SNAP Employment and Training Third Party Partnerships

An Opportunity for Community Action Agencies

November 16, 2023



The Promise Of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

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SNAP Employment and Training National Partnership Grant

- Sponsored by USDA, Food and Nutrition Service(FNS) Office of Employment and Training (OET)
- Awarded to NCAP
- Three –year grant
- Purpose:

  ...support new organizational capacity in national non-profit organizations with broad member or affiliate networks that provide direct workforce development services to low-income and low-skilled individuals, including SNAP participants. Grant funds will be used to increase states' capacity to serve SNAP E&T participants by encouraging the network members or affiliates to become third-party SNAP E&T providers.

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NCAP Partners for this Project

Seattle Jobs Initiative (SJI) is a recognized national expert on SNAP E&T, and the SJI Team brings a wealth of expertise helping states, counties, and individual workforce providers to develop, operate/administer and grow high-quality SNAP E&T programs.

The American Public Human Services Association (APHSA) supports leaders from state, county, and city human services agencies to advance the well-being of individuals, families, and communities nationwide. As a bipartisan membership association, we work with our members to generate pragmatic solutions grounded in lived experience with a lens for equity and belonging.

Agenda

- SNAP Employment and Training Overview
- Current Provider Perspective
- Overview of NCAP SNAP E&T T/TA
- Q&A
- Close

SNAP E&T Overview

SNAP and SNAP E&T are administered by USDA Food and Nutrition Service (FNS)

USDA provides ~$600 million annually to States to operate SNAP E&T programs*

In Fiscal Year 2022, SNAP E&T served just over 300,000 participants.

All States are required to operate SNAP E&T programs

States have considerable flexibility in designing E&T programs that meet the needs of participants and employers

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*Source: State reported expenditures (SF425/FNS778 reports) and E&T Program Activity Report (FNS-583) for FFY 2022.

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WHO IS ELIGBLE FOR SNAP E&T?

SNAP Recipients Who:



SNAP E&T Funding

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

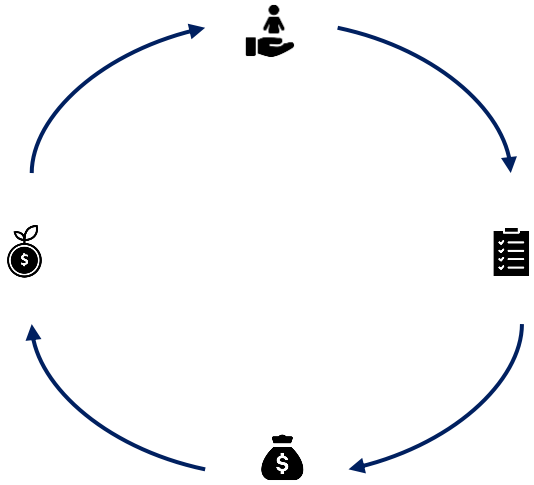
50% Reimbursement Funds (50-50 funds)

- 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

As a 50/50 provider, your CAA will be able to bring in funding that grows your capacity through reimbursements for existing services.

CAA provides E&T services to its participants, fronting all of the associated costs.

CAA can reinvest this reimbursement in program innovation and growth that enables it to expand or improve its impact on participants



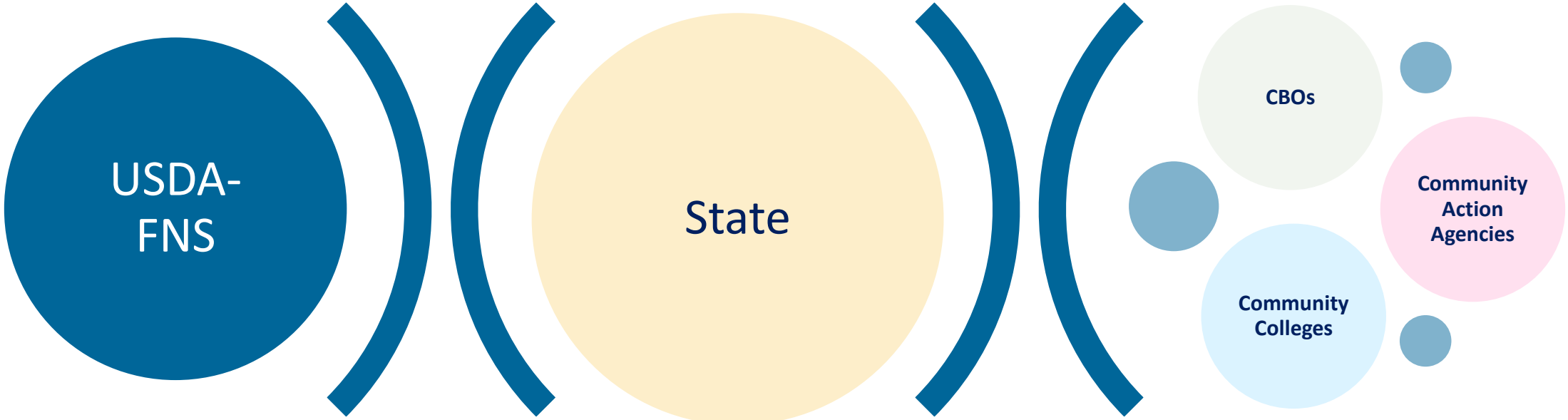
SNAP agencies review regular reports of SNAP participant and expense data to confirm the total amount that is eligible for reimbursement

CAA receives 50% reimbursement for allowable expenses.

The reimbursed funds are unrestricted.

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Federal

State

Third Party Partners



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SNAP E&T Services

SNAP E&T Components	
CASE MANAGEMENT MUST BE INTEGRATED THROUGHOUT SNAP E&T COMPONENTS	
Job Search Training	Activities that enhance the job-readiness of participants by teaching job seeking techniques, boosting self-confidence, etc.
Supervised Job Search	Participant job search activities that are guided and tailored to participant needs and employment goals.
Education	Activities that improve basic skills and employability of participants. Includes post-secondary credentials, industry recognized credentials, licensures, as well as other work-readiness activities.
Workfare	Activities that allow the participant to work off the value of their household's monthly SNAP allotment through an assignment at a public or private community-based organization or nonprofit.
Work Experience	Programs that include a planned, paid or unpaid, structured learning experience that takes place in a workplace for a limited amount of time.
Self-Employment Training	Training to help participants improve employability by learning to design and operate a small business or other venture.
Job Retention	Continued supportive services to help a SNAP E&T participant persist in their first months on their job. Can only be offered after participation in other SNAP E&T components. **Can be offered to participants even if their new employment income makes them no longer eligible to receive SNAP benefits.**

Case Management Services

Case management is a required SNAP E&T element and is a set of services to guide and support participants as they engage with an E&T program.

Case management services can include, but are not limited to:



- Comprehensive intake assessments
- Individualized service plans
- Progress monitoring
- Coordination with service providers.

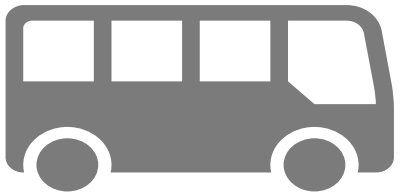


Case management services can be documented via case notes and included in the participant record or file.

SNAP E&T Participant Reimbursements (Supportive Services)

Participant Reimbursements are supportive services that are **reasonably necessary** and directly related to **participation in a SNAP E&T program**







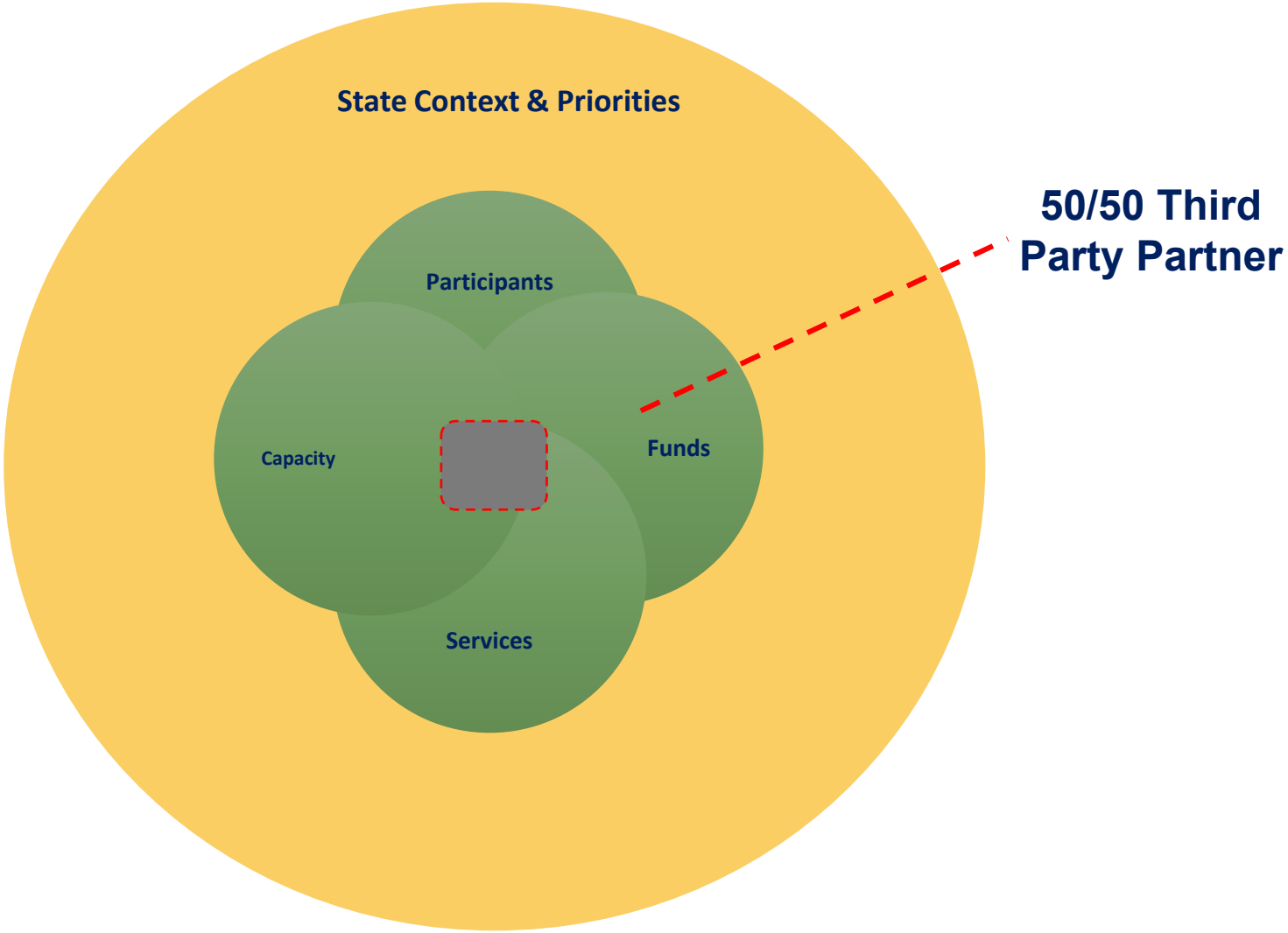
Examples:

- Dependent Care
- Transportation
- Books & Supplies
- Clothing & Uniforms,
- Personal Safety Items

Considerations

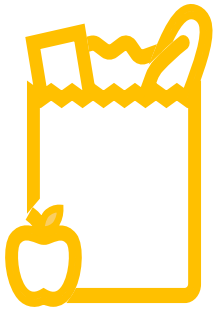
- Support services are a separate in your 50/50 SNAP E&T budget from administrative and other program expenses
- States can put caps and limits on what types of support services can be reimbursed

Aligning with SNAP E&T



SNAP E&T BENEFITS THE PEOPLE YOU SERVE

Food Security



Assists with food security, a basic need

Skills for Employment



Provides access to skills training that leads to employment

Support



Provides access to critical support services that help remove barriers to E&T participation and employment

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Current Provider Perspective

Training and Technical Assistance is Available!



NATIONAL TRAINING PROJECT



NEW PROVIDER COHORT



CURRENT PROVIDER LEARNING COMMUNITY

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SNAP E&T
National Partnership Grant



For anyone in the network to learn more about SNAP E&T!

Webinars

eCourse

Conference Sessions

Tools and Resources

Case Studies

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New Provider Cohort

- For those who are not yet SNAP E&T Third Party Providers and feel ready to commit to becoming a provider within the next 9 – 12 months
- Structured Training and Technical Assistance through a monthly cohort engagement beginning end of February/early March 2024 through approximately November
  - Includes individual T/TA provided by SJI, NCAP, and peer Community Action SNAP E&T providers
  - Focus on rural and frontier communities (although all interested providers are welcome!)
  - **Approximate time commitment: 4 – 5 hours per month**



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Current Provider Learning Community

- For CAAs who are current SNAP E&T Providers or Intermediaries
- Quarterly Learning Community meetings with an opportunity to learn best practices from experts and each other
  - Focus areas: Build SNAP E&T capacity for expansion; Deepen equity practices; Centering customer voice
- Opportunities to serve as Peer Experts / provide T/TA to CAAs in the New Provider cohort.



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Want to engage?

Complete this interest form and let us know how you'd like to engage with our SNAP E&T T/TA offerings in 2024:

https://www.surveymonkey.com/r/SNAPETTTA24



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Q&A

Want to Learn More?

Check out the SNAP E&T Clearinghouse: https://www.snapeandtresources.com/



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Thank You!

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