



# SNAP EMPLOYMENT & TRAINING

## FOR EMPLOYMENT SOCIAL ENTERPRISES

# SNAP E&T Services Mapping

April 23rd 2025



Center for  
Employment  
Opportunities



# TODAY'S AGENDA

## Topic

## Details

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**Welcome!**

**Welcome to Services Mapping**

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**Services**

**SNAP E&T Components Overview**

**Component Highlight: Work-Based Learning**

**Additional Allowable Services**

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**SNAP E&T Alignment**

**Employment Services Alignment**

**CEO Example**

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**Services Mapping**

**Start Mapping Your Services to E&T!**

**Break Outs**

**Discussion**

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**Next Steps and Q&A**

**Action Items & Next Training**

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# GROUP AGREEMENTS FOR THE SESSION:

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- 1. Be Present** – Listen actively & absorb the content- it moves quickly!
- 2. Please mute** yourself unless you're speaking or asking 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! All questions are welcome.



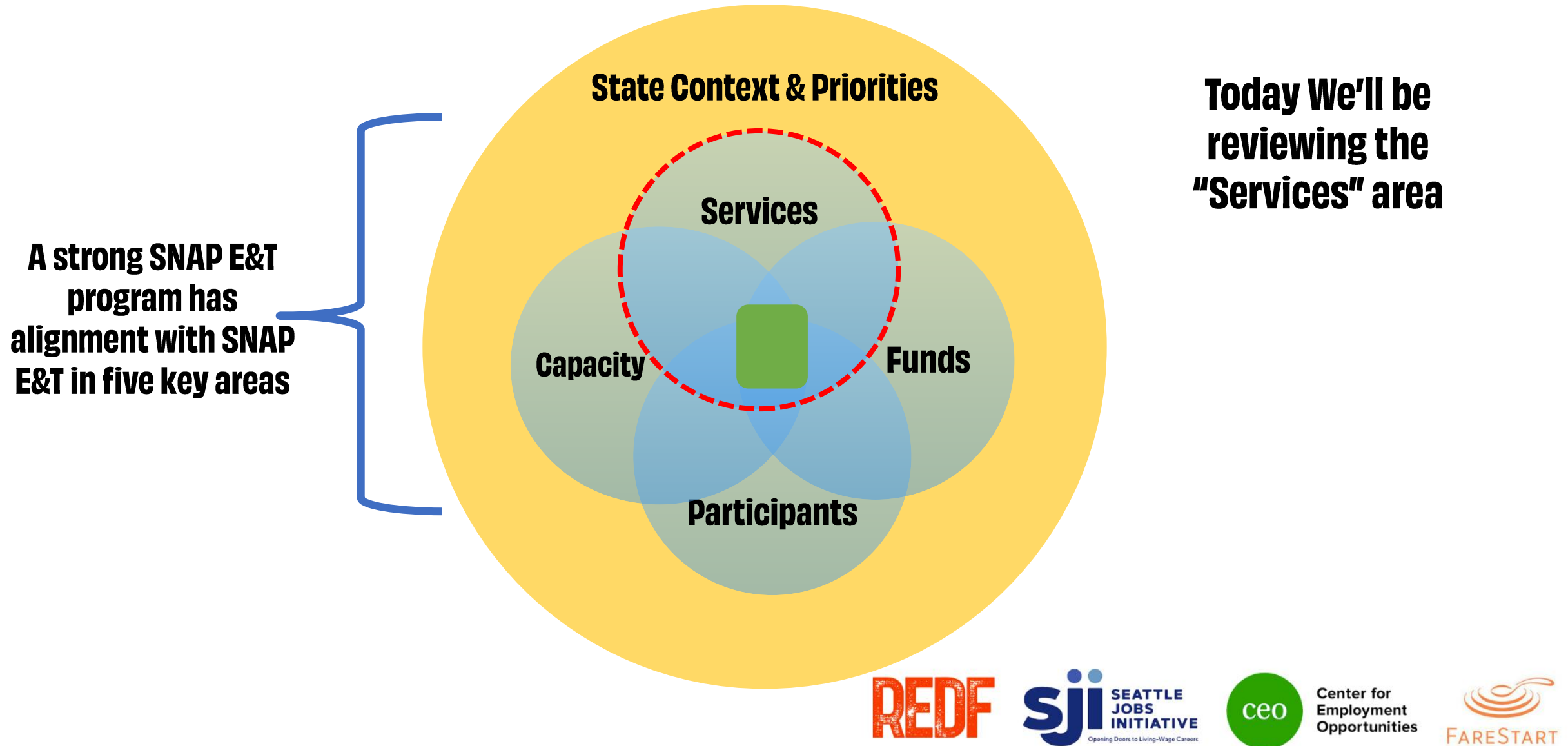


# SNAP EMPLOYMENT & TRAINING

## FOR EMPLOYMENT SOCIAL ENTERPRISES

# SERVICE MAPPING

# THIRD-PARTY PARTNER ALIGNMENT



# TODAY'S GOAL: SERVICE MAPPING

**MAPPING PROGRAM SERVICES FOR ALIGNMENT WITH SNAP E&T**

The purpose of this tool is for your organization to identify how existing services align with SNAP E&T components and related case management. This mapping tool will also help you to identify program adjustments, additional information needed, staff training, and other next steps needed to become a SNAP E&T provider.

Using this guide will give you key pieces of information to develop a SNAP E&T proposal as well as how you will integrate SNAP E&T into your program services.

**STEP 1: Review and become familiar with the SNAP E&T components and services**

**STEP 2: Assess your services for SNAP E&T alignment**

**STEP 3: Use this fillable document to map your program services**

E&T COMPONENT & SERVICES	YOUR CORRESPONDING PROGRAM OR SERVICE	NOTES-ADJUSTMENTS, TRAINING, NEXT STEPS
SUPERVISED JOB SEARCH (SJS)		
JOB SEARCH TRAINING		
EDUCATION		
JOB RETENTION		
WORKFARE		
WORK EXPERIENCE		
SELF-EMPLOYMENT TRAINING		
CASE MANAGEMENT		
PARTICIPANT REIMBURSEMENTS		

**sji** SEATTLE JOBS INITIATIVE

Today, we'll walk through service mapping and provide a foundation for you to map your programs to SNAP E&T. Using the Mapping Tool, you will:

## Step 1

Review and become familiar with the SNAP E&T components and services

Let's  
Start  
Here!

## Step 2

Assess your services for SNAP E&T alignment

## Step 3

Use the mapping tool to align your program services

# BUT FIRST: SNAP E&T COMPONENTS

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<b>Job Search Training</b>	Activities that enhance the job-readiness of participants by teaching job seeking techniques, boosting self-confidence, etc.
<b>Supervised Job Search</b>	Participant job search activities that are guided and tailored to participant needs and employment goals.
<b>Education</b>	Activities that improve basic skills and employability of participants. Includes post-secondary credentials, industry recognized credentials, licensures, as well as other work-readiness activities.
<b>Workfare</b>	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.
<b>Work Experience</b>	Programs that include a planned, paid or unpaid, structured learning experience that takes place in a workplace for a limited amount of time.
<b>Self-Employment Training</b>	Training to help participants improve employability by learning to design and operate a small business or other venture.
<b>Job Retention</b>	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.**

[See official FNS SNAP E&T Components Table here](#)

# WORK-BASED LEARNING IMPLEMENTATION

Highlighting one of the allowable service components

- **Work-Based Learning** is part of the **Work Experience Component**
- Added to SNAP E&T via the Agriculture Improvement Act of 2018 (Farm Bill).
- Allows for state agencies to use SNAP Employment and Training (E&T) funds to provide subsidized wages to SNAP participants in work-based learning (WBL) activities.
- Implementation across the country has been uneven with some regions and states adopting WBL while others have not.

[SNAP - Employment and Training Subsidized Work-Based Learning Activities | Food and Nutrition Service](#)

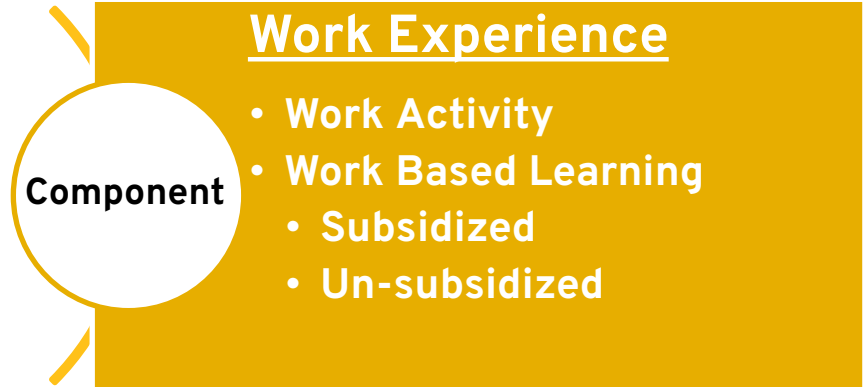




# WORK-BASED LEARNING

Work-Based Learning is part of the Work Experience Component, divided into two categories:

- Work Activity &
- Work-Based Learning



Work-based learning activities are sustained interactions with industry or community professionals in real world settings to the extent practicable, or simulated environments at an educational institution that fosters in-depth, firsthand engagement with the tasks required in a given career field, that are aligned to curriculum and instruction. Work-based learning emphasizes employer engagement, includes specific training objectives, and leads to regular employment.

Work-based Learning can either be Subsidized Work-based Learning (SWBL) or Unsubsidized Work-based Learning



# WORK-BASED LEARNING

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## LEARNING

Instruction & industry-based skill development

- ✓ Aligned with a curriculum
- ✓ Instructor plan for training and skill development
- ✓ Training Objectives
- ✓ Certification or credential attainment if available

## WORK EXPERIENCE

Work-experience activities offered to develop and practice the skills being taught

- ✓ Takes place in a workplace or simulated environment.
- ✓ In-depth firsthand engagement with the tasks required in a career field

## EMPLOYMENT

Connection with employers and job opportunities tied to the skills and job training

- ✓ Employer engagement in the training development of the training.
- ✓ Leads promptly to regular, unsubsidized employment

# WORK-BASED LEARNING REIMBURSEMENT EXAMPLE

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Category	Program costs: Incurred to run the SWBL activity	FNS Reimbursement of State agency: 50% of State agency program costs	State Agency reimbursement to provider: 50% of program costs per the MOU
Wages for 10 E&T participants at \$15 per hour for 80 hours	\$12,000	\$6,000	\$6,000
Administrative costs for 4-week program	\$10,000	\$5,000	\$5,000
TOTAL	\$22,000	\$11,000	\$11,000

# OTHER ALLOWABLE SERVICES

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## Employability Assessment

Before the participant is enrolled in an E&T component, conducting an employment assessment provides a **standardized evaluation of the participant's employment skills**, which can be used to place the participant in a component that suits their skill level and interests. The assessment can be conducted by an E&T counselor, a case manager, or an E&T service provider.



## Case Management

Once the participant needs are assessed, **all E&T participants must receive case management services as part of the E&T program**. Case management services must be designed to support the participant as the participant progresses through an E&T program.

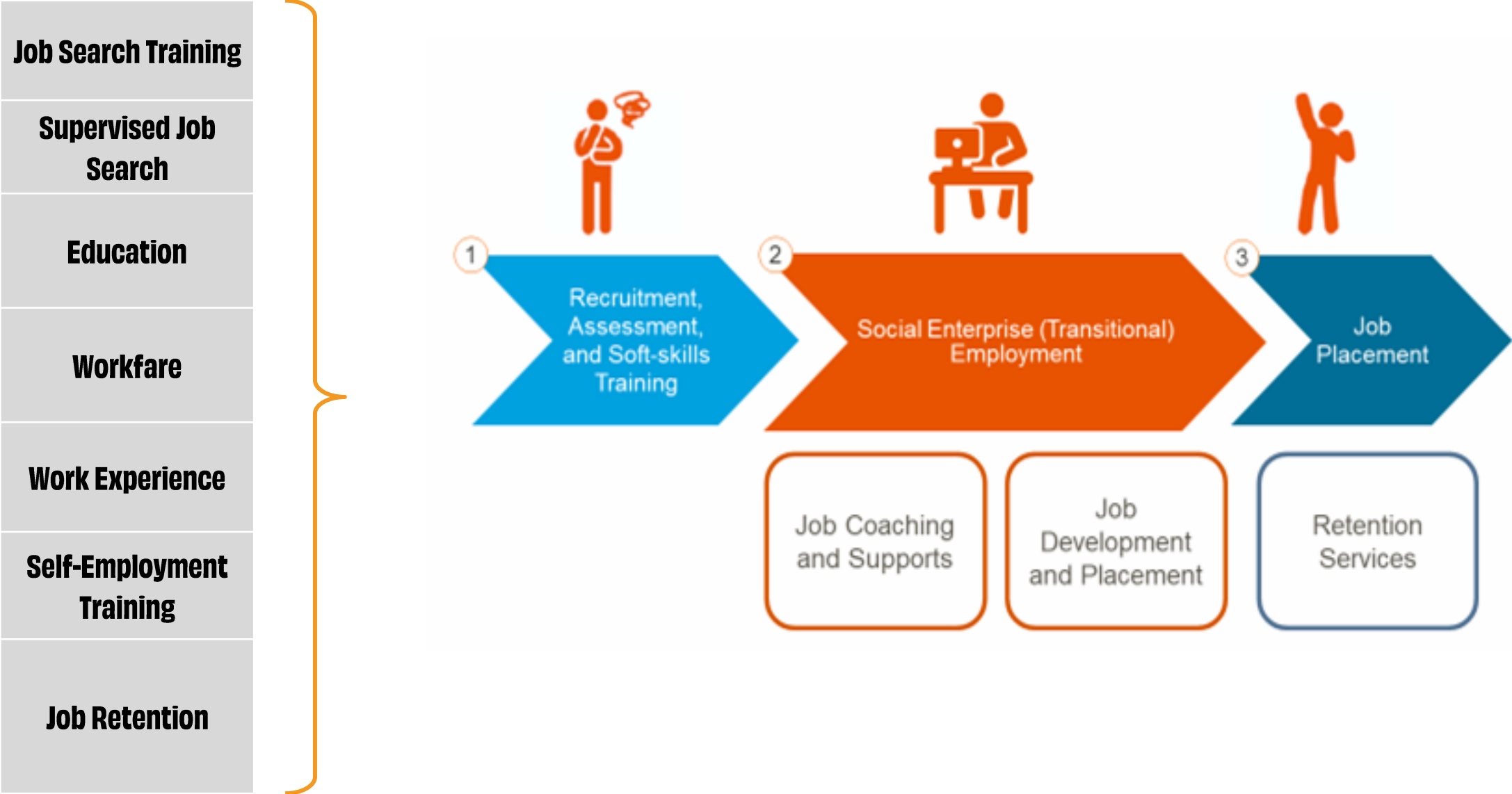
State agencies have flexibility to offer a variety of services and tailor those services to the needs of the participants.



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# ESE & NON-PROFIT COMPONENT ALIGNMENT





# EXAMPLE: CEO

Each of the main four parts of CEO's model map onto E&T components -- but not all of them!

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				



# SNAP EMPLOYMENT & TRAINING

## FOR EMPLOYMENT SOCIAL ENTERPRISES

# MAPPING ACTIVITY

# MAPPING EXERCISE: BENEFITS

**MAPPING PROGRAM SERVICES FOR ALIGNMENT WITH SNAP E&T**

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Using this guide will give you key pieces of information to develop a SNAP E&T proposal as well as how you will integrate SNAP E&T into your program services.

**STEP 1: Review and become familiar with the SNAP E&T components and services**

**STEP 2: Assess your services for SNAP E&T alignment**

Click on the components and services below for a definition

**SNAP E&T COMPONENTS**   **SNAP E&T SERVICES**

SUPERVISED JOB SEARCH (SJS)  
JOB SEARCH TRAINING  
EDUCATION  
JOB RETENTION  
WORKFARE  
WORK EXPERIENCE  
SELF-EMPLOYMENT

**STEP 3: Use this fillable document to map your program services**

E&T COMPONENT & SERVICES	YOUR CORRESPONDING PROGRAM OR SERVICE	NOTES-ADJUSTMENTS, TRAINING, NEXT STEPS
SUPERVISED JOB SEARCH (SJS)		
JOB SEARCH TRAINING		
EDUCATION		
JOB RETENTION		
WORKFARE		
WORK EXPERIENCE		
SELF-EMPLOYMENT TRAINING		
CASE MANAGEMENT		
PARTICIPANT REIMBURSEMENTS		


**Helpful Resources**

**sji** SEATTLE JOBS INITIATIVE

The Benefits of this Mapping Exercise include:

- Further assess your alignment and how SNAP E&T might enhance your organization
- Include in a proposal to become a SNAP E&T provider
- Draft an updated program and service flow including SNAP E&T activities
- Implementation planning as a SNAP E&T partner
- Identify staff training needs and training plan
- Opportunities for reimbursement and budget
- Preparation for monitoring and audits

# MAPPING EXERCISE: BREAK OUTS



## MAPPING PROGRAM SERVICES FOR ALIGNMENT WITH SNAP E&T

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**SNAP E&T COMPONENTS**
**SNAP E&T SERVICES**

SUPERVISED JOB SEARCH TRAINING

EDUCATION

JOB RETENTION

WORKFARE

WORK EXPERIENCE


SELF-EMPLOYMENT TRAINING

CASE MANAGEMENT

PARTICIPANT REIMBURSEMENTS

**STEP 2: Assess your services for SNAP E&T alignment**


- Match the SNAP E&T components and services to your organization's current programs and services
- Identify any adjustments, next steps or staff training



### STEP 3: Use this fillable document to map your program services

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CASE MANAGEMENT		
PARTICIPANT REIMBURSEMENTS		

Helpful Resources



## Using the Mapping Tool, you will:

## Step 1

## Review and become familiar with the SNAP E&T components and services

## Step 2

# Assess your services for SNAP E&T alignment

## Step 3

### Let's Give it a Try!

### Step 3

## Use the mapping tool to align your program services

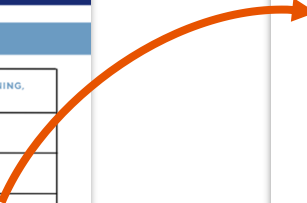
# MAPPING EXERCISE: BREAK OUTS

We'll break up into groups to start working on our mapping exercise. Each breakout room will have a TA team member who is there to answer questions as you draft!




STEP 3: Use this fillable document to map your program services

E&T COMPONENT & SERVICES	YOUR CORRESPONDING PROGRAM OR SERVICE	NOTES-ADJUSTMENTS, TRAINING, NEXT STEPS
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 **SEATTLE JOBS INITIATIVE**



EXAMPLE ASSESSMENT

E&T COMPONENT & SERVICES	YOUR CORRESPONDING PROGRAM OR SERVICE	NOTES-ADJUSTMENTS, TRAINING, NEXT STEPS
SUPERVISED JOB SEARCH (SJS)	Job Search Workshops (weekly) Individual Job Search assistance with Employment Specialist	Curriculum description and development Add reporting requirements
JOB SEARCH TRAINING	Job Readiness Workshops (weekly) "Finding Your Next Job" Workshop Knowing Your Community Resources class	Curriculum description and development Add reporting requirements
EDUCATION	N/A	N/A
JOB RETENTION	Monthly Employment Specialist Check-ins Optional; Graduates "Happy Hour" event	Training curriculum development
WORKFARE	N/A	N/A
WORK EXPERIENCE	Transitional Work Program - 2 to 3 months	N/A
SELF-EMPLOYMENT TRAINING	N/A	N/A
CASE MANAGEMENT	Employment assessment and plan Employment barriers; identify mitigation plan; Monthly check-in and reporting	Consider Crew leader role and case management Tracking case management activities
PARTICIPANT REIMBURSEMENTS	Transportation Work crew clothing/supplies Cell phone/minutes	Develop protocol for additional supportive services

 **SEATTLE JOBS INITIATIVE**



# MAPPING EXERCISE: BREAK OUT QUESTIONS

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## Questions for Consideration & Discussion

What are the key elements of your program model? Where do you see these aligning with SNAP E&T components?

Are there any components that do not align with your program model?

What clarifications do you need in order to align your program with these E&T?

Does your program offer case management services?

What support services do you offer?

# MAPPING EXERCISE: BREAK OUT ASSIGNMENTS

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## **Breakout Room 1:** Seattle Jobs Initiative- Nick Lead

- Antelope Valley Community Uplift Foundation
- CRCDC Enterprises
- Dragonfly Thrift Boutique

## **Breakout Room 2:** Seattle Jobs Initiative- Deana Lead

- GrowGood, Inc.
- Street Company
- Lost Angels Career Center

## **Breakout Room 3:** Seattle Jobs Initiative- Samantha

- Project Joy, Inc.
- Three Square
- Enterprise for Youth

## **Breakout Room 4:** CEO- Riley Lead

- Bobby Dodd Institute
- Creating Coding Careers
- Downtown Streets Team

## **Breakout Room 5:** CEO- Tyree Lead

- Envision Your Pathway
- Amity Foundation
- Friends Rehabilitation Program
- SoCal Pre Apprenticeship Program

## **Breakout Room 6:** CEO- Emily Lead

- Sonder Solutions
- The RIS Foundation
- Year Up United
- Emma's Torch

# POST BREAKOUT DISCUSSION

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## General Takeaways & Highlights

Which parts of your current program do you feel are most “SNAP E&T ready,” and why?

What challenges do you anticipate in aligning with SNAP E&T Components and Case Management or Support Services? What support do you think you may need?

If you could receive one resource or support to move forward with E&T alignment, what would it be?

# NEXT STEPS & REMINDERS

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## BEFORE YOUR NEXT 1:1 TA CALL:

- ✓ Complete Mapping tool before you meet with your TA team
- ✓ Continue to update your workplan in shared google folder

## NEXT WEBINAR & TOPIC:

May 28 2025, 11:00 AM PST

**SNAP E&T: Capacity: Staff Mapping**

## REMINDER:

- [REDFworkshop](#)— Your Cohort Landing page and access to tools, templates, resources, best practices, and SNAP E&T materials relevant to ESE SNAP E&T partnerships.
- [FNS Components Table](#)— This document lists and defines the full range of components available to be offered through state SNAP Employment and Training (SNAP E&T) programs.



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# QUESTIONS?