



SNAP E&T FOR EMPLOYMENT SOCIAL ENTERPRISES

Presented by Seattle Jobs Initiative:

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GROUP AGREEMENTS

1. **Be Present** – Try to have cameras on, listen actively, and turn off other devices and apps during the webinar.
2. **Please mute** yourself until we take questions
3. **Q&A** –Feel free to use the chat to ask questions throughout the webinar. We will take questions midway and at the end of the presentation as well.
4. **Take care of your bodies**: Get up to stretch, use restroom, hydrate, etc.
5. **Practice Grace and Openness** We are all here to learn!



In the chat...

- Please add your name, organization, and City
- What are you hoping to learn about SNAP E&T?

Greg Ericksen

Director, Government
Partnerships & Policy

REDF

REDF



SNAP E&T FOR EMPLOYMENT SOCIAL ENTERPRISES

REDF, along with our partners Seattle Jobs Initiative (SJI) and Center for Employment Opportunities (CEO), has created a new innovative program to support employment social enterprises (ESEs) in becoming Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T) third-party partners.



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.



Center for Employment Opportunities

Center for Employment Opportunities (CEO) is a national nonprofit ESE providing immediate, comprehensive employment services to individuals recently released from incarceration. CEO is a E&T partner in all 11 states for their nearly 30 locations.



REDF is a pioneering 501(c)3 venture philanthropy that leads a national movement of employment social enterprises. REDF is the only philanthropy in the U.S. that invests exclusively in social enterprises focused on employment.

SNAP E&T FOR EMPLOYMENT SOCIAL ENTERPRISES

Our SNAP E&T capacity building program offers customized training, technical assistance, peer learning, and mentoring designed to increase ESE expertise and working knowledge to operate SNAP E&T programs throughout the country and offer skill-based and employer-driven services. This partnership will offer these core program activities that together carry out these objectives:

1. **SNAP E&T webinar series** to provide SNAP E&T policy and programmatic fundamentals;
2. **REDF SNAP E&T Resource Platform** for ESEs and partners which will be an expansion of the REDFworkshop platform and available to network members, and will be a repository of E&T best practices https://redfworkshop.org/snap_et
3. **SNAP E&T Expansion Cohorts** which will offer a combination of specialized training, technical assistance and peer mentorship for up to 20 participating ESEs annually

ESEs AND CBOs AS POTENTIAL THIRD-PARTY E&T PARTNERS

- Employment Social Enterprises and Community-Based Organizations are well aligned with the SNAP E&T Third Party model based on the following characteristics:
 - ✓ Serve clients that are low income, current SNAP recipients, or likely eligible for SNAP
 - ✓ Many ESEs and CBOs generate eligible non-federal funds through both employment social enterprise revenues and support from, state and local governments, foundations and philanthropy.
 - ✓ Offer a combination of the following employment services including job search, job readiness training, work experience, vocational training, case management and job retention.
 - ✓ Offer the administrative capacity to manage a federally funded program

PRESENTERS



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What is SNAP E&T?

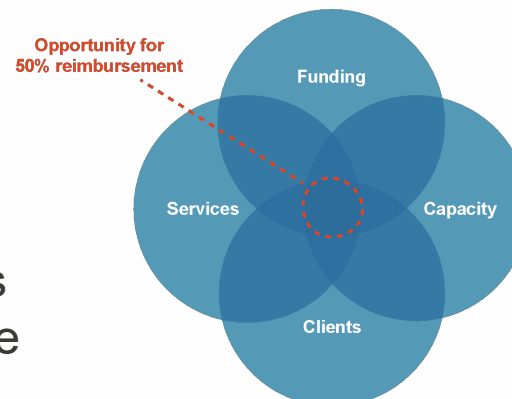
- Program Overview
- Organizational Structure
- Program Eligibility
- Program Funding

Third Party Partnerships

- What is a Third Party Partner?
- Third party reimbursement
- SNAP E&T Referrals & Third Party Partners

Elements of a Third Party Partner

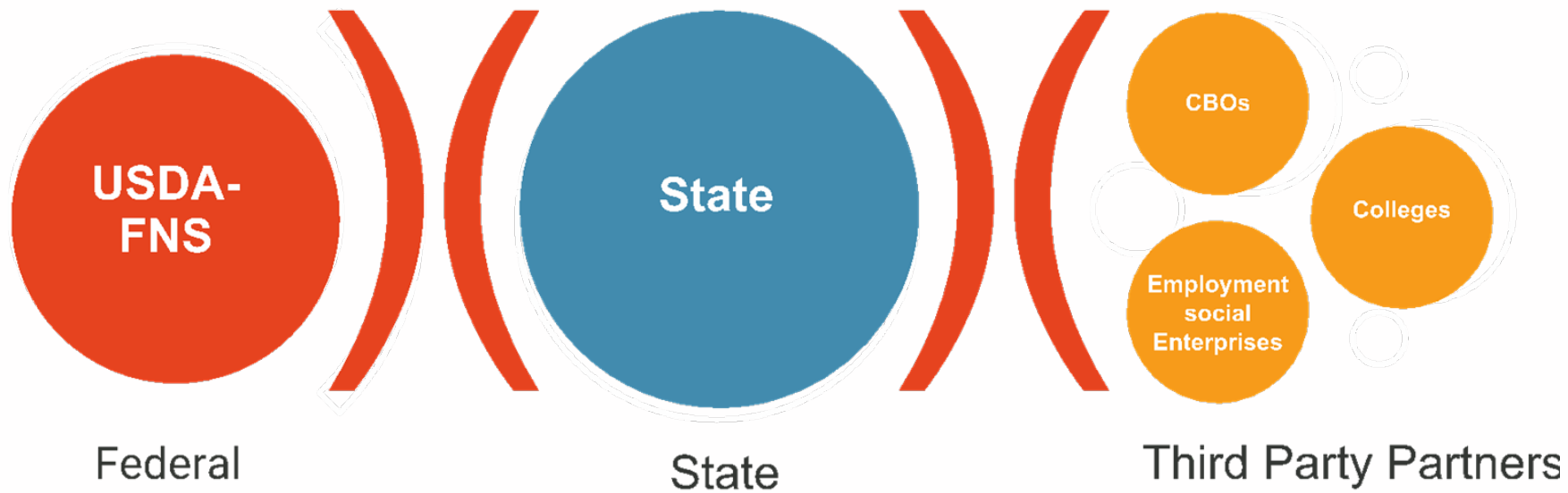
- Funds
- Capacity
- Services
- Participants
- Tips For Success
- Program Example



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 ~\$550 million annually to States to operate SNAP Employment and Training programs
- In FY 2018, SNAP E&T served just under 458,000 participants & in FY 2020 just under 300,000 participants due to the pandemic.
- States have considerable flexibility in designing E&T programs that meet the needs of participants and employers

SNAP E&T 50-50 Program



What's in the State Plan?

- Vision
- Planned growth
- Role of third-party providers
- Components offered

Planning Cycle & Timeline

- Federal Fiscal year Oct-Sep
- Typical partner submission to State due in June
- State submission to FNS due Aug 15

Other Considerations

- Plan amendments – when are they needed?
- Can't commit funds until plan is approved
- Consider State contracting process/timing

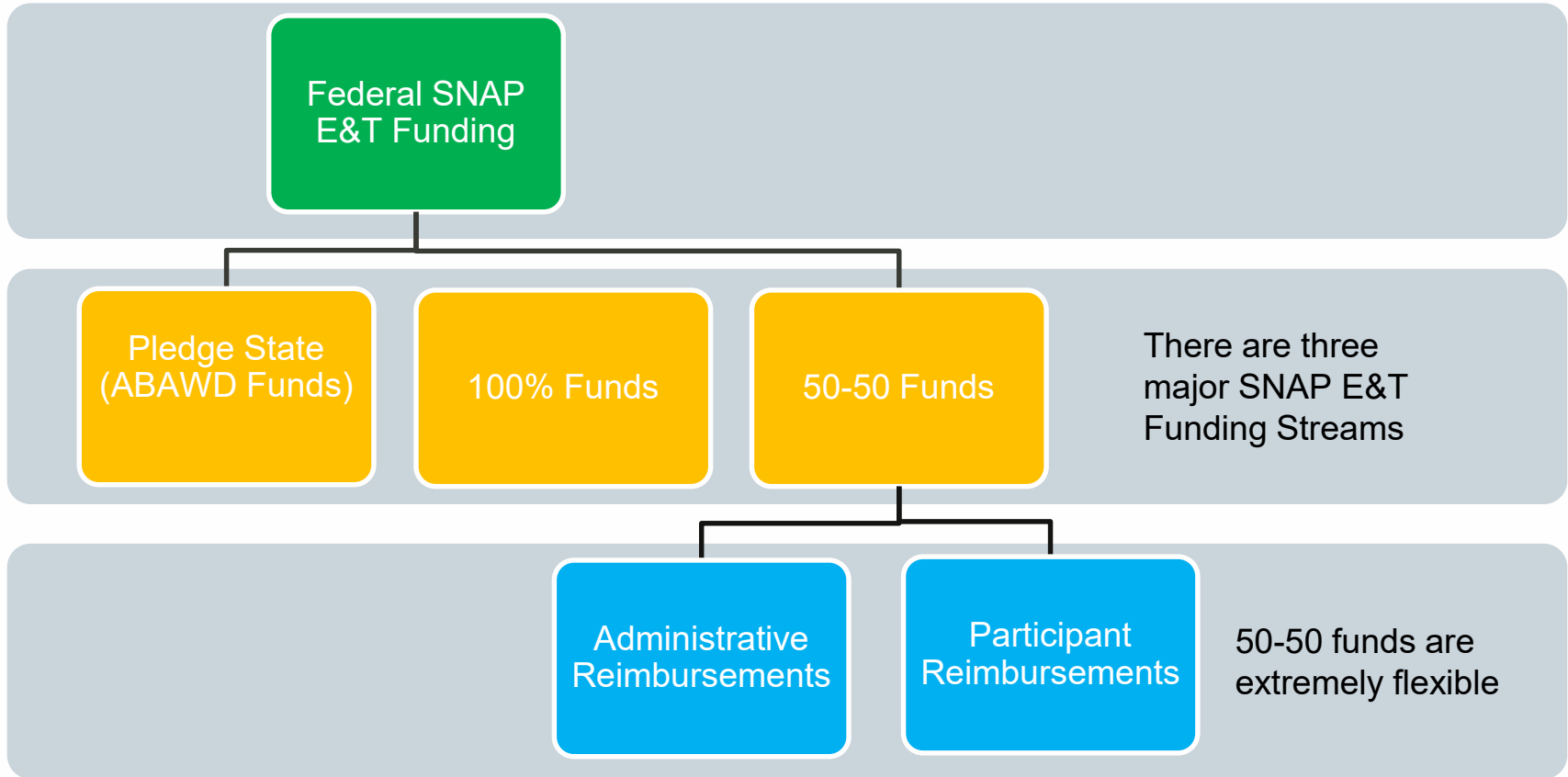
Who is Eligible for SNAP E&T?

SNAP recipients who:



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

SNAP E&T Funding



Expenses Covered

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

Characteristics

- Capped amount based on formula
- Can't cover participant reimbursements such as transportation & childcare

Expenses Covered

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

Characteristics

- Requires up-front investment of non-federal funds
- Provider invoices for costs covered by non-federal dollars
- 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

What is a Third-Party Partnership?

Contracted with the SNAP agency

Also referred to as third-party reimbursement program or 50/50 partner

E&T services are provided by third parties, such as ESEs

- ESE is reimbursed 50% through Federal funding on services funded through their own non-federal revenue.

Third Party Reimbursement

1. State E&T Plan is approved, federal funds authorized

2. State agency draws down funding

3. State agency billed by provider

4. State agency issues payment to Third Party Partner

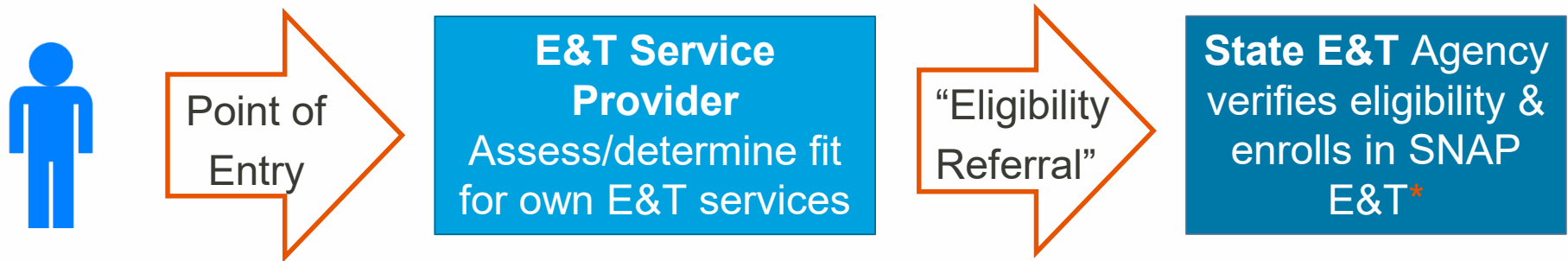
Questions and Answers

SNAP E&T Referral Mechanisms

Direct Referral

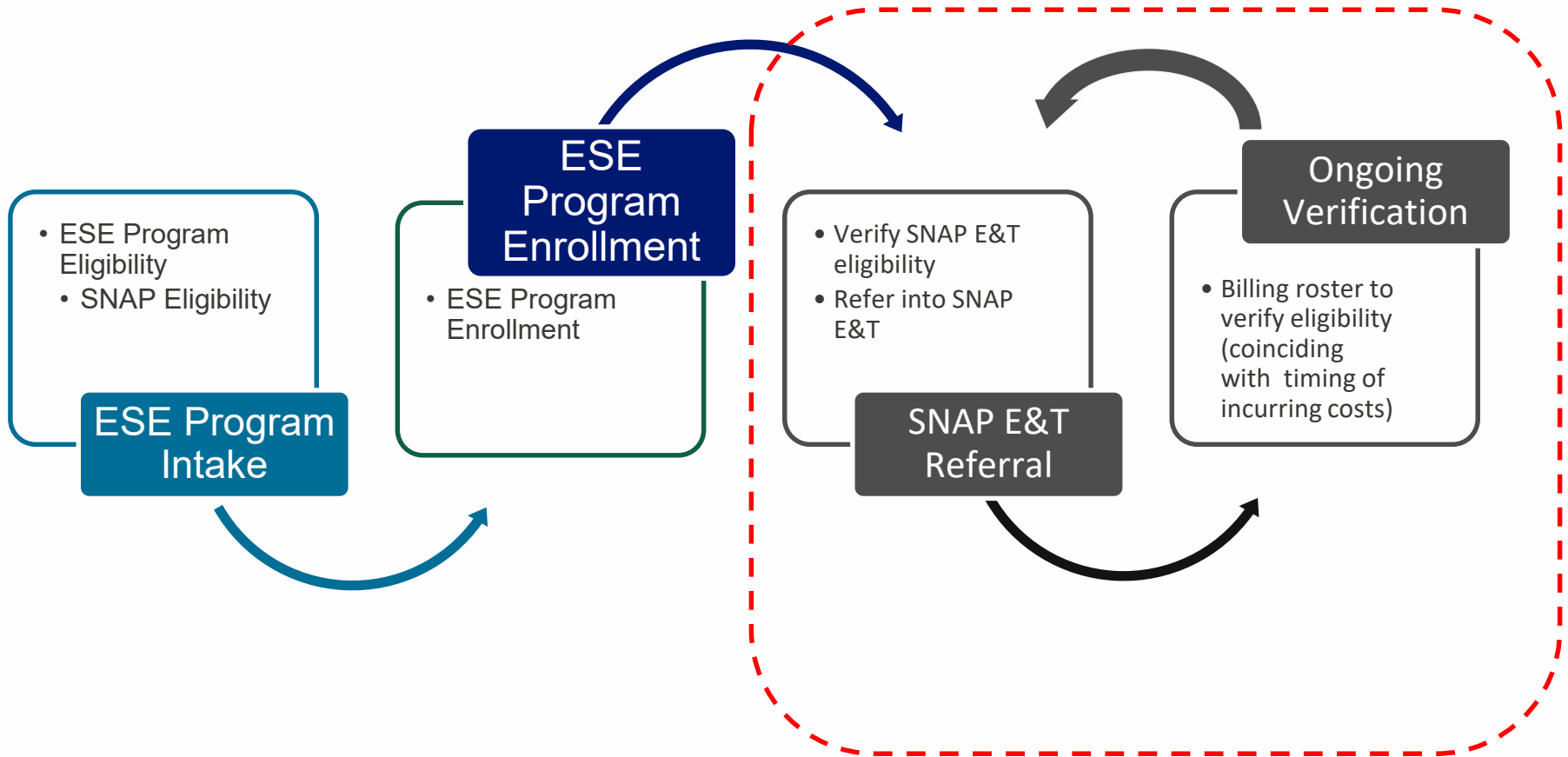


Reverse Referral

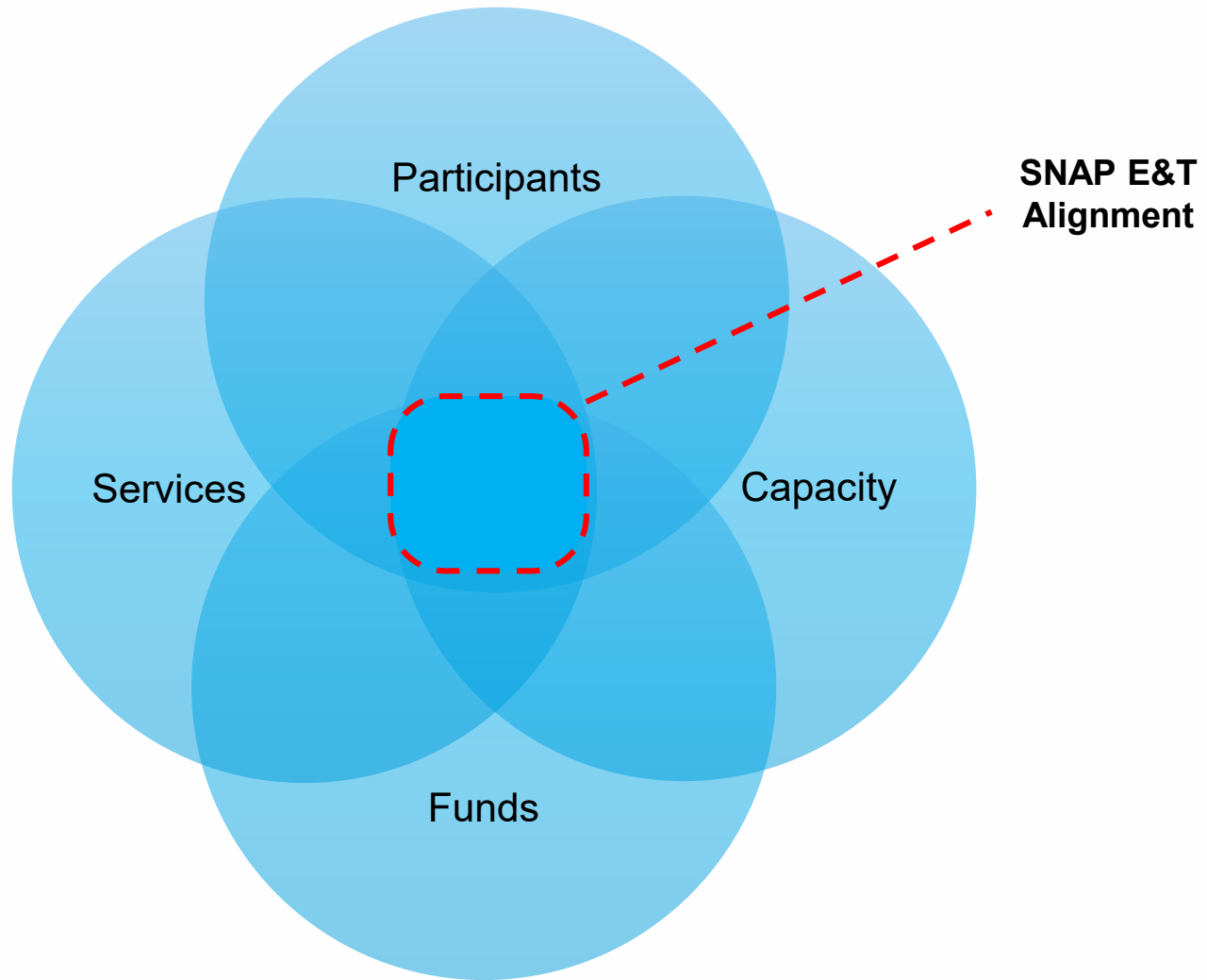


*Can be enrolled in SNAP to become eligible

Third Party Provider Eligibility Verification



Third Party Partner Elements



Funds: Non-Federal, Not Federally Matched

Common Examples

- State, County, City Funds
- Private Donations
- Foundation Grants
- Business Revenue (social enterprises)
- Community Development Block Grants (CDBG)



Participants

- Eligible for, or receiving SNAP
- Recent attachment to labor market (under-employment or unstable employment)
- Few have education beyond high school
- Experiencing food scarcity; financial stress; other related challenges
- Likely to be experiencing
 - Concern about stigma related to receiving “welfare”
 - Fear/concern about sharing private/household information



Services: E&T Components

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.**

Services: Wraparound Support

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



Program / Services Data & Reporting

- Assessment & Employment Plans
- Case noting/tracking progress
- Component Activity
- Outcomes

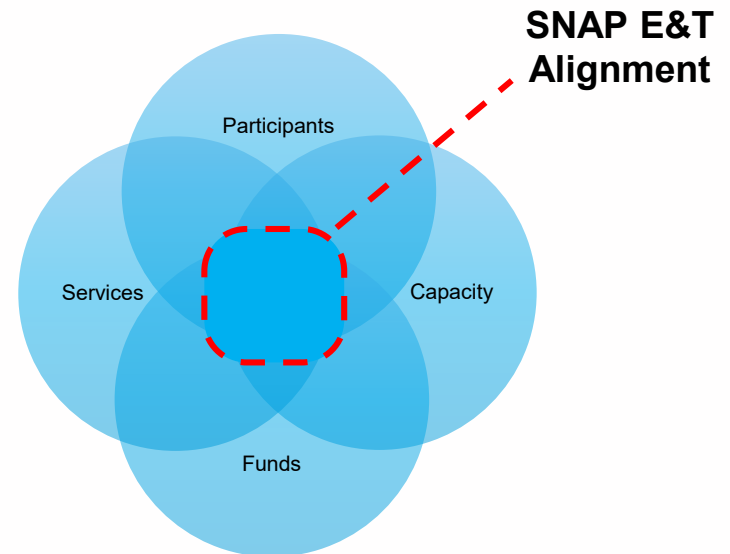


Administrative & Fiscal

- Documentation of supportive services
- Management of federal funds
- Audits and monitoring
- Program budgeting and invoicing

Tips for Success

- **Embrace collaboration with SNAP Agency**
- **Integrate SNAP E&T into what you already do**
Don't reinvent your program
- **Eligibility Verification**
 - *Establish and Document Process*
 - *Train Staff*
- **Managing Federal Funds**
 - *Establish and Document Process*
 - *Train Staff*



Program Example: CEO



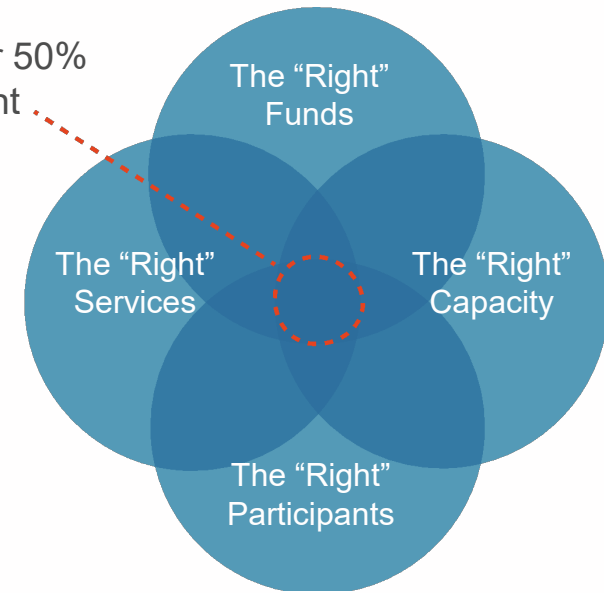
**Center for
Employment
Opportunities**

Center for Employment Opportunities is an E&T partner in all 11 of its states (which includes ~30 sites).

Colorado Example:

- Denver and Colorado Springs
- State transportation and local non-federal **funds**
- ~60% of **participants** are SNAP E&T enrolled
- All 4 main parts of CEO's **Services** are E&T components
- Salesforce and staff training to provide **capacity**

Opportunity for 50% Reimbursement



WHAT'S NEXT?

REDFWorkshop Tools and Resources: https://redfworkshop.org/snap_et

NEXT WEBINAR: Offering Services for E&T on **March 16 at 12 pm PST**

–Agenda:

- E&T component basics
- ESE alignment with E&T
- Assessing current services for E&T components
- Role of state and local SNAP E&T administering agencies and local program choice
- E&T Support Services

Webinar Survey: Please complete our end of session survey here:

<https://forms.gle/HBApvcUmBrp7z44j6>

QUESTIONS? Email Kalen Cornelious at kcornelious@redf.org

Questions and Answers
