



Offering SNAP E&T Services

Presented by Center for Employment Opportunities:

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March 16, 2022

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

- If you could choose any person in the world to have a Zoom Meeting with, whom would it be?

PRESENTERS



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AGENDA

SNAP E&T with ESEs

- Recap of E&T 101
- Alignment of E&T with ESE program model

CEO Example

- Center for Employment Opportunities E&T program

Components

- Dive into components
- Begin to think about what your ESE could offer

Support Services

- Additional supports E&T offers clients

Juma Ventures Example

- Tara DeRosa will discuss Juma's experience mapping their program to E&T components

Final Thoughts

- How do you begin to think about assessing your components?

SNAP E&T Webinar Series

Topic	Date
Kick off to SNAP E&T Partnerships for ESEs	March 2
Offering E&T Services	March 16
Serving People Via E&T	March 30
Assessing E&T Funding	April 13
Building Capacity for E&T	April 27
Next Steps & TA Cohort Launch	May 11

REVIEW: SNAP E&T OVERVIEW

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

The **SNAP Employment and Training (E&T) Program** aims to help SNAP recipients **obtain employment and become self-sufficient**, with the goal of reducing reliance on SNAP.

The E&T dollars are passed down to states, which have flexibility in how they help SNAP participants gain training, skills and experience, such as:



Which SNAP participants to serve

States can review their population of SNAP participants and determine who to target to best serve participants with E&T funding



Who will provide the E&T services

States determine who will provide services to SNAP participants. We'll focus on how 50/50 funds are used to fund third-party E&T partners

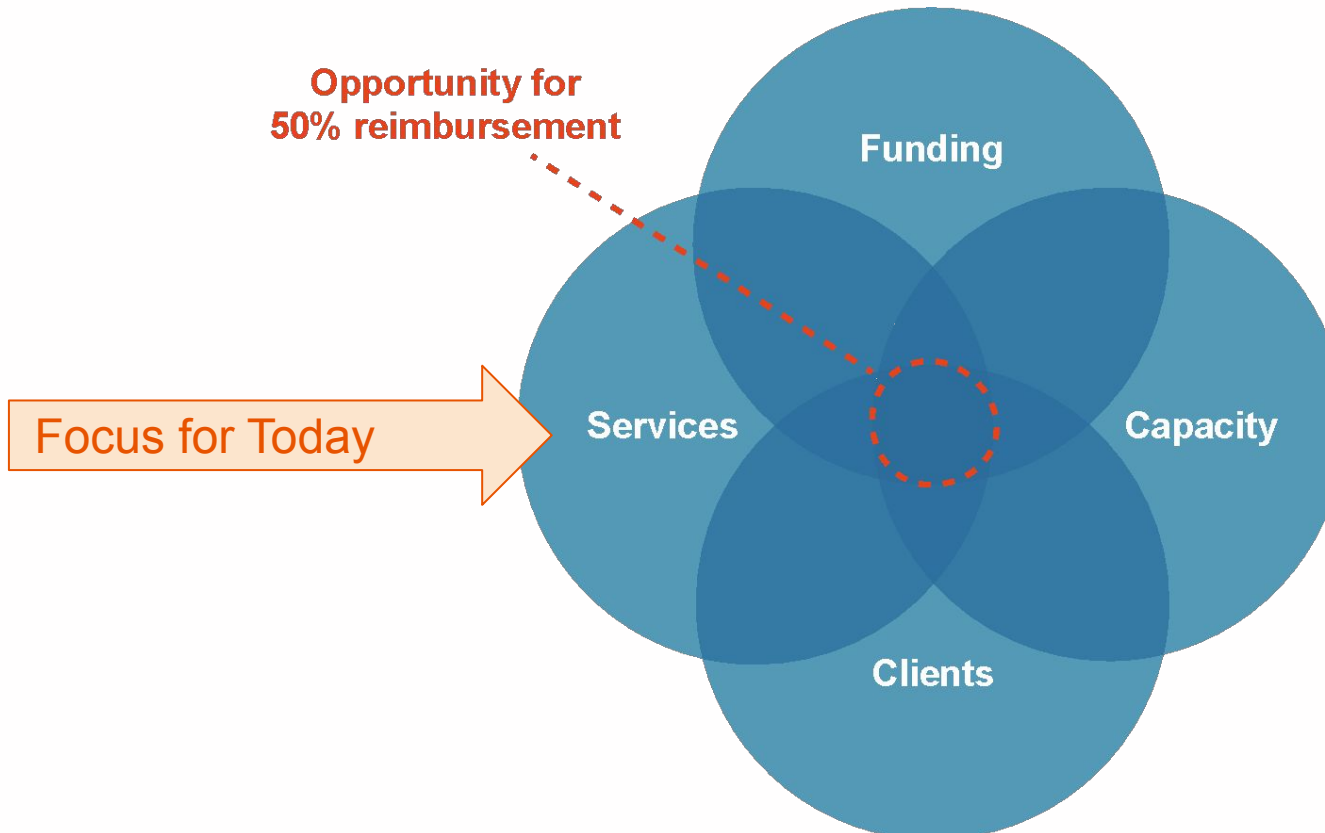


Which components (services) to offer

Each SNAP E&T provider, either state-administered or third-party, must provide at least one SNAP E&T component

Becoming a 50/50 Partner for Services

In this session, we'll review what makes Employment Social Enterprises a great SNAP E&T partner for SERVICES. This focuses on how your program(s) align with SNAP E&T Components



Your program model should map to at least 1 of the SNAP E&T components:

Supervised Job Search

Job Search Training

Work Experience

On-The-Job Training

Education

Job Retention (up to 90 days)

Self-employment Training

Workfare

Start thinking about how these might fit in with your current program!

CEO Example

CEO's Mission & Program Model



CEO provides immediate, effective, & comprehensive employment services to individuals who have recently returned home from incarceration.

Our program model helps participants regain the skills and confidence needed for successful transitions to stable, productive lives.

CEO Program Model



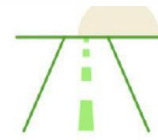
Job-Readiness
Training



Transitional
Employment



Job Coaching &
Placement



Retention Services
for One Year

Why is E&T important to Returning Citizens and CEO?

SNAP / SNAP E&T is a critical resource for those returning home from incarceration, providing:

Food



Assists with food security, a basic need, by providing funds to support the purchase of food for eligible participants

Employment



Provides access to job training through SNAP Employment and Training (E&T) and funding third-party service providers

Support



Provides additional support individuals would not otherwise receive, via 50% reimbursement for union dues or uniforms

SNAP E&T Services Align with CEO's Core Program Model

CEO: A 50/50 Partner for Services

All four parts of CEO's model map onto E&T components:



Job-Readiness
Training

+



Transitional
Employment

+



Job Coaching &
Placement

+



Retention Services
for One Year

E&T Component:

E&T Component:	Job-Readiness Training	Transitional Employment	Job Coaching & Placement	Retention Services for One Year
Supervised Job Search/Job Search Training	✓		✓	
Work Experience (Subsidized Employment)		✓		
Education				
Job Retention (up to 90 days)				✓
Self-Employment Training				
Workfare				
On-the-Job Training				

Overview of SNAP E&T Components

What are SNAP E&T Components?

Components are **specific services offered by 50/50 partners** to help SNAP E&T participants increase their employment skills and find permanent work.

These are the main components that are approved by FNS, but the **availability of reimbursement** for each component may vary from state to state:

 Supervised Job Search

 Job Search Training

 Work Experience and OJT

 Education

 Job Retention (up to 90 days)

 Self-Employment Training

 Workfare

Your organization may already be offering one or more these components to the participants you currently serve. For E&T, providers will need to track how SNAP E&T clients participate and move through these components.



Overview of this component:

- Direct support and supervision of job search activities linked to increasing employment opportunities -- independently or in a group setting
- E&T Participants make inquiries or turn in applications to prospective employers over a specified period of time
- FNS recommends participants have at least one meeting per month (remotely or in-person) with a staff member alongside job search activities



Considerations for your ESE:

- You state may have further policy on what "supervised" requires, such as tracking time spent on job search activities
- Activities may include assisting a participant with locating jobs on the internet, reviewing "leads" for potential jobs, and answering participant questions as they fill out an application.





Overview of this component:

- This is a service that enhances participants' readiness to search for employment by teaching job seeking techniques and increasing motivation and confidence
- May include job placement services, or related training and support activities



Considerations for your ESE:

- Job search training likely includes your vocational services
- Job search training is a good complement to the Supervised Job Search component



Example: Job Search Training @ CEO

CEO's Job Search Training includes activities that support participants in the job search process, such as our Pathways 2 Employment classroom training, creating a resume, practicing an interview, **answering a conviction question:**

EXAMPLE SUPPORT MATERIALS

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Have you ever been convicted of a felony?

- **Answer Truthfully**
- On Written Applications:
 - If you have a felony conviction:
 - Answer "Yes" to Felony Question on application, if you have a felony conviction
 - Write down "*Will discuss at interview*" (ALWAYS!)
 - Misdemeanor? Other involvement but no felony? Answer "no" to the felony conviction question.

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Everyone has a story - *tell yours well*



CEO's Recommended Strategy



Overview of this component:

- Provides E&T participants with actual work experience to improve employability, build transferable skills, and move toward regular employment
- For this component, participants can be placed at a non-profit agency *or* a private, for-profit company
- Mandatory participants may be required to work up to 30 hours a week but total participation in work and non-work components is limited to 120 hours per month

Considerations for your ESE:

- This is likely your social enterprise-based training activity
- Work experience component can include paid work as well as unpaid internships
- Think about how participant wages might affect SNAP eligibility!



NEW - Subsidized Work Based Learning (SWBL) as part of Work Experience
State agencies are now allowed to use SNAP E&T funds to provide subsidized wages to SNAP participants in work-based learning activities.



What is Subsidized Work Based Learning (SWBL)?

State agencies are now allowed to use SNAP E&T funds to provide subsidized wages to SNAP participants in work-based learning activities.



State agencies are also allowed to offer work-based learning activities where wages of participants are not subsidized, or where wages are subsidized by non-E&T funds.



What Activities Might SWBL Include?

- Internships
- Pre-apprenticeships
- Apprenticeships
- Customized training
- Transitional jobs
- Incumbent worker training
- Other activities that meet the definition (and approved by FNS)



Example: Work Experience @ CEO

CEO's transitional jobs include 4dys/wk of employment with CEO with:

- Daily Pay
- Supervision & coaching on the site
- Transportation to and from work
- Equipment needed to perform the job
- Platforms to give and receive feedback around training and barriers to work.





Overview of this component:

- This component covers educational activities that help participants gain skills that will improve their employability.
- All educational activities *must* have a direct link to the local job market in order to be approved by FNS.

Considerations for your ESE:

- Eligible programs include Adult Basic Education (ABE), basic literacy training, English as a Second Language (ESL), high school equivalency (GED), vocational skills training, some post-secondary education.
- Activities and expenses that are *not eligible* for E&T reimbursement include educational programs that are funded by state or local governments.
- In CEO's experience, states sometimes apply education and job search training differently to the same activity.
- An ESE client could co-enroll in another E&T program that provides an education component.



Overview of this component:

- Provides support for E&T participants who have secured permanent employment for at least 30 days and *up to 90 days*
- Participants are only eligible for the Job Retention component if they also received other employment/training services under the E&T program - this component must be offered in combination with other E&T components
- More eligible “support services” during retention, like uniform costs and union dues -- we’ll talk about those later

Considerations for your ESE:

- Your retention services don’t need to be restricted to the 30-90 day window.
- CEO offers retention for 365 days, but our E&T program stops at 90 days.

Example: Job Retention @ CEO

Job Maintenance and Career Development Guide

CEO Philly's retention program is your opportunity to stay connected to CEO and receive benefits while you navigate your first year of work.

When you participate in retention you will get:

- Support for any transitions or challenges you experience during your first year of work
- Access to **free** training, certification programs, and classes through CEO
- Help with computer skills, job searching, and interviewing
- Ability to use your remaining TJ days as a safety net if your job doesn't work out

Will will be your Retention Specialist - he will meet with you in-person or over the phone at least **two times per month**. In retention you get to set your own goals and choose what topics are most helpful for you to talk about. These are some of the topics that some participants choose to discuss:



Current Job



Job Skills Training



Computer Skills



Financial Coaching



Housing



Transportation



Education



Support Network



Mental Health Resources



Substance Use Resources



Conflict Resolution



Anything else!

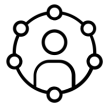
CEO's Retention services includes financial services, career goal coaching, conflicts at work, and support services like transportation





Overview of Self-Employment Training:

- Includes activities that improve a participant's ability to design and operate a small business or other self-employment venture
- Participants may receive technical assistance on topics such as developing a business plan, managing finances, creating a marketing plan, accessing grants and funding opportunities, and more.



Considerations for your ESE:

- Only a few states offer this component as an option - check with your State E&T agency to find out if it is an option in your state



Overview of this component:

- In this component, participants keep their SNAP eligibility by accepting a work assignment at a *private or public non-profit agency* in order to “work off” the value of their household’s monthly SNAP allotment
- The goal of this component is to increase employment skills and encourage participants to move toward full-time regular employment while giving back to their community
- In states without a waiver for the time-limit restriction on receiving SNAP benefits, workfare programs can help keep ABAWDs eligible for benefits until they find permanent work

Considerations for your ESE:

- Workfare is rarely offered as a component and likely not as relevant for your ESE.

Now that you've heard more about each of these components, which one(s) fit in with your current program?

Component
Supervised Job Search
Job Search Training
Work Experience
Education
Job Retention
Self-Employment Training
Workfare

EMPLOYABILITY ASSESSMENT

What is an employability assessment?

All participants must undergo an employability assessment. This **seeks to evaluate the participant's employment skills**, used to place a participant in a component that suits their skill level and interests.

When does this assessment take place? Who conducts it?

The assessment takes place **before the participant is enrolled in an E&T component**. The assessment can be conducted by an E&T counselor, a case manager, or an E&T service provider.

What else should I know about these assessments?

The employability assessment is **an allowable E&T expense** but it is not an E&T component. Your state may have an assessment they want you to use in addition to your existing ESE assessment.

CASE MANAGEMENT

Who must receive case management services in E&T

All E&T participants must receive case management services as part of the E&T program

What are the required elements of case management

Case management services must be designed to support the participant as the participant progresses through an E&T program. For that reason, State agencies have flexibility to offer a variety of services and tailor those services to the needs of the participants

Enhancing Your Social Enterprise's Impact with E&T Supportive Services

SNAP E&T Supportive Services Overview

WHAT ARE SUPPORT SERVICES?

As part of an E&T contract, **your ESE will be able to provide additional benefits and support not always provided through your program model.** This support, like union dues or transportation cards, will allow you to further support your participants as they enter or reenter the workplace.

WHO IS ELIGIBLE TO RECEIVE THEM?

Support services can be provided to **any participant that is participating in E&T.** Your ESE will then be reimbursed 50% of the cost of these support services

HOW MUCH SUPPORT CAN WE PROVIDE?

There is a specific budget available in our E&T contract to use for support services. Since these funds are not unlimited, work with your staff & leadership to **create a plan for how to best use your support services budget for participants that need it most.**

WHAT SERVICES DOES THIS INCLUDE?

Support services are additional benefits for E&T participants that help them cover costs related to employment. **The table on the next slide outlines which services may be relevant for your ESE.**

Supportive Services Options

Support Service	When is this allowed?	Comment / Notes
Clothing for interview	Always	---
Clothing for work	Sometimes	As part of Retention
Equipment	Sometimes	Must be part of E&T component
Licensing & bonding fees for work	Always	---
Personal safety items	Always	---
Tools	Sometimes	The tools must be necessary to complete E&T vocational training or for a job
Training Materials	Sometimes	The materials must be necessary to complete E&T vocational training
Transportation	Always	---
Uniforms	Sometimes	Uniforms must be necessary for a job
Union Dues	Sometimes	Union dues must be necessary for a job

What does this mean for you?

The way your social enterprise chooses to offer support services is up to you. Regardless, there are a few things to keep in mind as you begin to offer support services:

- ✓ Few federal workforce programs fund support services like E&T.
- ✓ Think about what services you already offer and what others you could offer if reimbursed 50%.
- ✓ Keep track of expense receipts and other evidence as proof of service provided

ESE Guest Speaker



Tara DeRosa

Chief Program & Grants Officer

Juma Ventures

Process for Service Mapping

Comprehensive Description of Current Juma Services

Grant Proposals (Complete)

Marketing Materials (Complete)

Staff Focus Groups (In Process)

Review of SNAP E&T Funded Services

REDF Materials: <https://redfworkshop.org/snap-tools-and-resources/> (In Process)

REDF Webinars: <https://redfworkshop.org/snap-tools-and-resources/> (In Process)

Review of State plans in California and Washington (TBD)

Matrix Development

Grant Proposals (Complete)

Marketing Materials (Complete)

Staff Focus Groups (In Process)

Mapping Tool

JUMA SERVICES	SOCIAL ENTERPRISE	SOFT SKILLS WORKSHOPS	ASSISTED JOB SEARCH	BARRIER REMOVAL	RETENTION SERVICES
SNAP E&T Component					
Supervised Job Search		Interviews 101 (Workshop) Resumes 101 (Workshop)	Mock Interview (Learning Lab) Resume Creation (Learning Lab) Vetting Job Leads STELLA.jobs Job Application Completion		
Work Experience	Entry Level Stadium Work Leadership Track				
Retention (90 days)					Loosely scheduled connection with youth Weekly calls with youth Monthly check-ins with employer Retention Bonus (e.g. laptop, cell phone, cash incentive) at 90-days
Case Management				Current Partnership Model (3SGF) Internal Case Managers (TBH)	
Rubric:	Current Service	In Development or Partially Developed	To be developed in preparation for SNAP E&T Contract		

Related Project: Resource/Partner Service Mapping

Juma's Case Management Model:
Partnerships with other CBO's
Focusing on what we do best: Employ young people

Tool by Cause Impacts Consulting
www.CauseImpacts.com

Access to Juma Resources Mapping Tool

Click the link **[here](#)**

Save a Copy

Problems? Request Access through the document or
email **Tarad@juma.org**

Final Thoughts: Assessing Your ESE's Components

What does this mean for you?

Assessing Services for E&T Components

ASSESS

- **Think about how your current program fits** within the component definitions - you likely don't need to redesign your program or add services
- **Ask your state agency what components they currently offer** in their state or county plan
- **Discuss current service alignment** with your agency and other E&T partners that may offer similar services

ACT

- Start your partnership with what you do **successfully**
- **Increase exposure** of those programs
- You can **grow your E&T program** by adding more of your existing services
- **Ask your agency to add components** if they are currently not offering yours or more of your program could be included in E&T

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Questions?
