

USDA FNS SNAP E&T STATE PLAN

STATE NAME	STATE CODE	FEDERAL FISCAL YEAR	VERSION
California	CA	2026	Original Submission

FORM STATUS: Approved on 09/25/2025 6:53 PM EDT

KEY PROGRAM STAFF

Provide one contact person for the State E&T Program.

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AMENDMENT LOG

NOTE: THE AMENDMENT LOG IS ONLY APPLICABLE WHEN SUBMITTING AN AMENDMENT TO A STATE PLAN

ACRONYMS

State agencies may consider including acronyms for the SNAP State agency, SNAP E&T program name, State's management information system, and SNAP E&T providers or contractors.

The below list includes common acronyms utilized within this plan.

Acronym	Definition
ABAWD	Able-Bodied Adult without Dependents
E&T	Employment and Training
FNS	Food and Nutrition Service
FY	Fiscal Year
GA	General Assistance
ITO	Indian Tribal Organization
SNAP	Supplemental Nutrition Assistance Program

TANF	Temporary Assistance for Needy Families
USDA	United States Department of Agriculture
WIOA	Workforce Innovation and Opportunity Act

SUMMARY OF PROGRAM

Provide the vision and mission of the State E&T program. In addition, describe how your State agency's E&T program meets the purpose of E&T which is to:

- Increase the ability of SNAP participants to obtain regular employment
- Meet State or local workforce needs

The vision and mission of the California Department of Social Services (CDSS) CalFresh E&T program is to increase the employment and earning capacity of CalFresh recipients by maximizing their access to CalFresh E&T, supportive services, skills, and credentialing.

The vision and mission align with the E&T program's strategic goals to:

- Increase job placement, retention, and wages;
- Increase participation across a diverse mix of people, communities, and cultures;
- Increase employability by removing barriers to employment;
- Increase skills attainment and credentialing; and
- Lead an efficient and effective customer-focused program.

CalFresh E&T is overseen by the CDSS and voluntarily administered through 35 County Welfare Departments (CWDs). The CDSS delegates the planning, implementation, and operation of the CalFresh E&T program to participating counties. Each county designs its program, establishes target populations, determines activities, provides participant reimbursements, and authorizes partners to provide services as part of a local program.

The CDSS has agreements with sub-recipients who offer E&T services in multiple counties in coordination and with the approval of the local county, known as "state partners". These partnerships are:

- The Foundation for California Community Colleges will offer the Fresh Success program to CalFresh E&T participants primarily through community colleges in 17 counties; and
- The Center for Employment Opportunities (CEO) will offer CalFresh E&T services to formerly incarcerated adults in nine counties.

The CDSS provides oversight and monitoring to all entities administering the E&T program to ensure compliance with all governing laws and regulations. The CDSS reviews and approves all county and state partner CalFresh E&T Plans. Approved plans inform the CDSS E&T State Plan and can only be implemented upon approval by FNS.

The CalFresh E&T program is designed around local economies and population characteristics to increase the likelihood of eligible individuals' access to services that critically improve employability in their community. All county E&T programs are cultivated locally and reflect the unique needs of communities across the state. Counties are encouraged to offer the E&T program and develop programs to address local barriers.

Counties are encouraged to seek the expertise of workforce development partners when designing their E&T Plan. Organizations specializing in workforce development and familiar with labor market trends and strategies support skill-building and employment prospects for CalFresh E&T participants. These organizations can become strong partners in program administration while expanding the reach of CalFresh E&T.

The CDSS acknowledges that valued workers are essential to a healthy economy. CalFresh E&T provides the

education and training to help workers find and keep jobs, and the individualized services needed to help workers meet long-term needs, including positive career trajectory, resilience when confronted with barriers, and reduced participation in income support services. This is achieved through career pathway identification, degree or certificate attainment, improved wages, increased awareness of program eligibility outside of E&T, and expanded support services to help individuals enrolled in E&T.

Is the State's E&T program administered at the State or county level?

- State
- County

Describe how counties share information with the State agency.

Counties administering E&T services submit an E&T Plan detailing the components and services offered, cost allocation, and E&T partners.

Counties submit quarterly Progress Reports to CDSS. The quarterly progress reports shows a snapshot of a point-in-time data regarding 50% funds and 100% funds expenditures. The Quarterly Progress Report includes participant data, expenditure data, and narrative information on program growth and challenges throughout the quarter. This report is intended for entities administering the CalFresh E&T program to effectively communicate areas of continuous improvement and convey technical assistance opportunities. During CDSS' review, additional technical assistance can be provided.

Additionally, CDSS will provide other opportunities for State agency and peer-to-peer contact when the County Administrators Workgroup is launched early FFY 2026.

The CDSS shares new policies, procedures, and other regulatory guidance for CalFresh E&T with counties and state partners, including CDSS intermediary (Fresh Success), through All County Letters, All County Information Notices, All County Welfare Directors Letters, and County Fiscal Letters on CDSS' public website. In addition, CDSS supports compliance practices for state partners through ongoing technical assistance, partnership forums, Management Evaluations, webinars, and Annual Training.

The CDSS communicates with the participating counties and state partners to convey important policy updates or interpretations, convey programmatic changes, collect required plan documents and reports, and conduct compliance reviews, referred to as "management evaluations". The primary modes of communication are via publication of guidance found on CDSS' website, direct emails to the point of contact staff, and phone calls.

The CDSS CalFresh E&T team has at least three analysts assigned to each county and state partner by region to add a localized perspective when providing technical assistance.

- Counties and state partners communicate directly with their CDSS regional analysts and program managers by phone or email and the general CalFresh E&T mailbox when they have questions.
- The CDSS conducts webinars/trainings that include: Partnership Forums, CalFresh E&T Annual Training, and Data and Reporting.
- The CDSS conducts management evaluations for all participating counties and state partners.

Counties and state partners communicate policy and programmatic changes with their sub-recipients and include those processes in their E&T Annual Plans.

Describe how the State agency monitors county operations.

The CDSS conducts Management Evaluations (MEs) of all entities responsible for administrating the CalFresh E&T program. The purpose of the ME is to: decide compliance with CalFresh E&T rules and regulations and the approved CalFresh E&T Annual Plan; identify and document effective practices in place that could be helpful to other CalFresh E&T programs; identify technical assistance needs; and provide an opportunity for feedback to the CDSS on areas for continuous improvement.

The objectives of the ME review are to provide:

- A systematic method of monitoring and assessing the administration of the CalFresh E&T program;
- A basis to improve and strengthen program operations by identifying and correcting deficiencies; and
- Continuous flow of program information between all entities responsible for administrating the CalFresh E&T program, including the CDSS and FNS.

The CDSS conducts MEs based on the following schedule:

- Annually in large counties
- Every two years in medium counties
- Every three years in small counties

The CDSS decides the size of the county based on the number of reported CalFresh E&T participants served in the previous fiscal year. State partners are reviewed on an annual basis. MEs are conducted more or less frequently based on identified risks.

Document Review:

The CDSS ME team requests and reviews programmatic and fiscal documentation before the ME. The list below names documents requested by the CDSS before the scheduled review. More documents may be requested either before or during the ME if needed. Documents with Personally Identifiable Information (PII) or other confidential information must be sent to the CDSS securely through email or secure transfer sites.

Documents requested are tailored to the program being reviewed. These documents may include, but are not limited to:

- Handbook, certification manual, training materials, and other instructional materials or policy materials.
- Documents regarding CalFresh work registration requirements.
- Copies of notices and forms provided to CalFresh E&T participants.
- Documents used to construct required reports, including instructions to identify and count work registrants.
- Encrypted lists of CalFresh E&T participants
- Documentation of billing for all reimbursements and all source financial documentation for the selected month of review, including documentation for selected partner(s), when applicable.
- General ledger and chart of accounts for all expenses
- Copy of the single audit report for partners receiving federal grants over \$1,000,000
- Time Records
- Copies of contracts and/or Memo of Understanding (MOU) between the entity under review and selected partner(s).
- Partner budget documentation
- Partner budget narrative
- Partner job descriptions for CalFresh E&T
- Cost allocation plan/cost methodology
- Materials and activities the entity under review uses to monitor and review their CalFresh E&T partner(s).
- Monitoring/review schedule and tools
- Monitoring/review reports
- Corrective action documents

Interviews:

The E&T ME team interviews staff responsible for delivering the CalFresh E&T program and services, and CalFresh E&T participants. Interview questions specifically address the implementation of the CalFresh E&T program as specified in the approved CalFresh E&T Annual Plan: program compliance, participation trends,

fiscal policies and procedures, and data validation methodologies.

Participant interviews focus on program effectiveness from the participant's perspective. This includes how clearly a participant understands the conditions of program enrollment and available services including supportive services.

Case File Review:

The E&T ME team reviews case files to determine compliance with state and federal regulations. Case files are selected randomly from the complete list of participants for the Federal Fiscal Year (FFY) in review. The team uses a case file review protocol to ensure each case is assessed consistently and that all areas of state and federal requirements are considered. Case files may be paper, electronic, or both. The CDSS requests staff be present at case file reviews to help with any questions and navigate the computer system if electronic files are used.

Items that should be in a case file include:

- CalFresh E&T eligibility verification.
- CalFresh E&T program start and end dates.
- Case management documentation: this may include comprehensive intake assessment, employability assessment, individualized service plans, participant progress monitoring, and coordination with service providers.
- Component start and end dates.
- Provider determination (if applicable)
- Provider referral form and date (if applicable)
- Supportive service documentation: this should include why the service is needed, as well as a receipt/affidavit confirming the supportive service was used for its intended purpose.
- USDA Funding and Non-Discrimination Statement.
- Work registrant status and documentation.

Data Review:

The CDSS conducts data analysis, including trends, significant characteristics, and their relationships. The CalFresh E&T ME review includes data collection and validation methodologies for both the "CalFresh Work Registrants, Able-Bodied Adults Without Dependents (ABAWDs), and Employment and Training (E&T) Program Quarterly Statistical Report" (STAT 47), and the "CalFresh E&T Participant Outcomes Report".

Civil Rights Review:

All programs and services funded by the FNS must include a public notification system. The purpose of this system is to inform applicants, participants, and potentially eligible persons of the program's availability, program rights and responsibilities, the policy of nondiscrimination, and the procedure for filing a complaint.

All handouts, forms, and informational materials provided to CalFresh E&T participants must include the FNS funding statement and the nondiscrimination statement according to FNS Instruction 113-1, Section IX.

Fiscal Review:

The purpose of the fiscal review is to determine if costs charged to the CalFresh E&T program match the approved CalFresh E&T Annual Plan Budget and are allowable, reasonable, necessary, and allocable.

The CDSS ME team reviews fiscal policies and accounting records to ensure documentation is kept in a manner that allows verification of all costs charged to the CalFresh E&T program. The CDSS ME team evaluates the fiscal systems and safeguards in place to ensure fiscal integrity. The CDSS ME team evaluates the methods used for distributing costs to the CalFresh E&T program following federal guidance.

Corrective Action:

A finalized ME report is sent to the entity responsible for the administration of the CalFresh E&T program within 60 days following the conclusion of the ME. A written response is required to identify actions that are

proposed or taken in response to all observation(s) and finding(s) of noncompliance with federal regulations. The term “Required Corrective Action” is the element of the ME report that conveys the action(s) that must be taken to correct the noncompliance with federal regulations, FNS instructions, and/or policy memoranda prescribed by the FNS and/or the CDSS.

A Corrective Action Plan (CAP) must be sent to the CDSS within 60 calendar days after receipt of the ME report. The CDSS will decide whether the corrective actions proposed in the CAP are adequate to resolve any findings. Once acceptable corrective actions have been implemented and adequate verification has been provided, the CDSS will issue a closeout letter to confirm the finding(s) have been closed. The CDSS provides support to all entities responsible for the administration of the CalFresh E&T program in aligning their program and services with all federal and state regulations and policies.

The CDSS CalFresh E&T ME calendar is on our public webpage.

PROGRAM CHANGES

Summarize changes for the upcoming Federal fiscal year (FY) from the prior FY. Significant changes may include new initiatives, changes in funding or funding sources, policy changes, or significant changes to the number of partners or participants. Significant changes could include those made as a result of management evaluation findings or participation in program improvement initiatives, such as SNAP to Skills. It is not necessary to include changes made as a result of new Federal rulemaking.

FNS Data Grant:

The CDSS was awarded the Data and Technical Assistance grant in collaboration with the Seattle Jobs Initiative (SJI) to establish the CalFresh E&T Equity and Effectiveness project. The project will provide CalFresh E&T with the data, processes, and training to advance equitable program access, participation, and outcomes. The key goals of this project are to:

- Increase CalFresh E&T's capacity to assess and advance program equity and effectiveness.
- Improve CalFresh E&T's use of data to make continuous, data-driven improvements to program equity and effectiveness.
- Establish a framework, guidance, and resources to help CalFresh E&T counties and providers implement meaningful policy and operational changes to advance program equity and effectiveness.

This project grant term ends September 30, 2025. However, the CDSS has submitted a 2 year No-Cost Extension request to FNS to allow for ample time to complete the project goals and deliverables. While the project team awaits a decision on the No-Cost Extension request, the project continues to work to assess the CalFresh E&T's program landscape, identifying program strengths, opportunities for improvement, and recommendations to continue to promote data-driven improvements to advance program goals and metrics.

Los Angeles County DPSS:

For FFY 2026, the Los Angeles Department of Public Social Services (LA DPSS) is reimagining much of its CalFresh E&T program to better help participants gain skills and find careers that support economic mobility and stability. CalFresh E&T participants will have access to an individualized program with enhanced case management services that focus on engagement, coaching, and accountability, thus increasing participants' prospects for economic mobility. The program will be career-driven, preparing E&T participants for occupations in demand by local employers, including transportation, construction, land management, digital media and arts, retail, logistics, and the culinary industry.

Building on the existing success of LA DPPS's partnership with the Department of Economic Opportunity (DEO), services will continue to be offered by several sub-recipient providers with an anticipated reach of 13,304 participants in FFY 2026. Providers and services include:

- Goodwill of Southern CA: Components: Supervised Job Search (SJS), Job Retention, and Work Experience-Subsidized Work-Based Learning (SWBL)
- The Chrysalis Center: Components: SJS, Work Experience-SWBL, Job Retention
- Downtown Women's Center: Components: SJS, Education, Work Experience-SWBL
- Conservation Corps of Long Beach: Components: SJS, Work Experience-SWBL, Job Retention
- New Earth: Components: SJS, Education, Work Experience-SWBL, Job Retention
- Los Angeles Conservation Corps: Components: SJS, Education, Work Experience-SWBL, Job Retention
- Covenant House of California: Components: SJS, Job Retention, Education, Work Experience-WBL, Work Experience-SWBL
- San Gabriel Valley Conservation Corps: Components: Supervised Job Search, Job Retention, Work Experience- SWBL

Distinct from years past, LA DPSS will shift its longstanding focus on serving General Relief (GR) recipients who also receive CalFresh to a more inclusive focus on non-assistance CalFresh recipients. FFY 2026 will

serve as a bridge to this more inclusive focus, with LA DPSS pausing services offered directly by the county to implement a new program design. The redesigned program will align with the goals and offerings of LA DPSS's contracted intermediary, DEO. This will ensure a more consistent, high-quality experience for all participants, and importantly, is intended to improve outcomes.

The redesigned program will offer services that allow individuals subject to work requirements to volunteer to participate in CalFresh E&T to maintain their benefits. The CDSS will collaborate with LA DPSS to provide technical assistance in support of the CalFresh E&T program redesign and its timely implementation.

While this effort will result in a temporary decline in CalFresh E&T participants in FFY 2026, LA DPSS is committed to ramping up services as soon as feasible to ensure more non-assistance CalFresh recipients have options to improve their economic mobility and stability.

CalFresh Confirm ABAWD Enhancement:

CalFresh E&T also released the Able-Bodied Adults Without Dependents (ABAWD) CalFresh Confirm enhancement to support the implementation of ABAWD policies. This allows county approved E&T organizations the ability to digitally confirm a participant's ABAWD status through CalFresh Confirm.

CalFresh E&T Technical Assistance (TA) Unit:

The CDSS will expand its TA activities to include increased peer-connection between CalFresh E&T counties by implementing a County Administrators Workgroup. The Workgroup will consist of volunteer representatives from E&T counties and state partners, and will involve peer and CDSS-led TA sessions, as well as breakout sessions. Finally, the TA Unit will launch its Library of Resources. This Library will consist of documents voluntarily contributed by counties and identified by the CDSS as exemplary work, giving counties additional opportunities to learn from each other's proven practices.

Highlight any changes from above that the State agency is making to the E&T program based on the prior year's performance, for instance changes made as a result of E&T outcome and participation data.

FNS Data Grant:

The CDSS was awarded the Data and Technical Assistance grant to establish the CalFresh E&T Equity and Effectiveness project. The CDSS is committed to expanding equitable program access and increasing the economic mobility of CalFresh recipients and strives to be a leader in implementing forward-thinking, equitable policies and programs. This project will evaluate recent participant data, data collection practices, and variables in program design to promote informed, data-driven improvements to the CalFresh E&T program moving forward. This is an ongoing project that will require contributions from a dynamic mix of stakeholders from various backgrounds, communities, and administration levels. Findings or recommendations from this project will be evaluated upon conclusion of the grant term.

CalFresh E&T TA Unit:

Based on feedback from CalFresh E&T counties, the CDSS will be implementing the CalFresh E&T Administrators Workgroup described above, along with the Library of Resources. These initiatives will allow counties to enhance and refine their programs based on proven-practices.

CONSULTATION AND COORDINATION WITH THE WORKFORCE DEVELOPMENT SYSTEM

State agencies must design the E&T program in consultation with the State workforce development board and operate the E&T program through the statewide workforce development system (7 CFR 273.7(c)(5)). The goal of this section is to explain the relationship between the State agency and other organizations it plans to consult and coordinate with for the provision of services, including organizations in the statewide workforce development system. The statewide workforce development system refers to a network of providers, which may include government and the public sector; community-based organizations and non-profits; employers and industry; occupational training providers; and post-secondary institutions, such as community colleges. Please note the State workforce development board is an entity that establishes Regional strategic plans and sets funding priorities for their area. They are distinct from State workforce agencies.

Consultation

Consultation with the workforce development system generally includes discussions to learn about services provided in the community and how each organization functions and coordinates with others in the community. State agencies can demonstrate they consulted with their State workforce development board by noting the dates of conversations, who they spoke with, what they spoke about, and how they incorporated this information into the design of their E&T program.

Did the State agency consult the State workforce development board?

- Yes
- No

Describe how the State agency consulted with the State workforce development board in designing its SNAP E&T program. Include the names, dates and outcomes of the consultation.

Date	State Workforce Development Board Name	Title(s) of Person Consulted	Outcome of Consultation
09/25/2024	Labor and Workforce Development Agency - Partnership Forums	County, Community Based Organizations, and State Department Stakeholders	The LWDA is an executive-branch agency that oversees seven major departments, boards, and panels that serve California businesses and workers. The CDSS collaborates with LWDA and works closely with the California Workforce Development Board (CWDB), the Employment Development Department (EDD), the Department of Rehabilitation (DOR), the California Department of Aging (CDA), the California Community Colleges Chancellors Office (CCCCO), and the California Adult Education Program (CAEP) in various roles. Each state agency

and/or department plays a vital role in California's workforce development system. CDSS' relationship with LWDA and the CWDB keep CalFresh E&T participants connected to broader service strategies.

In particular, the CDSS partners with the CWDB to ensure LWDBs and CWDs are given coordinated guidance and opportunities shared across organizations to enhance local economies through increased employment of CalFresh recipients. Similar to the CalFresh E&T Plan, LWDBs submit local plans to the CWDB for inclusion in California's Unified Strategic Workforce Development Plan (WIOA State Plan). The CDSS is a partner in the plan and contributes to the development of public policy, fiscal investment, and operation of the state workforce and education system. Through this partnership, the CDSS promotes service delivery strategies that leverage LWDB resources. The LWDBs must use local businesses and labor market information to develop career pathway programs and inform the selection of in-demand occupations. The LWDBs must also prioritize CalFresh E&T participants as a target population. The CDSS actively takes part in the review process for LWDB plans to ensure the needs of CalFresh E&T recipients are being met.

Local and Regional Coordination: In addition to efforts at the state level, counties, and state partners coordinate with their local and regional workforce development boards. This coordination ranges from light-touch, such as consulting with local WIOA providers in program design, to full partnerships with local boards to provide E&T services to CalFresh E&T participants. In California, counties consult with their LWDBs and WIOA providers to develop, coordinate, and

			<p>at times, administer CalFresh E&T services. Counties describe their coordination efforts with the LWDBs with their CalFresh E&T Annual Plans. As required under WIOA, CalFresh E&T participants are a priority population and must be served by their local WIOA administrator.</p> <p>The following consultative touch points occur throughout the year:</p> <p>LWDA Partnership Promotion (Periodically): The CDSS CalFresh E&T section regularly notifies counties of workforce development opportunities such as grant solicitations, webinars, and policy developments. CalFresh E&T regularly receives notice of state-funded grant application requests offered in partnership with the CWDB and these opportunities are shared with counties looking to increase local funding for E&T programs.</p> <p>CalFresh E&T Partnership Forum (Triennially): CalFresh E&T hosts discussions with organizations within the LWDA, and CHHSA to share Program opportunities, resources, trends, and other issues of impact across stakeholder organizations within the workforce development community. Attendees include counties, the CWDB, LWDBs, non-profit service providers, community colleges, and policy advocates.</p> <p>September 25th of 2024, January 22nd and May 22nd of 2025.</p>
10/15/2024	<p>Labor and Workforce Development Agency - California Committee on Employment of People with Disabilities (CCEPD)</p>	<p>Executive Officer, California Committee on Employment of People with Disabilities and Stakeholders</p>	<p>The LWDA is an executive-branch agency that oversees seven major departments, boards, and panels that serve California businesses and workers. The CDSS collaborates with LWDA and works closely with the California Workforce Development Board (CWDB), the Employment Development Department (EDD), the Department of Rehabilitation (DOR), the California Department of Aging</p>

(CDA), the California Community Colleges Chancellors Office (CCCCO), and the California Adult Education Program (CAEP) in various roles. Each state agency and/or department plays a vital role in California's workforce development system. CDSS' relationship with LWDA and the CWDB keep CalFresh E&T participants connected to broader service strategies.

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California Committee on Employment of People with Disabilities (CCEPD) - CA Department of Rehabilitation (Quarterly): The California Committee on Employment of People with Disabilities (CCEPD) makes policy recommendations to the Secretary of the LWDA and the Secretary of the California Health and Human Services Agency to increase employment opportunities for people with disabilities.

Representatives from CalFresh E&T and CWDB contribute to these discussions as committee members and stakeholders. Committee meetings were held October 15th and November 19th of 2024, and

			February 18th , March 18th , May 20, and June 17th of 2025.
01/15/2025	Labor and Workforce Development Agency - Regional Workforce and Equity Partnership (RWEP)	Branch Leadership-Statewide Partnership Team	<p>The LWDA is an executive-branch agency that oversees seven major departments, boards, and panels that serve California businesses and workers. The CDSS collaborates with LWDA and works closely with the California Workforce Development Board (CWDB), the Employment Development Department (EDD), the Department of Rehabilitation (DOR), the California Department of Aging (CDA), the California Community Colleges Chancellors Office (CCCO), and the California Adult Education Program (CAEP) in various roles. Each state agency and/or department plays a vital role in California's workforce development system. CDSS' relationship with LWDA and the CWDB keep CalFresh E&T participants connected to broader service strategies.</p> <p>In particular, the CDSS partners with the CWDB to ensure LWDBs and CWDs are given coordinated guidance and opportunities shared across organizations to enhance local economies through increased employment of CalFresh recipients. Similar to the CalFresh E&T Plan, LWDBs submit local plans to the CWDB for inclusion in California's Unified Strategic Workforce Development Plan (WIOA State Plan). The CDSS is a partner in the plan and contributes to the development of public policy, fiscal investment, and operation of the state workforce and education system. Through this partnership, the CDSS promotes service delivery strategies that leverage LWDB resources. The LWDBs must use local businesses and labor market information to develop career pathway programs and inform the selection of in-demand occupations. The LWDBs must also prioritize CalFresh E&T participants as a target population.</p>

The CDSS actively takes part in the review process for LWDB plans to ensure the needs of CalFresh E&T recipients are being met.

Local and Regional Coordination: In addition to efforts at the state level, counties, and state partners coordinate with their local and regional workforce development boards. This coordination ranges from light-touch, such as consulting with local WIOA providers in program design, to full partnerships with local boards to provide E&T services to CalFresh E&T participants. In California, counties consult with their LWDBs and WIOA providers to develop, coordinate, and at times, administer CalFresh E&T services. Counties describe their coordination efforts with the LWDBs with their CalFresh E&T Annual Plans. As required under WIOA, CalFresh E&T participants are a priority population and must be served by their local WIOA administrator.

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Regional Workforce and Equity Partnership (RWEP) (Periodically): January 15th, February 14th, and July 14th, 2025. To eliminate barriers and improve outcomes for shared target populations, the CWDB and CDSS

			<p>meet periodically to support regional and local workforce service delivery through shared dialogue. Our touchpoints are guided by the WIOA State Plan Partnership Agreement: CDSS and CWDB. This Partnership Agreement is a living document that outlines our shared commitment at the state level to coordinate and align through shared resources, strategic co-enrollment promotion, and the evaluation of program outcomes.</p>
09/02/2025	<p>Labor and Workforce Development Agency - California Workforce Association (CWA) Meeting of the Minds</p>	<p>Workforce, Education, and Community Leaders from throughout the State.</p>	<p>The LWDA is an executive-branch agency that oversees seven major departments, boards, and panels that serve California businesses and workers. The CDSS collaborates with LWDA and works closely with the California Workforce Development Board (CWDB), the Employment Development Department (EDD), the Department of Rehabilitation (DOR), the California Department of Aging (CDA), the California Community Colleges Chancellors Office (CCCO), and the California Adult Education Program (CAEP) in various roles. Each state agency and/or department plays a vital role in California's workforce development system. CDSS' relationship with LWDA and the CWDB keep CalFresh E&T participants connected to broader service strategies.</p> <p>In particular, the CDSS partners with the CWDB to ensure LWDBs and CWDs are given coordinated guidance and opportunities shared across organizations to enhance local economies through increased employment of CalFresh recipients. Similar to the CalFresh E&T Plan, LWDBs submit local plans to the CWDB for inclusion in California's Unified Strategic Workforce Development Plan (WIOA State Plan). The CDSS is a partner in the plan and contributes to the development of public policy, fiscal investment, and operation of the state workforce and education system.</p>

Through this partnership, the CDSS promotes service delivery strategies that leverage LWDB resources. The LWDBs must use local businesses and labor market information to develop career pathway programs and inform the selection of in-demand occupations. The LWDBs must also prioritize CalFresh E&T participants as a target population. The CDSS actively takes part in the review process for LWDB plans to ensure the needs of CalFresh E&T recipients are being met.

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LWDA Partnership Promotion (Periodically): The CDSS CalFresh E&T section regularly notifies counties of workforce development opportunities such as grant solicitations, webinars, and policy developments. CalFresh E&T regularly receives notice of state-funded grant application requests offered in partnership with the CWDB and these opportunities are shared with counties looking to

		increase local funding for E&T programs.
		California Workforce Association (CWA) Meeting of the Minds Conference (Annually): CalFresh E&T is regularly featured at the Meeting of the Minds Conference hosted by the non-profit California Workforce Association which convenes Local Workforce Development Boards across California to discuss workforce development priorities and opportunities across the state, including programs that serve public assistance recipients. The Conference is held September 2-4, 2025 with the overarching theme being “Fearless Forward: Turning Uncertainty into Opportunity”.

Coordination

Coordination with the workforce development system consists of efforts to partner with workforce providers to directly serve SNAP E&T participants or to align the flow or types of services offered across programs.

Describe any special State initiatives (i.e. Governor-initiated or through State legislation) that include SNAP E&T. Describe any efforts taken by the State agency to coordinate these programs, services, partners, and/or activities with the State's E&T program.

The CDSS encourages counties and state partners to use available special State initiatives to coordinate services for those enrolled in CalFresh E&T.

Helping Justice-Involved Reenter Employment (HIRE) Grant CEO was awarded a grant under the CWDB HIRE initiative. The initiative's objectives are to:

- Increase employment opportunities and job mobility for formerly incarcerated and justice-involved individuals.
- Provide training, reskilling and upskilling, and supportive services to justice-involved individuals to improve employment opportunities and job mobility.

This grant will support CEO in providing a coordinated hub with eight other partner organizations to administer reentry workforce services.

San Luis Obispo County was awarded a Prison to Employment Grant and funds will be used in the integration of workforce reentry services, and supportive services, paving pathways toward employment and away from recidivism for the formerly incarcerated and justice-involved population.

Describe the extent to which the State agency is carrying out SNAP E&T programs in coordination with title I programs under the Workforce Innovation and Opportunity Act (WIOA).

The CDSS actively contributes to California's collective public workforce development system. Through statewide collaboration the CDSS, EDD, CWDB, DOR, the California Department of Education (CDE), and CCCCO released a directive on strategic co-enrollment. The directive provides an opportunity to support alignment between data systems to support co-enrollment practices amongst WIOA Title I-IV, CalWORKs, and CalFresh E&T participants. Leadership within each participating state agency establishes a workgroup to help develop technical assistance for local area providers and counties. The workgroup is developing technical assistance resources that educate local area providers and counties on the various programs each WIOA Title and state agency represents. Specific to CalFresh E&T, there is an opportunity for strategic co-enrollment amongst each WIOA Title program as outlined in All County Information Notice (ACIN) I-57-21.

WIOA Title I (Adult Low Income, Dislocated Worker, and Youth Programs):

Through WIOA Title I services, CalFresh E&T participants are eligible for WIOA Title I services as either Low-Income Adults, Dislocated Workers, or Out-of-School Youth participants. Through co-case management, referrals, and data sharing agreements as detailed in the strategic co-enrollment directive, counties, and local area WIOA Title I providers (such as America's Job Center of California) establish relationships that foster strategic co-enrollment and program integration.

Is SNAP E&T included as a partner in the State's WIOA Combined Plan?

- Yes
- No

Describe how the State agency is coordinating with TANF/GA programs, services, partners, and/or activities. Describe any TANF/GA special initiatives targeting specific populations and any actions taken to coordinate with these efforts.

Individuals subjected to any work requirement under Title IV of the Social Security Act (such as TANF, known as CalWORKs) are ineligible to participate in CalFresh E&T. Individuals who receive CalWORKs benefits for family members but are not subject to the work requirement—such as timed-out members of a CalWORKs household—are eligible to take part in CalFresh E&T.

The CDSS does not manage or oversee General Assistance/General Relief (GA/GR) programs. Every county in California administers its GA/GR program following local regulations and policies. Most GA/GR participants receive CalFresh benefits and are eligible to take part in CalFresh E&T if offered in their county.

Describe how the State agency is coordinating its SNAP E&T program with any other Federal or State employment program (e.g. HUD, child support, re-entry, refugee services).

CDSS Workforce:

Workforce programs within CDSS work together to coordinate policy that effects CalFresh E&T eligibility, ITO engagement, and automation development in CalSAWS (statewide automated welfare system) regularly through the Workforce Intersections Workgroup. Consultation between programs include representatives from CalFresh E&T, CalWORKs, Immigration and Refugee Services, and Housing programs and can include discussions focused on opportunities for co-enrollment, resources, and general cross-program opportunities to serve shared populations.

WIOA Title II (Adult Education and Literacy Programs):

WIOA Title II is most leveraged in CalFresh E&T through our state partner, Fresh Success, which offers counties the opportunity to refer participants directly into adult education and literacy programs. CalFresh E&T participants who enroll in the education component will be referred to a county office of education to

gain a vocational certification or to an adult education provider to obtain a General Education Degree (GED) or high school diploma.

WIOA Title III (Wagner-Peyser/AJCCs):

Through WIOA Title III, CalFresh E&T counties can incorporate work readiness workshops offered through their local AJCC to aid in meeting the supervised job search component requirements and move into a focus on soft skill development. As part of CDSS' vision of providing more CalFresh E&T recipients with access to skills, WIOA Title III services offer an opportunity to partner and align that vision with services that are already provided, in varying capacities, within each county.

WIOA Title IV (Vocational Rehabilitation Programs):

The CalFresh SSI/SSP expansion has increased the opportunity for individuals with disabilities to participate in a CalFresh E&T program. The California Committee on Employment of People with Disabilities (CCEPD) advances employment for people with disabilities by making policy recommendations to the Secretary of the Labor and Workforce Development Agency and the Secretary of the California Health and Human Services Agency. CalFresh E&T leadership sits as members of this committee and incorporates strategies raised through these conversations into our communications with program administrators.

CONSULTATION WITH INDIAN TRIBAL ORGANIZATIONS (ITOs)

State agencies are required to consult with Tribes about the SNAP State Plan of Operations, which includes the E&T State Plan, per 7 CFR 272.2(b) and 272.2(e)(7). The consultations must pertain to the unique needs of Tribal members. State agencies are required to document the availability of E&T programs for Tribal members living on reservations in accordance with 7 CFR 273.7(c)(6)(xiii). The goal of this section is to describe how the State agency consulted with Indian Tribal Organizations (ITOs), describe the results of the consultation, and document the availability of E&T programs for Tribal members living on reservations.

Did the State agency consult with ITOs in the State?

- Yes
- Yes, but not all ITOs
- No
- There are no ITOs in my State

List the ITOs consulted and describe the outcomes of the consultation(s). Provide specific examples of how the State agency incorporated feedback from ITOs into the design of the E&T program (e.g. unique supportive service, new component, in-demand occupation). Include the title of the person you consulted and the date.

Date	Name of ITO	Title(s) of Person Consulted	Outcome of Consultation
11/07/2024	CDSS Office of Tribal Affairs	Tribal Advisory Committee, Minnesota Department of Children, Youth and Families Director	<p>The CDSS Office of Tribal Affairs (OTA) cultivates informed participation and trusting relationships with and among California Indian Tribes, CDSS, and counties to enhance the well-being of indigenous children and families.</p> <p>The CDSS Tribal Consultation Policy (TCP), established under the OTA, guides government-to-government consultation between the CDSS and Indian Tribes on policies and procedures that affect Indigenous people in California. These consultations are in recognition of statutory mandates and Federal and State Executive Directives and are meant to establish a formal government-to-government TCP.</p> <p>Under this policy, the OTA facilitates multiple touchpoints annually for</p>

ITOs to consult with policy and program staff in consideration of CalFresh E&T services for Tribal communities. These consultations include quarterly Tribal Advisory Committee meetings, quarterly Tribal TANF Administrators meetings, and annual participation in the Tribal Consultation Summit each September where tribal leaders across California are invited to participate. Discussions center around program eligibility, design, data reporting requirements, and opportunities for CDSS to assist in ITO program pilots.

Ongoing consultations with ITOs across California through the OTA has established awareness of the unique benefits available to ITOs that choose to offer a CalFresh E&T program. ITOs raised concerns about the administrative barriers to offering the program, such as participants residing in rural locations with limited transportation options, a low federally approved indirect cost rate to be charged to the program, and challenges to verifying participant eligibility. Continued strategies to support ITO engagement in overcoming these barriers in FFY 2026 include:

- Smaller workgroup consultations, in addition to the larger Tribal Consultation Summit, Tribal Advisory Council and Tribal TANF Administrator meetings
- ITO State Partner opportunities
- Seed and pilot program funding and other supports

CDSS has met with OTA the following dates: November 7th, and December 13th of 2024, and February 20th, March 7th, June 2nd, June 13th, and July 9th of 2025.

California met with Minnesota SNAP E&T leadership in June 2025 to leverage insights into the methods and outcomes of tribal consultation practices within the state. These conversations provided fruitful

			context for current efforts. The opportunity to control program design and seek a 75 percent reimbursement of eligible program costs is a meaningful opportunity for ITOs to support the development of a skilled workforce, however the administrative challenges in offering a CalFresh E&T program continue for ITOs. State level consultations with ITOs encourage local conversations that continue inclusion of tribal communities in county programs.
02/14/2025	Enterprise Rancheria	Co-Administrator & Grants Manager	Discussion on how the tribe can incorporate CalFresh E&T into their current programming structure. Continuing efforts and communications are still underway.
04/10/2025	CalFresh Healthy Living Tribal Expansion Partnership Symposium	Tribal Ambassadors and Non-Profit Program Directors	First Annual Tribal Expansion Project Partnership Symposium on the Shingle Springs Band of Miwok Indians Rancheria in the Sierra Nevada foothills of Northern CA. The Symposium brought together more than 75 attendees representing 27 Tribal organizations, state-funded partners, community-based agencies, and CalFresh Healthy Living and CalFresh E&T programs. The event focused on uplifting California Indigenous perspectives in nutrition education and wellness programming, while creating a collaborative space for sharing resources, building relationships, and exploring future partnerships.
05/09/2025	Yurok Tribe	Child Welfare Director, Childhood Education Manager, Yurok TANF Program Manager	Discussion on how the tribe can incorporate CalFresh E&T into their current programming structure. Continuing efforts and communications are still underway.
05/15/2025	Fort Bidwell Indian Community (FBICC)	FBICC Enrollment and Indian Child Welfare Act (ICWA) Department Clerk	Discussion on how the tribe can incorporate CalFresh E&T into their current programming structure. Continuing efforts and communications are still underway.

Will the State agency be seeking enhanced reimbursement for E&T services (75%) for ITO members who are residents of reservations, either on or off the reservation?

Yes

No

UTILIZATION OF STATE OPTIONS

State agencies have the flexibility to implement policy options to adapt and meet the unique needs of State populations. Check which options the State agency will implement.

Does the State agency offer an E&T program statewide?

- Yes
- No

Indicate the type of E&T program the State agency operates.

- Mandatory per 7 CFR 273.7(e)
- Voluntary per 7 CFR 273.7(e)(5)(i)
- Combination of mandatory and voluntary

Indicate which counties offer an E&T program.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input type="checkbox"/> Marin County	<input type="checkbox"/> San Mateo County
<input type="checkbox"/> Alpine County	<input type="checkbox"/> Mariposa County	<input type="checkbox"/> Santa Barbara County
<input type="checkbox"/> Amador County	<input checked="" type="checkbox"/> Mendocino County	<input type="checkbox"/> Santa Clara County
<input type="checkbox"/> Butte County	<input type="checkbox"/> Merced County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Calaveras County	<input type="checkbox"/> Modoc County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Colusa County	<input type="checkbox"/> Mono County	<input type="checkbox"/> Sierra County
<input checked="" type="checkbox"/> Contra Costa County	<input checked="" type="checkbox"/> Monterey County	<input type="checkbox"/> Siskiyou County
<input type="checkbox"/> Del Norte County	<input checked="" type="checkbox"/> Napa County	<input type="checkbox"/> Solano County
<input type="checkbox"/> El Dorado County	<input type="checkbox"/> Nevada County	<input type="checkbox"/> Sonoma County
<input checked="" type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Orange County	<input type="checkbox"/> Stanislaus County
<input type="checkbox"/> Glenn County	<input checked="" type="checkbox"/> Placer County	<input type="checkbox"/> Sutter County
<input checked="" type="checkbox"/> Humboldt County	<input type="checkbox"/> Plumas County	<input type="checkbox"/> Tehama County
<input type="checkbox"/> Imperial County	<input checked="" type="checkbox"/> Riverside County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Inyo County	<input checked="" type="checkbox"/> Sacramento County	<input type="checkbox"/> Tulare County
<input checked="" type="checkbox"/> Kern County	<input checked="" type="checkbox"/> San Benito County	<input type="checkbox"/> Tuolumne County
<input checked="" type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Lake County	<input checked="" type="checkbox"/> San Diego County	<input type="checkbox"/> Yolo County
<input type="checkbox"/> Lassen County	<input checked="" type="checkbox"/> San Francisco County	<input type="checkbox"/> Yuba County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Joaquin County	
<input checked="" type="checkbox"/> Madera County	<input checked="" type="checkbox"/> San Luis Obispo County	

Does the State agency serve the following populations? Select all that apply.

- Applicants per 7 CFR 273.7(e)(2)
- Exempt members of zero benefit households that volunteer for SNAP E&T per 7 CFR 273.10(e)(2)(iii) (B)(7)
- Categorically eligible households per 7 CFR 273.2(j)

Does the State agency enable ABAWDs to regain SNAP eligibility through E&T and verify that the ABAWD will meet the work requirement within 30 days?

- Yes
- No

CHARACTERISTICS OF INDIVIDUALS SERVED BY E&T

State agencies are required to include information about the categories and types of individuals they plan to exempt from mandatory E&T participation (7 CFR 273.7 (c)(6)(iv)), as well as the characteristics of the population they plan to place in E&T (7 CFR 273.7 (c)(6)(v)).

What are the characteristics of the population the State agency intends to serve in E&T (e.g. target population)? This question applies to both mandatory and voluntary participants.

- ABAWDs
- Homeless
- Veterans
- Students
- Single parents
- Returning citizens (aka: ex-offenders)
- Underemployed
- Those that reside in rural areas
- English Language Learners

Estimated Participant Levels

Project participation in E&T for the upcoming Federal fiscal year. In determining the estimated participation, it is important to be as accurate as possible. As appropriate, projections should be based upon actual figures from the current Federal fiscal year.

QUESTION	RESPONSE FIELD
Anticipated number of work registrants	1,243,799

State Exemptions

List State exemptions from E&T and the participation, such as individuals to be exempted under each category.

EXEMPTION	TOTAL INDIVIDUALS
Voluntary E&T	1,243,799

QUESTION	RESPONSE FIELD
Total estimated number of work registrants exempt from mandatory E&T	1,243,799
Percent of all work registrants exempt from E&T	100.00%

ABAWDs

QUESTION	RESPONSE FIELD
Anticipated number of ABAWDs in the State	617,494
Anticipated number of ABAWDs in waived areas of the State	11,435
Anticipated number of ABAWDs to be exempted under the State's ABAWD discretionary exemption allowance	0
Anticipated number of ABAWDs in the State who meet the criteria under 7 CFR 273.7(d)(3)(i)	606,059

E&T Participants

QUESTION	RESPONSE FIELD
Anticipated number of mandatory E&T participants	0
Anticipated number of voluntary E&T participants	50,186
Total anticipated number of E&T participants	50,186
Anticipated number of ABAWDs to be served in E&T	16,060

How frequently will the State plan to re-evaluate these exemptions from mandatory E&T?

- Annually
- Bi-annually
- Other

Explain how frequently the State plans to re-evaluate these exemptions from mandatory E&T.

Not applicable as California's E&T program is voluntary, and all work registrants are exempt.

ORGANIZATIONAL RELATIONSHIPS

State agencies are required to include information on the organizational relationship between the units responsible for certification and the units operating the E&T components, including units of the statewide workforce development system, if available. For the purposes of the questions below, E&T providers are considered to include units of the statewide workforce development system. FNS is specifically interested in ensuring that the lines of communication are efficient and that, if applicable, noncompliance with mandatory E&T is reported to the certification unit within 10 working days after the noncompliance occurs, per 7 CFR 273.7(c)(4). State agencies must also include information on the relationship between the State agency and other organizations it plans to coordinate with for the provision of services.

The following questions are about how the E&T program is structured in your State agency.

Indicate which division within the SNAP State agency is responsible for the E&T program. (i.e. establishes E&T policy, contracts for E&T services, monitors providers). For example, explain if the E&T program unit is separate from the SNAP certification unit, and if there are separate E&T units at the county level.

In California, the E&T program is overseen by the CDSS and administered locally by counties. The CalFresh E&T Section within the CalFresh Policy & Employment Bureau at the CDSS manages:

- Developing and releasing of E&T policy guidance.
- Contracting for E&T services.
- Monitoring all sub-recipients of the CalFresh E&T grant.

58 counties in California conduct the certification and issuance of CalFresh benefits, although 35 counties have chosen to administer CalFresh E&T programs to their residents. Counties have the autonomy to design programs around CalFresh E&T components and activities, population characteristics, in-demand occupations, service providers, and available funding sources. California is a diverse state with 58 counties that range from remote rural communities to robust metropolitan cities.

The separation of duties of units responsible for CalFresh certification and units responsible for E&T services vary depending on the resources, geography, and ability of each county. Large counties with greater resources available have separate staff responsible for CalFresh certification from staff responsible for the administration of E&T services. Small counties with fewer resources often have staff performing certification and E&T functions.

E&T services may be provided directly by the county, through partner entities who provide services on their behalf, and/or through sub-recipients. The CDSS also has agreements with sub-recipients, known as state partners, to provide targeted CalFresh E&T services throughout the state with the coordination and approval of the counties.

How does the E&T unit coordinate and communicate on an ongoing basis with the units responsible for certification policy?

The CalFresh E&T Section is part of the larger Employment and Child Nutrition Bureau, within the Nutrition Programs Branch. The CalFresh E&T Section communicates regularly with the CalFresh Policy Bureau, within the CalFresh Branch, who have staff that develops and oversees certification policy. The CalFresh Policy Bureau has a dedicated Regulation Specialist who ensures that CalFresh E&T policy aligns with the CalFresh certification policy.

The CalFresh Branch has a Bureau dedicated to the compliance of certification policy, known as CalFresh Operations. This Bureau monitors all 58 counties in California ensuring compliance with federal and state

regulations. The CalFresh E&T Management Evaluations Unit regularly coordinates and communicates with the Operations staff on any identified deficiencies or weaknesses in the county.

Describe the State's relationships and communication with intermediaries or E&T providers.

The CDSS is county-administered with state oversight, and through this structure, first-line communications and relationships exist between the state and CWDs/State Partners (including the Foundation for California Community Colleges intermediary, Fresh Success). Local program development, technical assistance, and operational compliance are shared areas of collaboration between the state and local program administrators. In-person, written (both formal and informal), and virtual communication methods are maintained between organizations, ensuring all parties are informed and supported within the CalFresh E&T Program.

Describe how the State agency shares new policies, procedures, or other information with the intermediary or other E&T provider.

The CDSS shares new policies, procedures, and other regulatory guidance for CalFresh E&T with counties and state partners, including CDSS intermediary (Fresh Success), through All County Letters, All County Information Notices, All County Welfare Directors Letters, and County Fiscal Letters on CDSS' public website. In addition, CDSS supports compliance practices for state partners through ongoing technical assistance, partnership forums, Management Evaluations, webinars, and Annual Training.

The CDSS communicates with the participating counties and state partners to convey important policy updates or interpretations, convey programmatic changes, collect required plan documents and reports, and conduct compliance reviews, referred to as "management evaluations". The primary modes of communication are via publication of guidance found on CDSS' website, direct emails to the point of contact staff, and phone calls.

The CDSS CalFresh E&T team has at least three analysts assigned to each county and state partner by region to add a localized perspective when providing technical assistance.

- Counties and state partners communicate directly with their CDSS regional analysts and program managers by phone or email and the general CalFresh E&T mailbox when they have questions.
- The CDSS conducts webinars/trainings that include: Partnership Forums, CalFresh E&T Annual Training, and Data and Reporting.
- The CDSS conducts management evaluations for all participating counties and state partners.

Counties and state partners communicate policy and programmatic changes with their sub-recipients and include those processes in their E&T Annual Plans.

Describe how the State agency, intermediaries, and E&T providers share participant data and information. Include the names of any MIS systems (or other modes of communication) used.

The CDSS has access to the MIS system used by the counties to capture CalFresh recipient data elements. The current MIS system used is CalSAWS.

All counties and state partners send E&T participant information to the CDSS through secure automated file exchange (SAFE). Access to the SAFE is granted by the CDSS, upon submission of the User Access Form-GEN 1395 and security is ensured by the CDSS Information Systems Division (ISD).

If the State uses a MIS system, describe the E&T related data that is tracked and stored in those systems (e.g. referrals, noncompliance with program requirements, provider determination, etc.), and whether the system(s) interact with each other.

The CDSS does not use an MIS system for E&T participant information. However, all counties in California use MIS systems to track required certification data and eligibility for CalFresh/SNAP. This includes exemptions for Work Registration and ABAWD determination.

The CDSS does not require counties to track E&T participation in the MIS system. Counties may use their MIS systems or outside systems such as SharePoint, Salesforce, or even Microsoft Excel for E&T participant tracking. During an ME, the review team will access the county's case file system and record keeping ensuring compliance with federal and state requirements.

Describe the State agency's process for monitoring E&T providers' program and fiscal operations. Include plans for direct monitoring such as visits, as well as indirect monitoring such as reviewing program data, financial invoices, etc.

The CDSS conducts Management Evaluations (MEs) of all entities responsible for administrating the CalFresh E&T program. The purpose of the ME is to: decide compliance with CalFresh E&T rules and regulations and the approved CalFresh E&T Annual Plan; identify and document effective practices in place that could be helpful to other CalFresh E&T programs; identify technical assistance needs; and provide an opportunity for feedback to the CDSS on areas for continuous improvement.

The objectives of the ME review are to provide:

- A systematic method of monitoring and assessing the administration of the CalFresh E&T program;
- A basis to improve and strengthen program operations by identifying and correcting deficiencies; and
- Continuous flow of program information between all entities responsible for administrating the CalFresh E&T program, including the CDSS and FNS.

The CDSS conducts MEs based on the following schedule:

- Annually in large counties
- Every two years in medium counties
- Every three years in small counties

The CDSS decides the size of the county based on the number of reported CalFresh E&T participants served in the previous fiscal year. State partners are reviewed on an annual basis. MEs are conducted more or less frequently based on identified risks.

Document Review:

The CDSS ME team requests and reviews programmatic and fiscal documentation before the ME. The list below names documents requested by the CDSS before the scheduled review. More documents may be requested either before or during the ME if needed. Documents with Personally Identifiable Information (PII) or other confidential information must be sent to the CDSS securely through email or secure transfer sites.

Documents requested are tailored to the program being reviewed. These documents may include, but are not limited to:

- Handbook, certification manual, training materials, and other instructional materials or policy materials.
- Documents regarding CalFresh work registration requirements.
- Copies of notices and forms provided to CalFresh E&T participants.
- Documents used to construct required reports, including instructions to identify and count work registrants.
- Encrypted lists of CalFresh E&T participants
- Documentation of billing for all reimbursements and all source financial documentation for the selected month of review, including documentation for selected partner(s), when applicable.
- General ledger and chart of accounts for all expenses
- Copy of the single audit report for partners receiving federal grants over \$1,000,000
- Time Records
- Copies of contracts and/or Memo of Understanding (MOU) between the entity under review and selected

partner(s).

- Partner budget documentation
- Partner budget narrative
- Partner job descriptions for CalFresh E&T
- Cost allocation plan/cost methodology
- Materials and activities the entity under review uses to monitor and review their CalFresh E&T partner(s).
- Monitoring/review schedule and tools
- Monitoring/review reports
- Corrective action documents

Interviews:

The E&T ME team interviews staff responsible for delivering the CalFresh E&T program and services, and CalFresh E&T participants. Interview questions specifically address the implementation of the CalFresh E&T program as specified in the approved CalFresh E&T Annual Plan: program compliance, participation trends, fiscal policies and procedures, and data validation methodologies.

Participant interviews focus on program effectiveness from the participant's perspective. This includes how clearly a participant understands the conditions of program enrollment and available services including supportive services.

Case File Review:

The E&T ME team reviews case files to determine compliance with state and federal regulations. Case files are selected randomly from the complete list of participants for the Federal Fiscal Year (FFY) in review. The team uses a case file review protocol to ensure each case is assessed consistently and that all areas of state and federal requirements are considered. Case files may be paper, electronic, or both. The CDSS requests staff be present at case file reviews to help with any questions and navigate the computer system if electronic files are used.

Items that should be in a case file include:

- CalFresh E&T eligibility verification.
- CalFresh E&T program start and end dates.
- Case management documentation: this may include comprehensive intake assessment, employability assessment, individualized service plans, participant progress monitoring, and coordination with service providers.
- Component start and end dates.
- Provider determination (if applicable)
- Provider referral form and date (if applicable)
- Supportive service documentation: this should include why the service is needed, as well as a receipt/affidavit confirming the supportive service was used for its intended purpose.
- USDA Funding and Non-Discrimination Statement.
- Work registrant status and documentation.

Data Review:

The CDSS conducts data analysis, including trends, significant characteristics, and their relationships. The CalFresh E&T ME review includes data collection and validation methodologies for both the "CalFresh Work Registrants, Able-Bodied Adults Without Dependents (ABAWDs), and Employment and Training (E&T) Program Quarterly Statistical Report" (STAT 47), and the "CalFresh E&T Participant Outcomes Report".

Civil Rights Review:

All programs and services funded by the FNS must include a public notification system. The purpose of this system is to inform applicants, participants, and potentially eligible persons of the program's availability, program rights and responsibilities, the policy of nondiscrimination, and the procedure for filing a complaint. All handouts, forms, and informational materials provided to CalFresh E&T participants must include the FNS funding statement and the nondiscrimination statement according to FNS Instruction 113-1, Section IX.

Fiscal Review:

The purpose of the fiscal review is to determine if costs charged to the CalFresh E&T program match the approved CalFresh E&T Annual Plan Budget and are allowable, reasonable, necessary, and allocable. The CDSS ME team reviews fiscal policies and accounting records to ensure documentation is kept in a manner that allows verification of all costs charged to the CalFresh E&T program. The CDSS ME team evaluates the fiscal systems and safeguards in place to ensure fiscal integrity. The CDSS ME team evaluates the methods used for distributing costs to the CalFresh E&T program following federal guidance.

Corrective Action:

A finalized ME report is sent to the entity responsible for the administration of the CalFresh E&T program within 60 days following the conclusion of the ME. A written response is required to identify actions that are proposed or taken in response to all observation(s) and finding(s) of noncompliance with federal regulations. The term “Required Corrective Action” is the element of the ME report that conveys the action(s) that must be taken to correct the noncompliance with federal regulations, FNS instructions, and/or policy memoranda prescribed by the FNS and/or the CDSS.

A Corrective Action Plan (CAP) must be sent to the CDSS within 60 calendar days after receipt of the ME report. The CDSS will decide whether the corrective actions proposed in the CAP are adequate to resolve any findings. Once acceptable corrective actions have been implemented and adequate verification has been provided, the CDSS will issue a closeout letter to confirm the finding(s) have been closed. The CDSS provides support to all entities responsible for the administration of the CalFresh E&T program in aligning their program and services with all federal and state regulations and policies.

How frequently does the State agency monitor E&T providers' program and fiscal operations?

- Daily
- Weekly
- Monthly
- Quarterly
- Bi-Annually
- Annually
- Other

Describe how the State agency evaluates the performance of providers in achieving the purpose of E&T (assisting members of SNAP households in gaining skills, training, work, or experience that will increase their ability to obtain regular employment and meets State or local workforce needs).

The CDSS monitors county and state partner performance for CalFresh E&T by reviewing federal and state reports.

CalFresh E&T Participant Outcomes Report:

The CDSS submits the Participant Outcomes Report to the FNS by January 1 yearly. The reporting requirements are comprised of outcome measures based on the employment and earnings of current and former CalFresh E&T participants to monitor the effectiveness of the CalFresh E&T program and services.

The CDSS matches the CalFresh E&T participant and former participant information against wage data provided by the California Employment Development Department (EDD). The CDSS has a Memorandum of Understanding (MOU) with EDD, which allows the CDSS to access wage data for all CalFresh recipients.

All entities administering the CalFresh E&T program must collect and report participant component data as outlined in their approved FFY 2025 CalFresh E&T Annual Plan.

CalFresh STAT 47 Report:

The CDSS submits a SNAP E&T Activity Report, known as the FNS-583, no later than 45 days after the end of each federal fiscal quarter. In California, this report is known as the “CalFresh Work Registrants, Able-Bodied Adults Without Dependents (ABAWD), Employment and Training Program Quarterly Statistical Report” (STAT 47). This report provides county, state, and federal entities with the information needed for program administration.

All counties in California must send the STAT 47 report to the CDSS, regardless of participation in CalFresh E&T. Only CalFresh E&T counties report data related to CalFresh E&T participation. The report must have monthly figures for:

- Participants newly work registered.
- Number of ABAWD applicants and recipients taking part in qualifying CalFresh E&T components.
- Number of all other applicants and recipients (including ABAWDs involved in non-qualifying activities) taking part in CalFresh E&T components.
- ABAWDs subject to the 3-month time limit imposed, or who are exempt under the CDSS’ discretionary exemptions.

The CDSS submits annually, on the first quarterly report; the number of work registrants in California on October 1 of the new fiscal year. The CDSS submits annually, on its final quarterly report: a list of E&T components it offered during the fiscal year, the number of ABAWDs and non-ABAWDs who took part in each; and the number of ABAWDs and non-ABAWDs who took part in CalFresh E&T.

The CDSS released guidance on April 1, 2022, in ACL 22-26 informing counties of changes to the STAT 47. These changes are effective upon automation into the eligibility system (CalSAWS). The target date to complete automation has been delayed to September/October 2024 due to changes from the Fiscal Responsibility Act.

Such changes affect the following areas:

- Qualifying CalFresh E&T components and activities that meet the ABAWD work requirement;
- CalFresh E&T work experience component definition; and
- Reporting requirements.

CalFresh E&T Progress Report:

The CalFresh E&T Progress Report is specific to the CalFresh E&T program and is sent by counties and state partners that offer CalFresh E&T services. These reports include preliminary participant data, expenditure data, and information on CalFresh E&T program growth and challenges throughout the quarter. These reports effectively communicate areas for continuous improvement within CalFresh E&T. The Progress Reports provide opportunities for counties and state partners to communicate technical assistance needs to the CDSS.

Management Evaluation:

During an ME, CDSS ensures that all providers of E&T services correctly complete and confirm the required CalFresh E&T reports. This is also an opportunity to discuss program strengths and weaknesses which may affect participant outcomes. When weaknesses are found, the CDSS ME team will communicate with the entity under review and suggest improvements to operations as appropriate.

How frequently does the State agency evaluate the performance of providers in achieving the purpose of E&T?

- Daily
- Weekly
- Monthly
- Quarterly
- Bi-Annually
- Annually
- Other

SCREENING FOR WORK REGISTRATION

State agency eligibility staff must screen for federal exemptions from work registration, per 7 CFR 273.7(a).

Describe how the State agency screens applicants to determine if they are work registrants.

Screening for work registration is conducted by all counties administering CalFresh benefits. As outlined in ACL 20-10, CalFresh recipients are subject to work registration unless they qualify for an exemption. The county decides the work registration status for all members of the household upon CalFresh enrollment, recertification, and any other point where a household member's employment status changes. This may be done in person or over the phone. The work registration status must be renewed every 12 months. As outlined in ACL 20-10, the CDSS implemented screening for work registration on February 6, 2020. Counties capture the individual's work registration status in the eligibility system. The CDSS verifies the work registration process through Management Evaluations via random case file review. The CDSS provides additional instruction and technical assistance to counties when deficiencies are identified.

Individuals are exempt from work registration if they are:

- Under 16 or over 59 years of age (Note: a person aged 16 or 17 who is not the head of household, or who is attending school, or enrolled in an employment training program on at least a half-time basis is also exempt);
- Physically or mentally unfit for employment;
- Subject to and complying with any work requirement under Title IV of the Social Security Act, including California Work Opportunity and Responsibility to Kids programs;
- A parent of or responsible for the care of a dependent child under age six (Note: the child does not have to be a CalFresh member or living in the home);
- Responsible for the care of an incapacitated person (Note: the incapacitated person does not have to be a CalFresh household member or living in the home);
- Has applied for or is receiving unemployment insurance benefits;
- A regular participant in a drug or alcohol treatment and rehabilitation program;
- Employed or self-employed at least 30 hours per week or receiving weekly earnings at least equal to the federal minimum wage multiplied by 30 hours; or
- Enrolled in a school, training program, or institution of higher education on at least a half-time basis.

How does the State agency work register non-exempt individuals?

As outlined in ACL 20-10, effective February 6, 2020 all CalFresh recipients are subject to work registration unless they qualify for an exemption. The counties decide the work registration status for all members of the household upon CalFresh enrollment, recertification, and any other point where a household member's employment status changes. This may be done in person or over the phone. The work registration status must be renewed every 12 months.

Work registration status is recorded in the individual's case record.

At what point in the certification process does the State agency provide the written explanation of the applicable work requirements? Select all that apply.

- Point of Intake
- Point of Certification
- Reported change in the work registrant status of household members
- Point of Recertification
- State does not provide written explanation

At what point in the certification process does the State agency provide the oral explanation of the applicable work requirements? Select all that apply.

- Point of Intake
- Point of Certification
- Reported change in the work registrant status of household members
- Point of Recertification
- State does not provide oral explanation

SCREENING FOR REFERRAL TO E&T

The State agency must screen each work registrant to determine if it is appropriate, based on State-specific criteria, to refer them to the E&T program per 7 CFR 273.7 (c)(2). State agencies may operate program components in which individuals elect to participate, per 7 CFR 273.7(e)(4).

List the State-specific criteria eligibility workers use to screen individuals to determine if it is appropriate to refer them to the State's SNAP E&T program.

The CDSS released ACL 23-34 on March 28, 2023. Counties have implemented screening and referral guidance to E&T during certification/recertification. As part of the CalFresh E&T County Plan submission, the CDSS thoroughly reviews each county's criteria for screening and referral to E&T and provides technical assistance where appropriate for compliance. The CDSS continues to monitor county compliance with the screening and referral guidance during Management Evaluations and addresses deficiencies when identified.

State Criteria for Referral:

As described in ACL 23-34, the CDSS criteria for referral to the CalFresh E&T program includes all CalFresh applicants and recipients interested in services. The CDSS criteria for referral to the CalFresh E&T program includes but is not limited to, work registrants and non-work registrants, individuals with or without recent work history; individuals proficient in English; English-language learners; interest in programs offered; access to technology, if program related; and participant reimbursement needs.

County Criteria for Referral:

Counties have the flexibility and responsibility to develop county criteria to decide who will be referred to the CalFresh E&T program. The CDSS encourages the counties to consider the following when developing criteria for E&T referral:

- Availability of participant reimbursements;
- Criteria for participation in the activities offered;
- Availability of services where participants live; and
- Participant needs and preferences.

What information does the State provide to a SNAP recipient to explain SNAP E&T participation criteria?

Counties offering CalFresh E&T explain the next steps to access E&T/begin a component to each individual referred. These "next steps" vary from county to county, but include additional appointment dates/times; program orientation materials; and partner contact information, if applicable.

How does the State document that the information has been provided?

Information about screening for E&T referral is included within the individual's electronic case file .in CalSAWS.

What is the State's model for screening and referral to SNAP E&T? Select all that apply.

- Reverse Referral
- Direct Referral

When does screening for referral to E&T occur? Select all that apply.

- Initial Certification
- Recertification
- Reported change in the work registrant status of households
- Other

Describe the process for screening for direct referral to E&T, including the staff involved.

As described in ACL 23-34, certification workers are responsible for screening individuals against county-specific criteria to determine whether an individual should be referred to E&T. The exact process varies from county to county, but may include screening checklists. If an individual is screened and determined to be appropriate for E&T participation, the staff member will complete the referral process.

When does the screening for a reverse referral request occur?

As described in ACL 23-34, certification workers screen individuals at intake and recertification. Upon receipt of a referral request, it is the CWDs responsibility to determine whether the individual was screened and determined to be appropriate for E&T participation prior to completing the referral request process. If a referral request is received for an individual who has not already been screened as appropriate for E&T, it is the certification worker's responsibility to complete the screening prior to completing the referral request.

Describe the process for screening during the reverse referral request process, including the staff involved.

As described in ACL 23-34, an individual or E&T provider may ask the county to complete a referral to the provider's CalFresh E&T program. The county should process the reverse referral promptly to keep the individual's interest in the E&T program.

The county is responsible for the certification of CalFresh benefits, screening for work registration and ABAWD exemptions, and screening to determine whether it is appropriate to refer the individual to the CalFresh E&T program, as required by 7 CFR 273.7(c)(2).

The county may implement the following reverse referral options:

- The county may dedicate eligibility workers in a specialized unit to promptly screen and refer individuals for whom they receive a referral request and establish a Management Information System, such as a secure data portal that efficiently exchanges information with the provider.
- The county eligibility worker may screen and decide the appropriateness of referral during certification or recertification and document the outcome in the individual's case file. Upon receiving a referral request, the eligibility worker can quickly decide whether the individual should be referred and make the actual referral.

The following are allowable methods of reverse referral to the CalFresh E&T program:

1. Individual does not receive CalFresh benefits: The CalFresh E&T provider can refer the individual to the county to apply for CalFresh benefits. As part of the certification process, the individual will be screened and referred to the CalFresh E&T program, if appropriate.
2. Individual receives CalFresh benefits: The CalFresh E&T provider may request a referral from the county to provide services to the individual. The county must screen the individual for appropriateness for CalFresh

E&T and the document before referral to a provider.

3. An individual may request screening and referral to the CalFresh E&T program by contacting the county.

Are participants informed about participant reimbursements before the individual is referred to E&T by eligibility staff?

Yes

No

How are participants informed about participant reimbursements?

Counties and state partners inform and provide E&T participants with participant reimbursements also known as “supportive services” following ACL 20-125. Participants are informed about participant reimbursements before referral, at Orientation/Assessment, and check-ins with their case managers.

Counties and state partners offering the CalFresh E&T program must demonstrate effective administration of allowable E&T components as part of their approved CalFresh E&T Annual Plan. This includes the provision of supportive services for individuals to successfully take part in CalFresh E&T. Plans specify the types of supportive services being offered and whether supportive services are treated as a reimbursement or an allowance. Information on how the supportive service is being administered and tracked is also needed.

The CDSS supplies technical assistance about the types of supportive services that are allowable and eligible for reimbursement, though ultimately each county and state partner must determine what is reasonable, necessary, and related to participation in their CalFresh E&T program.

Supportive services are intended to assist participants with overcoming barriers that prevent participation in CalFresh E&T. Counties and state partners are required to pay directly or reimburse CalFresh E&T participants for expenses that are reasonable, necessary, and related to participation in CalFresh E&T upon presentation of appropriate documentation.

REFERRAL TO E&T

In accordance with 7 CFR 273.7(c)(2), in order to participate in SNAP E&T, the State agency must make the referral. The referral method may vary from participant to participant.

What information does the State provide to E&T participants when they are referred? Select all that apply.

- Information about accessing E&T services
- Case Management
- Dates
- Contact information
- Other

Explain what other information the State provides to E&T participants when they are referred.

As required by 7 CFR 273.7(c)(2), the CWD must explain to the participant next steps for accessing the E&T program. Information provided will vary from county to county, based on county-specific processes. The CWDs provide information on available participant reimbursements. Depending on the county's next steps for accessing the program, they may also provide additional appointment dates to complete orientation, an individualized assessment, partner contact information, or other information.

How is the referral communicated? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

If the State receives a reverse referral request from an E&T provider, what steps does the State take?

Upon receipt of a reverse referral, the CWD will process the referral according to instruction provided in ACL 23-34.

The CWD may implement the following reverse referral options:

- The CWD may dedicate eligibility workers in a specialized unit to promptly screen and refer individuals for whom they receive a referral request and establish a Management Information System, such as a secure data portal that efficiently exchanges information with the provider.

- The CWD eligibility worker may screen and determine appropriateness of referral during certification or recertification and document the outcome in the individual's case file. Upon receiving a referral request, the eligibility worker can quickly decide whether the individual should be referred and make the actual referral.

How does the State communicate to the SNAP participant that they are in SNAP E&T? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

How does the State communicate to the SNAP participant about their rights to receive participant reimbursements? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Emails
- Text Messages
- Other

How is information about the referral communicated to E&T providers, as applicable?

These processes vary within California. Counties may use referral processes captured in MIS systems or communicated with the E&T provider via a secure email/SharePoint site.

Examples of county processes:

- The San Francisco Human Services Agency makes referrals to service providers through the Launchpad system. Workfare and contracted partners have access to a "provider portal" where they can view the referrals. The San Francisco County staff involved in the CalFresh E&T program also have access to the Launchpad system to view referrals.
- The San Bernardino County staff receive information about referrals from the Workforce Development Department via the appropriate secure CalFresh E&T inbox. The county EWs are responsible for monitoring the inbox to address referrals, reverse referrals, or any other correspondence regarding the E&T program.

How is information about the referral communicated within the State agency?

All certification functions are completed in the county eligibility systems or MIS systems. Case notes are required to capture the certification process. County E&T workers have access to the MIS systems to verify

referrals to E&T. Counties also communicate E&T referrals through emails, forms, or other electronic communication tools.

After referral, what additional steps does the E&T participant take to access the program? Select all that apply.

- Assessment
- Orientation
- Meet with case manager
- Other

Explain the participant's next step to access the program.

The most common step after referral to the E&T program by the county eligibility worker is for the individual to complete either an employability assessment with E&T staff or attend orientation. Orientations are conducted at the county or partner office or virtually. The E&T program expectations, benefits of participation, and supportive services are conveyed to the participant.

Is orientation mandatory?

- Yes
- No

Who runs the orientation? Select all that apply.

- State Agency
- Intermediary
- E&T Provider
- County or Local Office

How is the orientation conducted? Select all that apply.

- In Person
- Virtually
- Online
- Self-Paced
- Other

What happens during the orientation?

The orientation process varies from county to county. Some counties use a video orientation. Other counties may provide orientation 1-1 or with small groups via a caseworker.

ASSESSMENT

Does the State require or provide an assessment?

- Yes
- No

CONCILIATION PROCESS

In accordance with 7 CFR 273.7(c)(3), State agencies have the option to offer a conciliation period to noncompliant E&T participants. The conciliation period provides mandatory E&T participants with an opportunity to comply before the State agency sends a notice of adverse action. The conciliation process is not a substitute for the determination of good cause when a client fails to comply.

Does the State agency offer a conciliation process?

- Yes
- No

CASE MANAGEMENT SERVICES

The State E&T program must provide case management services to all E&T participants. In accordance with 7 CFR 273.7(c)(6)(ii), State agencies are required to include specific information about the provision of case management services in the E&T State plan.

What types of E&T case management services will be offered to the participant? Select all that apply.

- Comprehensive Intake Assessments
- Individualized Service Plans
- Progress Monitoring
- Coordination with Service Providers
- Reassessment
- Other

Who delivers the case management services in your State? Select all that apply.

- SNAP State agency
- Local Office(s)
- Intermediary
- E&T Providers

How are case management services delivered in your State? Select all that apply.

- Group Meeting (virtual)
- Group Meeting (in person)
- Individual (virtual)
- Individual (in person)
- Phone
- Text
- Email
- Other

Explain how else case management services are delivered in your State.

The CDSS requires counties and state partners to provide case management services, in conjunction with E&T components as described in 7 CFR 273.7(e)(1). The purpose of case management services is to guide participants toward appropriate CalFresh E&T components and activities based on their needs and interests, to support the participant in the CalFresh E&T program, and to provide activities and resources that help the participant achieve program goals.

Case management includes comprehensive intake assessments, employability assessments, individualized service plans, progress monitoring, and coordination with service providers. Counties and state partners have the autonomy and authority to design E&T services that work best for their participants.

Counties, state partners, and E&T providers may provide the listed case management services below:

Comprehensive Intake Assessment:

A comprehensive intake assessment is the initial meeting with the participant during which the case manager gathers information to address the individual's immediate needs to encourage their engagement in E&T services. This includes collecting and evaluating information to identify a participant's employment capabilities, barriers, and supportive service needs.

Employability Assessment:

An employability assessment examines an individual's readiness for employment; assesses skills such as applied academic skills, interpersonal skills, critical thinking skills, and communication skills; identifies barriers to work; and highlights past work experience. Job skills assessments, which determine whether an individual has the skills appropriate for a specific job, may be included in the employability assessment.

Individualized Service Plan:

An individualized service plan is jointly developed by the participant and the CalFresh E&T provider as an ongoing strategy to identify employment goals, achievement objectives, and an appropriate combination of services for the participant to achieve their education and/or employment goals.

Progress Monitoring:

Progress monitoring includes tracking participant progress in the form of, at minimum, monthly case notes. CalFresh E&T providers must track participant activities and supportive service delivery to ensure appropriate services are provided to eligible participants.

Coordination with Service Providers:

Coordination amongst service providers helps E&T participants locate, access, and coordinate a network of support and services that will help them to succeed. Service coordination includes assistance to participants in planning, developing, choosing, gaining access to, coordinating, and monitoring the provision of needed services and support. Service coordination responsibilities include, but are not limited to, developing, implementing, and monitoring the participant; establishing and maintaining a case record; and providing general oversight of services and support. Entities administering the CalFresh E&T program that refer or co-enroll participants with multiple service providers should ensure providers do not provide duplicate services.

Describe how E&T case managers coordinate with other staff and services. Coordination can involve tracking E&T participation, sharing information that may be relevant to participation in E&T (e.g. information related to good cause or a work exemption), and referral to additional services.

QUESTION	RESPONSE FIELD
How do E&T case managers coordinate with: SNAP eligibility staff	Conducted by counties to determine eligibility for CalFresh/SNAP benefits, screen for work registration and ABAWD determination, and refer participants to the E&T program if available.
How do E&T case managers coordinate with: State E&T staff	The CDSS CalFresh E&T Section develops policy and provides oversight of the E&T program services.
How do E&T case managers coordinate with: Other E&T providers	Counties, state partners, and sub-recipients provide direct E&T program services.
How do E&T case managers coordinate with: Community resources	Counties, state partners, and E&T providers coordinate supportive services and provide external referrals via email, mail, telephone, or in person, as needed. CalFresh E&T participants are informed of programs available to them. Community resources that are available to participants vary by location.

How does the State agency ensure E&T participants receive targeted case management services through an efficient administrative process, per 7 CFR 273.7(c)(6)(ii)?

E&T participants receive targeted case management services through county, and state partners, and/or E&T provider staff. Case managers provide supervision to participants and document in the case file relevant participant progress, challenges, attendance, and goal attainment aligned with an individualized service plan.

How do your offered case management services support the participant in the E&T program and provide activities and resources that help the participant achieve program goals?

In addition to providing at least one component, all CalFresh E&T programs must provide case management services, as described in 7 CFR 273.7(e)(1) 7 CFR 273.7(e)(1) . The purpose of case management services is to guide a participant toward appropriate components and activities based on the participant's needs and interests, support the participant in the program, and provide activities and resources that help the participant achieve program goals. Case management may include comprehensive intake assessments, employability assessments, individualized service plans, progress monitoring, and coordination with service providers. Through technical assistance outreach and response, program administrators are provided with the tools needed to meet this expectation.

How does the SNAP State agency ensure the case management services offered do not act as an impediment to successful participation in E&T?

The CDSS enforces a minimum expectation of monthly contact between case managers and participants. Support needs may vary by participant as barriers are addressed and increased check-ins are encouraged. All case management must be meaningful to meet program requirements. Participant feedback, case file reviews,

and interviews with staff demonstrate successful case management among program administrators and identify any needs for technical assistance in this area.

GOOD CAUSE

In accordance with 7 CFR 273.7(i), the State agency is responsible for determining good cause when a SNAP recipient fails or refuses to comply with SNAP work requirements. Since it is not possible for FNS to enumerate each individual situation that should or should not be considered good cause, the State agency must take into account the facts and circumstances, including information submitted by the employer and by the household member involved, in determining whether or not good cause exists.

How does the State agency reach out to the SNAP participant to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form

How does the State agency reach out to the employers to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form

How does the State agency reach out to E&T providers to determine good cause? Select all that apply.

- Phone Call
- Email
- Text Message
- Physical Form
- MIS System

How many attempts are made to reach out to the SNAP participant for additional information?

- One
- Two
- Three
- More than three

What is the State agency's criteria for good cause?

The criteria for “good cause” includes but is not limited to illness; illness of another household member requiring the presence of the individual; a household emergency; a declaration of disaster; or lack of transportation. The county must thoroughly document the reason for the good cause determination in the case record.

Within 10 days of determining that noncompliance with any CalFresh work registration requirement was without good cause, the county must issue a notice of adverse action informing the household of the disqualification imposed on the noncompliant individual.

In addition to the notification requirements, the notice must contain a description of the act of noncompliance, identify the minimum length of the CalFresh disqualification, and specify that if at any time the individual becomes exempt, the disqualification shall end, and the individual may reapply for CalFresh. Information describing the action that can be taken to avoid ineligibility before the disqualification period begins must be included on or with the notice. The notice shall specify that the individual, if otherwise eligible, may apply for CalFresh benefits at the end of the disqualification period.

Counties must make a good-faith effort of three attempts to reach out to the CalFresh recipient for additional information.

Describe the State agency's process to determine good cause if there is not an appropriate and available opening for an E&T participant.

Not applicable in CA.

PROVIDER DETERMINATIONS

In accordance with 7 CFR 273.7(c)(18) a State agency must ensure that E&T providers are informed of their authority and responsibility to determine if an individual is ill-suited for a particular E&T component.

Describe the process used by E&T providers to communicate provider determinations to the State agency.

The CDSS published guidance on Provider Determination processes in ACL 21-48 on April 23, 2021. The CDSS implemented the provider determination process as outlined in ACL 21-48 on October 1, 2021.

A “provider determination” is a determination by an E&T provider that an E&T participant is not a good fit (i.e. ill-suited) for a particular E&T component. The provider may make a provider determination from the time a participant is referred to the component until completion of the component. If an individual is determined to be ill-suited for a component, it is then the county’s responsibility to determine if the individual should continue to participate in E&T.

If the provider determines that a different component is more suitable for a participant, the county can either require the provider to refer the individual back to the county or allow the provider to enroll the participant in a more suitable component if offered by the provider.

E&T providers communicate the “Provider Determination” through established communication protocols and methods with counties. Most commonly the communication will occur from the E&T Provider to the county via email, SharePoint, or secure data exchange.

Describe how the State agency notifies clients of a provider determination.

Upon receipt of the provider determination, the county is required to determine whether the individual should continue to participate in CalFresh E&T. If the partner entity offers another, more suitable component, the county has the option to either:

- Require the partner entity to refer the individual back to the county before switching the individual to the other component; or
- Allow the partner entity to shift the individual to the other component without referral back to the county.

Once the county receives a provider determination, and the CalFresh E&T participant is not exempt from the work requirement, the county must:

- Notify the CalFresh E&T participant of the provider determination within ten (10) days of receipt;
- Explain to the participant in writing or verbally what a provider determination is, how to contact the county, and the next steps the county is taking;
- Notify the participant that they are not being sanctioned because of the provider's determination; and
- Notify the individual if they are an ABAWD, subject to the time limit, that they will begin to accrue countable months the next full benefit month following the month the provider determination is made, unless the ABAWD satisfies the work requirement, has good cause, lives in a waived area, or is otherwise exempt.

Once a provider notification has been received, the county must select one of the following four options no later than the participant’s next recertification.

1. Refer the individual to another appropriate component.
2. Refer the individual to an appropriate workforce partnership.
3. Reassess the physical and mental fitness of the individual.
4. Coordinate with other federal, state, or local workforce or assistance programs to identify other work opportunities or assistance.

Counties must notify the E&T participant within 10 days of receiving the provider determination. Counties must provide the notification either orally or in writing and document action in the case file. The CDSS has released ACL 23-100 dated December 22, 2023, where counties can reference the Provider Determination notice (CF 211), which will be automated within the CalSAWS eligibility system. The CF 211 will streamline the process for counties notifying E&T participants of the notification. Automation in CalSAWS has been completed.

What is the timeframe for contacting clients after receiving a provider determination?

- 1-3 Days
- 4-7 Days
- 8-10 Days

DISQUALIFICATION POLICY FOR GENERAL WORK REQUIREMENTS

This section applies to the General Work Requirements, not just to E&T, and should be completed by all States, regardless of whether they operate a mandatory or voluntary E&T program.

All work registrants are subject to SNAP work requirements at 7 CFR 273.7(a). A nonexempt individual who refuses or fails to comply without good cause, as defined at 7 CFR 273.7(2), (3), and (4), with SNAP work requirements will be disqualified and subject to State disqualification periods. Noncompliance with SNAP work requirements includes voluntarily quitting a job or reducing work hours below 30 hours a month, and failing to comply with SNAP E&T (if assigned by the State agency).

What period before application does the State agency use to determine voluntary quit and/or reduction in work effort without good cause per 7 CFR 273.7(j)(1)?

- 30 Days
- 60 Days

For all occurrences of non-compliance discussed below, must the individual also comply to receive benefits again?

- Yes
- No

For the first occurrence of non-compliance per 7 CFR 273.7(f)(2), the individual will be disqualified until the later of:

- One month or until the individual complies, as determined by the State agency
- Up to 3 months

For the second occurrence of non-compliance per 7 CFR 273.7(f)(2)(ii), the individual will be disqualified until the later of:

- Three months or until the individual complies, as determined by the State agency
- Up to 6 months

For the third or subsequent occurrence per 7 CFR 273.7(f)(2)(iii), the individual will be disqualified until the later of:

- 6 months or until the individual complies, as determined by the State agency
- A date determined by the State agency
- Permanently

The State agency will disqualify the:

- Individual
- The entire household if the head of household is an ineligible individual

PARTICIPANT REIMBURSEMENTS

In accordance with 7 CFR 273.7(d)(4), State agencies are required to pay for or reimburse participants for expenses that are reasonable, necessary, and directly related to participation in E&T. State agencies may impose a maximum limit for reimbursement payments. If a State agency serves mandatory E&T participants, it must meet all costs associated with mandatory participation. If an individual's expenses exceed those reimbursements available by the State agency, the individual must be placed into a suitable component or must be exempted from mandatory E&T.

QUESTION	RESPONSE FIELD
Estimated number of E&T participants to receive participant reimbursements	38,186
Estimated number of E&T participants to receive reimbursements for dependent care participation costs	501
Estimated number of E&T participants to receive reimbursements for transportation and other participation costs	38,186
Percentage of participants expected to receive reimbursements	76.09%
Estimated budget for E&T participant reimbursements in upcoming FY	\$10,707,588.00
Estimated budget per participant in fiscal year	\$280.41
Estimated number of E&T participants to receive participant reimbursements per month	2,091
Estimated budget of participant reimbursements per E&T participant per month	\$426.73

PARTICIPANT REIMBURSEMENT DETAILS

Complete the table below with information on each participant reimbursement offered/permited by the State agency (do not indicate information for each provider). A description of each category is included below. If the participant reimbursement is provided by multiple entities (such as State agencies and E&T providers) or has multiple methods of payment, a separate entry in the table must be completed.

- **Allowable Participant Reimbursements.** Every State agency must include child care and transportation in this table, as well as other major categories of reimbursements (examples of categories include, but are not limited to: tools, test fees, books, uniforms, license fees, electronic devices, etc.). Mandatory States must meet all costs associated with participating in an E&T program, or else they must exempt individuals from E&T.
- **Participant Reimbursement Caps (optional).** States have the option to establish maximum levels (caps) for reimbursements available to individuals. Indicate any caps on the amount the State agency will provide for the participant reimbursement.
- **Who provides the participant reimbursements?** Indicate if the participant reimbursement is provided by the State agency, a provider, or an intermediary. The State agency remains ultimately responsible for ensuring individuals receive participant reimbursements, even if it has contracted with another entity to provide them.
- **What is the payment method for Participant Reimbursements?** Indicate the mechanism used to disburse payment to E&T participants.
- **Method of disbursement.** Indicate if the participant receives the participant reimbursement in advance or as a reimbursement. Also indicate if the amount of the participant reimbursement is an estimated amount or the actual amount.

Allowable Participant Reimbursements	Participant Reimbursement Caps (Optional)	Who Provides the Participant Reimbursement?	What is the payment method for Participant Reimbursements?	Method of Disbursement
Ancillary	Varies by provider	SNAP E&T Provider	Direct payment to participant	Varies by provider. Methods include: • Provider paid directly. • Reimbursement, the actual amount • Reimbursement, preapproved hourly rate
Ancillary	Varies by provider	SNAP E&T Provider	Direct payment to vendor(s)	Varies by provider. Methods include: • Provider paid directly. • Reimbursement, the actual amount •

				Reimbursement, preapproved hourly rate
Dependent Care	Varies by provider	SNAP E&T Provider	Direct payment to participant	Varies by provider. Methods include: • In advance, estimated. • In advance, the actual amount • Reimbursement actual amount • Reimbursement preapproved hourly rate
Transportation	Varies by provider	SNAP E&T Provider	Direct payment to participant	Varies by provider. Methods include: • In advance, the actual amount • Reimbursement, the actual amount • Reimbursement, the federal mileage rate

Is dependent care provided? Select yes even if E&T funds are not being used.

Yes

No

Provide a URL link or describe in a written response: the payment rates for childcare reimbursements, established in accordance with the Child Care and Development Block Grant (CCDBG) based on local market rate surveys.

Childcare Supportive Services will be provided to eligible CalFresh E&T participants in accordance with ACL 20-125. Counties and state partners providing reimbursement childcare must ensure, that childcare is necessary for an individual to participate in CalFresh E&T (up to the actual cost of dependent care, or the applicable payment rates for childcare, whichever is lowest) and is eligible for 50 percent reimbursement. Childcare beyond what is required for participation in CalFresh E&T is not eligible for 50 percent reimbursement childcare may be provided for all dependents requiring care under the age of 13 unless the dependent is physically and/or mentally incapable of caring for himself or herself or is under court supervision. A CalFresh E&T participant is not entitled to the dependent supportive service if a member of the CalFresh E&T participant's SNAP household provides the childcare services per (7 CFR 273.7).

Verification of the cost and the participant's need for childcare is required before the issuance of the supportive service. The verification must include the name and address of the dependent care provider, the

cost, and the hours of service. The verification must also demonstrate that the supportive service issued was necessary, reasonable, and directly related to participation in CalFresh E&T.

Counties that offer dependent care will ensure rates are within the established reimbursement ceiling in accordance with the Child Care and Development Block Grant (CCDBG) and based on local market rate surveys. Counties allow either the actual cost of childcare or the payment rate effective January 1, 2018, established by the CDE, whichever is lowest. The rates vary by county, type of provider (childcare centers, family childcare homes, or trust line/relative), age of the dependent (birth to 24 months, two through five years, or school age), and schedule (full-time daily, full-time weekly, full-time monthly, part-time hourly, part-time weekly, or part-time monthly). The individual may receive a reimbursement for their actual costs, or the provider may directly offer dependent care on-site, for example at a community college childcare center.

How is childcare paid for?

- Direct payment to provider
- Reimbursement to participants
- Provider voucher
- Contract for dependent care
- Other

Explain how else childcare is paid for.

The individual may receive a reimbursement for their actual costs, or the provider may directly offer dependent care on-site, for example at a community college childcare center.

If dependent care agencies have a waiting list or otherwise cap the number of enrolled dependents, how will the State agency ensure E&T participants with dependent care needs receive dependent care?

In the event of a waitlist or delay in childcare services, E&T providers will postpone enrollment until the participant can receive childcare.

How does the State agency ensure that the participant has the necessary participant reimbursements to begin participation in the E&T program?

CDSS requires all entities administering E&T program services to offer and provide participant reimbursements that are reasonable, necessary, and directly related to the provision of services. CDSS ensures that participant reimbursements are thoroughly described in every E&T plan, including participant reimbursements offered but not charged to E&T. CDSS also conducts rigorous monitoring of the E&T program, including the disbursement of the necessary "supportive services" to E&T participants to be successful in their assigned E&T activity.

WORK REGISTRANT DATA

The SNAP general work requirements are described at 7 CFR 273.7(a). Individuals who do not meet a federal exemption from the general work requirements, as listed in 7 CFR 273.7(b)(1), are subject to the general work requirement and must register for work. In accordance with 7 CFR 273.7(c)(10), the State agency must submit to FNS the number of work registrants in the State as of October 1st. This information is submitted on the first quarter E&T Program Activity Report (FNS-583).

Describe the process the State agency uses to count all work registrants in the State as of the first day of the new fiscal year (October 1).

1. Work Registrants on October 1: Enter the number of all CalFresh work registrants in the county on October 1. A work registrant should be counted irrespective of whether they are an ABAWD.
2. ABAWDs on October 1 (Include in item 47): Enter the number of ABAWDs in the county on October 1. Item 48 is a subset of item 47.
3. CalFresh E&T Participants on October 1 (CalFresh E&T Counties Only): Enter the number of CalFresh E&T participants in the county on October 1.

Counties validate their data before submission to the CDSS. Once CDSS receives the data from all 58 counties, it is aggregated into a workbook that contains validations to check for discrepancies by comparing the data to previous months, quarters, and years. If issues are found with the data during the validation process, the CDSS works with the county to ensure that the policy or the system methodology for counting and capturing Work Registrants has not changed. After the validation process is complete and meets CDSS standards, the data is transmitted to FNS.

The CDSS also conducts routine Management Evaluations to validate the methodology used by counties to count work registrants.

The process to capture all work registrants in the state on the first day of the new fiscal year (October 1) is through the use of the Statewide Automated Welfare System (SAWS). The data are collected through the eligibility system and pulled into the STAT 47 report. The STAT 47 is the California version of the FNS 583.

Provide information about how work registrant data is pulled from the eligibility system, including the date the data is pulled.

Counties in California will utilize the Statewide Automated Welfare System (SAWS) to generate the STAT 47 report for FFY 2026. The logic and methodology for the STAT 47 report are programmed in the county eligibility system, also known as automation. The date the data is pulled is on October 1st.

How are work registrants identified in the eligibility system?

In CalSAWS, individuals are captured as either a "Mandatory" work registrant or "Exempt."

Describe measures taken to prevent duplicate counting of work registrants within the federal fiscal year.

CDSS published guidance instructing counties on how to accurately capture the October 1 unduplicated count of work registrants through ACLs and ACINs. Guidance was developed in consultation with counties and the

consortia through workgroups established to address work registration and automation reporting. In addition, California conducts Management Evaluations and reviews county methodology to prevent duplicate counting on the FNS 583. The CalSAWS automation system is programmed to only generate work registrants one time. The system has safeguards in place to prevent duplicate counts.

OUTCOME REPORTING MEASURES

Indicate the data source used for the national reporting measures. Select all that apply.

Outcome Reporting Measures	Employment & Earnings Measures	Attainment of Credential / Certificate	Measurable Skill Gains
Quarterly Wage Records (QWR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Directory of New Hires (NDNH)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
State Management Information System (MIS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Manual Follow-up with SNAP E&T Participants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Random Sample	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the data source used for the State-specific component measures. Select all that apply.

- Quarterly Wage Records (QWR)
- National Directory of New Hires (NDNH)
- State Management Information System (MIS)
- Manual Follow-up with SNAP E&T Participants
- Random Sample

Indicate the MIS used (e.g. SNAP eligibility system, State's Department of Labor MIS.)

The CDSS matches against the State's Department of Labor MIS, the Employment Development Department (EDD) base wage data.

COMPONENTS OVERVIEW

Which non-education, non-work components does the State agency plan to offer? Select all that apply.

- Job Retention
- Job Search Training
- Self-Employment Training
- Supervised Job Search
- Workfare

Which educational components does the State agency plan to offer? Select all that apply.

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Other Educational Program
- Work Readiness Training

Which work experience components does the State agency plan to offer? Select all that apply.

- Work Activity
- Work-Based Learning

Which type of Work-Based Learning components are offered?

- Apprenticeship
- Customized Training
- Incumbent Worker Training
- Internship
- On-the-job Training
- Pre-Apprenticeship
- Transitional Jobs

NON-EDUCATION, NON-WORK COMPONENT: JOB RETENTION

Description of the component. Provide a summary of the activities and services.

The job retention component provides case management and participant reimbursements to participants for a minimum of 30 days and a maximum of 90 days after a participant has secured employment.

The start date for job retention services may be determined utilizing the date hired provided that the individual received CalFresh benefits in the month of or the month before beginning job retention services.

Only individuals who have received employment and training services under another CalFresh E&T component before obtaining new or improved employment are eligible for job retention services. Participant reimbursements may include assistance with transportation, childcare, or ancillary items such as uniforms and tools.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Alameda County's Building Opportunities for Self-Sufficiency (BOSS) program will provide the following activities provided by Employment Case Managers to support job retention:

- 30/90-day follow-up retention services and ongoing monthly case management. (Only up to 90 days of Job Retention services will be billed to CF E&T)

- Career advancement coaching (e.g. information on continuing education and training)

- Post-employment advocacy with employers and/or workplace problem-solving

- Computer lab

- Job fairs

- Peer mentoring

- Ancillary supportive services to assist with basic job-related needs (referrals to health/mental health, shelter/housing, food, clothing/work tools, referrals to legal services to obtain documents needed for employment, child care)

- Fresno County's Poverello House (POV) program will regularly have contact with the participant to assist in identifying and eliminating any barriers that may have emerged within the scope of the participant's new employment. This may include finding stable housing. POV will also address financial barriers and aid in the form of supportive services for costs which include transportation, equipment, tools and clothing required for the job, on an as-needed basis. Services and eligible participant costs offered during this component can include but are not limited to:

- Case Management

- Life skills training and support

- Referrals to other services

- Transportation assistance

- Clothing required for the job

- Equipment or tools required for the job

- Testing fees

- Licensing and bonding fees

- Financial literacy support

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Participants who have secured employment after or while receiving other employment and training services under the E&T program offered by an E&T provider are eligible to participate in this component.

There is no limit to the number of times an individual may receive job retention services if the individual has re-engaged with E&T before obtaining new employment.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

2,007

Estimated Annual Component Administrative Cost

\$3,665,461.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The median quarterly earnings of the E&T participants and former participants who receive Job Retention and are in unsubsidized employment during the second quarter after completion of participation in E&T.	<p>CDSS will collect second-quarter earnings records for E&T participants in JR during the current fiscal year who obtained unsubsidized employment. The median is derived from the data set.</p> <p>Time Period: October 2025 - September 2026</p> <p>Numerator: E&T participants who completed JR component</p>

Denominator: E&T participants who were enrolled in JR during the reporting Federal Fiscal Year

NON-EDUCATION, NON-WORK COMPONENT: SELF-EMPLOYMENT TRAINING

Description of the component. Provide a summary of the activities and services.

The self-employment training (SET) component improves the employability of CalFresh E&T participants by providing training in opening and operating a small business or other self-employment venture. SET is an option for workers in various career fields and industries. It can help participants start, advance, or enhance their careers.

Self-employment training options include but are not limited to:

- Gig employment, defined as a single project or task for which a worker is hired, often through a digital marketplace, to work on demand;
- Freelance work, which is often used to apply to more skilled and long-term projects; and
- Starting a business with a physical location and/or employing others to make or sell goods or provide services.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Fresh Success' subrecipient, Pars Equality Center, offers a Small Business Program that supports individuals in opening and operating their own businesses. Through this program, participants gain practical skills, guidance, and mentorship to successfully establish and manage their small businesses or other self-employment ventures. Key aspects of Pars' Small Business Program include:

- Small Business & Entrepreneurship Training – A structured course designed for aspiring entrepreneurs, covering business planning, financial management, legal requirements, and marketing strategies.
- Business Training & Workshops – Educational sessions covering essential topics like business planning, financial management, marketing, and operations.
- Mentorship & Coaching – One-on-one guidance to help entrepreneurs refine their business models and navigate challenges.
- Access to Resources – Connection to tools, funding opportunities, and platforms that enhance business growth.
- Networking & Support – Building a community of entrepreneurs who can collaborate, share experiences, and access expert advice.

- Tuolumne County's Mother Lode Job Training (MLJT) program empower individuals to turn their entrepreneurial aspirations into successful ventures. By leveraging strategic partnerships and targeted resources, they equip participants with the knowledge, skills, and support necessary to thrive in today's competitive business landscape. A couple of examples are below:

- Columbia College Entrepreneurship Program: Collaborating with Columbia College, we offer comprehensive entrepreneurship training designed to guide aspiring entrepreneurs through every stage of business development. From crafting a compelling business plan to navigating legal intricacies, our core and elective courses provide a solid foundation for entrepreneurial success.

- Introduction to Entrepreneurship
- Entrepreneurial Marketing
- Preparing Effective Business Plans
- Small Business Accounting
- Contract Law for Entrepreneurs
- Electives: Social Media Marketing, Small Business Management, Patents, Copyrights, and Trademarks, Payroll Accounting, and Project Management

- Valley Sierra Small Business Development Center (SBDC): Our partnership with Valley Sierra SBDC extends our reach and resources, offering tailored support across various business domains. With seasoned business advisors and specialized services, SBDC assists entrepreneurs in refining their strategies, accessing capital, and navigating the complexities of launching and scaling a successful venture.

- Strategic Planning
- Digital Marketing Strategies
- Operational Optimization
- Accessing Capital
- Technology Start-up Guidance

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria for participation vary by provider. The CDSS-specific criteria for participation in SET include but are not limited to recent work history and education level, individual interest in training(s) offered, access to technology (if programs are virtual), and participant reimbursement needs.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input checked="" type="checkbox"/> Kings County	<input type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input checked="" type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input checked="" type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input checked="" type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

5

Estimated Annual Component Administrative Cost

\$14,613.00

NON-EDUCATION, NON-WORK COMPONENT: SUPERVISED JOB SEARCH

Provide a summary of the State guidelines implementing supervised job search.

The supervised job search component will occur at approved locations where the activities of participants are directly supervised and tracked. Tools used in the supervised job search program may include virtual tools, such as websites, portals, or web applications. Counties and state partners offer a variety of locations and formats to best meet participant needs and, to the extent practicable, allow participants to choose their preferred location.

Supervision can occur separately concerning the participant's job search activities but must be provided by skilled staff, either remotely or in-person, who provide meaningful guidance and support with at least monthly check-ins.

Counties and state partners establish a supervised job search period that will provide participants with a reasonable opportunity to find suitable employment. If a reasonable period of supervised job search does not result in employment, placing the individual in a training or education component to improve job skills is recommended. Individuals may participate in the supervised job search component from the time a CalFresh application is filed.

Services and activities under this component may include, but are not limited to job search training, master application, mock interviews, and resume development.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Santa Clara County's Goodwill of Silicon Valley (GWSV) provides Employability workshops as well as Computer Applications Workshops to CalFresh E&T program participants to enhance their employability skills. These workshops are three hours long and are facilitated by experienced/qualified staff. Workshop selections include Basic computer skills (number of workshops depends on the individual's skills), Resume writing and on-line job application skills, Job Search, Interviewing, Communication, and problem solving, and other topics as needed. Workshops also include trainings such as Computer Application Skills (these classes range from 12 to 16 hours and are offered at the beginning and intermediate levels.), Microsoft Office Suite, Google Docs, and other apps/software as needed. GWSV Employment Specialists meet with participants at least bi-weekly to assess their progress and address any barrier may impact their ability to progress in assigned component.

- Santa Cruz County's Housing Matters (HM) program offers a range of services to support participants in preparing for and securing employment. These services begin with program orientation and include a comprehensive intake and employability assessment to determine the most appropriate employment path for each participant.

Participants engage in supervised job search activities at HM's on-site computer lab, where they receive real-time support and oversight from a CalFresh E&T Case Manager. Supervised job search activities include:

- Job search training
- Work readiness workshops
- Resume writing assistance
- Soft skills development
- Mock interviews

Describe the direct path to employment.

SJS activities have a direct link to increasing the employment opportunities of individuals engaged in the activity. E&T providers enroll participants into SJS if they are ready to enter the workforce. If, upon assessment/ reassessment, the participant is not ready to obtain or maintain employment, they will be placed into another component or referred to other services.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

The CDSS-specific criteria for participation in SJS include but are not limited to recent work history, individual interest in programs offered, access to technology (if programs are virtual), and participant reimbursement needs.

The county workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

22,839

Estimated Annual Component Administrative Cost

\$53,732,406.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The median quarterly earnings of E&T participants and former participants in Supervised Job Search who are in unsubsidized employment during the second quarter after completion of participation in E&T.	<p>CDSS will collect second-quarter earnings records for E&T participants in SJS during the current fiscal year who obtained unsubsidized employment. The median is derived from the data set.</p> <p>Time Period: October 2025 - September 2026</p> <p>Numerator: E&T participants who completed SJS component</p>

	Denominator: E&T participants who were enrolled in SJS during the reporting Federal Fiscal Year
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NON-EDUCATION, NON-WORK COMPONENT: WORKFARE

Description of the component. Provide a summary of the activities and services.

The workfare component will be offered to CalFresh E&T participants by counties with the primary goal of improving employability and enabling individuals to move into regular employment.

Participants may work off the value of their household's monthly CalFresh benefit allotment through an unpaid work assignment at a public or non-profit organization as a condition of eligibility. Workfare cannot be conducted at for-profit locations.

Instead of wages, workfare participants receive compensation in the form of their household's monthly CalFresh benefit allotment.

Counties determine hourly participation for each month in workfare using the following formula: CalFresh monthly benefits amount divided by the state or local minimum wage, whichever is highest.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Santa Clara County's program provides an opportunity for the Santa Clara County participants to gain hands-on work experience, new skills training, and learn good work habits. It is designed for participants who have a gap in their work history or limited work experience in their desired job industry. Dual General Assistance/General Relief (GA/GR) benefit recipients work the number of Workfare hours assigned, which is calculated by participant's household CalFresh monthly benefits amount divided by the local minimum wage. Workfare activities may be performed at a county-assigned location or at a self-initiated location for local, public, or private non-profit agencies or government facilities within the county.

- San Francisco County's Self Help for the Elderly program enables ABAWDs to meet their work requirements. Participants are assigned to Self-Help for the Elderly for their workfare assignments if, following an assessment, they have been found to be able to work in light duty work. Participants at Self-Help for the Elderly may assist the organization with activities such as general office duties (e.g., filing, reception, mail), cleaning and maintenance, and supplies preparation and maintenance. Participation in workfare is limited to the number of hours determined by the household's maximum monthly CalFresh grant divided by local minimum wage, \$19.17 after July 1st, 2025.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

There are no specific required skills, knowledge, or experience needed to participate in workfare. Participants need to express interest in the program.

The CDSS-specific criteria for participation in workfare include but are not limited to recent work history, individual interest in training(s) offered, and participant reimbursement needs.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input checked="" type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input checked="" type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

3,920

Estimated Annual Component Administrative Cost

\$8,393,447.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The median quarterly earnings of E&T participants and former participants in Workfare who are in unsubsidized employment during the second quarter after completion of participation in E&T.	<p>CDSS will collect second-quarter earnings records for E&T participants in Workfare during the current fiscal year who obtained unsubsidized employment. The median is derived from the data set.</p> <p>Time Period: October 2025 - September 2026</p> <p>Numerator: E&T participants who completed Workfare component</p>

Denominator: E&T participants who were enrolled in Workfare during the reporting Federal Fiscal Year

EDUCATIONAL COMPONENT: BASIC / FOUNDATIONAL SKILLS INSTRUCTION

Description of the component. Provide a summary of the activities and services.

E&T providers will offer Adult Basic Education (ABE) programs that serve adults working toward a high school diploma, a General Education Diploma (GED), and/or improving basic literacy skills.

E&T providers will offer foundational skills instruction that improves basic literacy, numeracy, and transferable skills for participants.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Fresh Success' subrecipient, West Los Angeles College Adult Basic Education provides foundational instruction in reading, writing, and math to help adults improve basic literacy and numeracy skills, supporting progress toward a high school diploma, GED, or academic readiness. Course may include Basic Education, English; Basic Education, Math; Basic Education, Reading.

- Fresh Success' subrecipient, 3Strands Global Foundation Adult Basic Education supports clients in reaching their career goals by providing educational accessibility and system navigation services. This includes assessment and goal setting, assistance with exploring education options, attending school tours and orientations, applying for school programs, registering for classes, assistance applying for financial aid, and accessing available resources. Once clients are prepared and have determined their path to career readiness, 3SGF

assists with enrollment in GED/high school programs, vocational training, community college programs, and other certification and training programs through external partners.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

The are no specific skills, knowledge, or experience are required to participate in the basic/foundational skills instruction component. E&T providers offering GED/high school diploma opportunities will assess the participant's appropriateness for services based on their educational attainment and workforce goals.

The county eligibility workers are familiar with the E&T services offered by their county and apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input checked="" type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input checked="" type="checkbox"/> Contra Costa County	<input checked="" type="checkbox"/> Placer County	<input checked="" type="checkbox"/> Santa Cruz County
<input checked="" type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Riverside County	<input checked="" type="checkbox"/> Shasta County
<input checked="" type="checkbox"/> Humboldt County	<input checked="" type="checkbox"/> Sacramento County	<input checked="" type="checkbox"/> Solano County
<input checked="" type="checkbox"/> Kern County	<input checked="" type="checkbox"/> San Benito County	<input checked="" type="checkbox"/> Sonoma County
<input checked="" type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input checked="" type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Diego County	<input checked="" type="checkbox"/> Trinity County
<input checked="" type="checkbox"/> Madera County	<input checked="" type="checkbox"/> San Francisco County	<input checked="" type="checkbox"/> Tulare County
<input checked="" type="checkbox"/> Marin County	<input checked="" type="checkbox"/> San Joaquin County	<input checked="" type="checkbox"/> Tuolumne County
<input checked="" type="checkbox"/> Mendocino County	<input checked="" type="checkbox"/> San Luis Obispo County	<input checked="" type="checkbox"/> Ventura County
<input checked="" type="checkbox"/> Monterey County	<input checked="" type="checkbox"/> San Mateo County	Yolo County
<input checked="" type="checkbox"/> Napa County	<input checked="" type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

503

Estimated Annual Component Administrative Cost

\$1,470,018.00

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

CalFresh E&T funds will not supplant funds used for other existing education programs, services, and/or activities. E&T funds are used to supplement existing programs where gaps exist and provide additional

services that would otherwise not be available, such as case management, workshops, and supportive services for the costs of participation in the Education component.

The CDSS requires all entities responsible for the administration of E&T to outline their practices in their CalFresh E&T Annual Plans. The CDSS will validate these practices during our management evaluations.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Costs associated with community college and adult education courses are charged to E&T at the same rate charged to the public. Costs of courses that are free to the public are not charged E&T. Supportive services are only charged at cost, when they are above and beyond supports available to the public.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of participants that completed Basic/Foundational Skills Instruction.	Time Period: October 2025 - September 2026 Numerator: E&T participants who completed Basic/Foundational Skills component Denominator: E&T participants who were enrolled in Basic/Foundational Skills during the reporting Federal Fiscal Year

EDUCATIONAL COMPONENT: CAREER / TECHNICAL EDUCATION PROGRAMS OR OTHER VOCATIONAL TRAINING

Description of the component. Provide a summary of the activities and services.

E&T providers will offer educational programs or activities under the EPC component including, but not limited to, courses or programs of study that are part of a program of career and technical education as defined in Section 3 of the Carl D. Perkins Act of 2006.

Examples of EPC offered include but are not limited to:

- Automotive Specialist
- Computer Support Specialist
- Cosmetology and Esthetics
- Culinary Arts
- Digital Navigator
- Early Childhood Education
- Early Childhood Teacher Assistant
- Electrician
- Green Building Construction
- Group Fitness Instructor
- Healthcare Information Technician
- Heavy Equipment Operator
- HVAC Technician & Green Technician
- Medical Assistant
- Multi-Craft Core Curriculum (MC3)
- Office and Medical Office Administration
- Truck Driving
- Welding

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Fresh Success' subrecipient, Rubicon Programs, consists of an average of seven months of intensive services targeted to the specific needs of participants, including: (1) case management; (2) pre-employment job readiness training; (3) small group job search training/assistance and digital literacy training; (4) career advising and development, including career assessments and planning; (5) job placement; (6) financial stability services; and (7) reentry focused educational workshops and comprehensive employment barrier assessments. Financial stability services support the participants in building a financial plan to successfully complete their employment and training activities and to plan for the financial aspects of transitioning to employment.

Career and Technical Education participants receive hands-on training and academic instruction in high-demand fields, preparing students for employment or further education with industry aligned programs. CTE programs may include training in Truck Driving (Michael's Transportation, The Academy of Truck Driving, The Truck Master School), Medical Assisting (Mt. Diablo Adult Education), Medical Assisting with Phlebotomy (Contra Costa Medical Career College), Barber (Urban Barber College), and SPIRIT at Contra Costa College (college accredited Community Support Worker training for jobs within Contra Costa Behavioral Health Services).

- Fresh Success' subrecipient, Five Keys Charter Schools, empower participants with the skills, knowledge, and realworld experience needed to achieve their employment goals. Our programs are thoughtfully designed to provide hands-on training and practical opportunities across a variety of technical fields and career

pathways.

One career pathway provided is Information Technology. They provide comprehensive courses in computer repair, networking, software development, and related fields equip students for IT-focused career opportunities.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

E&T providers offering vocational training opportunities will assess the participant's appropriateness for services based on their educational attainment and workforce goals. Most programs require a pre-requisite skills test.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

12,039

Estimated Annual Component Administrative Cost

\$25,184,000.00

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

CalFresh E&T funds will not supplant funds used for other existing education programs, services, and/or activities. E&T funds are used to supplement existing programs where gaps exist and provide additional services that would otherwise not be available, such as case management, workshops, and supportive services for the costs of participation in the Education component. CDSS requires counties to outline their practices in their annual E&T plans. CDSS validates these practices during management evaluations.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Costs associated with community college and adult education courses are charged to E&T at the same rate charged to the public. The costs of courses that are free to the public are not included as an E&T cost. Support services are only charged at cost when they are above and beyond the support available to the public.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of participants that completed CTE.	<ul style="list-style-type: none">-Time Period: October 2025 - September 2026-Numerator: E&T Participants who completed participation in CTE component.-Denominator: E&T participants who were enrolled in CTE during the reporting Federal Fiscal Year

EDUCATIONAL COMPONENT: ENGLISH LANGUAGE ACQUISITION

Description of the component. Provide a summary of the activities and services.

English Language Acquisition (ELA) is a program of instruction that:

- Is designed to help eligible individuals who are English language learners achieve competence in reading, writing, speaking, and comprehension of the English language.
- Leads to attainment of a secondary school diploma or its recognized equivalent; and transition to postsecondary education and training; or employment.

Examples of ELA include but are not limited to English as a second language (ESL), English language learner (ELL), and Vocational English as a second language (VESL).

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Fresh Success' subrecipient, Bakersfield College, helps English language learners develop proficiency in reading, writing, speaking, and listening to achieve educational, employment, and civic goals. May include ESL Low Beginning; ESL High Beginning; ESL Low Intermediate; ESL High Intermediate; ESL Low Advanced.

The education component of Bakersfield College program will focus on improving basic skills, literacy, and employability by having a direct link to employment. Participants in this component will enroll in English language acquisition course per semester. Participants must complete a minimum of 2 contacts with a staff member and/or academic counselor per semester. While in this component, students will participate in educational initiatives that will increase their knowledge, skills, and competencies in the areas of navigating college and career planning. The Bakersfield College Basic Needs and Students of Concern departments will oversee case management to facilitate positive outcomes for participants by coordinating support services in an effort to ensure participants meet identified employment and training goals.

- Fresh Success' recipient, Gavilan College, staff plan for the coordination and delivery of workshops, services, engagement, and outreach events. Fresh Success (FS) students register for a minimum of one CalFresh E&T permissible (as defined in the state and federal regulations) Gavilan College class during each term they participate in the program. English Language Acquisition helps English language learners develop proficiency in reading, writing, speaking, and listening to achieve educational, employment, and civic goals. Gavilan

College's ESL Department offers a wide range of courses from beginning to advanced levels, and each helps students develop their English language proficiency in listening, speaking, reading, vocabulary, grammar, and writing.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

E&T providers will offer the EPEL component to participants who are English language learners, English is their second language and could benefit from Vocational English.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input checked="" type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input checked="" type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input checked="" type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Riverside County	<input checked="" type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input checked="" type="checkbox"/> Sacramento County	<input checked="" type="checkbox"/> Solano County
<input checked="" type="checkbox"/> Kern County	<input checked="" type="checkbox"/> San Benito County	<input checked="" type="checkbox"/> Sonoma County
<input checked="" type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input checked="" type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input checked="" type="checkbox"/> Madera County	<input checked="" type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input checked="" type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input checked="" type="checkbox"/> San Luis Obispo County	<input checked="" type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input checked="" type="checkbox"/> San Mateo County	Yolo County
<input checked="" type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

42

Estimated Annual Component Administrative Cost

\$122,745.00

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

CalFresh E&T funds will not supplant funds used for other existing education programs, services, and/or activities. E&T funds are used to supplement existing programs where gaps exist and provide additional services that would otherwise not be available, such as case management, workshops, and supportive services for the costs of participation in the Education component. The CDSS requires entities responsible for the administration of E&T to outline their practices in their CalFresh E&T Annual Plans. The CDSS validates these practices during our management evaluations.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Any costs associated with community college and adult education courses are charged to E&T at the same rate charged to the public. The costs of courses that are free to the public are not included as an E&T cost. Support services are only charged at cost when they are above and beyond the support available to the public.

EDUCATIONAL COMPONENT: INTEGRATED EDUCATION AND TRAINING / BRIDGE PROGRAMS

Description of the component. Provide a summary of the activities and services.

Integrated Education and Training (IET) is an education model that combines occupational skills training and basic or academic skills instruction to increase and expedite the educational and career advancement of participants. IET is a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for educational and career advancement.

Bridge programs prepare adults to enroll in postsecondary education and training and provide a combination of academic and occupational instruction, career guidance, and support services, intended to improve college and career readiness for adults. They combine basic skill instruction in reading, math, writing, and English language, including preparation for the GED test, with occupational content, employment skills, and college success strategies.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Fresh Success' subrecipient, Antelope Valley College, provides a combination of three key components: basic academic skills (e.g., ESL, math, literacy), workforce preparation, and technical training in a specific field so students can earn short-term certificates and improve employability while continuing to build their education.

Their Bridge Programs assist adult learners entering or reentering college by providing academic refreshers, counseling, and enrollment support. Through Summer Bridge and targeted transitional support, students strengthen foundational skills (such as math and English) and build confidence in navigating the college environment.

- Fresh Success' subrecipient, West Los Angeles College, provides a combination of basic skills instruction with career training to accelerate educational and employment outcomes through integrated academic and occupational content. Courses may include Healthcare Bridge; Manufacturing IET; Business and Technology Bridge.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Pre-requisites may be required. Participants must have a goal of improving their employability through skills attainment, improved language skills, or completion of a short-term credential, certificate, or associate degree.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input checked="" type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Riverside County	<input checked="" type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input checked="" type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

95

Estimated Annual Component Administrative Cost

\$292,250.00

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

CalFresh E&T funds will not supplant funds used for other existing education programs, services, and/or activities. E&T funds are used to supplement existing programs where gaps exist and provide additional services that would otherwise not be available, such as case management, workshops, and supportive services for the costs of participation in the Education component. The CDSS requires all entities responsible for the administration of E&T to outline their practices in their CalFresh E&T Annual Plans. The CDSS validates these practices during our management evaluations.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Costs associated with community college and adult education courses are charged to E&T at the same rate charged to the public. The costs of courses that are free to the public are not included as an E&T cost. Support services are only charged at cost when they are above and beyond the support available to the public.

EDUCATIONAL COMPONENT: WORK READINESS TRAINING

Description of the component. Provide a summary of the activities and services.

Work Readiness Training includes educational programs or activities designed to improve basic skills, build work readiness, or otherwise improve employability including educational programs determined to expand the job search abilities or employability of participants. Work Readiness Training can include instruction on topics such as general skills building, developing strong work habits, and building a work history. Work readiness skills are referred to as soft skills.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Fresh Success' subrecipient, 3Strands Global Foundation, provides workshops and trainings to clients on topics such as applying for financial aid and using technology for school. Additionally, participants will engage in work readiness training which may include but not be limited to time management and punctuality, professional communication skills, problem-solving and critical thinking, basic computer literacy (e.g., Microsoft Office, email usage), Industry-specific technical skills and certifications, and understanding paychecks, taxes, and benefits. Our work training varies from group based workshops, Coursera courses, virtual reality programming, certification programs, or individual sessions with participants. Case managers and workforce specialists create program goals that include certain training that can benefit the participants job readiness or employment retention. Workshops are offered in a group setting several times a year or in individual case management sessions. Other training courses are self-paced Coursera courses and skill building courses. Certifications can vary from external accelerated short term certifications Security Guard training, food handling, Microsoft certifications, Google Suite or medical vocations.

- Fresh Success' subrecipient, Faith in Action of the San Gorgonio Pass, provides workshops and trainings to clients on topics such as applying for financial aid and using technology for school. Additionally, participants will engage in work readiness training which may include but not be limited to time management and punctuality, professional communication skills, problem-solving and critical thinking, basic computer literacy (e.g., Microsoft Office, email usage), Industry-specific technical skills and certifications, and understanding paychecks, taxes, and benefits. The training is offered in a cohort model, each cohort consists of 10 or less participants. Participants engage in a 5 day training, for 4 hours per day. At the end of each training, participants goal is to secure a job interview (with the support of program staff).

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Participants in Work Readiness Training should have a lack of work history and must have a goal of improving their employability through soft skills attainment.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

530

Estimated Annual Component Administrative Cost

\$1,548,926.00

Not supplanting. Describe how the State agency ensures that costs attributed to the E&T program are not supplanting funds used for other existing educational programs.

CalFresh E&T funds will not supplant funds used for other existing education programs, services, and/or activities. E&T funds are used to supplement existing programs where gaps exist and provide additional services that would otherwise not be available, such as case management, workshops, and supportive services for the costs of participation in the Education component. The CDSS requires all entities responsible for the administration of E&T to outline their practices in their CalFresh E&T Annual Plans. The CDSS validates these practices during our management evaluations.

Cost parity. Describe how the State agency ensures that costs charged to E&T do not exceed the costs charged for non-E&T participants.

Any costs associated with community college and adult education courses are charged to E&T at the same rate charged to the public. The costs of courses that are free to the public are not included as an E&T cost. Support services are only charged at cost when they are above and beyond the support available to the public.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of participants that completed WRT component.	Time Period: October 2025 - September 2026 Numerator: E&T participants who completed Work Readiness Training component Denominator: E&T participants who were enrolled in Work Readiness Training during the reporting Federal Fiscal Year

WORK EXPERIENCE COMPONENT: APPRENTICESHIP

Description of the component. Provide a summary of the activities and services.

Apprenticeships, as defined by the United States Department of Labor (DOL), are industry-driven, high-quality career pathways where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally recognized credential.

Apprenticeships:

- Consider program length, anticipated enrollment, and the ability of CalFresh E&T participants to move from subsidized employment to unsubsidized, regular employment;
- Include clearly defined skill elements that are evidence-based and aligned with the E&T participant's training plan;
- Align with a curriculum (i.e., an instructor's plan for providing training and skill development) and instruction;
- Meet the skilled workforce needs of employers, in addition to helping E&T participants obtain the certificates and credentials employers use to make hiring decisions; and
- Train for in-demand occupations that pay a living wage or at least be part of an articulated career pathway that leads to a living wage.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Fresh Success' subrecipient, Five Keys Charter Schools, provides a construction apprenticeship. The programs are thoughtfully designed to provide practical training opportunities across a variety of technical fields and career pathways. The program offers a comprehensive selection of career focused program that blend classroom instruction, hands-on training, simulated environments, and real world experience with industry professionals.

Construction Trades: Participants gain essential trade skills in carpentry, electrical work, plumbing, and other foundational construction disciplines, preparing them for high demand careers in the construction industry.

Training Environment: Hands-on workshops and simulations complement real-world site visits and mentorship opportunities with union partners.

Industry Interaction: Participants engage with construction industry professionals through job site visits, apprenticeship mentorships, and union workshops.

Employment Pathways: Well-prepared to enter union apprenticeship programs leading to stable, unsubsidized employment in the construction industry.

Credentials: OSHA, NCCER Credential

- San Diego County's partner, Kitchens for Good (KFG), provides a culinary apprenticeship. KFG offers four California State Registered Apprenticeship Programs (RAPs) designed to promote job readiness and employment in the hospitality industry for individuals facing barriers to employment. The programs offered are:

- The Culinary Apprenticeship – Front-Loaded program.
- The Culinary Apprenticeship – Dual-Instruction program.
- The Baking Apprenticeship – Front-Loaded program.
- The Hospitality Apprenticeship – Dual Instruction program.

Training takes place in a simulated environment that includes lecture-style classrooms and fully equipped training kitchens, where participants engage in hands-on, work-based learning activities. Throughout the program, participants are taught and mentored by a diverse team of experienced industry professionals,

ensuring they gain both practical skills and real-world insights that prepare them for successful careers.

The Culinary Apprenticeship – Front-Loaded (CAFL) program provides 10 weeks of initial culinary and workforce training (300 hours) followed by a minimum of 9 months of on-the-job training and 60 hours of continuing education workshops. The in-classroom culinary training aims to enhance the job readiness and job search skills of participants through providing direct training and support activities. Curriculum topics include:

- Culinary Instruction, for example, kitchen safety and sanitation, recipe conversion, plating, meat and seafood cookery, breakfast cookery, and nutrition.
- Workforce Readiness Instruction, for example, teamwork, workplace responsibility, resume writing, and job searching.

The Culinary Apprenticeship – Dual-Instruction (CADI) program provides 4-weeks of initial culinary and workforce training (130 hours) followed by a minimum of 11 months of on-the-job training and 230 hours of continuing education workshops. The in-classroom culinary training aims to enhance the job readiness and job search skills of participants through providing direct training and support activities. Curriculum topics include:

- Culinary Instruction, for example, kitchen safety and sanitation, recipe conversion, basic cooking methods, and nutrition.
- Workforce Readiness Instruction, for example, teamwork, workplace responsibility, resume writing, and job searching.

The Baking Apprenticeship – Front-Loaded (BAFL) program provides 12 weeks of initial baking and workforce training (300 hours) followed by a minimum of 9 months of on-the-job training and 60 hours of continuing education workshops. The in-classroom culinary training aims to enhance the job readiness and job search skills of participants through providing direct training and support activities. Curriculum topics include:

- Baking Instruction, for example, kitchen safety and sanitation, recipe conversion, pies and tarts, and basic breads.
- Workforce Readiness Instruction, for example, teamwork, workplace responsibility, resume writing, and job searching.

The Hospitality Apprenticeship – Dual Instruction (HADI) program provides 4-weeks of initial front-ofhouse/customer-service anworkforce training (130 hours) followed by a minimum of 11 months of on-the-job training and 230 hours of continuing education workshops. The in-classroom hospitality training aims to enhance the job readiness and job search skills of participants through providing direct training and support activities. Curriculum topics include:

- Customer Service Instruction, for example, greeting and seating guests, tableside service, menu planning and costing.
- Culinary Instruction, for example, kitchen safety and sanitation.
- Workforce Readiness Instruction, for example, teamwork, workplace responsibility, resume writing, and job searching

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria are determined based on the guidelines of the DOL. The participant must express interest in participating in an Apprenticeship program. Specific criteria for participation vary between providers.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input checked="" type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input checked="" type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input checked="" type="checkbox"/> Sacramento County	<input checked="" type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input checked="" type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input checked="" type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

50

Of the total projected annual participation, how many participants are anticipated to receive wages subsidized by E&T?

12

Estimated Annual Component Administrative Cost

\$406,450.00

WORK EXPERIENCE COMPONENT: CUSTOMIZED TRAINING

Description of the component. Provide a summary of the activities and services.

Customized training may be performed at any private or public employer with which the CalFresh E&T provider has entered an acceptable agreement. Employers must provide actual training and a plan to move participants into unsubsidized employment as a result of the experience. Customized training is one type of work-based learning that can be used to target specific job seeker and employer needs. It is an effective strategy that provides additional opportunities for participants and employers in both finding quality work and developing a quality workforce. As defined in the 20 CFR 618.110, customized training is designed to meet the specific requirements of an employer (including a group of employers); is conducted with a commitment by the employer to employ an individual upon successful completion of the training; and requires that the employer pay a significant portion (but no less than 50 percent) of the cost of such training.

The success of the San Francisco SWBL program is evident, based on the long-term (3-year) employment outcomes, which currently stand at 65%. This means that participants who complete the training are still employed three (3) years later, and the data shows that they all have increased their wages.

Services provided to the participant vary, but below is an example of what the participant can receive:

- San Francisco's JobsNOW! program provides CalFresh E&T participants with transitional Public Service Trainee (PST) jobs at City & County of San Francisco agencies for up to 6 months. Jobs will vary dependent on the city department the client is placed with; however, typical work assignments include clerical, labor and gardening, community ambassadorship and customer service to the public. Approved City Agencies will provide work experience and work with clients to develop their job skills. SFHSA staff will conduct regular check-ins with the employer and CalFresh E&T participants to ensure progress and improvement of job skills.

JobsNOW! Public Service Trainee (PST) program is an evidence-based program that combines training with in-depth hands-on work experience for eligible participants. The PST program and curriculum are designed to align with employer needs, helping participants develop the skills necessary for careers in various industries. Participants are matched with openings at City & County of San Francisco agencies, allowing them to engage with career civil servants and gain experience working within local government. Our 9910 classification PSTs are placed in office settings, while our 9916 classification PSTs are placed in outdoor settings (such as gardening or labor).

CalFresh E&T PST participants are required to be actively engaged during the PST assignment to build their job skills, education, job search, career advancement and retention activities with the support of their Host Site Supervisor and Public Service Trainee Liaison (PSTL) to attain and secure unsubsidized employment and work alongside full-time employees up to 4 days a week.

JobsNOW! employees assist each participant in assembling all documents necessary for employment and eligible benefits. Our employment specialists also assist with job development for our participants and San Francisco employers, cultivating relationships with employers throughout the city so that we have a pipeline of available occupations in various industries.

We currently work with 23 city departments which we call "Host Sites". These host sites must attend a 2-hour host site training course prior to working with our participants. The training covers communication, barrier remediation, case management, setting expectations, scheduling, conflict resolution and more. Host sites also have direct access to our PST liaisons who help to support them as well as our participants. To reduce barriers to the program, JobsNOW! also provides participants with support services such as transportation, work clothing and additional job readiness training.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

This varies based on the job. Participants must meet the minimum requirements for employers' job openings and be selected for the job.

In order to participate in Customized Training, San Francisco County requires all individuals to complete JobsNOW! workshops on career planning and goal development, job search tips, resume writing, and interview skills. Participants also engage in the San Francisco Financial Counseling (SFFC) Program, which provides participants with financial literacy and education. The worksite employer will provide constant direct feedback. Every two months, participants are required to complete both the written and hands-on exams and pass with a score of 65% or above to remain in the activity. Additionally, San Francisco County staff review labor market information to determine current employment trends/demands to continuously inform workshops, and help guide participants towards their areas of interest, career clusters, and path towards career laddering.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
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<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

223

Estimated Annual Component Administrative Cost

\$4,081,792.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)	Subsidized by E&T?
The number and percentage of participants that completed CT component.	<p>Time Period: October 2025 - September 2026</p> <p>Numerator: E&T participants who completed CT component</p> <p>Denominator: E&T participants who were enrolled in CT during the reporting Federal Fiscal Year</p>	Yes

WORK EXPERIENCE COMPONENT: INTERNSHIP

Description of the component. Provide a summary of the activities and services.

An internship is a professional learning experience that offers meaningful, practical work related to an individual's field of study or career interest. An internship gives the participant the opportunity for career exploration and development, and to learn new skills.

Internships:

- Consider program length, anticipated enrollment, and the ability of CalFresh E&T participants to move from subsidized employment to unsubsidized, regular employment;
- Include clearly defined skill elements that are evidence-based and aligned with the E&T participant's training plan;
- Align with a curriculum (i.e., an instructor's plan for providing training and skill development) and instruction;
- Meet the skilled workforce needs of employers, in addition to helping E&T participants obtain the certificates and credentials employers use to make hiring decisions; and
- Train for in-demand occupations that pay a living wage or at least be part of an articulated career pathway that leads to a living wage.

Services provided to the participant vary, but below are some examples of what the participant can receive. Unsubsidized:

- Los Angeles County's partner, Covenant House California (CHC), is highlighted by a Digital Dove Studios program, offered on-site at CHC's L.A. Site. This program offers participants a guided journey into content creation, using video storytelling as a platform to develop job skills in writing, planning, collaboration, and technical media skills. Sessions cover essential steps in the content creation process and culminate in a bootcamp that includes skill reinforcement, peer feedback, and a screening event showcasing each participant's final project. This program is structured into eight sessions, two hours each session, spanning over one month. The program would host three different iterations of the training, each iteration focusing on a different format of video storytelling: documentary, creative video, commercial, and scripted narratives.

Each participant would attend a total of 26 hours of official instruction with a range of post-instruction work to complete their assignments and projects. These hours can range from 10 to 25 hours (depending on the participant's workflow/pace).

The program ends with a boot-camp where participants review, practice core skills, then finalize projects. Digital Dove Studios culminates with a showcase and screening of their final work, practicing public presentation and receiving feedback from instructors, attendees, and other peers.

This program equips participants with job-ready skills that are directly transferable to today's job market, particularly in fields such as digital marketing, content creation, social media management, communications, and multimedia production. Participants will be developing market-driven skill development such as digital literacy, tech proficiency, collaboration, communication, and project planning which they will be able to use to bolster their skills and experiences on their resumes. Completing the program successfully would also serve as a qualifier that will grant participants access to a referral for one of our partner's programs such as Break Reinvent Impact Change who assists with placements with potential media employers.

Participants are guided in adding the program and transferable skills into their resume while also working alongside with the Employment Specialist/Career Coach to apply for the next employment opportunity and/or certified training program. After completion, highly interested participants may also progress to the subsidized digital dove work experience component.

This program is operated in a simulated environment with industry professionals who act as mentors such as HBO, Netflix, and Sony. During their program, clients work with our industry leaders who create a simulated studio environment and conditions where the experience would mirror what the clients might encounter if working as part of a regular employment team member on their productions.

Subsidized:

- Fresh Success' subrecipient, Opportunity Junction (OJ), provides every student who graduates from the ACT (Administrative Careers Training) Education phase of the program is hired by Opportunity Junction at current minimum wage. Participants may receive up to two raises by successfully earning Microsoft Office Specialist certifications in Word, Excel, and/or PowerPoint and attaining typing certifications. The pay rate is determined by certification attainment, so certified students may begin the internship at a higher rate, and/or, have an increased pay rate when they earn their certification. Interns will work a minimum of 40 hours per month but may average as many as 20-25 hours per week. The Internship lasts up to 4 months, but interns leave the program as they obtain employment. Costs associated with supervision, training, and support for participants are included under E&T, as well as participant wages. The internship also helps facilitate the transition to career-track employment by building up interns' resumes. Our Employer Engagement team specializes in cultivating strategic partnerships with employers to ensure ideal matches between candidates and job requirements. We focus on aligning the skills, competencies, and personalities of candidates with the needs of our employer partners for each position we fill. Additionally, we have established agreements with select employers that facilitate direct hires from our internship program. These agreements streamline the process, allowing interns to transition seamlessly into permanent roles based on their performance and qualifications.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Participants must have a goal of improving their employability through skills attainment, improved language skills, or completion of a short-term credential, certificate, or associate degree. Internships may have course-specific criteria.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
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<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

600

Of the total projected annual participation, how many participants are anticipated to receive wages subsidized by E&T?

521

Estimated Annual Component Administrative Cost

\$7,907,688.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)	Subsidized by E&T?
The number and percentage of participants that completed Internship component.	<p>Time Period: October 2025 - September 2026</p> <p>Numerator: E&T participants who completed Internship component</p> <p>Denominator: E&T participants who were enrolled in Internship during the reporting Federal Fiscal Year</p>	No
The number and percentage of participants that completed Internship component.	<p>Time Period: October 2025 - September 2026</p> <p>Numerator: E&T participants who completed Internship component</p> <p>Denominator: E&T participants who were enrolled in Internship during the reporting Federal Fiscal Year</p>	Yes

WORK EXPERIENCE COMPONENT: ON-THE-JOB TRAINING

Description of the component. Provide a summary of the activities and services.

The purpose of On-the-Job Training (OJT) is to encourage public, private non-profit, or private employers to hire an individual or upgrade an eligible employed worker who would not otherwise qualify for the job and to teach the skills required to perform the job. CalFresh E&T funds can be used to reimburse the employer for the training period in exchange for the commitment by the employer to retain the E&T participant, upon successful completion.

The OJT employer may receive reimbursement for allowable training costs up to 50 percent of the wage rate of an OJT participant. In rare circumstances, the employer can be reimbursed, for up to 75 percent of the wage rate of an OJT participant due to the employer's extraordinary costs of providing training and additional supervision. E&T providers must document the factors used when deciding to increase the wage reimbursement levels above 50 percent.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- Marin County's program encourages public, private non-profit, or private employers to hire an individual or upgrade an eligible employed worker who would not otherwise qualify for the job and to teach the skills required to perform the job. Participants will be placed in a real-world work environment under the supervision and guidance of an industry professional.

Employers and industries vary, but all must meet the following conditions:

- Work placement contract completed between Marin County HHS and an employer in the public, private non-profit, or private sector in which the employer agrees to be the employer of record, responsible for paying the participant's wages and other costs, such as payroll taxes and workers' compensation.
- Contract limited to the period required for a participant to become proficient in the occupation for which the training is being provided, but no greater than 3 months.
- Placement position is an in-demand occupation which pays a living wage or direct career pathway that leads to a living wage as outlined in base curriculum.
- Employer agrees to review and refine Marin County base curriculum for occupation, adjustments may lead to additional training, skill development, and enhanced experience for participants.
- Training will be both on-site training in a real-world work environment and classroom or lecture-based instruction, by industry professionals providing oversight and direct feedback. - Requires placement to continue as unsubsidized employment after successful completion of OJT.
- Participants will be trained for positions within the Education Industry, Information Technology (IT) Industry, Administrative and Support Services Industry, and Accommodation and Food Services Industry.

- Napa County's program participants will be placed in a position in the private, non-profit, or public sector to receive worksite training and guidance that helps the participant obtain unsubsidized employment by developing a work history, employment references and marketable skills. Participants are required to participate in at least 12 hours per month in CF E&T activities which include job search, education, OJT, and orientation (for the first month). Activities will vary by placement however all participants will be coached to focus on attendance, interacting with other, problem solving, decision making and work tasks/output.

Examples of activities and services are listed below:

- On-site job coaching to address employer concerns, performance issues, areas that have presented as challenges i.e. time management skills, answering the phone professionally, appropriate attire, greeting customers, and providing quality customer service
- Career development workshops such as interviewing skills, resume development, talking with your employer, and maintaining employment.
- Mediation between employee and employer

- Access to the wardrobe to work closet to obtain work and interview appropriate attire
- Interview and work attire consultations to ensure job seekers know what is the most appropriate attire for the particular job they have obtained or are applying for. Additionally, staff will help job seekers learn how to utilize and pair clothing items from their own closet to create work and interview appropriate outfits.
- 1:1 Career counseling: Assistance with identifying workshops, trainings, and education/vocational programs that can assist job seekers to enhance their skills to improve their job performance, take on additional responsibilities, and/or obtain a promotion or a promotion.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria include individual participant need for training and available hours. The participant must express interest in participating in an OJT program. Criteria for participation vary among E&T providers.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input checked="" type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input checked="" type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

18

Estimated Annual Component Administrative Cost

\$52,605.00

WORK EXPERIENCE COMPONENT: PRE-APPRENTICESHIP

Description of the component. Provide a summary of the activities and services.

A pre-apprenticeship program is a program or set of strategies designed to prepare individuals to enter and succeed in an Industry-Recognized Apprenticeship Program (IRAP). Pre-apprenticeship programs should have a documented partnership with at least one IRAP.

Specific activities and services available to participants in the (WBLPA) vary among providers. Pre-apprenticeship placements are based on an individual's education and skill level and often lead to industry-recognized credentials.

Pre-Apprenticeships:

- Consider of program length, anticipated enrollment, and the ability of CalFresh E&T participants to move from subsidized employment to unsubsidized, regular employment;
- Include clearly defined skill elements that are evidence-based and aligned with the E&T participant's training plan;
- Align with a curriculum (i.e., an instructor's plan for providing training and skill development) and instruction;
- Meet the skilled workforce needs of employers, in addition to helping E&T participants obtain the certificates and credentials employers use to make hiring decisions; and
- Train for in-demand occupations that pay a living wage or at least be part of an articulated career pathway that leads to a living wage.

Services provided to the participant vary, but below are some examples of what the participant can receive.

Unsubsidized:

- Santa Clara County's partner, Working Partnerships USA (WPUSA), provides participants with the 135-hour MC3 pre-apprenticeship training and certification. Hours will be tracked by the instructor through attendance record and entered into the Santa Clara County's VSAS portal by WPUSA staff. The curriculum is taught by MC3-certified instructors with industry experience and includes the following topics:

- Orientation and Industry Awareness
- Construction Trade Awareness
- Workers' Heritage
- GPRO Green Building
- Construction Math & Intro to Blueprints
- Diversity in the Construction Industry
- Sexual Harassment Prevention
- Workplace Rights
- Getting Along at Work
- Applying to Apprenticeship: List Trades and Hunt Trades
- Interviewing Techniques
- Industry Mock Interviews
- Career Navigation
- First Aid/CPR
- OSHA 10

Successful graduates earn the national industry-recognized Multi-Craft Core Curriculum (MC3) certificate, as well as OSHA 10 safety and First Aid/CPR certification, and optional GPRO (Green Construction) certification. They will also earn recognition by the State of California for completion of a State-Registered Pre-Apprenticeship. Through Pre-Apprenticeship combined with job search, participants will learn about and meet industry representatives from each of these trades. They will then work with their job coach to select the

trade or trades they want to pursue, and to create and follow through with a plan to successfully compete in the application process, get in, and begin working.

Subsidized:

- Fresh Success' subrecipient, Chef Ann Foundation, provides a combination of asynchronous online coursework, live virtual learning sessions, and paid, on-the-job work experience. Chef Ann Foundation's SWBL is offered through our Healthy School Food Pathway (HSFP) State and Federally Registered Apprenticeship and Pre-Apprenticeship programs. Case Management Services will be available to participants upon enrollment and throughout their program, ensuring HSFP is a good fit for the participant's employment goals and to provide them with support throughout the program to address any barriers they may face and connect participants to support services they may be eligible for. Supporting workforce readiness and professional growth for incumbent workers (who may be underemployed) and new recruits (community college students, new Americans, single parents, and displaced or interested food service workers), the HSFP pipeline offers individuals resources, coursework, hands-on training within K-12 schools, and a network to become confident leaders and social influencers of health. The program supports those seeking entry-level positions through management and school food leadership. Our mission is to ensure that school food professionals have the resources, funding and support they need to provide fresh, healthy, delicious, cook-from-scratch meals that support the health of children and our planet. In doing so, we have heard time and time again that schools cannot make the changes they would like to due to the high number of job vacancies in school food. A report summarizing

'Findings from the California School Nutrition Services Department Vacancy and Turnover Rates Survey' conducted in partnership by California School Nutrition Association, Food Insight Group, and Chef Ann Foundation found a 12% combined vacancy rate of responding School Food Authorities, at the end of the 2022–23 school year. This rate is considerably higher than nationwide food accommodation and service industry, state and local education industry, and California statewide industry rates. The Healthy School Food Pathway programs do not displace or replace existing employment of individuals who choose not to participate in the program, and instead aim to elevate the career pathway with increased culinary skill sets that link to increased wages, benefits, and opportunity for growth; providing long-term solutions for school food professionals and district leaders.

Individuals in both the Pre-Apprenticeship and Apprenticeship are paid through CAF's employer of record, the Foundation for California Community Colleges' Career Catalyst employer of record service. Therefore, each host district signs a worksite agreement that is between them, CAF and the Foundation for California Community Colleges. The agreement outlines what each party is responsible for, including adherence to proper working conditions for participants.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria are determined based on the guidelines of the Department of Labor. The participant must express interest in participating in a Pre-Apprenticeship program. Specific criteria for participation vary between providers.

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input checked="" type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
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<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input checked="" type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input checked="" type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

30

Of the total projected annual participation, how many participants are anticipated to receive wages subsidized by E&T?

23

Estimated Annual Component Administrative Cost

\$251,884.00

WORK EXPERIENCE COMPONENT: TRANSITIONAL JOBS

Description of the component. Provide a summary of the activities and services.

Transitional jobs provide time-limited work experience in the public, private, or non-profit sectors that are paid and subsidized for individuals with barriers to employment who are chronically unemployed or have an inconsistent work history. Transitional jobs are designed to enable an individual to establish a work history, demonstrate work success, and develop skills that lead to unsubsidized employment.

Transitional jobs:

- Consider program length, anticipated enrollment, and the ability of CalFresh E&T participants to move from subsidized employment to unsubsidized, regular employment;
- Include clearly defined skill elements that are evidence-based and aligned with the E&T participant's training plan;
- Align with a curriculum (i.e., an instructor's plan for providing training and skill development) and instruction;
- Meet the skilled workforce needs of employers, in addition to helping E&T participants obtain the certificates and credentials employers use to make hiring decisions; and
- Train for in-demand occupations that pay a living wage or at least be part of an articulated career pathway that leads to a living wage.

Services provided to the participant vary, but below are some examples of what the participant can receive.

Unsubsidized:

- Tulare County's Community Services and Employment Training (CSET) program provides Back2Work (B2W). The B2W program offers paid transitional employment opportunities to disadvantaged/underserved adults. This second chance program helps participants develop valuable work history, employment soft skills, paid job training, and much more. Participants must be at least 18 years of age with right to work documents. Veterans have priority enrollment.

In this 6-month long program, participants will train alongside Caltrans employees doing litter abatement and debris removal on local highways and byways. In addition, they will earn their OSHA10 and First Aid/CPR Certifications.

Environmental Clean-Up Opportunities (ECO): The ECO program helps address the City of Visalia's environmental needs by engaging in litter abatement projects throughout Visalia.

This referral-based program works with participants experiencing homelessness within the past 12 months. In addition, they must "reside" in Visalia and be at least 18 years of age with right to work documents. Participants in this transitional jobs program will train anywhere from 160-240 hours per contract.

Subsidized:

- Center for Employment Opportunities (CEO) provides anyone with a criminal record who wants to work has the preparation and support needed to find a job and achieve social and economic mobility. CEO operates an evidence-based program that combines training with in-depth hands on work experience. The program is informed by our main transitional job employer partners, Caltrans and Butte County Office of Education (BCOE), and designed to align with employer needs, helping participants develop the skills necessary for careers in the transportation industry and skilled construction trades sectors. Participants must indicate their interest in this curriculum and jobs aligned with these sectors. To move participants promptly into unsubsidized employment, job developers maintain relationships with second chance employers in these sectors. Caltrans has hired former participants; and CEO has an apprenticeship placement to begin a transportation career at CEO or another social enterprise.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Criteria for participation vary amongst E&T providers. The participant must express interest in participating in a Transitional Jobs program. Participants are enrolled based on their individual career goals, basic skills experience, and available training(s).

The county eligibility workers are familiar with the E&T services offered by their county and will apply additional criteria for participation based on available services.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input checked="" type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input checked="" type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input checked="" type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input checked="" type="checkbox"/> Sacramento County	<input checked="" type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input checked="" type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input checked="" type="checkbox"/> San Francisco County	<input checked="" type="checkbox"/> Tulare County
<input checked="" type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input checked="" type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input checked="" type="checkbox"/> Ventura County
<input checked="" type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

5,198

Of the total projected annual participation, how many participants are anticipated to receive wages subsidized by E&T?

3,645

Estimated Annual Component Administrative Cost

\$36,583,459.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)	Subsidized by E&T?

The number and percentage of participants that completed TJ component.	Time Period: October 2025 - September 2026 Numerator: E&T participants who completed TJ component Denominator: E&T participants who were enrolled in TJ during the reporting Federal Fiscal Year	No
The number and percentage of participants that completed TJ component.	Time Period: October 2025 - September 2026 Numerator: E&T participants who completed TJ component Denominator: E&T participants who were enrolled in TJ during the reporting Federal Fiscal Year	Yes

WORK EXPERIENCE COMPONENT: WORK ACTIVITY

Description of the component. Provide a summary of the activities and services.

Participation in Work Activity provides an individual with an opportunity to acquire the general skills, knowledge, and work habits necessary to obtain employment. The purpose of the work activity is to improve the employability of those who cannot find unsubsidized full-time employment.

Work activities may be paid or unpaid, as appropriate, and consistent with other laws. A participant's unpaid work activity hours must not exceed the household's CalFresh monthly allotment divided by the state or local minimum wage, whichever is higher. Additional hours are permitted if the participant receives compensation at a rate at least equal to the state or local minimum wage, whichever is highest.

Work activities can include entry-level skill building and work such as retail, landscaping, production, etc. Each provider can develop their work activity program with the intent to move the participant into regular unsubsidized employment.

Services provided to the participant vary, but below are some examples of what the participant can receive:

- San Diego County's partner, Solutions for Change, offers Employment Related Training (ERT), a program that provides hard and soft skill training to participants that are enrolled in the Solutions Academy. Soft skills gained include:

- Teamwork, Communication, problem-solving skills, adaptability, work ethic, time management and conflict resolution.

The goal of ERT is for participants to gain self-sufficiency skills, learn commitment, accountability, and a sense of ethics and structure. Each participant is made a site lead so they can work on their leadership skills, delegation, decision making, and integrity. The hard skills learned for front desk are directing calls, making copies, data entry, and professionalism. The hard skills learned for community engagement support are data entry, storytelling, public speaking, phone etiquette, computer skills and teamwork. The skills participants learn in the maintenance department is painting, basic plumbing, installing toilets/faucets, minor repairs, basic landscaping cleaning, sanitizing, carpet cleaning and use of common tools. This is possible by providing participants with responsibilities and work duties at ERT sites. At the end of the ERT phase at SFC, each participant is prepared for obstacles in the workplace. Additionally, they have the resources needed to obtain employment and break generational cycles of poverty and dependency.

ERT is three months on average and includes five phases:

- Intake – participants begin working with SFC and are assessed to identify what supports they will need.
- New Beginnings 1 – participants receive training and work at defined work sites or in the administrative office). The majority of ERT is at SFCs main location on California Ave. as well as surrounding properties that SFC owns. Participants also go offsite to properties that are managed by SFC and outreach events.
- New Beginnings 2 – participants continue to receive training while beginning to search for employment.
- Solutions 1 – participants receive support for six months after employment to assist in their transition. Participants typically only spend 4 months in this program- during Solution 1 participants are typically out of the E&T program
- Solutions 2 – participants receive more limited assistance as they have demonstrated that they can succeed and are ready to transition from SFC.

The goal of the program is for all participants to be employed by the conclusion of New Beginnings 2. SFC's

coaches provide case management for all participants. Participants receive training in professionalism, how to interview and SFC staff conduct mock interviews and assistance job searching.

Participants engage in a variety of activities necessary for specifically defined work tasks, such as landscaping, maintenance, and cleaning. Those working in an administrative role may work at the reception desk or other general office duties. The on-the-job training helps participants learn skills such as basic work habits, task completion, and communication skills.

- Marin County's program is a collaboration between the Marin County Parks Department, Marin County Probation Department, and PA-ETB. Participants work 37.5 hours a week, for the duration of their placement (between 3 – 6months) meeting the level of effort.

Case management is provided by the assigned Marin HHS Employment Development Counselor. CalFresh E&T participants are placed in a Parks Seasonal Assistants position in which they learn and perform a variety of unskilled and semi-skilled grounds, natural resource and facilities maintenance work related to the operation and maintenance of County landscaped areas, parks and recreational facilities and open space areas designated for public use; to interact with the public and other situations and to perform related work as assigned. The intention of the component is to get formerly incarcerated individuals into a work setting that will teach soft skills (such as accountability, attendance,, and attitude), provide relevant training for an in-demand public sector field, give the individual a job they can add to their resume, and a work reference to move ex-offenders into a permanent unsubsidized position. The participant's training plan outlines the competencies goals for equipment usage, basic landscaping, customer service, and maintenance skills.

The component runs for three months up to six months, during which the participant is to conduct job search with the intent to secure employment at the end of the placement. Finding work can be challenging for individuals with a criminal record and the goal of the component is to help alleviate that barrier.

Indicate the Target Population this component will serve. Select all that apply.

- ABAWDs
- English Language Learners
- Homeless
- Returning citizens (aka: ex-offenders)
- Single parents
- Students
- Those that reside in rural areas
- Underemployed
- Veterans

Describe the criteria for participation. Include the skills, knowledge, or experience necessary for participation in the component. For example, literacy or numeracy levels, recent labor market attachment, computer literacy, etc.

Individual participation requirements vary by county and job site and are based on participant interests, skills, and prior work history.

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input type="checkbox"/> Santa Clara County
<input checked="" type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input checked="" type="checkbox"/> Humboldt County	<input checked="" type="checkbox"/> Sacramento County	<input type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
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<input type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input type="checkbox"/> Marin County	<input checked="" type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Projected Annual Participation. Projection should reflect a number of unduplicated individuals.

2,569

Estimated Annual Component Administrative Cost

\$4,316,972.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of participants that completed Work Activity component.	<p>Time Period: October 2025 - September 2026</p> <p>Numerator: E&T participants who completed Work Activity component</p> <p>Denominator: E&T participants who were enrolled in Work Activity during the reporting Federal Fiscal Year</p>

CONTRACTS OVERVIEW

The State agency must enter every contract or third-party partner. Additionally, the State agency must report if an intermediary directly holds subcontracts with employment and training providers for the delivery of SNAP E&T services. The table below summarizes overall information across all contracts.

Total Number of Contracts + Subcontracts	Total Participants to be Served by Contracts	Total Admin Costs	Total Participant Reimbursement Costs	Total Budget
46	7,366	\$52,519,367.00	\$2,461,872.00	\$54,981,239.00

The table is for State-held contracts and does not factor in county-held contracts.

CONTRACTOR: ACTUARIAL REPORT "SERVICE ORDER"

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$4,150.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input checked="" type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input checked="" type="checkbox"/> Contra Costa County	<input checked="" type="checkbox"/> Placer County	<input checked="" type="checkbox"/> Santa Cruz County
<input type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input checked="" type="checkbox"/> Sacramento County	<input checked="" type="checkbox"/> Solano County
<input checked="" type="checkbox"/> Kern County	<input checked="" type="checkbox"/> San Benito County	<input checked="" type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input checked="" type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
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<input checked="" type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input checked="" type="checkbox"/> San Mateo County	<input type="checkbox"/> Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

5,287

Are participant reimbursements provided by the Contractor?

- Yes
- No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$2,400,000.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$0.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$23,493,134.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

SUBCONTRACTOR: 3STRANDS GLOBAL FOUNDATION

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

175

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

150

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: CABRILLO COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

60

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: CERRITOS COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

100

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: CHABOT -LAS POSITAS COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

300

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: CHEF ANN FOUNDATION

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
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- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

27

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: CLIMB HIRE INC.

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
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- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

210

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: FAITH IN ACTION OF THE SAN GORGONIO PASS

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
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- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

30

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: FITRAH

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
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- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

25

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: FIVE KEYS CHARTER SCHOOLS

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
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- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

125

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: GAVILAN JOINT COMMUNITY COLLEGE

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
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- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

140

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: GLENDALE COLLEGE FOUNDATION

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

450

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: GOLDEN WEST COLLEGE FOUNDATION (GOLDEN WEST COLLEGE)

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

100

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: HOMEWARD BOUND OF MARIN

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

33

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: IFOSTER

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

200

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: INLAND SOCAL 211+

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

200

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: JUMA VENTURES

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

25

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: KERN COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

15

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: LONG BEACH COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

75

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: LOS ANGELES COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

800

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: OPPORTUNITY JUNCTION

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

146

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: PARS EQUALITY CENTER

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

95

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: PIVOT SAC

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

47

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: RIO HONDO COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

100

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: RIVERSIDE COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

75

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: RIVERSIDE COUNTY OFFICE OF EDUCATION

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

270

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: RUBICON PROGRAMS

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

260

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: SACRAMENTO REGIONAL CONSERVATION CORPS

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

150

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: SAINT JOHN'S PROGRAM FOR REAL CHANGE

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

135

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

80

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: SAN DIEGO COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

100

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: SANTA CLARITA COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

25

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: SONOMA FAMILY MEAL

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

6

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: THE CHRYSALIS CENTER

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

275

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: VICTOR VALLEY COMMUNITY COLLEGE DISTRICT

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

140

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: VISTA ADULT SCHOOL

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

50

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

SUBCONTRACTOR: YEAR UP UNITED

INTERMEDIARY: CA FOUNDATION OF COMMUNITY COLLEGES "FRESH SUCCESS"

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

93

Are participant reimbursements provided? If so, how are they provided?

- Yes, by the intermediary
- Yes, by the subcontractor
- No

CONTRACTOR: CALFRESH E&T ANNUAL TRAINING

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$64,850.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

CONTRACTOR: CENTER FOR EMPLOYMENT OPPORTUNITIES (CEO)

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Indicate the counties where the service is offered by this contractor.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Alameda County	<input type="checkbox"/> Orange County	<input checked="" type="checkbox"/> Santa Clara County
<input type="checkbox"/> Contra Costa County	<input type="checkbox"/> Placer County	<input type="checkbox"/> Santa Cruz County
<input checked="" type="checkbox"/> Fresno County	<input checked="" type="checkbox"/> Riverside County	<input type="checkbox"/> Shasta County
<input type="checkbox"/> Humboldt County	<input checked="" type="checkbox"/> Sacramento County	<input checked="" type="checkbox"/> Solano County
<input type="checkbox"/> Kern County	<input type="checkbox"/> San Benito County	<input type="checkbox"/> Sonoma County
<input type="checkbox"/> Kings County	<input checked="" type="checkbox"/> San Bernardino County	<input type="checkbox"/> Stanislaus County
<input checked="" type="checkbox"/> Los Angeles County	<input type="checkbox"/> San Diego County	<input type="checkbox"/> Trinity County
<input type="checkbox"/> Madera County	<input type="checkbox"/> San Francisco County	<input type="checkbox"/> Tulare County
<input checked="" type="checkbox"/> Marin County	<input type="checkbox"/> San Joaquin County	<input type="checkbox"/> Tuolumne County
<input type="checkbox"/> Mendocino County	<input type="checkbox"/> San Luis Obispo County	<input type="checkbox"/> Ventura County
<input type="checkbox"/> Monterey County	<input type="checkbox"/> San Mateo County	<input type="checkbox"/> Yolo County
<input type="checkbox"/> Napa County	<input type="checkbox"/> Santa Barbara County	

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- SWBL - Apprenticeship
- SWBL - Customized Training
- SWBL - Internship
- SWBL - Pre-Apprenticeship
- SWBL - Transitional Jobs
- Self-Employment Training
- Supervised Job Search
- WBL - Apprenticeship
- WBL - Internship
- WBL - On-the-job Training
- WBL - Pre-Apprenticeship
- WBL - Transitional Jobs
- Work Activity
- Work Readiness Training
- Workfare

Annual Number of SNAP E&T Participants to be Served

2,079

Are participant reimbursements provided by the Contractor?

Yes

No

Total participant reimbursements costs (inclusive of federal and non-federal shares)

\$61,872.00

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$0.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$28,764,952.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

Yes

No

CONTRACTOR: DEPARTMENT OF GENERAL SERVICES

OFFICE OF RISK MANAGEMENT

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$4,000.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

CONTRACTOR: INTERCARE HOLDINGS

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$14,301.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

CONTRACTOR: STATE CONTROLLER'S OFFICE (SCO)

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$880.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

CONTRACTOR: TRIBAL ORGANIZATION BASE FUNDING HOLDBACK

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$75,000.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

CONTRACTOR: WORKERS' COMPENSATION TRAILER BILL

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

- Consulting
- E&T Services
- Automation/IT
- Marketing
- Other

Amount of 100 percent Federal Funds (includes ABAWD Pledge Funds)

\$98,100.00

Total Amount of 50/50 (or 75/25) Admin Funds (inclusive of federal and non-federal shares)

\$0.00

Will this contract serve members of Indian Tribal Organizations (ITOs) and be reimbursed at 75%?

- Yes
- No

WBL PROGRAMS OVERVIEW

State agencies must report on each provider that plans to offer a Work-Based Learning (WBL) component, whether it is unsubsidized or subsidized by SNAP E&T funds.

WBL ACTIVITY: FRESH SUCCESS - CHEF ANN SWBL-A

PROVIDER: CHEF ANN FOUNDATION

COMPONENT: SWBL - APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

Provide a justification for why the length of the activity is greater than 6 months.

The Apprenticeship program lasts for the duration of a school year, approximately 9 months. The 9-month Apprenticeship is a State and Federally Registered Apprenticeship and is designed to improve employability and enable participants to move promptly into regular employment. The training objectives were informed by employers in the field to ensure the Healthy School Food Pathway program equips participants with the skills needed by employers and provides an articulated career pathway that leads to self-sufficiency and a living wage.

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

4

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Chef Ann Foundation encourages all Pre-Apprentices to continue into the Apprenticeship program, which can provide them with more experience, skills and ideally direct pathways to employment. Additionally, Pre-Apprentices may be more likely to be offered a school food position upon completion of the Pre-Apprenticeship program and can then go on to the Apprenticeship as an incumbent participant. Upon completion of the Apprenticeship program, participants are guaranteed an interview at one of Chef Ann Foundation's host districts should they choose to apply for an open position. Employment opportunities in or near their host district are shared with all program participants. These opportunities may include positions based at an individual school such as Manager, Assistant Manager, Head Cook, School Nutrition Assistant, Dishwasher, Cashier and Driver, as well as opportunities at the District-level such as Food Services Director, Assistant Director, School Nutrition Coordinator, Head Chef, Central or Production Kitchen Manager,

Warehouse Manager, and Administrative Assistant. A one-pager including brief descriptions of each of these positions, the national average compensation (compensation would likely be much higher for CA-specific roles), and how a career in school food becomes a pathway for career advancement will be submitted for review.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$19.50

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

864

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

Yes

No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$77,770.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$119,225.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$67,392.00	\$33,696.00	\$16,848.00	\$213,843.00

WBL ACTIVITY: FRESH SUCCESS - PIVOT SAC SWBL-A

PROVIDER: PIVOT SAC

COMPONENT: SWBL - APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

When apprentices complete all their hours, employers have the option to hire them directly afterwards. If employer does not hire them, we assist apprentices with job placement with other employers.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$17.00

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

350

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$63,400.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$35,000.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$47,600.00	\$23,800.00	\$11,900.00	\$110,300.00

WBL ACTIVITY: FRESH SUCCESS - IFOSTER SWBL-I

PROVIDER: IFOSTER

COMPONENT: SWBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

200

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Upon enrollment in the iFoster Jobs program a client is matched with a certified Peer Support Specialist who case manages each youth throughout their time in program as their Job Specialist. They are responsible for ensuring that their client successfully moves through each step of the jobs program and receives the individualized services, resources, and support that they need. The Job Specialist completes a comprehensive intake assessment with their client and identifies the resources, services, and supports they need to successfully gain and retain employment including concrete resources, supportive services such as mental health services, and supports such as job skills coaching and a life coach. The Job Specialist helps clients craft their individual employment plan with the input of trainers, program managers, and third-party employer assessors. If a client is assessed for a work experience, the Job Specialist is responsible for onboarding their client and ensuring they complete all necessary activities including background checks, work experience and work site enrollment, and any specialized work experience trainings. The Job Specialist supports their client to complete their employment plan and earn competitive employment.

Starting 3 weeks prior to completion of programming, iFoster staff work with each participant in accordance with their individual development and career plan to aid them in finding and securing permanent employment.

The Job Specialists report twice a week on a participant's progress, employment barriers, resource needs and issues to their manager. Participants are engaged daily as they go through the jobs program and then more periodically as they achieve employment. Participants are followed throughout their work experience and for at least 6 months post-program by their Jobs Specialist. Thereafter, clients become alumni and are supported on an as-needed basis. Periodic outreach is done to inform alumni of available job opportunities within their chosen career path, new resources and supports, or check ins to check if alumni have need of any resources or further job program supports.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$18.00

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

455

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$2,013,412.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$519,974.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$1,636,920.00	\$818,460.00	\$409,230.00	\$2,942,616.00

WBL ACTIVITY: FRESH SUCCESS - OJ SWBL-I

PROVIDER: OPPORTUNITY JUNCTION

COMPONENT: SWBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Multiple Industries

What is the projected annual number of participants to participate?

18

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Career services, resume building, and job readiness skills are embedded in the training curriculum and continued through career counseling sessions. Post-program completion, graduates work with staff to secure prompt employment.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$17.00

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

200

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$78,554.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$17,500.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$61,200.00	\$30,600.00	\$15,300.00	\$111,354.00

WBL ACTIVITY: FRESH SUCCESS - CHEF ANN SWBL-PA

PROVIDER: CHEF ANN FOUNDATION

COMPONENT: SWBL - PRE-APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Chef Ann Foundation encourages all Pre-Apprentices to continue into the Apprenticeship program, which can provide them with more experience, skills and ideally direct pathways to employment. Additionally, Pre-Apprentices may be more likely to be offered a school food position upon completion of the Pre-Apprenticeship program and can then go on to the Apprenticeship as an incumbent participant. Upon completion of the Apprenticeship program, participants are guaranteed an interview at one of Chef Ann Foundation's host districts should they choose to apply for an open position. Employment opportunities in or near their host district are shared with all program participants. These opportunities may include positions based at an individual school such as Manager, Assistant Manager, Head Cook, School Nutrition Assistant, Dishwasher, Cashier and Driver, as well as opportunities at the District-level such as Food Services Director, Assistant Director, School Nutrition Coordinator, Head Chef, Central or Production Kitchen Manager, Warehouse Manager, and Administrative Assistant. A one-pager including brief descriptions of each of these positions, the national average compensation (compensation would likely be much higher for CA-specific roles), and how a career in school food becomes a pathway for career advancement will be submitted for review.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$18.00

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

84

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$40,132.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$191,294.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$34,776.00	\$17,388.00	\$8,694.00	\$240,120.00

WBL ACTIVITY: CEO - SWBL-TJ**PROVIDER: CENTER FOR EMPLOYMENT OPPORTUNITIES (CEO)****COMPONENT: SWBL - TRANSITIONAL JOBS**

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

2,079

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

On the days when they're not getting hands-on work experience on crew, participants work with vocational staff to create an individualized employment plan, identifying skills, education, experience, barriers, and goals, and focusing on career and job interests. This plan also includes financial coaching, which provides participants with knowledge on how to manage their money, credit, savings, and investments, and how to manage a reduction in SNAP benefits as participants start earning a wage.

This information is crucial to maintaining long-term financial stability. To reduce barriers to the program, CEO also provides participants with support services such as transportation, work clothing, tools, and training.

On average, SWBL participants spend two to four months on CEO transitional work crews before job developers place them either with a transitional job partner or another employer aligned with the transportation/construction industry. CEO's job developers focus on cultivating relationships with employers to not only match participants with unsubsidized jobs, but also to educate employers on how best to support justice-impacted individuals, especially those navigating the requirements of supervision (e.g., parole). CEO reviews market data for sector-aligned partnerships, focusing on employer partners with skilled labor needs that align with the SWBL training curriculum. In 2023, CEO had 500+ industry-related placements, inclusive of Caltrans, BCOE, CEO, other social enterprises and employers in the transportation and construction industries.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$18.89

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

223

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$10,837,685.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$6,947,434.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$8,757,725.13	\$4,378,862.57	\$2,189,431.28	\$19,974,550.28

WBL ACTIVITY: FRESH SUCCESS - HBOM SWBL-TJ

PROVIDER: HOMEWARD BOUND OF MARIN

COMPONENT: SWBL - TRANSITIONAL JOBS

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

The Employment Culinary Coordinator works individually with participants throughout their work-based learning experience to assist them to move into unsubsidized, regular employment. This support includes working with participants to identify employment opportunities aligned to their career goals, assisting them to prepare resumes and cover letters, and helping them practice for job interviews. In addition to engaging with outside employers that can offer career-oriented jobs, the Employment Culinary Coordinator also works closely with Homeward Bound social enterprise businesses to help participants move into permanent employment positions in-house when possible and as aligned to their individual career goals. Homeward Bound is opening an expanded social enterprise space in June 2025 which will allow us to offer more unsubsidized employment opportunities to participants.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$20.00

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

240

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$42,612.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$60,775.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$38,400.00	\$19,200.00	\$9,600.00	\$112,987.00

WBL ACTIVITY: FRESH SUCCESS - RUBICON SWBL-TJ

PROVIDER: RUBICON PROGRAMS

COMPONENT: SWBL - TRANSITIONAL JOBS

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Commercial Property Maintenance

What is the projected annual number of participants to participate?

10

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local funds

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

During and upon completion of activity, participants have ongoing access to their Employment Coach for targeted job search, application, resume creation and interview preparation support as well as a Career Advisor for long term career path planning.

Rubicon's Business Services Team establishes partnerships with employers in various sectors across the Bay Area. Activities include educating employers on fair chance hiring policies/practices for increased successful placement and retention of returning citizens, hosting job fairs and employer spotlights, job placement, and job retention support. Industry related employer Preferred Staffing holds regular onsite recruitment at the Rubicon location where SWBL participants receive services, and labor union partners routinely request referrals from the Transitional Jobs participants. The Business Services Team meets with Employment Coach and Career Advisor every other week to identify job opportunities for transitional job graduates.

Rubicon Programs' Facilities Division routinely hires transitional job participants into non-subsidized full-time positions when a vacancy is available.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$17.77

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

260

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$57,609.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$34,950.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$46,202.00	\$23,101.00	\$11,550.50	\$104,109.50

WBL ACTIVITY: FRESH SUCCESS - SFM SWBL-TJ

PROVIDER: SONOMA FAMILY MEAL

COMPONENT: SWBL - TRANSITIONAL JOBS

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

The provider and employer of record play an essential role in helping participants move promptly into regular employment. They actively collaborate with local employers to understand their hiring needs and align the training program's curriculum with industry standards. Throughout the program, participants receive not only technical training but also soft skills development such as time management, communication, and workplace readiness, ensuring they're well-prepared for real-world expectations.

To further support participants, the employer of record facilitates job placements by directly connecting them with available employment opportunities within the culinary industry. This includes coordinating interviews, conducting mock interviews, and providing constructive feedback to help participants build confidence and refine their approach. Additionally, they maintain ongoing communication with employers to ensure a seamless transition from training to employment, addressing any challenges or additional support needed along the way.

To support participants in securing employment after completing the program, we take several intentional and personalized actions:

Job Placement Services: Our team works closely with each participant to understand their career goals, skill level, and work preferences. We provide résumé support, mock interviews, and assistance completing job applications.

Employer Introductions & Interviews: We facilitate direct introductions to our network of employer partners and arrange interviews for our graduates. In many cases, employers visit the training kitchen during the program to meet students and observe their skills.

Hiring Commitments & Relationships: We have developed strong partnerships with employers such as Petaluma City Schools, Palooza Brewery, Farmhouse Inn, Sarmentine Bakery, and Stellina Pronto Bakery—many of whom have hired multiple alumni. These partnerships are built on mutual trust and a shared investment in creating opportunities for participants.

Ongoing Support Post-Graduation: Even after graduation, we remain a resource for alumni—helping them navigate job transitions, access additional training, or secure more advanced roles.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

Yes

No

What is the hourly wage rate?

\$23.00

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

600

Indicate the SNAP E&T funding source to be used.

100% Admin Funds

50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

Yes

No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$47,480.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$35,000.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$41,400.00	\$20,700.00	\$10,350.00	\$92,830.00

WBL ACTIVITY: FRESH SUCCESS - THE CHRYSALIS CENTER SWBL-TJ

PROVIDER: THE CHRYSALIS CENTER

COMPONENT: SWBL - TRANSITIONAL JOBS

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Multiple Industries

What is the projected annual number of participants to participate?

235

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Local and philanthropic organizations

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Our program provides training and on-the-job experience that allows clients to successfully transition to unsubsidized employment in the mainstream economy. Career paths that result from these paid work experiences will vary, but include industries such as construction, warehouse and logistics, maintenance/janitorial, healthcare and social services, and highway maintenance.

Clients can use their days off from SWBL to work with their Employment Specialists (ES) to find and prepare for unsubsidized, full-time employment. Clients work with their ES to create a Service Plan, which establishes an inventory of their current skills, employment and skill attainment goals, and creates action steps to move towards meeting their established career goals. This Plan is a live document that encompasses specific hard skill training objectives which inform the client's work-based learning program. Employment Specialists continue to regularly check in with the client and provide job leads, job coaching, and employment supports. To support our client job searches, our team conducts application workshops and practice interview sessions that are informed by our conversations with employers. Employment Specialists also assist clients with obtaining additional credentials and certificates that will help them meet their employment goals outlined in their Service Plan, such as Forklift Certification, commercial driver's license (CDL), or First Aid certification.

The combination of obtaining industry-specific skills and credentials, regular interaction with employer partners, and continual communication and support as clients navigate the workplace increases the likelihood that our talented pool of trainees will be hired and move into unsubsidized employment. In addition, our Business Development team creates and maintains relationships with employers who are ready to hire our clients when they transition from the SWBL program. Our BD team works with employers who are willing to hire qualified clients and share a list of open positions. We maintain a roster of open positions, and if clients are interested, they work with our team to prepare tailored resumes and prepare for practice interviews. We

provide interview clothing and transportation passes if needed to reach the worksite. We also host hiring fairs and application workshops at our office in partnership with employers like Caltrans.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$18.50

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

200

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

Yes

No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$1,069,485.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$721,395.00

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$869,500.00	\$434,750.00	\$217,375.00	\$2,008,255.00

WBL ACTIVITY: FRESH SUCCESS - FIVE KEYS WBL-A

PROVIDER: FIVE KEYS CHARTER SCHOOLS

COMPONENT: WBL - APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Multiple Industries

What is the projected annual number of participants to participate?

25

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

At Five Keys Career and Technical Education (CTE) programs, we are committed to ensuring that participants move promptly and successfully into regular, unsubsidized employment. We achieve this by providing industry-aligned training, work-based learning experiences, and direct employer partnerships that create meaningful career pathways.

1. Industry-Aligned Training & Credentialing

Five Keys ensures participants gain industry-recognized certifications that align with employer expectations, making them competitive job candidates.

Training is structured to meet real-world job requirements, ensuring students develop the technical skills and competencies needed to excel in their chosen fields.

2. Work-Based Learning & Direct Exposure to Employers

We provide internships, apprenticeships, and externships, allowing participants to apply their training in real-world industry settings.

Through job shadowing and mentorship, participants gain firsthand knowledge of workplace expectations and industry standards.

Our career coaching and networking programs connect students with employers actively seeking skilled workers.

3. Developing Linkage Agreements with Employers

Five Keys is in the process of developing several formal linkage agreements with aligned employers across healthcare, construction, IT, and business sectors.

These agreements will help streamline pathways to employment, ensuring our participants have priority access to industry opportunities.

Through these partnerships, students gain early exposure to potential job placements, increasing their chances of securing unsubsidized employment upon program completion.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: FRESH SUCCESS - FIVE KEYS WBL-I

PROVIDER: FIVE KEYS CHARTER SCHOOLS

COMPONENT: WBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Multiple Industries

What is the projected annual number of participants to participate?

25

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

At Five Keys Career and Technical Education (CTE) programs, we are committed to ensuring that participants move promptly and successfully into regular, unsubsidized employment. We achieve this by providing industry-aligned training, work-based learning experiences, and direct employer partnerships that create meaningful career pathways.

1. Industry-Aligned Training & Credentialing

Five Keys ensures participants gain industry-recognized certifications that align with employer expectations, making them competitive job candidates.

Training is structured to meet real-world job requirements, ensuring students develop the technical skills and competencies needed to excel in their chosen fields.

2. Work-Based Learning & Direct Exposure to Employers

We provide internships, apprenticeships, and externships, allowing participants to apply their training in real-world industry settings.

Through job shadowing and mentorship, participants gain firsthand knowledge of workplace expectations and industry standards.

Our career coaching and networking programs connect students with employers actively seeking skilled workers.

3. Developing Linkage Agreements with Employers

Five Keys is in the process of developing several formal linkage agreements with aligned employers across healthcare, construction, IT, and business sectors.

These agreements will help streamline pathways to employment, ensuring our participants have priority access to industry opportunities.

Through these partnerships, students gain early exposure to potential job placements, increasing their chances of securing unsubsidized employment upon program completion.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: FRESH SUCCESS - OJ WBL-I

PROVIDER: OPPORTUNITY JUNCTION

COMPONENT: WBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

20

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

The internship also helps facilitate the transition to career-track employment by building up HCP MA graduates' resumes. In partnership with our Employer Engagement staff, we are able to cultivate our employer partnerships and help ensure that employer partners are matched with our candidates who have the skills, personality, and competencies to meet the needs to succeed in each position available. We have some employers who have signed agreements that lead to direct hire from the internships.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: FRESH SUCCESS - YEAR UP WBL-I

PROVIDER: YEAR UP UNITED

COMPONENT: WBL - INTERNSHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Multiple Industries

What is the projected annual number of participants to participate?

43

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

Year Up United (YUU) provides weekly coaching, job search assistance, and alumni placement support. Our staffing firm, YUPRO Placement, supports graduates in converting internships to jobs or securing other employment. Over 75% of graduates are employed or enrolled in postsecondary education within four months of graduation.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

WBL ACTIVITY: FRESH SUCESS - FIVE KEYS WBL-PA

PROVIDER: FIVE KEYS CHARTER SCHOOLS

COMPONENT: WBL - PRE-APPRENTICESHIP

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

Describe the "Other" industry field of the activity.

Multiple Industries

What is the projected annual number of participants to participate?

25

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

At Five Keys Career and Technical Education (CTE) programs, we are committed to ensuring that participants move promptly and successfully into regular, unsubsidized employment. We achieve this by providing industry-aligned training, work-based learning experiences, and direct employer partnerships that create meaningful career pathways.

1. Industry-Aligned Training & Credentialing

Five Keys ensures participants gain industry-recognized certifications that align with employer expectations, making them competitive job candidates.

Training is structured to meet real-world job requirements, ensuring students develop the technical skills and competencies needed to excel in their chosen fields.

2. Work-Based Learning & Direct Exposure to Employers

We provide internships, apprenticeships, and externships, allowing participants to apply their training in real-world industry settings.

Through job shadowing and mentorship, participants gain firsthand knowledge of workplace expectations and industry standards.

Our career coaching and networking programs connect students with employers actively seeking skilled workers.

3. Developing Linkage Agreements with Employers

Five Keys is in the process of developing several formal linkage agreements with aligned employers across healthcare, construction, IT, and business sectors.

These agreements will help streamline pathways to employment, ensuring our participants have priority access to industry opportunities.

Through these partnerships, students gain early exposure to potential job placements, increasing their chances of securing unsubsidized employment upon program completion.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

OPERATING BUDGET

The regulations at 7 CFR 273.7(c)(6) outline State agencies must include an operating budget for the year. Complete all cost categories, as applicable. Note that the cost categories, outside of the contractual or county administered program line items, apply only to the State agency costs. The calculated values will automatically display upon selecting the Quick Save button.

Direct Program and Admin Costs

	Non-Federal Share	Federal Share	Total
Salary/Wages (State agency only)	\$0.00	\$1,619,500.00	\$1,619,500.00

List Full Time Equivalent (FTE) staff positions, percentage of time spent on the project, and average annual salary of each position. Example: E&T Manager - \$60,000 * .50 FTE = \$30,000; 5 E&T Counselors = \$25,000 * 1.00 FTEs * 5 = \$125,000.

SSM II- \$104,000 @1.00 FTE = \$104,000
 SSM I - \$94,000 @3.50 FTE= \$329,000
 AGPA/SSA- \$82,000 @ 13 FTE= \$1,066,000
 RDA II- \$90,000 @ 1 FTE= \$90,000
 ITS II- \$122,000 @ .25 FTE= \$30,500

	Non-Federal Share	Federal Share	Total
Fringe Benefits	\$0.00	\$1,214,000.00	\$1,214,000.00

Explain how fringe benefits are calculated and clearly explain how the amount listed was determined. If charging fringe benefits to the E&T program, provide the approved fringe rates.

Dental Insurance, Health Insurance, Medicare Taxes, OASDI, Retirement, Workers' Compensation Total costs = \$1,214,000 = 75%

	Non-Federal Share	Federal Share	Total
Non-Capital Equipment	\$496,000.00	\$496,000.00	\$992,000.00

Describe non-capital equipment and supplies to be purchased with E&T funds.

CalSAWS automation costs for eligibility system.
 Final Rule: Civil Rights Notice for E&T Faith-Based Organization
 Final Rule: E&T Program Monitoring, Oversight, and Reporting Measures

	Non-Federal Share	Federal Share	Total
Materials	\$0.00	\$0.00	\$0.00

Describe materials to be purchased with E&T funds.

N/A

	Non-Federal Share	Federal Share	Total
Travel	\$0.00	\$0.00	\$0.00

Describe the purpose and frequency of staff travel charged to the E&T program. This should not include E&T participant reimbursements for transportation. Include planned staff training and registration costs for training that will be charged to E&T funds.

N/A

	Non-Federal Share	Federal Share	Total
Building Space	\$0.00	\$0.00	\$0.00

Explain how building space is calculated and clearly explain how the amount listed above was determined. If charging building space to the E&T program, describe the method used to calculate space value.

N/A

	Non-Federal Share	Federal Share	Total
Equipment and other capital expenditures	\$0.00	\$0.00	\$0.00

Describe equipment and other capital expenditures over \$5,000 per item that will be charged to E&T funds. (In accordance with 2 CFR 200.407, prior written approval from FNS is required.)

N/A

	Non-Federal Share	Federal Share	Total
Subtotal / State Agency Costs Only	\$496,000.00	\$3,329,500.00	\$3,825,500.00
Contractual Costs	\$26,129,043.00	\$26,390,324.00	\$52,519,367.00
County Administered Direct Program Admin Cost	\$35,824,769.50	\$44,088,491.50	\$79,913,261.00
Total Direct Program and Admin Costs	\$62,449,812.50	\$73,808,315.50	\$136,258,128.00

Indirect Costs - Using Indirect Cost Rate

	Non-Federal Share	Federal Share	Total
Indirect Costs	\$0.00	\$0.00	\$0.00

Indirect costs (also called overhead costs) are allowable activities that support the E&T program, but are charged directly to the State agency. If using an indirect cost rate approved by the contingent agency, upload the approval letter.

Indirect Costs - Using Federally Approved Cost Allocation Plan

	Non-Federal Share	Federal Share	Total
Federally Approved Cost Allocated Costs - State agency only	\$0.00	\$1,059,000.00	\$1,059,000.00
County Administered Allocated Costs (only applicable to County Administered Programs)	\$0.00	\$0.00	\$0.00
Total Allocated Costs based on Cost Allocation Plan	\$0.00	\$1,059,000.00	\$1,059,000.00

In-kind Contribution

	Non-Federal Share	Federal Share	Total
State In-kind Contribution	\$0.00	\$0.00	\$0.00
Total Administrative Costs	\$62,449,812.50	\$74,867,315.50	\$137,317,128.00

Participant Reimbursements

	Non-Federal Share	Federal Share	Total
Dependent Care	\$194,863.50	\$194,863.50	\$389,727.00
Transportation & Other Costs	\$5,158,930.50	\$5,158,930.50	\$10,317,861.00
State Agency Cost for Dependent Care	\$0.00	-	\$0.00
Total Participant Reimbursements	\$5,353,794.00	\$5,353,794.00	\$10,707,588.00

Total Costs

	Non-Federal Share	Federal Share	Total
Total Cost	\$67,803,606.50	\$80,221,109.50	\$148,024,716.00

FUNDING SOURCES

Fields for the Funding Sources section will populate from other sections, such as the Operating Budget section or annual allocations decided by FNS OET.

The system will provide the States 100 percent allocation as well as the target for the total 50/50 funds, as provided in the annual E&T final allocation memo.

State agencies may enter funds into the field "100 Percent Federal Grant - Additional Funds" for planning purposes. This field must be blank before initial submission. State agencies that wish to request additional 100% funds can do so via the Funding Requests tab. If the request is approved, State agencies will see the approved amount populated in this field, and a new State Plan Amendment must be submitted.

The system utilizes a formula that distributes administrative costs to the various funding sources (i.e. 100 percent Federal, 50 percent Federal Admin and 50 percent Non-Federal Admin.) The formula also establishes a funding hierarchy for the use of all available 100 percent Federal funds. This funding hierarchy will assign the planned administrative expenses against the regular 100 Federal grant first, then depending upon availability, against additional 100 percent funds, able-bodied adults without dependents (ABAWD) pledge funds, if applicable. Any planned costs over the available 100 percent funds will be evenly distributed against the 50 percent Admin funds.

The planned expenses shown for the field "100% Federal Grant" will be inclusive of the formula allocation, as well as any additional Federal funds approved. Fields in the column "Distribution of Planned Expenses" are populated from the planned expenses table. States can use this table to extrapolate figures, but cannot submit the form until 100% of Federal additional funds under the "Allocation or Target" column has been removed.

SNAP Employment and Training Funding Sources

Source Type	Funding Sources	Allocation or Target	Distribution of Planned Expenses	Over/Under Allocation/Target or Over/Under Planned Expenses	Percent of Allocation Planned Use
Federal	100 Percent Federal Grant	\$12,417,503.00	\$12,417,503.00	\$0.00	100.00%
Federal	100 Percent Federal Grant - Additional Funds	\$0.00	\$0.00	\$0.00	-
Federal	ABAWD Pledge Grant		\$0.00	\$0.00	-
Federal	Total - All 100 Percent Funds	\$12,417,503.00	\$12,417,503.00	\$0.00	-
Federal	50 Percent Administrative	-	\$62,449,812.50	-	-
Non-Federal	50 Percent Administrative	-	\$62,449,812.50	-	-
Federal	50 Percent Participant Reimbursements	-	\$5,353,794.00	-	-
Non-Federal	50 Percent Participant Reimbursements	-	\$5,353,794.00	-	-
Federal	Total 50 Percent Federal Target	\$86,759,669.00	\$67,803,606.50	(\$18,956,062.50)	-
Total	All Sources	\$99,177,172.00	\$148,024,716.00	-	-

Total Fiscal Year Plan Funding

Funding Sources	Non-Federal Share	Federal Share	Total
100 Percent Federal Grant	-	\$12,417,503.00	\$12,417,503.00
ABAWD Pledge Grant	-	\$0.00	\$0.00
50 Percent Administrative	\$62,449,812.50	\$62,449,812.50	\$124,899,625.00
50 Percent Dependent Care	\$194,863.50	\$194,863.50	-
50 Percent Transportation/Other	\$5,158,930.50	\$5,158,930.50	-
50 Percent Total Participant Reimbursements	\$5,353,794.00	\$5,353,794.00	\$10,707,588.00
Total 50 Percent Funds	\$67,803,606.50	\$67,803,606.50	\$135,607,213.00
Total	\$67,803,606.50	\$80,221,109.50	\$148,024,716.00

PLEDGE TO SERVE ALL ABAWDs

The Act authorizes FNS to allocate \$20 million annually to State agencies that commit, or pledge, to ensuring the availability of education, training, or welfare opportunities that permit able-bodied adults without dependents (ABAWDs) to remain eligible beyond the 3-month time limit.

To be eligible for these additional funds (pledge funds), State agencies must pledge to offer and provide an opportunity in a work program that meets the participation requirements of 7 CFR 273.24 to every applicant and recipient who is in the last month of the 3-month time limit and not otherwise exempt. Individuals are exempt from the time limit if they meet an exception under 7 CFR 273.24(c), reside in an area covered by a waiver in accordance with 7 CFR 273.24(f), or who are exempted by the State under 7 CFR 273.24(g).

Is the State agency pledging to offer qualifying activities to all ABAWDs subject to the criteria under 7 CFR 273.7(d)(3)(i)?

- Yes
- No