



# **SNAP EMPLOYMENT & TRAINING**

## **FOR EMPLOYMENT SOCIAL ENTERPRISES**

**SNAP ELIGIBILITY, SCREENING & REFERRAL**  
**August 27, 2025**



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# TODAY'S AGENDA

TOPIC	DETAILS
Re-Cap: SNAP E&T Employer Engagement	Engaging Employers, Tips, Tricks and Best Practices
SNAP & SNAP E&T	<ul style="list-style-type: none"><li>• What is SNAP?</li><li>• What is SNAP E&amp;T?</li></ul>
SNAP E&T Eligibility	<ul style="list-style-type: none"><li>• SNAP E&amp;T Eligibility</li><li>• Participant Eligibility Examples</li></ul>
Third Party Partner Responsibilities	<ul style="list-style-type: none"><li>• Monthly eligibility checks</li><li>• Participant Eligibility</li></ul>
Q&A and Next Steps	<ul style="list-style-type: none"><li>• Resources &amp; what's to come</li></ul>

# RE-CAP: SNAP E&T EMPLOYER ENGAGEMENT

## Why Employer Engagement?

- Provide clearly defined career pathways
- Develop overall program goals and reach key industry competencies in training programs
- Understand work readiness needs and plan for future development and growth
- Impacting and influencing system change through sustainable workforce practices and outcomes



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# PRESENTERS



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# REFLECTION & TEMPERATURE CHECK

Let's check in!! Read each statement and rate them on a scale of 1 to 3, with 3 being agree with most. There are no right or wrong answers only personal reflection.

1. "I understand both the opportunities and challenges for my organization related to SNAP E&T"
2. "I feel good about our alignment with SNAP E&T and its key components."
3. "I'm aware of the next steps we need to take to become a SNAP E&T provider."



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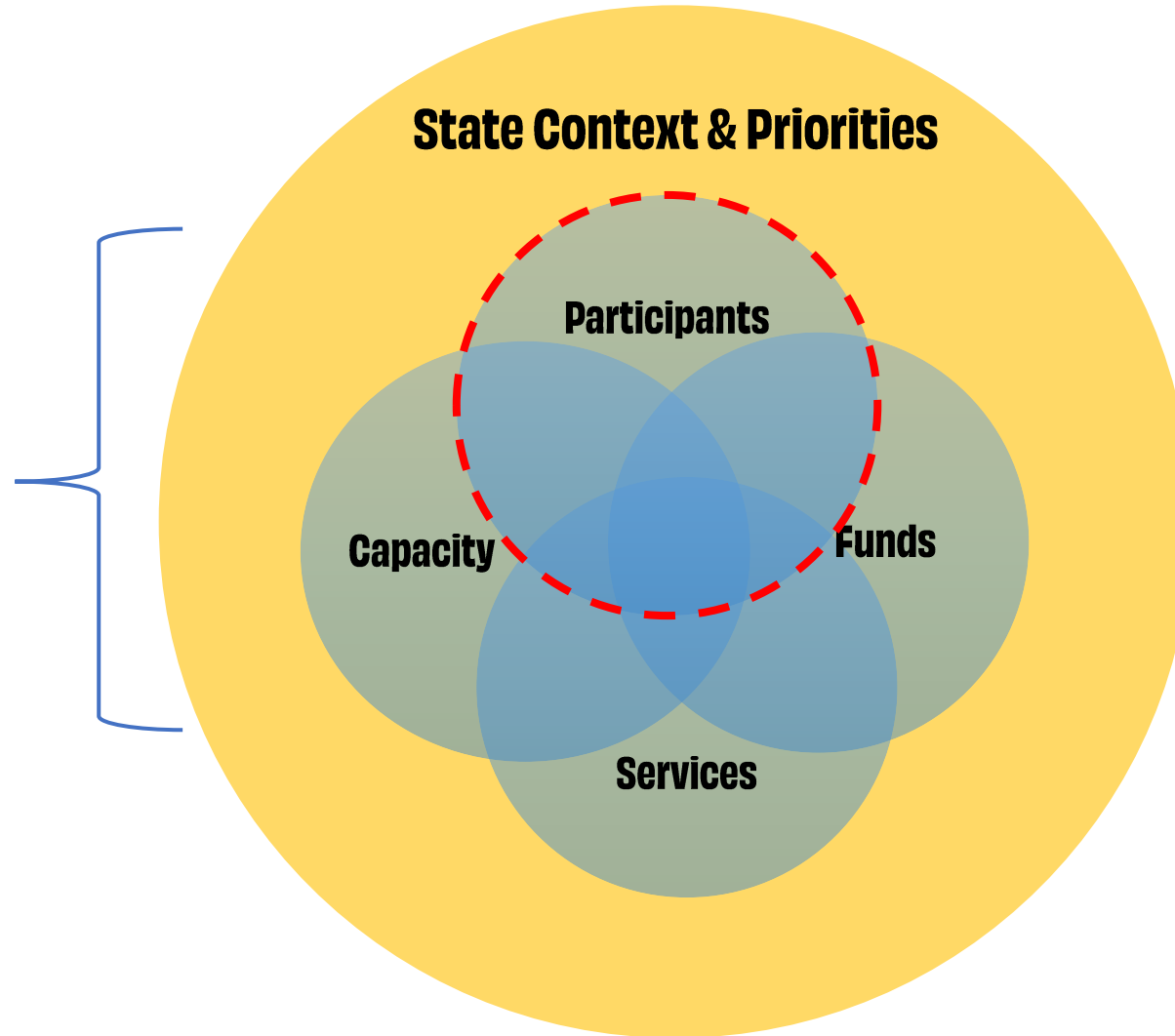
# SNAP EMPLOYMENT & TRAINING

## FOR EMPLOYMENT SOCIAL ENTERPRISES

## SNAP AND SNAP E&T PARTICIPANTS

# WHERE WE'RE AT: PARTICIPANTS

**A strong SNAP E&T provider has alignment with SNAP E&T in four key areas**



# WHAT IS SNAP

The **Supplemental Nutrition Assistance Program (SNAP)**, sometimes referred to as “food stamps,” is the nation’s largest domestic nutrition assistance program.

## Impact and Scope

- SNAP’s \$112.8 billion in funding helped 42.1 million low-income Americans access food in 2023
- Ensured access to healthy food.
- Reduced hunger as the largest nutrition program.
- Improved public health.

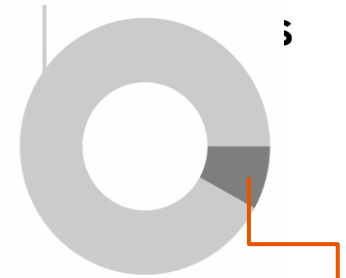
## Eligibility

Eligibility is based on an individual’s **gross monthly income, net income, and assets**. Benefit amount is determined by income and certain expenses.

- ✓ Gross Monthly Income
- ✓ Net Income
- ✓ Assets

## Spending Allocation

92% of spending goes directly to purchasing food for SNAP

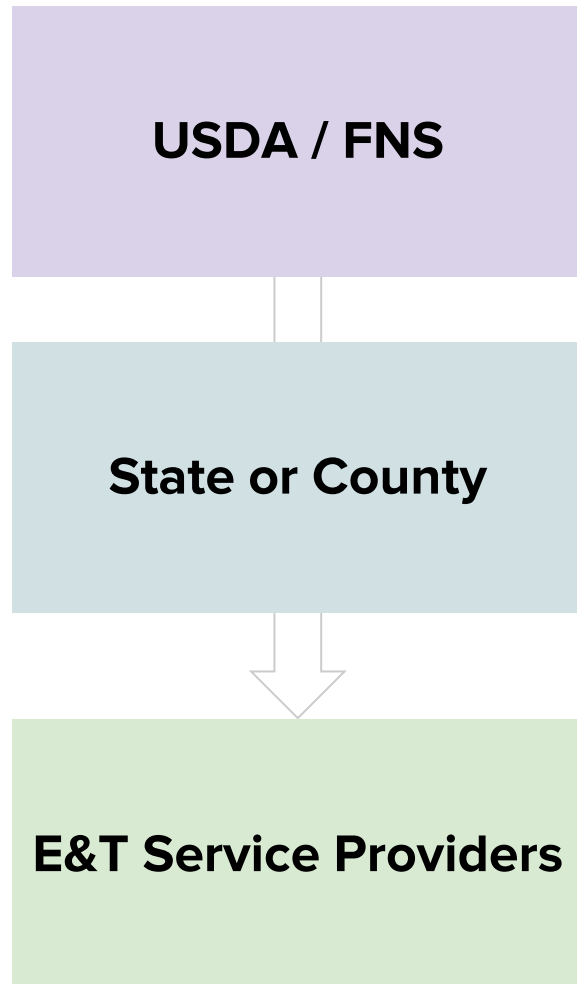


8% goes to administration and program costs, like **SNAP Employment & Training (E&T)**



# WHAT IS SNAP EMPLOYMENT AND TRAINING

**SNAP Employment and Training (SNAP E&T)** is a program within SNAP that helps SNAP recipients gain skills, training, work experience, and support services to secure and maintain employment. The goal is to enhance recipients' employability and reduce their reliance on SNAP benefits by helping them achieve stable, long-term employment



The federal government, specifically the **USDA**, provides **~\$350 million annually to States** to operate SNAP E&T programs

All States are **required to operate SNAP E&T programs**, and have **flexibility in designing programs** that meet their communities' needs

States often work with community-based organizations as **third-party 50/50 partners**, who already provide employment & training services to SNAP participants

# IDENTIFYING YOUR SNAP PARTICIPANTS

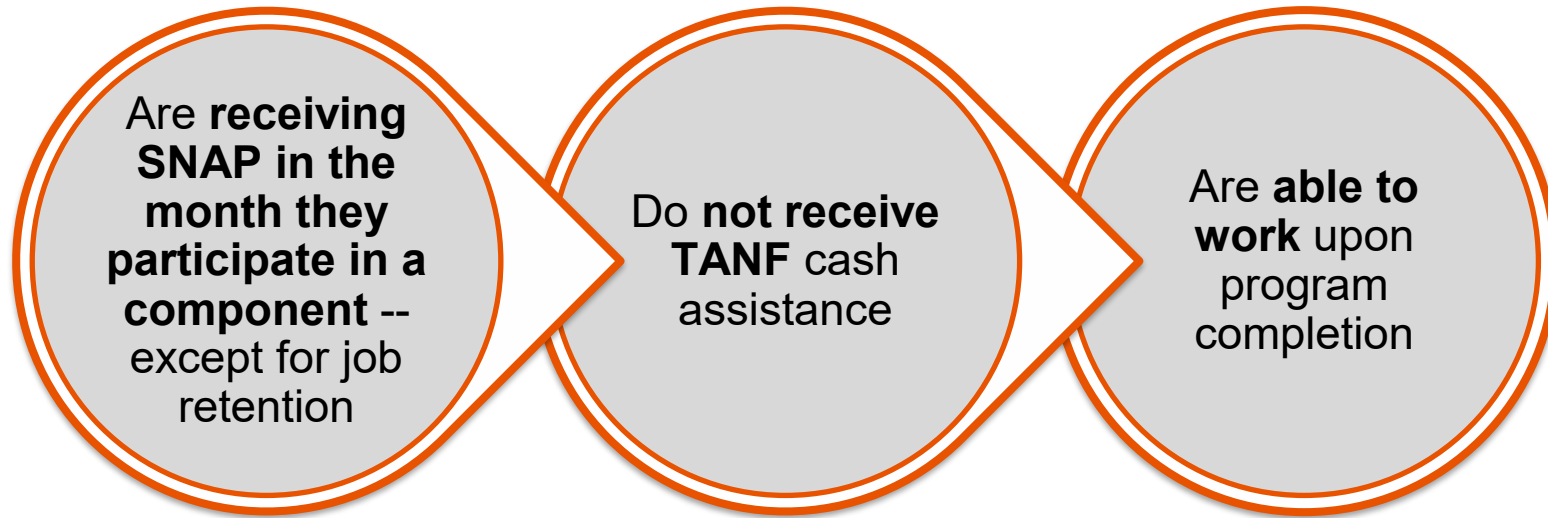
As a potential E&T provider you want to understand who among the people you serve are on or eligible for SNAP, (but not on TANF) and eligible for SNAP E&T.

- Ask your program participants if they receive SNAP, TANF or other forms of assistance; You can include this in your program orientation, intake, or case management meetings, for example.
- Utilize other relevant information you collect such as current income, employment status, or household make up to assess possible SNAP eligibility.
- For those who appear eligible for SNAP you can encourage and assist them with applying:
  - Share application process and support initial steps
  - Utilize SNAP Outreach providers in your area



# SNAP E&T ELIGIBILITY: WHO IS ELIGIBLE

SNAP recipients who:



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

# TWO STEP ENROLLMENT

When discussing SNAP and E&T, there are actually two different “enrollments” for participants. These are separate processes through which you can support participants:



Step 1:

Enroll in SNAP



Step 2:

“Refer” to SNAP E&T

What does  
this provide?

Access to food benefits for participants that meet SNAP eligibility requirements.

Support for employment and job training for individuals that are receiving SNAP.

How does  
this  
enrollment  
work?

Help participants complete **SNAP application**, including an interview and gathering necessary documentation.

After verifying participants are receiving SNAP, the organization will **reverse refer** participants to E&T agency. This refer allows allow the services provided for this participant to be reimbursable.

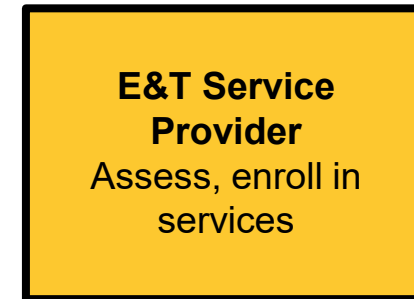
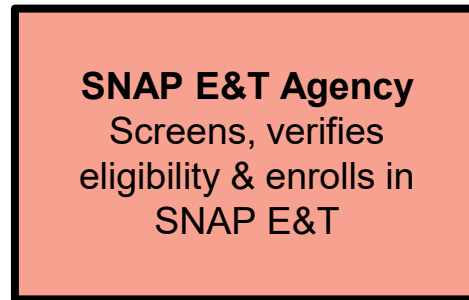
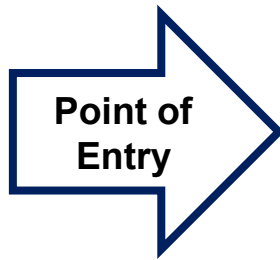


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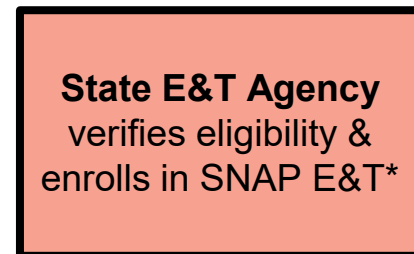
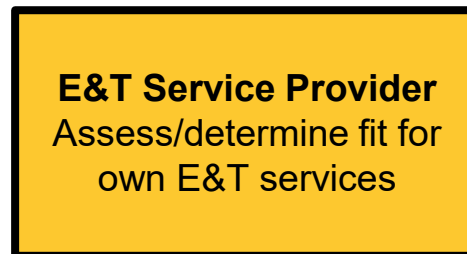
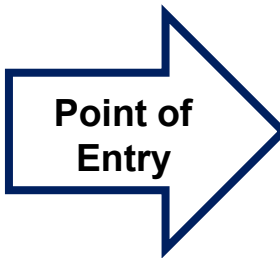


# DIRECT REFERRAL and REVERSE REFERRAL

## Direct Referral



## Reverse Referral



\*Can be enrolled in SNAP to become eligible



# HOW REVERSE REFERRALS WORK



Participant seeks ESE  
job training and  
readiness services



ESE staff assess participant for  
ESE program fit & potential  
SNAP E&T eligibility

## Eligibility requirements

- Receiving SNAP
- Not receiving TANF
- Able to work upon completion
- Any other agency-specific eligibility requirements

On SNAP,  
not on  
TANF

**Refer to SNAP E&T  
agency for eligibility  
verification**

Not on SNAP,  
potentially  
eligible

ESE encourages &  
refers participant to  
apply for SNAP; assist  
as feasible  
**Refer to SNAP E&T  
once approved for  
SNAP**

Not SNAP  
Not E&T  
eligible

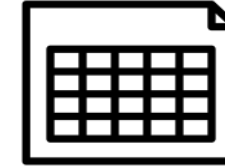
ESE can serve  
participant but without  
SNAP E&T  
reimbursement  
funding

# WAYS OF COMMUNICATING WITH YOUR AGENCY

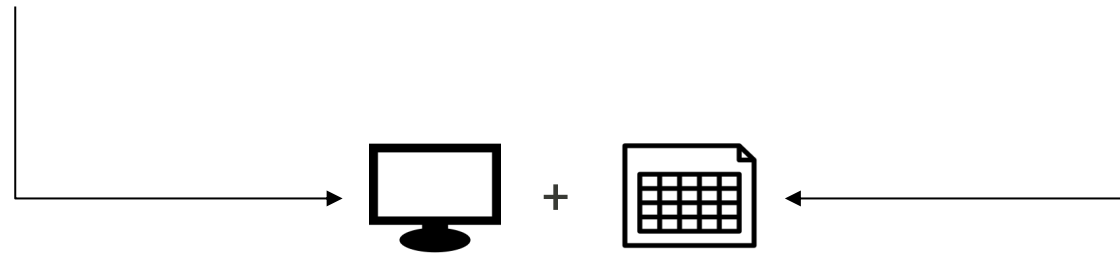
You'll communicate with the SNAP agency to verify SNAP E&T enrollment



**Shared case management system** with E&T agency



**Submitting spreadsheets via secure email** with E&T agency



**Combination of both case management and spreadsheets**

# **Integrating SNAP, SNAP E&T eligibility & referral into your program operations**

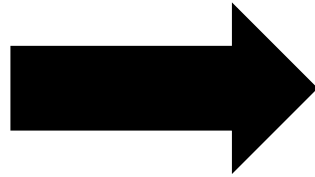
As an E&T provider, ESEs will need to imbed key SNAP E&T required tasks related to participant eligibility into program entry & case management services. Examples include:

- Screening for SNAP
- SNAP E&T eligibility
- Communication with SNAP agency; SNAP E&T verification & enrollment
- SNAP E&T Orientation
- Employability Assessment
- On going SNAP E&T eligibility verification

Optional: Assisting potentially eligible participants apply for SNAP

# Helping Maintain SNAP and SNAP E&T Eligibility

Understand basic SNAP work requirements (ABAWDs) and assist clients with compliance



You don't need to know SNAP policies inside and out, but having a basic understanding is helpful. It's more important to empower participants to understand the policies affecting their SNAP benefits.

Track recertification periods



Help your client follow up with the SNAP Agencies at times of recertification  
Request that state agency share upcoming recertification needs

**NOTE:** ABAWDs are required to report compliance with work requirements, and it is the responsibility of the SNAP Agency to ensure compliance. However, your case management support can play a key role in helping your clients maintain compliance.

# **ABLE-BODIED ADULTS WITHOUT DEPENDENTS (ABAWDS)**

- A subset of SNAP recipients are considered Able-Bodied Adults Without Dependents (ABAWDs) and have a work requirement.
- SNAP Eligibility Workers screen SNAP applicants to identify ABAWDs during the initial SNAP application process and at recertification interviews.
- SNAP recipients who are unable to work due to a physical or mental limitation or pregnant are not considered ABAWDs and are exempt from work requirements
- ABAWDs have been defined as SNAP recipients between age 18 to 54, who are able to work and don't have any dependents. The age range is anticipated to extend to age 64.
- Recent federal legislation (HR 1) includes significant changes to ABAWD eligibility extending the age range to 18 to 64, eliminating certain ABAWD exemptions and other considerations.



# MEETING THE ABAWD WORK REQUIREMENT

- Work at least 80 hours a month. Work can be for pay, for goods or services (for something other than money), unpaid, or as a volunteer;
- Participate in a work program at least 80 hours a month. A work program could be SNAP Employment and Training or another federal, state, or local work program;
- Participate in a combination of work and work program hours for a total of at least 80 hours a month;
- Participate in workfare for the number of hours assigned to you each month (the number of hours will depend on the amount of your SNAP benefit.)
- Failing to meet the work requirement leads to loss of benefits after 3 months.
- SNAP participants are typically required to track and maintain eligibility however, providers can support participants with ABAWD reporting and meeting work requirements.

# SNAP E&T PARTICIPANTS RECAP

- SNAP E&T eligibility starts with receiving SNAP but not TANF.
- Providers can assist participants apply for SNAP although it is not a SNAP E&T reimbursable activity.
- Receiving SNAP benefits participants with food assistance and can offer potential funding for the SNAP E&T provider.
- SNAP E&T participants are typically a subset of all the participants you serve.
- Estimating the number/percentage of SNAP participants you serve helps to determine your alignment as a provider and will be required as a provider.
- Learning about your state's referral processes for SNAP E&T is important.
- As a provider you will need to integrate screening for SNAP, SNAP E&T eligibility and verification into your program entry process.
- Staff training on SNAP eligibility, applying for SNAP and maintaining eligibility will be needed.
- ABAWDs are a subset of the eligible SNAP population with a work requirement and reporting requirements. SNAP E&T aids in meeting the ABAWD work requirement.

# Questions?



# **SNAP EMPLOYMENT & TRAINING**

## **FOR EMPLOYMENT SOCIAL ENTERPRISES**

# **PARTICIPANT ELIGIBILITY SCENARIOS**

# SNAP ELIGIBILITY: COMMON SCENARIO

REASON

DESCRIPTION

POTENTIAL  
NEXT  
STEPS

## Example 1

Sarah is a participant in your workforce program and has been relying on SNAP benefits to cover her food expenses while she focuses on completing the program. However, Sarah recently learned that she was no longer eligible for SNAP because she missed her recertification appointment & deadline.

\*Recertification refers to the process where a participant's eligibility for SNAP or SNAP E&T benefits is reassessed after a certain period.



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# SNAP ELIGIBILITY: COMMON SCENARIO

REASON	Lost SNAP because didn't recertify*
DESCRIPTION	There are regular re-certifications required to ensure an individual is still eligible. If they don't recertify, they will lose benefits
POTENTIAL NEXT STEPS	Providers can help participants reapply for benefits as well as track recertification dates to avoid being discontinued. Agencies also give warnings if a participant's re-certification is coming up.

## Example 1

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# SNAP ELIGIBILITY: COMMON SCENARIO

## Example 2

Ashley is one of your participants in the workforce development program, where she was recently begun receiving SNAP to help cover her food expenses while she focused on finding a job. Thanks to your program's support, Ashley successfully secured a job placement and continues to receive your guidance to ensure she maintains her new position. Ashley comes to you with a notice she received, informing her that her SNAP benefits are being discontinued due to her increased income from the job.

REASON

DESCRIPTION

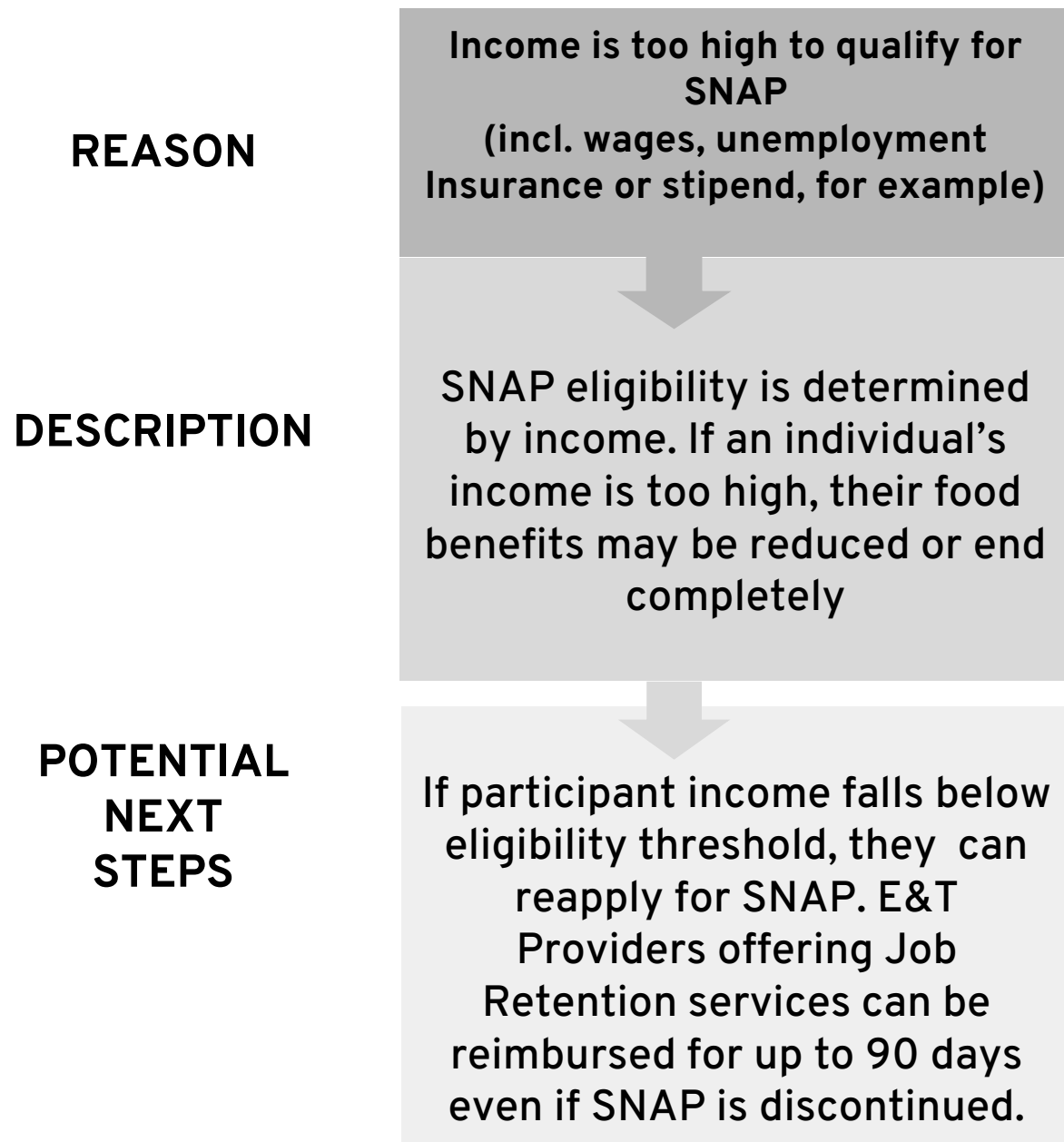
POTENTIAL  
NEXT  
STEPS



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# SNAP ELIGIBILITY: COMMON SCENARIO



## Example 2

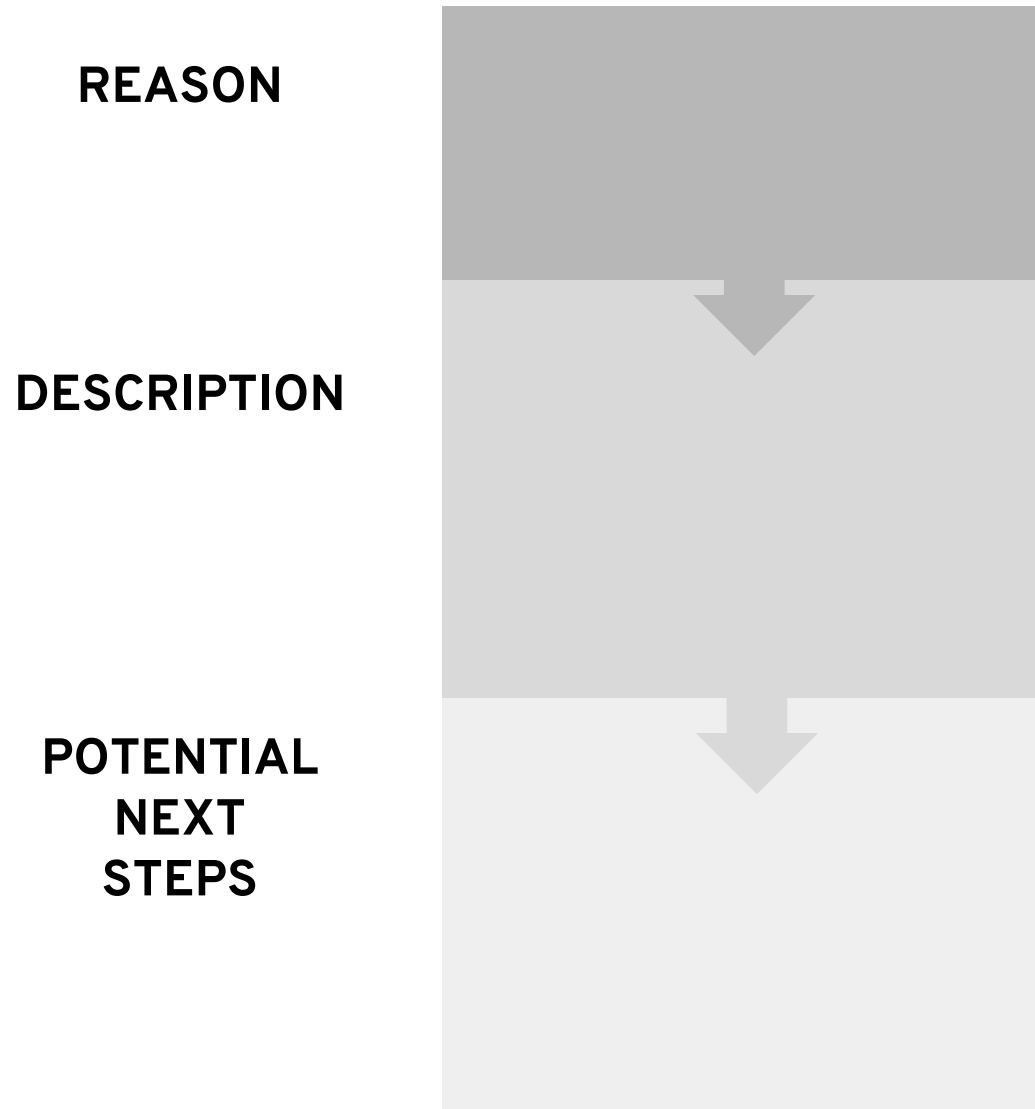
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# SNAP ELIGIBILITY: COMMON SCENARIO



## Example 3

James, an 18-year-old in the Youth First Initiative program and lives with his grandmother. James depends on his grandmother's SNAP benefits and is considered part of her SNAP household.

The Youth First Initiative would like to include James in their SNAP E&T roster but is unsure about his eligibility.

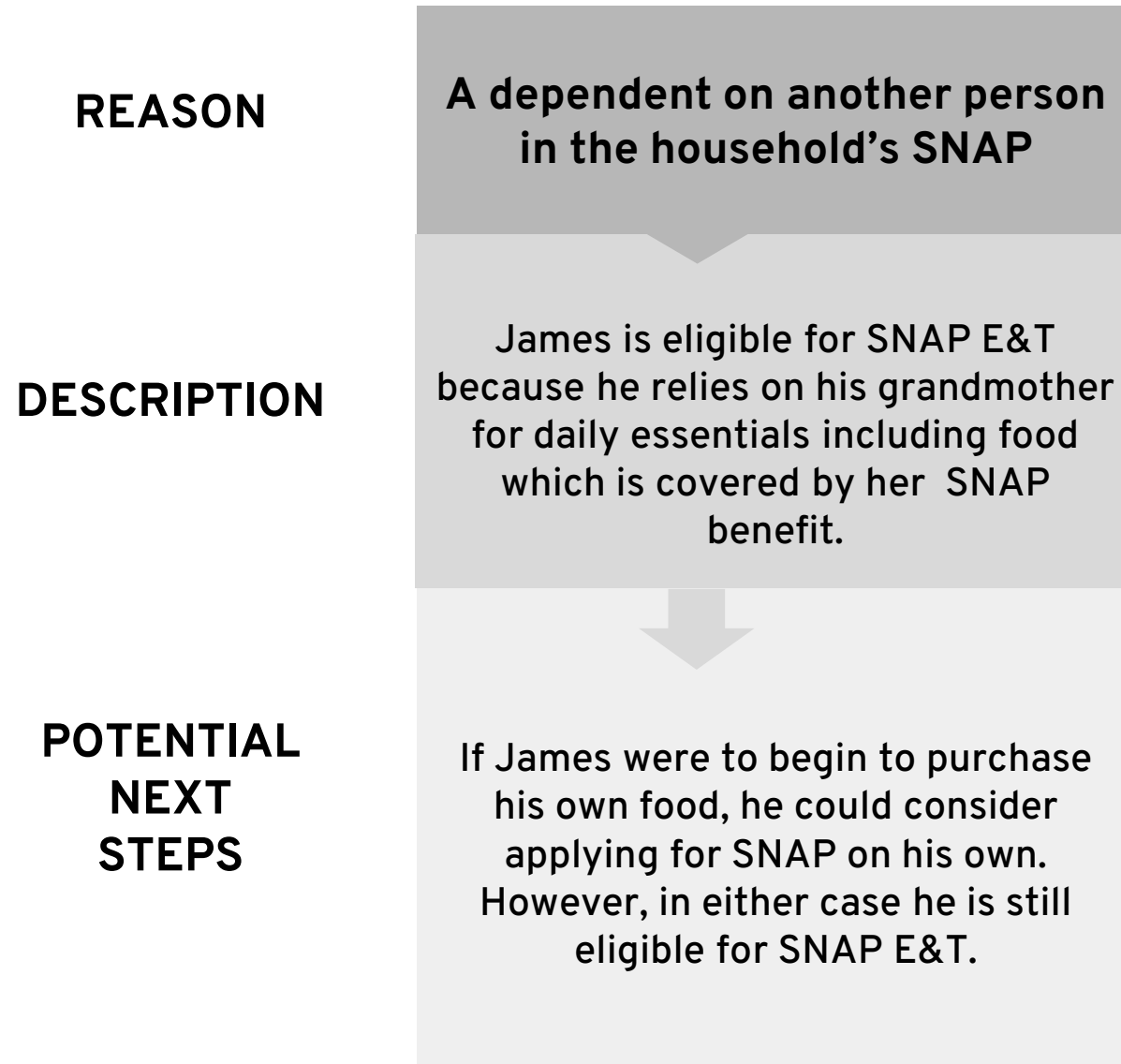


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# SNAP ELIGIBILITY: COMMON SCENARIO

## Example 3



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# **KNOWLEDGE CHECK:**

**What is the primary focus of SNAP E&T compared to SNAP benefits?**

- a) Providing food assistance to eligible participants.
- b) Providing employment and job training for individuals on SNAP.
- c) Determining eligibility based on income and assets.
- d) Offering cash assistance to families in need.

# **KNOWLEDGE CHECK:**

**Which of the following makes an individual ineligible for SNAP E&T?**

- a) Participating in a WIOA funded job training program.
- b) Receiving the State's minimum monthly SNAP benefit.
- c) Working a day labor job.
- d) Receiving TANF cash assistance.
- e) Limited English language proficiency.

# ESE STAFF AND SNAP

- Learn about applying for SNAP; basic eligibility, documents and information needed, reporting requirements; SNAP recertification; reporting changes, for example
- Learn about local resources; SNAP Outreach, Food Banks, Local SNAP office and website, etc.
- Develop capacity to discuss participant concerns, fears, and misconceptions about SNAP; How SNAP supports food security.
- Don't overstep your role on offering SNAP info & advice.

# Questions?



# SNAP EMPLOYMENT & TRAINING

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## THIRD PARTY PARTNER ONBOARDING RESOURCES

# PARTICIPANT ENGAGEMENT & RESOURCES

The resources below can help you understand more about SNAP E&T participants and tools that might helpful if you become a SNAP E&T provider.

- [E&T Orientation Checklist Template](#)
- [SNAP E&T Handout Template](#)
- [Template for Client Participant Orientation](#)
- [Participant SNAP E&T Handout Template](#)
- [SNAP and SNAP E&T Participant FAQs](#)
- [SNAP E&T for SNAP Recipients Enrolled in High School](#)
- [SNAP E&T Employability Assessment \(CEO Example\)](#)
- [State Options Report](#)





# REMINDERS AND WHATS NEXT

## Our Next and FINAL Webinar & Topic:

✓ September 24th 2025: TYING IT ALL TOGETHER & COHORT WRAP UP

✓ Final Formal 1:1 TA Calls Occur in October 2025

Continue 1:1 TA as needed: those in contracting or onboarding stages

Opportunity to re-engage with TA team through September 2026

✓ Reminder: update and close out workplan if not continuing TA

[REDF Workshop](#) Your Cohort Landing page and access to tools, templates, resources, best practices, and SNAP E&T materials relevant for you