have been historically underserved and those with higher barriers to employment	<ul style="list-style-type: none"><li>• Using data to better understand service gaps</li><li>• Marketing and recruitment</li><li>• Measuring participant outcomes &amp; identifying disparities</li><li>• Collecting &amp; integrating participant feedback</li><li>• Adapting services (remote, population-focused)</li><li>• Holistic &amp; integrated services (e.g. WIOA and SNAP E&amp;T)</li><li>• Others as needed</li></ul>
to help WDBs <b>plan to partner more strategically</b> , especially with more diverse community stakeholders (women-led orgs, refugee CBOs, BIPOC-led churches, etc.)	<ul style="list-style-type: none"><li>• Marketing</li><li>• Community resource mapping</li><li>• Forming state partnerships</li><li>• Others as needed</li></ul>

# Cohort Experiences



**Patricia Blumenauer**  
Vice President of Operations  
Philadelphia Works

# Cohort Experiences

## EmployIndy



**Rodney Francis**

Chief Programs Officer  
EmployIndy

# Workforce + SNAP E&T Strategies

## Community of Practice



**Technical assistance** provided to the broader workforce system through the co-creation of workshops and webinars with industry leaders.

**Quarterly Webinars & Events**

## Resource Development



Relevant **tools and resources** made available for workforce development boards

## Cohort of WDBs



**Targeted technical assistance and coaching** to a select number of workforce boards that participate in the cohort program

**Cohort 2: April 2022 – November 2022**

# Goals for the Cohort

## Our main priorities for the cohort are to:

1. support WDBs to **develop goals and workplans** in order to take concrete steps towards becoming SNAP E&T third-party providers or intermediaries
2. help WDBs to plan and/or **improve the quality of their programs and services** by better tailoring services to individuals that have been historically underserved and those with higher barriers to employment
3. help WDBs plan to **partner more strategically**, especially with more diverse community stakeholders (women-led orgs, refugee CBOs, BIPOC-led churches, etc.)

# Cohort Overview

Cohort activities include a seven-month cohort program consisting of:

1. One-on-one coaching from industry experts around SNAP E&T workplans and goals
2. Monthly cohort webinars covering SNAP E&T basics, best practices, and other topics, including:
  - SNAP E&T foundations and goal setting
  - The nuts and bolts of SNAP E&T programs and operations
  - Equitable practices for engaging and serving the SNAP E&T participants
  - SNAP E&T Data requirements, challenges and best practices
  - Other topics in response to specific WDB experiences, challenges, or opportunity for learning

## Benefits of Participating

- Coaching and support with the process of becoming a SNAP E&T third-party provider or intermediary
- Access to coaching, tools, and resources covering the core components, processes, and best practices of SNAP E&T operations
- Information and best practices about SNAP E&T data requirements and using data to improve SNAP E&T programs
- Information and best practices for engaging and serving SNAP participants
- The opportunity to collaborate and share resources, tools, and information with other WDBs





# Developing a Workplan

## Steps & Areas for Coaching

1. Program alignment and feasibility
2. Understanding state/county program and context
3. Define role that best fits your WDB
4. RFA/Application - Apply to become a SNAP E&T partner (according to the State/County's procurement requirements)
5. Contract
6. Onboarding
7. Enhance/Modify Existing SNAP E&T Program

# Cohort Participation: Time Commitment

- **Monthly 90-minute webinars** hosted by NAWB, Seattle Jobs Initiative, Third Sector and other WDBs and industry leaders (April 2022 – November 2022)
- **Monthly coaching calls** with assigned coaches
  - minimum one 60-minute coaching call per month, May 2022 – November 2022
  - an additional monthly coaching call may be scheduled by the WDB, if needed
- **Workforce and SNAP E&T Institute**, anticipated for June 2022 (virtual)
- **Participation in feedback** and reflection sessions and surveys as requested
- **Any additional work** and time that WDBs may need to allocate towards their SNAP E&T goals (varies)

# Cohort Participation

## Primary/Secondary Participants

- At least one member of the WDB should be assigned as the primary contact and the primary participant for the cohort program activities
- Primary contacts/participants should participate in all sessions and coaching calls
- Secondary contacts and participants are also encouraged

## Project Teams

It's encouraged, but not required, to include other members on your SNAP E&T project team, including:

- Other relevant WDB staff members
- A member/representative from your state agency (if applicable)
- A member/representative from a local provider that you plan to partner with on SNAP E&T (if applicable)
- An operational or fiscal expert

# Cohort Selection

**NAWB will select up to twenty WDBs to join the cohort based on the following criteria:**

- Demonstration of commitment, capacity, and readiness towards taking concrete steps toward becoming a SNAP E&T third-party provider or intermediary, or expanding and improving current SNAP E&T programs and services
- Internal support and capacity for administrative responsibilities of SNAP E&T
- Demonstrated commitment to quality and equity through program services, strategic plans/initiatives, and continuous improvement processes

# Readiness Tools and Resources

## Who Should Apply?

- WDBs that are ready to work towards becoming SNAP E&T partners
- WDBs that would like to work towards concrete goals to improve the quality and implementation of current SNAP E&T programs and services (WDBs with new SNAP E&T contracts are encouraged to apply)

## Tools for Assessing Readiness

Self  
Assessment

Q&A Session

Coaching  
Calls

# Readiness Self Assessment

	Yes/No
1. Can your WDB commit to attending all the cohort group sessions (anticipated to be 7 x 90-minutes) and monthly coaching meetings (anticipated to be 7 x 60-minutes)?	
2. Can your WDB commit to building a team of staff that will, as appropriate, participate in group and coaching sessions and/or will work to help meet your goals for SNAP E&T? For example, staff teams might include a mix of program, policy, fiscal, and contracting staff, depending on your objectives for the project.	
3. Based on your WDB's current capacity, strategic goals, and leadership commitment, as well as your current understanding of SNAP E&T, do you believe your goal(s) for SNAP E&T are achievable?	
4. Based on your WDB's current capacity, strategic goals, and leadership commitment, as well as your current understanding of SNAP E&T, do you believe you will be able to complete one or more concrete steps toward your SNAP E&T goal(s) as a result of your participation in this cohort?	

# How to Apply

## RFA

- Located online and follow up email
- includes all application instructions, link to online application, and links to tools and resources

## Application Questions

- Tip: draft your questions separately before starting the online application

## Letter of Support

- To assess organizational commitment, we ask that you submit a letter of support from your organization's director or workforce development board leadership, speaking to the organization's commitment, capacity and readiness for pursuing SNAP E&T and participating in the Workforce and SNAP E&T Community of Practice

**Applications Due: Friday, March 18<sup>th</sup>, 2022**

# Supports Available

- **Q&A Session – March 3<sup>rd</sup>, 2022**
  - Follow up questions about SNAP E&T
  - High level questions about fit
- **Individual Coaching Calls**
  - In depth conversations and questions about fit, goals, challenges, plans, etc. – Is this a good fit for my WDB?



# Application Checklist

	Complete
SNAP E&T 101 Informational Sessions (strongly encouraged)	
Q&A Session (optional) – <a href="#">register here</a>	
Readiness Self-Assessment (strongly encouraged)	
<b>Online Application – (required)</b>	
<b>Letter of Support (required)</b>	

# Questions?

# Next Steps

- **February 24<sup>th</sup>, 2022:** Cohort applications open and available on program webpage and in follow up email
- **March 3<sup>rd</sup>, 2022:** Cohort Program Q&A Session ([Register](#))
- **March 18<sup>th</sup>, 2022:** Application Deadline

Access more information, resources, and past webinars on our program website: <http://www.nawb.org/initiatives/snapet>

# WORKFORCE + SNAP E&T COMMUNITY *of* PRACTICE

[www.nawb.org/initiatives/snapet](http://www.nawb.org/initiatives/snapet)

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