



**SNAP EMPLOYMENT & TRAINING
FOR APPALACHIA**

**SNAP E&T INTRO AND SERVICES
MARCH 25, 2026**

AGENDA

Topic	Details
Welcome	SNAP E&T Introduction and Services Mapping
SNAP E&T	SNAP E&T Review
Services & SNAP E&T Alignment	SNAP E&T Intro to Services SNAP E&T Components Overview Component Highlight: Work Activity Case Management Supportive Services
Services Mapping	Mapping Services to E&T Discussion
Up Next	Action Items & Next Training

GROUP AGREEMENTS FOR THE SESSION:

- 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.

WHAT IS SNAP E&T?

The **SNAP Employment and Training (SNAP E&T)** Program is a federally funded workforce training program to help SNAP recipients gain economic self-sufficiency.

USDA / FNS

The federal government, specifically the **USDA**, provides ~\$550 million annually to **States** to operate SNAP E&T programs. In FY 2023, SNAP E&T served about 315,000 participants

**State or
County**

All States are required to **operate SNAP E&T programs** and submit an annual state plan. They have flexibility in designing programs that meet their communities' needs

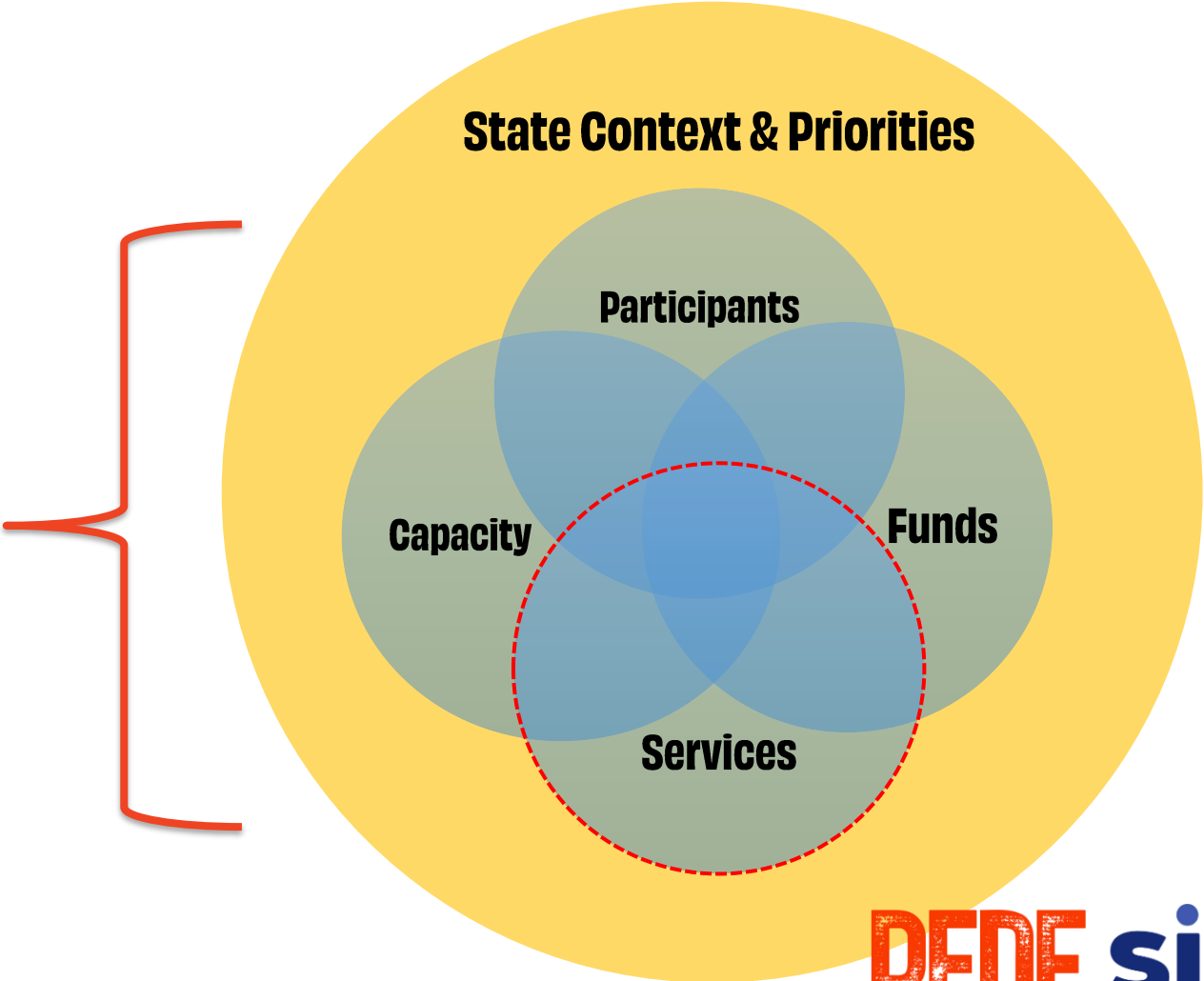
*Some Agencies
Leverage
Intermediaries*

**E&T 50/50
Providers**

States often work with orgs who provide employment & training services to SNAP participants as **third-party 50/50 partners**. These partners can be Community Based Organizations (CBOs), Colleges and Employee Based Social Enterprises or Businesses.

SNAP E&T ALIGNMENT

A strong SNAP E&T Provider is well aligned with SNAP E&T in 5 key areas.

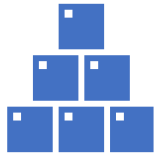


Today We'll be reviewing the "Services" area

SNAP E&T SERVICES

TODAY'S GOAL: UNDERSTANDING SERVICES

Eligible services include SNAP E&T **Components**, **Case Management**, and **Participant Reimbursements**



Components = a service, activity, or program designed to help SNAP recipients gain skills, training, or work experience that will increase their ability to obtain regular employment and achieve self-sufficiency.



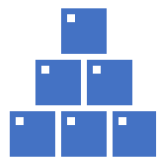
Case Management = is a set of to guide participants toward appropriate E&T components and activities that match their needs, interests, and employment goals



Participant Reimbursements = Supportive services that are reasonably necessary to participate in components (incl. Transportation, child/elder care, tuition, supplies, interview clothing etc.)

TODAY'S GOAL: UNDERSTANDING SERVICES

Check appropriate state plan for details



Components: At least one component must be offered. Job Retention and sometimes others are not allowed to be only component offered.



Case Management: Required activity case noting, at least monthly check-ins are usually required. States set their own requirements for case management.



Participant Reimbursements : Supportive services that are reasonably necessary to participate in components; don't necessarily have to provide them yourself but need to have a referral system for providing supportive services if your program cannot provide them.

SNAP E&T COMPONENTS

SNAP E&T COMPONENTS

Job Search Training	Programs that provide training on job search techniques, including employment assessments, resume writing, and interview skills
Supervised Job Search	Programs that directly supervise people while they search and apply for work. Supervision involves more than simply monitoring job contacts or certifying job search logs but should provide meaningful help as participants look for employment.
Career Tech/Vocational Training	Programs that focus on the skills required for a specific job function or trade. Provides practical, job-specific instruction that can lead to certification, credentials, degrees, and licenses
Basic/Foundation Skills	Programs that teach participants reading, writing, math, financial literacy, health literacy, or computer skills. These programs can include Adult Basic Education, high school equivalency programs, and other basic skills.
Work Activity	Work activity programs allow participants the opportunity to gain general skills, knowledge, and work habits that will prepare them for employment.
Work Readiness Training	Programs that provide training on basic employability skills to prepare E&T participants for the workplace, including good work habits, effective communication, problem solving, and building a work history. As an E&T component, it should have a direct connection to employment.
Job Retention	An activity that provides supportive services to participants who found employment after or while receiving other SNAP E&T services.

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

TODAY'S GOAL: UNDERSTANDING SERVICES

Los Angeles Conservation Corps

1. Participants are recruited, assessed and IEP created.
2. Soft Skills training occurs either upfront or part of work activity.
3. Work Activity: The participants work for a Conservation Corp through the City or County maintaining public spaces, habitat restoration, fire prevention, recycling, landscaping. Training is provided by the E&T provider.

Examples: OSHA, Chain saw management, first aid, landscaping etc.

4. Participants receive on-going supervision and feedback from the E&T program supervisor and are potentially linked to permanent employment opportunities through the program.

SNAP E&T CASE MANAGEMENT & SUPPORTS

SNAP E&T SERVICES: CASE MANAGEMENT



Case management provides ongoing guidance and support to participants as they navigate and engage in the SNAP Employment & Training program



Who must receive case management services in E&T?

✓ **All** SNAP E&T participants are required to receive case management services.



What Does Case Management Include?

✓ Case management is **flexible** and designed to support participants as they progress through training and employment activities. This may include:

Examples

- Skills and employability assessments
- Individualized barrier plan
- Intake & training/service plan
- Progress monitoring

Examples

- Coordination with partner service providers
- Programmatic and participant documentation
- Reporting and compliance tracking

SNAP E&T SERVICES: SUPPORT SERVICES

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

Examples

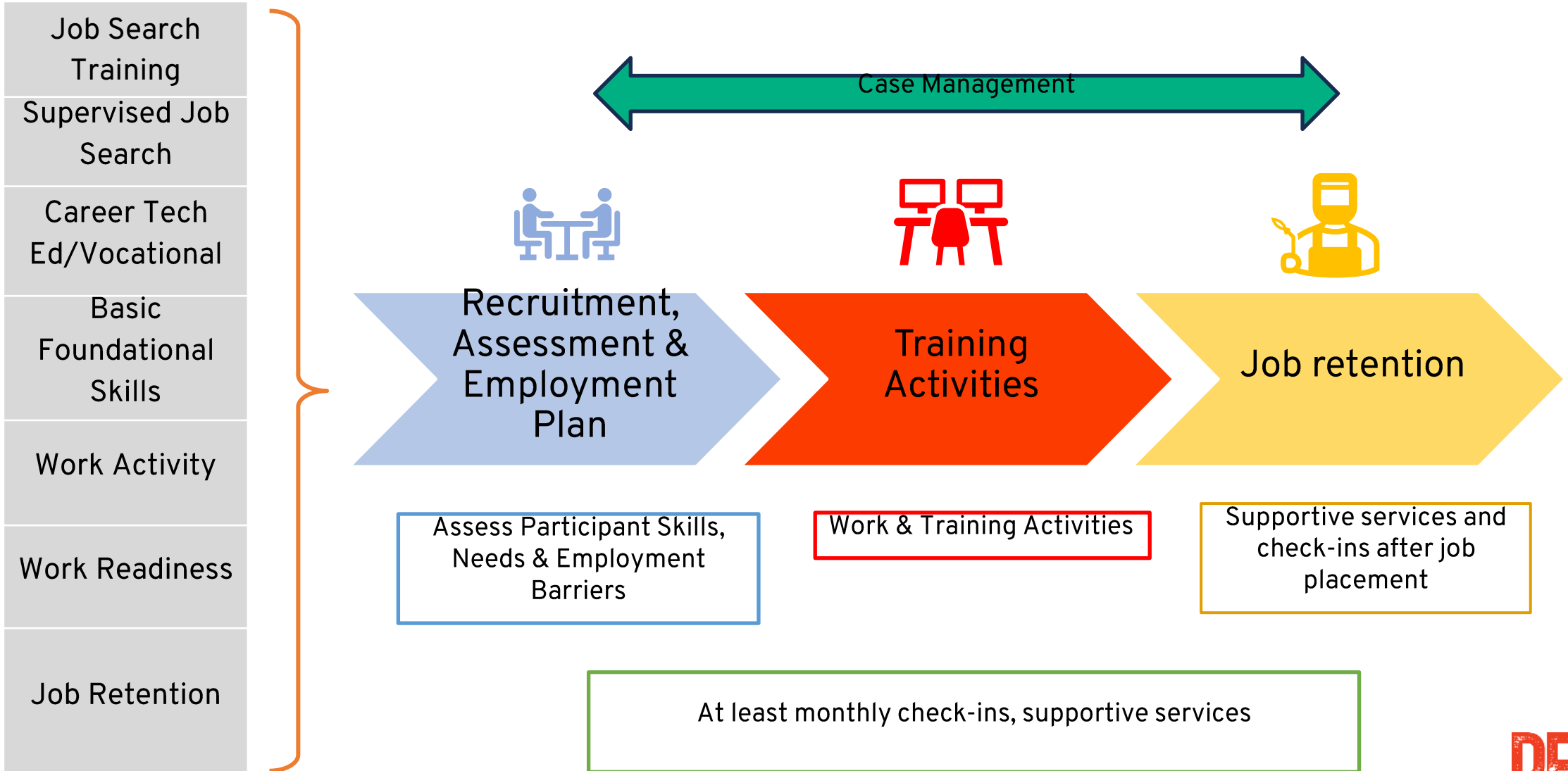


Transportation
Books & Supplies
Clothing & Uniforms
Personal Safety Items

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

SNAP E&T SERVICES: FULL PICTURE



SERVICES MAPPING ACTIVITY

MAPPING EXERCISE: BENEFITS

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**

Click on the components and services below for a definition

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

- 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

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		

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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

TODAY'S GOAL: SERVICE MAPPING

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Today, we'll walk through an Appalachia Cohort volunteer's service mapping as an example of how to map programs to SNAP E&T.

Starting with Step 1, Using the Mapping Tool, we 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

Use the mapping tool to align your program services

MAPPING EXERCISE:

Let's walk through our volunteer's Service Mapping tool using Steps 2 & 3.

Step 2

Assess services for SNAP E&T alignment

Step 3

Use the mapping tool to align program services

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

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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

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DISCUSSION

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

Are there any parts of your program that you don’t see alignment with SNAP E&T?

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?

WRAP UP

UP NEXT & ACTION ITEMS

Complete before 1:1 TA Call

- ✓ Respond to email from assigned TA team & schedule first 1:1 TA call
 - Schedule recurring monthly TA Calls
 - Invite others as needed
 - No later than early April if March is booked*
- ✓ Test access to your shared google folder
 - Reach out to Samantha troubleshooting
- ✓ Start Mapping Tool before you meet with your TA team

Upcoming Training Dates & Topics:

- Wednesday 04/22/2026 **SNAP E&T Participants: Eligibility**

Resources:

- [REDF Workshop](#) Our Custom Cohort Landing page to access these training decks, recordings, resources, best practices, and more!
- [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.