SNAP E&T 101, Part 1: An Introduction to SNAP E&T and the Community of Practice

FEBRUARY 16, 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

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
About NAWB

NAWB represents approximately **550 Workforce Development Boards** and their 12,000+ business members that coordinate and leverage **workforce strategies**, to ensure that state and local workforce development and job training programs meet the needs of employers.

NAWB connects workforce development professionals, Workforce Development Board members, and policy makers with the knowledge, training and tools necessary to implement their WIOA programs and services

- Technical assistance and professional development
- Network Convenings
- Advocating for WDBs in workforce policy
SNAP E&T National Partnership Grant

In 2020 and 2021, USDA provided more than $6.7 million in **SNAP E&T National Partnership Grants** to help six national non-profit organizations expand program capacity to serve SNAP participants. These grants are intended to support new organizational capacity to provide training and other technical assistance so that network members or affiliates can become third-party SNAP E&T providers.

**National Partnership Grantees**

- National Association of Workforce Boards (NAWB)
- American Public Human Services Association (APHSA)
- Goodwill Industries International (GII)
- Roberts Enterprise Development Fund (REDF)
- Local Initiatives Support Corporation (LISC)
- Network of Jewish Human Service Agencies (NJHSA)
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 of the Community of Practice

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.)
The Project Team

Project Management & Grant Oversight

SNAP E&T TA Content

Quality & Impact TA Content
Third Sector:
Info Session 1
Third Sector Team

**Background:** to Third Sector is a national nonprofit technical assistance organization that helps government agencies to reshape their programs, systems, and services toward better outcomes for all people regardless of their race, background, or circumstance.

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<th>TEAM</th>
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<td><strong>Team Member(s)</strong></td>
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![Debra Solomon](image1)  
Debra Solomon  
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![Chelsea Haley](image2)  
Chelsea Haley  
Senior Associate  
chaley@thirdsectorcap.org

**When I worked in San Francisco local government, some of our strongest employees came through job training programs connected to SNAP and TANF. Everyone deserves a chance at a good job.**

**“This work is important to me, because I have used CalFresh (SNAP) while studying and working part-time in graduate school. These benefits were critical in helping me focus on graduating and securing a great job (at Third Sector).”**

**Role:** to provide TA that improves the quality and impact of SNAP E&T services and partnerships
Third Sector’s Technical Assistance

Third Sector’s TA is designed to help workforce boards reach more participants and to match them with quality employment that meets their needs.

Third Sector does this by helping workforce boards think about how to better:
- Reach more diverse groups within our communities
- Tailor services to all individuals, including populations with higher barriers to employment
- Partner with more diverse community stakeholders (women-led orgs, refugee CBOs, BIPOC-led churches, etc.)
Vision for SNAP E&T

Vision: Workforce development boards can better serve people of all races/ethnicities, capabilities, and backgrounds by leveraging all available funding sources, including SNAP E&T, to best meet the needs of people in their communities.
NAWB SNAP E&T National Training Partnership Project

INFORMATION SESSION 1

February 16, 2022
SNAP E&T Overview

David Kaz, Director, SJI Consulting Professional Services/Policy
Nick Codd, SJI Senior Consultant
What State are you located in?
How would you characterize your organization's experience / familiarity with SNAP E&T?
Supplemental Nutrition Assistance Program

Programs within SNAP

Purpose of SNAP Employment & Training
To assist members of SNAP households in gaining skills training, work, or experience that will increase their ability to obtain regular employment.

Section 6 (d)(4) of the Food and Nutrition Act
SNAP E&T Overview

- All States are required to operate SNAP E&T programs and must submit an annual SNAP E&T Plan
- USDA provides ~$350 million annually to States to operate SNAP Employment and Training programs
- In FY 2018, SNAP E&T served just under 458,000 participants
- States have considerable flexibility in designing E&T programs that meet the needs of participants and employers
SNAP E&T Role

- The role of SNAP E&T, when done right, is to bridge between SNAP (and SNAP eligibility) and the statewide workforce development system.

- The two systems otherwise lack alignment and don’t have the mechanisms to function together. In this way, SNAP E&T adds value to both systems.
FNS’ Current Priorities for SNAP E&T

- Increasing Participation
- Enhancing Partnerships with Workforce
- Program Expansion and Quality
- Reporting Measures & Performance
Who Is Eligible for SNAP E&T?

- SNAP recipients who:
  - Are receiving SNAP in the month they participate in a component—except for job retention;
  - Do not receive TANF cash assistance; and
  - Are able to work upon program completion.

- SNAP and SNAP E&T do not have participation time limits
- States can operate mandatory or voluntary programs
What SNAP E&T Supports

**Participant Assessment**
- Assessment for SNAP E&T eligibility
- Assessment of employment and training needs/interests

**Eligible Participant**
- On SNAP in month they participate in component (except job retention)
- Not receiving TANF cash assistance
- Able to work upon program completion

**Employment & Training Activities**
(States select one or more to offer)
- Job Search/Job Search Training
- Workfare or Community Service
- Work Experience (e.g. on-the-job training, apprenticeships)
- Self-Employment Program
- Educational programs, including basic skills and English language learning, directly linked to employment
- Vocational Education
- Job Retention (for 90 days post-employment)

**Supportive Services**
Reasonably necessary and directly related to participation in employment and training activities. Examples:
- Transportation
- Dependent care costs
- Safety equipment
- Supplies & books
SNAP E&T Funding

- ET100% Funding (formula based)
- 50% Reimbursement Funds (Program Administration and Participant Reimbursements)
  - Non-Federal
  - Non-Federally Matched
  - CDBG Funds only Exception
100 Percent Funds

- $103.9 million allocated annually to all States, based on a formula
- Must be used for planning, implementation, and operation of a State E&T program
- Costs covered include administrative expenses, case management, direct services, and others
- Funds can be used by SNAP administering agency or by contract with E&T training providers such as workforce agencies, CBOs, and community colleges
50-50 Reimbursement Funds

• Where the real potential for growth in the program is!

• Covers both administrative costs and participant reimbursements (transportation, childcare, books, supplies, etc.)

• FNS reimburses 50 percent of costs spent on E&T by State and third-party organizations (CBOs, community colleges, etc.)
Eligible Non-Federal Funds

- State, County, City $
- Private Donations
- Foundation Funds
- Social Venture Revenue
- Community Development Block Grants (CDBG)*
- In-Kind (Government Only)

Typical Community College Funds:
- State Worker Retraining
- Low-Income Student Support
- Tuition Set-Aside Resources
- Other State Training Funds (ex-offender, homeless, etc.)

WDBs Report Using: State & Philanthropic Funds
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
SNAP E&T 50-50 Program

Federal

State

Providers

USDA-FNS

CBOs

Colleges

AJCs

The BUCK STOPS here!
SNAP E&T State Plans

- Program Vision
- Estimated Participant Levels
- Operating Budget & Narrative
- Pledge State Declaration & Summary
- List of Partners/Contractors
- E&T Program, Operations and Policy
- E&T Component Details
- Contractor Detail Addendum
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 Non-Contracted SNAP E&T Roles

Referral Partner

AJC  ➔  State Agency or E&T Provider  ➔  AJC

Co-Enrollment/Joint Service

AJC ➔

WIOA Services

E&T Provider Services (e.g., supports)

State Agency or E&T Provider ➔

E&T Provider Services (e.g., supports)

WIOA Services
WDB Contracted SNAP E&T Roles

**Intermediary - Administrative**

- State E&T Agency
- WDB
- E&T Provider
- E&T Provider
- E&T Provider

**50-50 $**

Providers use own funds to provide E&T services and receive 50% reimbursement

100% $ - Supports WDB to:
- Find/contract E&T providers
- Oversee provider contracts
- Combine provider service plans
- Collect and report up data
- Pass thru 50% reimbursement

**Intermediary - Program**

- State E&T Agency
- WDB
- E&T Provider
- E&T Provider
- E&T Provider

100% or 50-50 $  

Supports WDB’s program, in which E&T services provided by WDB’s contracted providers. WDB uses 100% funds, or its own non-federal funds reimbursed to WDB at 50%

Providers use WDB funds to provide E&T services
WDB Contracted SNAP E&T Roles

**Service Provider (3rd Party)**

- State E&T Agency
- WDB
- Participant

Contracted by State Agency to directly provide E&T services through AJC. WDB uses its own non-federal funds for costs, gets 50% reimbursement.

E&T services provided to participant by AJC are different than those supported by WIOA.

**Service Provider ("2nd Party")**

- State E&T Agency
- WDB
- Participant

Contracted by State Agency to directly provide E&T services through AJC. WDB's costs fully covered by 100% funds.

E&T services provided to participant by AJC are different than those supported by WIOA.
Even if State workforce system/WDBs are not utilizing E&T funds, there is an opportunity for:

- State-level strategic alignment of WIOA and SNAP E&T
  - State Workforce Plan (Combined or Unified)
  - Career Pathways as a framework
- System of education and cross-referral
  - Common assessment
- Common data system and/or data-sharing
Questions
Next Steps

• **February 24th, 2022:** SNAP E&T 101 PT 2: What to Expect in the Workforce + SNAP E&T Cohort ([Register](#))

• **February 24th, 2022:** Cohort applications open

• **March 3rd, 2022:** Cohort Program Q&A Session ([Register](#))

Access more information, resources, and past webinars on our program website: [http://www.nawb.org/initiatives/snapet](http://www.nawb.org/initiatives/snapet)
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