

# Expanded SNAP Work Requirements

June 2026 Community Of Practice



# Agenda

- Adjustments to work requirements
- Relevance to program staff
- Relevance to operational staff
- Walk through toolkit
- Hear from your peers

# EXPANDED SNAP WORK REQUIREMENTS

## WHAT ARE WORK REQUIREMENTS AND TIME LIMITS?

**General Work Requirements** apply to most working-age SNAP recipients. These require individuals to:

- Register for work
- Accept suitable job offers
- Not voluntarily quit jobs or reduce work hours,
- Participate in SNAP Employment & Training (E&T) programs or workfare if assigned.

Failure to meet the general work requirements disqualifies participants from SNAP for at least a month until requirements are met.

**ABAWD Work Requirements** are more stringent and apply to "Able-Bodied Adults Without Dependents."

ABAWDs are required to work or participate in qualifying activities for at least 80 hours per month.

If ABAWDS fail to satisfy work requirements, they are limited to only 3 months of SNAP benefits every 36 months.

ABAWDs may receive SNAP benefits for longer than 3 months if they meet the work requirement, are excused from the work requirement, or are living in an area that is waived from the work requirement.

# EXPANDED SNAP WORK REQUIREMENTS

## WHAT HAS CHANGED?

	Previous Rules	Current Rules
<b>Age Range</b>	18 – 54	18 – 65
<b>Caregiver Status</b>	Responsible for the care of a child under age 18	Responsible for the care of a child under age 14
<b>Exemptions</b>	<ul style="list-style-type: none"><li>• Medically certified as physically or mentally unfit for employment</li><li>• Pregnant</li><li>• Caring for an incapacitated person</li><li>• Work requirements waiver is in place</li><li>• Veterans</li><li>• Individuals experiencing homelessness</li><li>• Adults under 25 who had been in foster care on their 18th birthday</li></ul>	<ul style="list-style-type: none"><li>• Medically certified as physically or mentally unfit for employment</li><li>• Pregnant</li><li>• Caring for an incapacitated person</li><li>• Work requirements waiver is in place (stricter requirements for states to receive)</li></ul>



# IMPACT ON ESEs

Your roles as both employers and service providers are more crucial than ever.

More workers are now at risk of losing food assistance, increasing stress and documentation burdens.

Similar Medicaid work requirements will roll out in 2027; adjusting programs and operations builds readiness for the future.

- Changing Applicant Pool: parents of teens, older adults, unhoused, recent foster youth, & veterans
- Motivational Shifts: Career goals v. Basic needs
- Increased Stress: impact on behavior and wellbeing
- Chilling Effect: Confusion leads to unnecessary disenrollment.

FEATURED ESE: [Coalfield Development](#)

# WHAT CAN WE DO?

ESEs are uniquely positioned to help workers meet the 80-hour qualifying threshold while also offering wrap around supports that reduce hunger. Adjustments to programming, sensitive communication, and trauma-informed responses are essential across programmatic and crew-facing staff.

# PROGRAMMATIC SHIFTS

## GATHER BENEFIT STATUS

- Is the individual receiving SNAP?
- Are they subject to ABAWD rules?
- When is their recertification?

## ADJUST EMPLOYMENT TIMELINES

- Streamline application & enrollment processes to reduce wait time
- Create an expedited enrollment pathway for those near the 3-month limit
- Delay exits until the current month's 80-hour requirement is met.
- Bolster job-search services

## RESTRUCTURE JOBS & PROGRAMS

- Ensure at least 80 hrs/month of work or qualifying activities
- Combine work + qualifying activities (like volunteering)
- Get written approval from CDSS for qualifying activities
- Upon program completion, refer to organizations providing qualifying activities if employment is not secured.

## SUPPORT RECERTIFICATION

- Track workers' recertification dates.
- Assist with clear, timely employment documentation
- Offer group or 1:1 sessions on reviewing and responding to official documents
- Take advantage of local library adult services- they can help!





# TRAUMA INFORMED CARE

For crew supervisors and other participant-facing staff, trauma-informed care and communication styles are crucial for supporting folks who may be newly facing food insecurity, especially those with children or other dependents.

The Four Rs of trauma informed care shift the focus from “what’s wrong with you?” to “what happened to you?”

Four Rs of Trauma Informed Care:

1. Realize
2. Recognize
3. Respond
4. Resist Re-Traumatization

FEATURED ESE: **DC Central Kitchen**

# TRAUMA INFORMED CARE

## 4 Rs: FOOD INSECURITY



**REALIZE:** Food insecurity trauma affects behavior, physical health, emotional well-being, and mental health.



**RESPOND:** Lead without judgement. Show curiosity about food-insecurity behaviors in a private, person-centered environment. Provide on-site snacks and referrals to food banks and meal programs.



**RECOGNIZE:** Food insecurity often manifests as increased anxiety, irritability, loss of focus, or food hoarding.



**RESIST RE-TRAUMATIZATION:** Prioritize dignity, choice, and safety. Remove shame and blame. Connect crewmembers with program staff who can support recertification efforts.



# Immediate Actions

- Make sure participants are aware of the changes, by sharing new work requirements at tailgate meetings.
- Bring snacks along to worksites. Bonus points for culturally relevant foods!
- Develop resource lists for participants facing food insecurity and keep copies handy.
- Evaluate intake and case management procedures to support participants receiving food assistance.
- Take the trauma-informed care resources back to your teams.

**FEATURED ESE: Evanston Rebuilding**

# Let's Discuss.

- What adjustments has your organization already made?
- What partnerships or resources might you share with a colleague today?
- What questions do you have?
- How can we best support?