

USDA FNS SNAP E&T STATE PLAN

STATE NAME	STATE CODE	FEDERAL FISCAL YEAR	VERSION
Idaho	ID	2026	Amendment 1

FORM STATUS: Approved on 01/20/2026 7:27 PM EST

KEY PROGRAM STAFF

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

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AMENDMENT LOG

In accordance with 7 CFR 273.7(c)(8), State agencies must submit plan revisions to the appropriate FNS Regional office for approval if it plans to make a change. For a complete list of situations requiring an Amendment to the E&T State plan, see Plan Modifications in the E&T State Plan Handbook. The State agency must submit the proposed changes for approval at least 30 days prior to the planned implementation.

Please use the log to document the submission of an amended plan. A single line in the log should capture each time a plan is amended and resubmitted, not each individual amendment change throughout the plan. To expedite the review process for amendment changes, please describe sections where text has been added or changed.

Amendment Number	Brief description of changes or purpose for Amendment (If Amendment includes budget changes, include in description)	List specific sections of Plan changed	Date Submitted to FNS	Date Approved by FNS
1	The State Plan is amended to reflect the award of ABAWD Pledge Funds, including corresponding revisions to the budget to account for increased funding and planned expenditures.	Maximus Contract Budget & Funding	12/30/2025	

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 of Idaho's Employment and Training program is to partner with low-income individuals and families on their path to self-sufficiency by helping them prepare for, obtain, and maintain meaningful employment that provides a livable income.

The mission of Idaho's E&T program is to connect individuals with the resources, training, and support needed to secure stable employment, maintain job retention, and pursue career advancement.

The goal of the program is to promote self-sufficiency and reduce long-term reliance on public assistance by improving employment prospects and equipping individuals with the skills required for sustained success in the workforce.

Idaho's E&T program meets individuals where they are by providing personalized services tailored to their level of employment readiness. An initial assessment identifies whether a participant is work-ready or faces barriers to employment. Work-ready participants are typically enrolled in the Supervised Job Search (SJS) component, while those needing additional support are enrolled in components focused on education, skills training, and barrier reduction. Except for ABAWDs, work-ready participants may choose to participate exclusively in SJS or explore additional development opportunities offered through the E&T program.

All participants receive ongoing case management services. Employment Coaches work one-on-one with participants to complete further assessments, identify needs and barriers, and develop individualized work plans. These plans align with the participant's career goals and outline a path to employment. Case management is integrated with assigned activities to provide consistent support throughout their journey to employment.

Supportive service payments are provided to help participants overcome barriers that may interfere with program participation. These services assist with training and employment-related expenses enabling participants to enter and remain in the workforce.

Maximus, operating the E&T program on behalf of DHW, provides training and support to help participants succeed in Idaho's labor market. The program emphasizes sustainable employment and long-term career pathways through supervised job search, education, skill development, and direct connections with employers.

To expand its reach and improve outcomes, Idaho's E&T program partners with community-based organizations and third-party providers to deliver job training, education, and career development services. These partnerships allow the state to serve both mandatory and voluntary participants, address local labor market demands, and align training with high-growth occupations. By engaging employers and training providers, the program helps participants build the skills needed to secure better paying jobs and achieve lasting economic independence.

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

- State
- County

Provide the web addresses (URLs) of State E&T policy resources used such as handbooks and State administrative code, if available. Enter a single URL per row.

URL	Resource Type
Link to resource	Idaho Administrative Code

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.

Idaho is exploring the inclusion of the Idaho Department of Labor (DOL) as a third-party partner. This partnership would focus on expanding services to voluntary participants and has the potential to increase both the scope and number of volunteers served through the E&T program. These changes aim to strengthen Idaho's E&T service delivery and enhance access to employment and training resources for SNAP participants.

Idaho is participating in the National Governors Association Center for Best Practices 2025 Policy Academy to Strengthen SNAP Employment and Training Delivery. Through this work, Idaho is committed to breaking down system silos, ensuring efficient use of resources, and improving outcomes for SNAP E&T participants. In partnership with the Idaho Department of Labor and the Idaho Workforce Development Council, our goal is to build and promote a system where SNAP and workforce partners work seamlessly together to deliver services that support each participant in gaining valuable skills and entering careers that support long-term economic security.

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.

The decision to pursue a partnership with the Idaho Department of Labor is informed by a high level of interest among voluntary participants and recognized opportunities to strengthen service accessibility for this population. Expanding partnerships to increase capacity and geographic reach has been identified as a strategic approach to enhance participant engagement and outcomes—particularly for individuals who are motivated to participate but currently have limited access to available services.

Idaho is increasing its focus on integrated service delivery and closer alignment with workforce partners. These efforts are intended to improve participant outcomes, expand access to skill-building opportunities, and strengthen pathways to sustained self-sufficiency.

Idaho is also strengthening case management services with an increased focus on participant support and barrier removal. To assess the impact of these efforts, the State is implementing enhanced tracking and monitoring processes to measure improvements in participant engagement, progress toward goals, and overall program outcomes.

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
10/03/2024	Idaho Workforce Development Council	Executive Director - Managerial Assistant - Project Coordinator - Business Partnership Manager	Discussed service/resource gaps in serving Idahoans with barriers to employment. Reviewed the vision created by the SNAP E&T Policy Academy group.
12/05/2024	Idaho Workforce Development Council	Executive Director - Managerial Assistant - Project Coordinator - Business Partnership Manager	Partner updates. Review One-Stop Committee evaluation.

12/11/2024	Idaho Workforce Development Council	Executive Director - Managerial Assistant - Project Coordinator - Business Partnership Manager	Discussed possible projects for Outreach Programs. LAUNCH updates.
02/11/2025	Idaho Workforce Development Council	Executive Director - Managerial Assistant - Project Coordinator - Business Partnership Manager	Integrated WIOA Eligibility and Priority of Service Policy. One-Stop Committee is beginning work on a matrix of services offered in the state, leveraging ICIE and the work they have done. SNAP E&T Policy Academy update - created vision board, working to create the ideal process, questions common to all, asked for examples from 3rd sector.
03/12/2025	Idaho Workforce Development Council	Executive Director - Managerial Assistant - Project Coordinator - Business Partnership Manager	Idaho LAUNCH update. WIOA Integrated Eligibility and Priority of Service Policy.
04/08/2025	Idaho Workforce Development Council	Executive Director - Managerial Assistant - Project Coordinator - Business Partnership Manager	Discussed modern job hunt tools and strategies to build or use resources.

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 Idaho Workforce Development Council (WDC), an independent office under the Governor, was established in October 2017 by Executive Order 2017-13. This action was taken in response to recommendations from Governor Otter's Workforce Development Task Force, which called for an industry-driven council to lead the development and implementation of a statewide strategic workforce plan aligned with current and future labor market needs.

In October 2020, the WDC launched a new training initiative under the Idaho LAUNCH brand (idaholaunch.com). Idaho LAUNCH provides funding for up to 90% of tuition and training costs, primarily supported by the state's Workforce Development Training Fund.

SNAP E&T program leadership has been working closely with WDC and Idaho LAUNCH leadership to coordinate benefits and identify opportunities to leverage supplemental training funds for SNAP E&T participants who qualify for LAUNCH-supported programs. This coordination aims to expand access to in-

demand training and reduce financial barriers for participants.

In the coming year, the E&T program will continue to collaborate with the WDC to streamline referral processes, align training opportunities, and enhance participant outcomes through greater integration of SNAP E&T with Idaho LAUNCH offerings.

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 Idaho Department of Health and Welfare (DHW) carries out SNAP E&T in coordination with Title I programs under the Workforce Innovation and Opportunity Act (WIOA) to enhance participant outcomes, leverage available resources, and reduce service duplication.

DHW actively engages in statewide and regional WIOA meetings, interagency workgroups, and committees, and participates in annual One-Stop partner trainings with mandatory One-Stop partner entities. These efforts support joint planning, information sharing, and the development of coordinated service strategies. Coordination also includes reciprocal referrals and the exploration of third-party reimbursement opportunities to expand the reach of SNAP Employment and Training (E&T) services.

Eligible SNAP participants are referred to WIOA-funded employment and training programs, and WIOA participants are referred to SNAP E&T services when appropriate. Additionally, One-Stop partners help increase awareness and accessibility of DHW services by promoting available programs through the department's public-facing website.

This ongoing collaboration provides SNAP participants with access to a comprehensive network of services designed to address employment barriers and support long-term financial stability.

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.

Idaho's benefit programs—including SNAP and TANF—are administered through a single integrated eligibility and case management system. This structure supports a holistic, family-centric approach to service delivery and ensures strong coordination between programs, services, and staff. Idaho's E&T program serves both SNAP and TANF participants, with funding determined by benefit type and household circumstances.

TANF funding is used to support individuals who meet TANF eligibility criteria, even if they are not currently receiving TANF cash assistance. This allows Idaho to stretch SNAP E&T resources and ensure all mandatory SNAP work registrants can be served. Approximately 80% of SNAP work registrants have their costs covered through TANF funding, though this percentage may vary annually in FY2024 \$2,609.053.90 in TANF funds were used to support individuals in the E&T program. Idaho's case management system, IBES, uses built-in, rules-driven logic to determine the appropriate funding stream for each participant. All TANF recipients participating in work activities are funded using TANF dollars, even if they also receive SNAP benefits.

Coordination between SNAP and TANF programs is further strengthened using a shared contractor to

administer E&T services. This unified approach supports service consistency, streamlined referrals, and aligned case management practices across both programs. Program staff also collaborate regularly to ensure alignment of policies, procedures, and participant supports.

Currently, there are no formal TANF initiatives targeting specific populations. However, the integrated service delivery model and shared contractor ensure that all eligible participants benefit from coordinated employment and training services, regardless of their specific benefit type.

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).

Idaho's SNAP E&T program collaborates with the Idaho Office for Refugees (IOR) to develop program processes and policies that effectively serve refugee populations receiving SNAP benefits. This partnership helps identify and address service gaps that fall outside the scope of refugee-specific employment and training funding.

Through ongoing coordination, IOR provides recommendations that inform the design and delivery of SNAP E&T services. These efforts strengthen service alignment, reduce duplication, and help address barriers to workforce participation among refugee participants.

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
10/23/2024	Coeur d' Alene Tribe - Kootenai - Nez Perce - Shoshone Bannock	Manager - Director - Supervisor - Office Manager and Benefits Coordinator	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows DHW to provide policy and program updates and to discuss how available Tribal resources can be integrated into participant work plans, helping to avoid duplication of effort and increase coordination.</p> <p>During these meetings, ITO representatives are invited to share</p>

			<p>feedback on the relevance and accessibility of SNAP E&T components and supportive services. This feedback ensures services are aligned with in-demand occupations within Tribal communities and that referrals are made in a manner that respects Tribal systems and priorities.</p>
11/20/2024	Coeur d' Alene Tribe - Kootenai - Nez Perce - Shoshone Bannock	Manager - Director - Supervisor - Office Manager and Benefits Coordinator	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows DHW to provide policy and program updates and to discuss how available Tribal resources can be integrated into participant work plans, helping to avoid duplication of effort and increase coordination.</p> <p>During these meetings, ITO representatives are invited to share feedback on the relevance and accessibility of SNAP E&T components and supportive services. This feedback ensures services are aligned with in-demand occupations within Tribal communities and that referrals are made in a manner that respects Tribal systems and priorities.</p>
12/18/2024	Coeur d' Alene Tribe - Kootenai - Nez Perce - Shoshone Bannock	Manager - Director - Supervisor - Office Manager and Benefits Coordinator	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows</p>

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01/29/2025	Coeur d' Alene Tribe - Kootenai - Nez Perce - Shoshone Bannock	Manager - Director - Supervisor - Office Manager and Benefits Coordinator	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows DHW to provide policy and program updates and to discuss how available Tribal resources can be integrated into participant work plans, helping to avoid duplication of effort and increase coordination.</p> <p>During these meetings, ITO representatives are invited to share feedback on the relevance and accessibility of SNAP E&T components and supportive services. This feedback ensures services are aligned with in-demand occupations within Tribal communities and that referrals are made in a manner that respects Tribal systems and priorities.</p>
02/26/2025	Coeur d' Alene Tribe - Kootenai - Nez Perce - Shoshone Bannock	Manager - Director - Supervisor - Manager and Benefits Coordinator	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and</p>

			<p>accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows DHW to provide policy and program updates and to discuss how available Tribal resources can be integrated into participant work plans, helping to avoid duplication of effort and increase coordination.</p> <p>During these meetings, ITO representatives are invited to share feedback on the relevance and accessibility of SNAP E&T components and supportive services. This feedback ensures services are aligned with in-demand occupations within Tribal communities and that referrals are made in a manner that respects Tribal systems and priorities.</p>
<p>04/16/2025</p>	<p>Coeur d' Alene Tribe - Kootenai - Nez Perce - Shoshone Bannock</p>	<p>Manager - Director - Supervisor - Office Manager and Benefits Coordinator</p>	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows DHW to provide policy and program updates and to discuss how available Tribal resources can be integrated into participant work plans, helping to avoid duplication of effort and increase coordination.</p> <p>During these meetings, ITO representatives are invited to share feedback on the relevance and accessibility of SNAP E&T components and supportive services. This feedback ensures services are</p>

			aligned with in-demand occupations within Tribal communities and that referrals are made in a manner that respects Tribal systems and priorities.
05/28/2025	Coeur d' Alene Tribe - Nez Perce - Shoshone Bannock	CEO and Manager - Supervisor - Manager	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows DHW to provide policy and program updates and to discuss how available Tribal resources can be integrated into participant work plans, helping to avoid duplication of effort and increase coordination.</p> <p>During these meetings, ITO representatives are invited to share feedback on the relevance and accessibility of SNAP E&T components and supportive services. This feedback ensures services are aligned with in-demand occupations within Tribal communities and that referrals are made in a manner that respects Tribal systems and priorities.</p>
06/18/2025	Coeur d' Alene Tribe - Nez Perce - Shoshone Bannock	CEO and Manager - Supervisor - Manager	<p>The Idaho Department of Health and Welfare (DHW) engages in regular consultation with Indian Tribal Organizations (ITOs) across the state to support alignment and accessibility of services, including SNAP Employment and Training (E&T). These consultations serve as a platform to exchange program updates, discuss service coordination, and identify opportunities to better meet the needs of Tribal members.</p> <p>This ongoing communication allows DHW to provide policy and program updates and to discuss how available Tribal resources can be integrated into participant work plans, helping</p>

			<p>to avoid duplication of effort and increase coordination.</p> <p>During these meetings, ITO representatives are invited to share feedback on the relevance and accessibility of SNAP E&T components and supportive services. This feedback ensures services are aligned with in-demand occupations within Tribal communities and that referrals are made in a manner that respects Tribal systems and priorities.</p>
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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 of these counties offer **mandatory** E&T programs. The counties that are not selected will be marked as voluntary.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input checked="" type="checkbox"/> Ada County	<input checked="" type="checkbox"/> Cassia County	<input checked="" type="checkbox"/> Lewis County
<input checked="" type="checkbox"/> Adams County	<input checked="" type="checkbox"/> Clark County	<input checked="" type="checkbox"/> Lincoln County
<input checked="" type="checkbox"/> Bannock County	<input checked="" type="checkbox"/> Clearwater County	<input checked="" type="checkbox"/> Madison County
<input checked="" type="checkbox"/> Bear Lake County	<input checked="" type="checkbox"/> Custer County	<input checked="" type="checkbox"/> Minidoka County
<input checked="" type="checkbox"/> Benewah County	<input checked="" type="checkbox"/> Elmore County	<input checked="" type="checkbox"/> Nez Perce County
<input checked="" type="checkbox"/> Bingham County	<input checked="" type="checkbox"/> Franklin County	<input checked="" type="checkbox"/> Oneida County
<input checked="" type="checkbox"/> Blaine County	<input checked="" type="checkbox"/> Fremont County	<input checked="" type="checkbox"/> Owyhee County
<input checked="" type="checkbox"/> Boise County	<input checked="" type="checkbox"/> Gem County	<input checked="" type="checkbox"/> Payette County
<input checked="" type="checkbox"/> Bonner County	<input checked="" type="checkbox"/> Gooding County	<input checked="" type="checkbox"/> Power County
<input checked="" type="checkbox"/> Bonneville County	<input checked="" type="checkbox"/> Idaho County	<input checked="" type="checkbox"/> Shoshone County
<input checked="" type="checkbox"/> Boundary County	<input checked="" type="checkbox"/> Jefferson County	<input checked="" type="checkbox"/> Teton County
<input checked="" type="checkbox"/> Butte County	<input checked="" type="checkbox"/> Jerome County	<input checked="" type="checkbox"/> Twin Falls County
<input checked="" type="checkbox"/> Camas County	<input checked="" type="checkbox"/> Kootenai County	<input checked="" type="checkbox"/> Valley County
<input checked="" type="checkbox"/> Canyon County	<input checked="" type="checkbox"/> Latah County	<input checked="" type="checkbox"/> Washington County
<input checked="" type="checkbox"/> Caribou County	<input checked="" type="checkbox"/> Lemhi County	

What are the characteristics of the population the State intends to mandate to its E&T program? Separate characteristics with commas to ensure that all data points are captured independently. Be sure all spelling errors are resolved to avoid inconsistencies in reporting.

Idaho intends to mandate participation in the SNAP E&T program for work registrants who do not qualify for an exemption under 7 CFR 273.7. This population generally includes adults ages 16–59 who are physically and mentally fit for employment, are not receiving tribal or refugee cash assistance, and include pregnant women who are not yet in their third trimester.

SNAP participants are not required to engage in E&T if they meet one or more federal or state exemption criteria or have significant barriers to employment or program participation. These barriers may include legal issues, housing instability, lack of childcare, or transportation challenges.

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

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	24,160

State Exemptions

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

EXEMPTION	TOTAL INDIVIDUALS
Pregnant in Third Trimester	2,514

QUESTION	RESPONSE FIELD
Total estimated number of work registrants exempt from mandatory E&T	2,514
Percent of all work registrants exempt from E&T	10.41%

ABAWDs

QUESTION	RESPONSE FIELD
Anticipated number of ABAWDs in the State	11,665
Anticipated number of ABAWDs in waived areas of the State	0
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)	11,665

E&T Participants

QUESTION	RESPONSE FIELD
Anticipated number of mandatory E&T participants	16,986
Anticipated number of voluntary E&T participants	351
Total anticipated number of E&T participants	17,337
Anticipated number of ABAWDs to be served in E&T	8,090

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

- Annually
- Bi-annually
- Other

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.

The SNAP Employment and Training (E&T) program is administered by the E&T Program Evaluation Manager within the Division of Welfare. Program oversight is conducted in coordination with the SNAP Program Manager and the Bureau Chief, with additional support provided by an E&T Program Specialist. E&T program staff operate independently from SNAP certification staff. E&T staff fall under the Policy and Division Support unit, while SNAP certification staff are part of Benefit Field Operations.

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

Ongoing coordination and communication between the E&T unit and the units responsible for certification are maintained through established processes and shared system functionality.

Eligibility workers (Self-Reliance Specialists) determine who is mandatory and appropriate to participate in the E&T program by gathering information at application, re-evaluation, or when a change is reported. This information is keyed into IBES, Idaho's eligibility system, which uses programmed logic based on E&T policy to determine whether an individual is subject to mandatory participation. When all required information is entered, IBES generates the eligibility outcome and, if applicable, automatically refers the individual to the E&T contractor.

E&T policies that impact certification are developed and communicated by the E&T Program Evaluation Manager, SNAP Program Manager, and SNAP Bureau Chief. These policies are shared with field staff through standard notification and training methods. Certification processes are built to align with these policies and are consistently applied by all eligibility workers.

When situations arise that fall outside of standard procedures, eligibility staff follow an established escalation process outlined in published program standards. This process connects eligibility workers with E&T or SNAP program staff, who provide case-specific guidance consistent with federal and state policy.

Additionally, when federal regulations change, the E&T and SNAP program units collaborate to review existing certification policies, system automation, and business processes. Any necessary updates are jointly developed and implemented to maintain alignment and compliance.

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

Idaho contracts with Maximus as the state's primary SNAP E&T provider. The Department and Maximus maintain an active, collaborative relationship supported by shared systems, ongoing communication, and clearly defined processes. Communication between the state E&T unit and Maximus occurs through regular virtual meetings, email, and direct coordination between program staff.

In addition to Maximus, the Department partners with third-party providers. These partners report participant enrollment, progress, and outcomes to state E&T staff primarily via email. State staff review this information and make final determinations regarding E&T eligibility and enrollment. Communication with all E&T partners is structured and ongoing, helping ensure consistency, program integrity, and timely service delivery.

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

State E&T staff communicate new policies, procedures, and program updates to Maximus and third-party providers through a combination of written summaries, formal documentation, and direct communication. Updates are shared via email, phone calls, or virtual meetings, depending on the nature and urgency of the information. When applicable, policy or procedure changes are accompanied by implementation guidance and clarification to ensure consistency across providers. Ongoing communication between the Department, the E&T contractor, and other partners helps reinforce expectations, address questions, and support timely adoption of changes.

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.

Participant data is shared primarily through two systems: IBES (Idaho Benefit Eligibility System) and ETS (Employment and Training System). Referrals are generated in IBES by eligibility workers and transmitted to ETS in a nightly batch process. ETS data is then made available to Maximus through daily reports uploaded to a secure file transfer site (SFTP), which Maximus accesses daily to initiate participant engagement.

Maximus uses both ETS and IBES to document participation, manage assigned activities and hours, issue supportive services, submit outcomes, and report non-compliance recommendations to the state. Some supplemental data or clarifications are communicated via email between Maximus and E&T program staff.

Third-party E&T providers, who do not have direct access to ETS or IBES, share participant information with the state E&T unit through secure email. State staff input this information into IBES as needed and ensure it aligns with eligibility and program requirements.

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.

Idaho uses two primary MIS systems to support SNAP E&T operations: IBES and ETS. These systems are integrated through automated processes that transfer E&T-related data between them, ensuring consistent sharing of eligibility, referral, and participation information. ETS stores and tracks: referrals from IBES, assigned activities and hours, participant goals, supportive services, compliance status, and outcomes. Maximus staff enter data directly into ETS, including non-compliance recommendations, which are then transferred to IBES for eligibility staff review and final decision. ETS is used primarily by E&T staff and Maximus, while IBES remains the official eligibility system. Eligibility workers update IBES during

application, re-evaluation, and change reporting. E&T referrals are generated in IBES and transmitted to ETS. Participant E&T requirements and compliance status are also recorded in IBES.

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.

Direct monitoring includes annual site visits (in person or virtual) with each third-party provider. These visits allow us to review operations, verify compliance, and discuss challenges and areas for improvement. Indirect monitoring is conducted monthly through the review of required reports, rosters, and invoices submitted by each provider. State E&T staff check these documents to confirm that SNAP-eligible participants are actively engaged in services and that participation, compliance, and outcomes are reported accurately and on time. Fiscal oversight also includes monthly invoice reviews prior to payment and an annual review of each partner's budget to ensure fiscal practices align with SNAP E&T requirements and remain current.

As the contracted administrator of Idaho's SNAP E&T program, Maximus undergoes formal contract monitoring twice a year—once in the spring and once in the fall. In addition, the Department conducts monthly case file reviews and monthly invoice reviews, validating data submitted by Maximus against information recorded in ETS, IBES, and associated documentation.

Through routine engagement and ongoing communication with Maximus and third-party partners, the Department regularly evaluates program operations and provider actions to ensure alignment with expectations and federal requirements, identify issues early, and provide technical support as needed.

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 Department evaluates provider performance by reviewing participation and program outcome data monthly. For third-party partners, data submitted is entered into ETS and used to generate reports tracking participation, component completion, and progress toward employment-related goals. This information is reviewed to assess whether services are effectively supporting participants in gaining skills, training, and experience that enhance employability and align with workforce needs.

For Maximus, the Department assesses performance using ETS data to review the timeliness and

appropriateness of component assignments, referral life span, participant outcomes, and compliance with contractual expectations. This evaluation helps determine whether Maximus is meeting E&T program goals and contributing to long-term employment outcomes for SNAP participants.

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.

Idaho screens all SNAP participants ages 16–59 for work registration requirements at application, re-evaluation, and when changes are reported. The state’s eligibility system uses a built-in rules engine to assess household-provided data and determine whether an individual is subject to work registration and mandatory SNAP E&T participation under 7 CFR 273.7.

This automated process evaluates exemption criteria based on information provided by the household and keyed by eligibility staff. The system ensures consistent application of federal and state policy to accurately identify mandatory work registrants.

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

Once identified as mandatory for participation, individuals are referred to Maximus, the state’s SNAP E&T contractor, to complete the work registration process. Work registration is documented through the development of a work plan, which outlines agreed-upon participation activities. Completion of the work plan is considered confirmation of work registration and is tracked by Maximus and reported back to the Department.

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.

Eligibility staff in Idaho use the following state-specific criteria to determine whether it is appropriate to refer a non-exempt SNAP participant to the SNAP Employment and Training (E&T) program. These criteria help assess the participant's current ability to successfully engage in E&T activities:

Housing Stability: A SNAP participant is considered to lack reliable housing if they are homeless, couch surfing, sleeping in a vehicle, staying with friends or family on a temporary basis, or at risk of homelessness.

Access to Childcare: Participants are considered to lack reliable and consistent access to childcare if there are no available providers in their area, no openings with local providers, or if providers are unwilling to enroll the child due to behavioral concerns.

Transportation Availability: A participant is considered to lack reliable transportation if they reside in a remote area with no access to public or private transportation, or if they require a specialty vehicle and do not have consistent access to one.

Legal Barriers: Individuals may be temporarily inappropriate for referral if they have unresolved legal issues, such as pending trials, upcoming court dates, active warrants, or parole/probation requirements that interfere with their ability to seek or maintain employment.

Other Person Obstacles: Any other significant self-reported or observed obstacles that may prevent successful participation in E&T are considered during the screening process.

Eligibility workers apply these criteria consistently through a standardized interview workflow to ensure only those participants who are both required and ready to engage with E&T are referred to the program.

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

The Idaho Department of Health and Welfare (DHW) follows 7 CFR 273.7 for providing oral and written notification to SNAP recipients regarding E&T participation criteria.

When the IBES eligibility system identifies a SNAP applicant or recipient as a work registrant, and state staff determine that E&T participation is appropriate, the following steps are taken:

1. Oral Notification – State staff verbally inform the individual of their work registration status and potential E&T participation requirements using a standardized script. This script outlines the participant's responsibilities, what to expect from the E&T program, and available supports.
2. Written Notification – A Consolidated Work Requirements Notice is mailed to the primary household member, confirming their status and outlining work requirements under SNAP policy.
3. Contractor Outreach – The E&T contractor, Maximus, initiates contact with the individual by mail or email, encouraging engagement and providing initial instructions.
4. Welcome Packet – Maximus sends each referred participant a welcome packet that explains the purpose of SNAP E&T, participation requirements, next steps, and available services.

This coordinated process ensures that all mandatory individuals are clearly informed of their responsibilities and how to engage with Idaho's SNAP E&T program.

SNAP participants who meet state or federal exemption criteria are informed that they do not currently have work requirements, and that their exemption status will be reviewed at their next re-evaluation or when a change is reported.

An assessment is conducted for SNAP participants who do not meet exemption criteria to evaluate their readiness to participate in Employment and Training (E&T). Participants identified as not ready due to a reported barrier are informed that, although they are subject to work requirements, they are not being referred to E&T at this time. They are also advised that their circumstances will be reviewed at their next re-evaluation or upon reporting a change.

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

The state documents that E&T participation criteria was provided using a journal template or case note. Written notices are stored in the eligibility system to confirm delivery of the information.

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.

If an individual is determined to be mandatory for SNAP E&T participation, eligibility workers follow a standardized screening process to assess whether it is appropriate to refer the individual to the state's E&T program. This process is designed to identify potential barriers that may prevent successful engagement with E&T services.

Using a structured workflow, eligibility workers ask a series of guided questions to evaluate the participant's readiness. These questions focus on key factors such as housing stability, access to childcare, transportation availability, legal issues, and other personal challenges that may interfere with program participation.

If a situation falls outside of established statewide processes, an escalation process is in place to allow for additional review by state policy and E&T program staff.

If, upon review, it is determined that referral to the E&T program is not appropriate, the individual is granted

Good Cause for non-participation. This status remains in effect until the individual is reassessed at the next eligibility re-evaluation or upon a reported change in circumstances.

When does the screening for a reverse referral request occur?

Screening for a reverse referral request occurs after a third-party E&T provider conducts an initial assessment of the SNAP participant and submits a recommendation to the Department. This assessment and recommendation are based on the provider's determination that the individual is a good fit for voluntary participation in the E&T program. Once the recommendation is received, state E&T staff initiate the screening process to determine eligibility and appropriateness for enrollment.

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

Idaho serves voluntary SNAP E&T participants through reverse referrals submitted by third-party partners. These referrals are reviewed by state E&T staff with the authority and responsibility to determine program eligibility. Upon receipt of a provider's reverse referral request, state E&T staff conduct a screening to confirm SNAP eligibility, ensure the individual meets the basic criteria for referral, and verify the participant's willingness to participate as a volunteer. Individuals who meet all criteria and are determined appropriate for participation are formally enrolled in the E&T program.

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?

Idaho refers to participant reimbursements as supportive services. Participants are informed about the availability of supportive services at multiple points throughout their engagement with the E&T program.

Mandatory participants are notified both orally and in writing. At the time of referral, eligibility staff use a standardized E&T referral script that explains the availability and process for accessing supportive services. Additionally, the Consolidated Work Requirements Notice informs individuals that supportive services must be available to cover the costs associated with participation.

As part of the intake and participation process, the E&T provider (Maximus) is required to discuss supportive services with all referred participants. Voluntary participants are similarly informed about the availability of supportive services during screening and again during the intake process with third-party provider partners.

In the case of mandatory participants, if the costs of participant reimbursements exceed any State agency cap or are not available, describe how the State agency ensures individuals are exempted from mandatory E&T.

Idaho is committed to ensuring that supportive services are available to all mandatory SNAP E&T participants to facilitate successful program engagement. As part of the initial high-level assessment, eligibility workers discuss potential participation barriers and explain the availability of supportive services to help overcome them. This conversation informs the appropriateness of a referral to the E&T program.

If a required supportive service cannot be provided—due to cost limitations or unavailability—the E&T provider (Maximus) works with the participant to identify alternative components or activities. If no suitable alternatives exist, the provider escalates the situation to the Department for additional review.

In such cases, the State may grant the individual Good Cause and exempt them from mandatory E&T participation until supportive service availability changes or the situation is reassessed at the next re-evaluation or change report.

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.

Supportive Services info
 Compliance requirements and non-compliance consequences
 Exemption and good cause request process
 Rights and Responsibilities

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?

When a reverse referral request is received from an E&T provider, the request is submitted to the Department for review. State E&T staff, who have the authority to make eligibility determinations, evaluate the participant's eligibility and appropriateness for voluntary E&T enrollment.

Once approved, the voluntary referral is entered into the eligibility system (IBES), and a segment start date is established. The referral is then transmitted to the Employment and Training System (ETS) and reported to Maximus through a daily report.

After receiving the referral, Maximus sends an informational packet to the participant that outlines available services, including supportive services, and provides guidance on next steps for program participation.

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?

Referral information is communicated to E&T providers through an automated process. Referrals are entered into Idaho's eligibility system (IBES) and transmitted overnight via a batch process to the Employment and Training System (ETS). The referral data is also included in a daily report that is uploaded to a secure file transfer protocol (SFTP) site, which the E&T contractor, Maximus, accesses daily. This process ensures timely and secure delivery of referral information to the E&T provider for participant engagement.

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

Referral information is communicated within the state agency through Idaho's eligibility system, IBES. All E&T referrals—both mandatory and voluntary—are initiated and recorded in IBES. The system displays key SNAP E&T program details, including E&T program requirements for each SNAP participant, ABAWD status, compliance status, and good cause for non-referral.

For mandatory participants, system rules in IBES automatically identify when a referral is required and generate it accordingly. For voluntary participants, referrals are entered directly into IBES by E&T program staff. An indicator is placed on the case to reflect referral status, along with the date the referral was made.

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

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?

After referral, the E&T contractor initiates contact with the SNAP participant to provide instructions on how to remain in compliance with E&T participation requirements. All mandatory participants must complete an orientation, which is offered online. For those without computer access, the orientation may be completed in person at a public location such as a library or over the phone with an Employment Coach.

Orientation Content:

The orientation introduces participants to the E&T program and walks them through required steps to begin participation. Key topics covered include:

- Welcome and Program Overview:
 - o Introduction to Idaho Employment & Training Services

- o Overview of the E&T journey and expectations
- o Instructions for registering with the Idaho Department of Labor
- o Distribution of a Success Guide outlining program tools and resources
- Navigating Required Documentation:
 - o Review of program conduct rules
 - o Completion of customer certification forms
 - o Timesheet agreement and instructions
 - o Change reporting responsibilities
 - o Explanation of supportive services
 - o Authorization to furnish and release information

ASSESSMENT

Does the State require or provide an assessment?

Yes

No

Who conducts the assessment? Select all that apply.

State Agency

E&T Provider

Self-Assessment

Intermediary

Local Office

Other

When are participants assessed?

Participants undergo an initial assessment at the onset of case management, conducted by Maximus or an approved third-party provider.

Describe the assessment. List the tools used in the assessment.

Maximus or third-party partners conduct a structured assessment to determine appropriate program supports and component placement. Assessments may be conducted using a variety of methods, including electronic tools (TuaPath, Adobe Sign forms, SurveyMonkey), phone or in-person interviews, and verbal consultations.

The assessment gathers information about the participant's job skills, career interests and goals, employment history, education level, potential barriers to participation, training and development needs, and overall readiness for employment.

For mandatory work registrants, assessment details are documented and maintained in the participant's electronic case file in TuaPath. For voluntary participants, assessment records are maintained by the partner organization in accordance with their program procedures.

Does the assessment result in the completion of an individual employment plan?

Yes

No

How are assessment results shared with State agency staff? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- MIS System
- Email
- Other
- Assessment is not shared with State agency staff

How are assessment results shared with E&T providers? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- MIS System
- Email
- Other
- Assessment is not shared with E&T providers

How are assessment results shared with E&T participants? Select all that apply.

- Orally
- Electronic Forms
- Physical Forms
- Email
- Other
- Assessment is not shared with E&T participants

Explain how else assessment results are shared with E&T participants.

Assessment results are shared with E&T participants through the MIS System, TuaPath.

Are participants reassessed?

Yes

No

When are participants reassessed?

Participants are reassessed throughout their time in the program. Reassessments occur at scheduled progress appointments, when changes in circumstances are reported, or when a work plan expires. Maximus and third-party providers conduct ongoing assessments to determine if assigned activities remain appropriate and align with the participant's current needs and goals.

How are participants reassessed?

Reassessments are conducted using a similar approach to the initial assessment. Maximus and third-party partners evaluate the participant's current circumstances and any new or ongoing barriers to determine if different activities or additional support is needed. Reassessment may be verbal, electronic, or in person.

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

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
<p>How do E&T case managers coordinate with: SNAP eligibility staff</p>	<p>E&T case managers coordinate with SNAP eligibility staff to ensure timely and accurate communication regarding a participant’s status in the E&T program. This coordination supports determinations related to good cause, exemptions, compliance and non-compliance, employment verification, sanction averted actions, and cure determinations. Information is shared through the Employment and Training System (ETS) and the Idaho Benefits and Eligibility System (IBES), allowing both E&T and eligibility staff to access up-to-date information. Case notes, alerts, and system updates ensure that eligibility staff are informed of any changes that may affect a participant’s SNAP eligibility or work requirement status. This process promotes consistency between E&T case managers and eligibility operations, reduces delays in case processing, and helps ensure participants are accurately assessed and supported across both programs.</p>
<p>How do E&T case managers coordinate with: State E&T staff</p>	<p>Idaho’s E&T contractor, Maximus, coordinates regularly with State E&T staff to ensure consistent, accurate, and responsive service delivery. This coordination includes topics such as participant eligibility, provider determinations, policy clarification, program updates, data validation, and participant engagement strategies. Communication takes place through a variety of methods, such as verbal discussions, email correspondence, and documentation within the Employment and Training System (ETS) and the Idaho Benefits and Eligibility System (IBES). These systems are used to record participation, track progress, and maintain case notes. In addition, Maximus engages with State staff through scheduled bi-weekly meetings and ongoing email communications to request guidance or clarification as needed. This continuous, two-way communication allows the State agency to review entries, offer feedback, and provide technical assistance to ensure that program requirements are met. It also supports timely issue resolution and strengthens the overall alignment of E&T services with federal and state expectations, contributing to improved participant outcomes.</p>
<p>How do E&T case managers coordinate with: Other E&T providers</p>	<p>Coordination between the E&T program and third-party providers for participant placement and referral is conducted through established communication protocols designed to ensure consistency and effective service delivery. Third-party providers submit regular updates on participant progress and notify State E&T staff of any changes in circumstances. This allows the State to maintain centralized oversight and ensure that services remain aligned with program standards. Requests for supportive services are communicated directly to Maximus, the State’s primary E&T contractor, which facilitates prompt review and fulfillment of those needs. Ongoing communication—both verbal and written—is maintained to support seamless transitions, reduce duplication of services, and promote continuity in case management. All coordination activities are documented in the participant’s record and reviewed by the State agency to ensure compliance and program effectiveness.</p>
<p>How do E&T case managers coordinate with: Community</p>	<p>Employment Coaches coordinate with community resources to help participants address barriers to employment and achieve success in their</p>

resources

assigned activities. This coordination includes both verbal and written communication between E&T providers and local service providers, and may involve referrals, information sharing, and follow-up with community partners, employers, and service providers. Employment Coaches maintain knowledge of available local resources and build relationships with partner organizations to facilitate timely, appropriate referrals. When a barrier is identified, the Employment Coach works directly with the participant to connect them to the necessary resource and follows up to ensure the need is addressed. Coordination efforts are documented in the participant's record to ensure continuity of care and support across program interactions. This collaborative approach ensures that participants receive holistic support beyond the scope of E&T services, promoting long-term stability and improved employment outcomes.

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)?

The State agency ensures E&T participants receive targeted case management services through a structured and efficient administrative process designed to meet individual needs while supporting overall program goals.

All SNAP E&T participants receive case management services as part of their assigned activities, with the level and type of support tailored to their individual circumstances. Case management includes, at minimum, monthly check-ins (by phone or in person), progress monitoring, validation of participation, and referrals to supportive services. Employment Coaches assess participant needs during these check-ins and may administer additional assessments as needed to identify evolving goals or barriers. This approach ensures case management is targeted and responsive.

Work plans are reviewed and updated as needed, particularly when a participant indicates their plan no longer fits their situation or when an assigned activity reaches its anticipated end date. The E&T contractor schedules follow-up appointments to make necessary adjustments, maintaining continuity and alignment with the participant's employment objectives.

To ensure efficiency, Maximus serves as the primary provider of case management services for participants not supported by third-party partners offering their own case management. All third-party case management processes are reviewed and approved by the State agency to ensure consistency with SNAP E&T requirements and to avoid administrative redundancy. This structure allows for centralized oversight while leveraging community partnerships.

Through regular monitoring, streamlined procedures, and individualized engagement, the State agency ensures that case management services are both targeted and delivered efficiently, in compliance with 7 CFR 273.7(c)(6)(ii).

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?

Case management services are provided by the E&T contractor and are integrated into each participant's assigned component or activity outlined in their individualized work plan. All E&T participants receive case management, with the level and frequency of support tailored to their unique circumstances and goals.

Core case management services include, at minimum, monthly check-ins via phone or in person, progress monitoring, and validation of activity completion. Employment Coaches may also conduct additional

assessments based on the participant's progress or emerging needs. For participants in Supervised Job Search, case management includes regular notifications of in-demand job opportunities in their area and communication about available supportive services.

The case management process ensures ongoing engagement and alignment between participants' current situations and their assigned work plans. When a participant indicates their plan no longer fits or if the activity's anticipated end date has passed, the E&T contractor schedules a follow-up appointment to review and adjust the work plan accordingly.

Third-party partners that provide case management follow their own program-specific procedures, which are reviewed and approved by the State agency to ensure alignment with SNAP E&T requirements. For third-party participants whose providers do not offer case management, Maximus delivers these services, ensuring consistent support through regular check-ins, progress tracking, and barrier resolution.

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 State agency ensures that case management services are participant-centered and flexible, designed to support—not hinder—engagement in the E&T program. Monthly check-ins with Employment Coaches are focused on identifying and addressing individual needs or barriers, adjusting work plans as necessary, and ensuring access to supportive services.

By maintaining frequent one-on-one communication, Employment Coaches can quickly respond to changes in the participant's circumstances and modify their assigned activities to better reflect their current capacity and goals. This ongoing dialogue ensures that program expectations are realistic and appropriate, reducing the risk of participants becoming disengaged due to mismatched plans or unaddressed barriers.

The State agency also reviews and approves all third-party partner case management processes to ensure they meet program standards and do not create unnecessary burdens for participants. When a provider does not offer case management, Maximus assumes responsibility for delivering these services, offering participant support and assistance with barrier resolution.

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?

In Idaho, good cause is granted when a SNAP recipient fails or refuses to comply with work requirements due to a temporary or ongoing circumstance beyond their control that prevents participation in the SNAP E&T program or acceptance of employment. These determinations are made on a case-by-case basis to ensure participants are not penalized for legitimate barriers to compliance.

Mandatory work registrants who do not qualify for an exemption but are unable to meet work requirements are evaluated for good cause. Acceptable reasons for granting good cause may include, but are not limited to, a temporary illness, injury, or medical condition affecting the participant or a household member requiring care; unstable or unreliable housing; lack of access to reliable and consistent child care; transportation barriers that prevent attendance at E&T activities or employment; and legal obligations such as compliance with court orders, probation, parole, or other legal requirements that limit the individual's availability for work or program participation.

Each good cause determination is documented in the participant's case record. Good cause may be granted on a temporary basis and reassessed as the individual's circumstances change.

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

Idaho guarantees all mandatory work registrants a placement in the SNAP E&T program. During intake, each participant completes an assessment to determine their employment readiness and to identify appropriate, available components that align with their needs and goals. In the rare circumstance where no appropriate or available activity exists for a participant at the time of referral, the E&T contractor notifies the state agency.

Upon notification, the state agency reviews the case file to confirm the unavailability of suitable activities and assess whether any alternative pathways for participation exist. If it is determined that no appropriate or available options are currently accessible, the participant is granted good cause from participation in SNAP E&T. This determination is documented in the case record, and the participant is reassessed for potential engagement during the next re-evaluation period or upon a reported change in circumstances.

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.

E&T providers communicate provider determinations to the state agency through secure email correspondence. The communication includes the date of the determination, the specific reason for the decision, and any supporting information for the state agency to update the participant's case record and take appropriate action.

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

When the state agency receives notification of a provider determination from an E&T provider, a written notice is sent to the participant within 10 days. The notice is issued in accordance with the requirements outlined in 7 CFR 273.7(c)(18)(i)(A).

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	918
Estimated number of E&T participants to receive reimbursements for dependent care participation costs	0
Estimated number of E&T participants to receive reimbursements for transportation and other participation costs	918
Percentage of participants expected to receive reimbursements	5.30%
Estimated budget for E&T participant reimbursements in upcoming FY	\$330,840.00
Estimated budget per participant in fiscal year	\$360.39
Estimated number of E&T participants to receive participant reimbursements per month	198
Estimated budget of participant reimbursements per E&T participant per month	\$139.24

PARTICIPANT REIMBURSEMENT DETAILS

Complete the table below with information on each participant reimbursement offered/permitted 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
Auto Insurance - the motor vehicle must be owned by the participant	Up to three months of insurance coverage for one vehicle with no SR-22 add-on , once per referral period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Auto Repairs - the motor vehicle must be owned by the participant	Up to \$1,000 or 50% of the KBB value of the vehicle, whichever is less	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the

				approved expense.
Auto Title/Registration - only if alternate modes of transportation are not available and the motor vehicle must be owned by the participant		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Background Checks		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Birth Certificate	Once in a lifetime	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Books	Once per referral period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Child Care Assistance		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly

				to the vendor in advance, for the actual amount of the approved expense.
Clothing - for employment	Once per employment period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, based on an estimated cost of the approved expense.
Clothing - for interview	Once per referral period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, based on an estimated cost of the approved expense.
Course Registration Fees - must result in employment within 90 days of completion		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.

Driver's License Fees		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Drug Testing Fee		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Educational Tests/School Certification Test Fees - must lead to employment within 90 days of completion		SNAP State Agency	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Equipment - if needed for employment or training; for training, it must lead to employment within 90 days of completion		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Fingerprinting		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance,

				for the actual amount of the approved expense.
First Aid/CPR Classes	Once per referral period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Fuel and Fluids		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Haircut		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Hygiene Products		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, based on an estimated cost of the approved expense.
Identification Card		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made

				through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Internet Services - must be necessary for employment or to participate in assigned activities virtually	Set-up costs plus the first three months of basic service	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Licensing and Bonding Fees		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Medical Services - (medical, dental, or vision exams or vaccinations) needed to begin or retain employment or training, or required to receive or retain a driver's license	Not allowable if the services are covered by Medicaid and the participant is eligible for or receiving Medicaid	SNAP State Agency	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Personal Computer - must be necessary for employment or to participate in assigned activities	Once in a lifetime	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the

				approved expense.
Personal Safety Item - required for employment or training		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Public Transportation		SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Shoes or Boots - for employment	Up to two pairs of shoes or boots and only once per employment period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, based on an estimated cost of the approved expense.
Shoes or Boots - for interview	One pair of shoes or boots, once per referral period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, based on an estimated cost of the approved expense.
Student Activity Fee (Class-Related)		SNAP State Agency	Direct payment to vendor(s)	Disbursement is made through a

				paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Tools - if required for employment or training; for training, it must lead to employment within 90 days of completion		SNAP State Agency	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Tuition - must lead to employment within 90 days of completion		SNAP State Agency	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.
Uniforms	Up to two uniforms, once per referral period	SNAP E&T Provider	Direct payment to vendor(s)	Disbursement is made through a paper voucher issued directly to the vendor in advance, for the actual amount of the approved expense.

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.

Idaho uses TANF funds to support the Idaho Child Care Program (ICCP), which determines childcare payment rates based on local market rate surveys in accordance with the Child Care and Development Block Grant (CCDBG) requirements. While ICCP provides childcare assistance to eligible families, it does not cover time spent in job search activities.

To ensure continued support for SNAP E&T participants assigned to supervised job search, the Department uses SNAP E&T funds to cover childcare costs. In these cases, the Department works with ICCP-approved providers to accept E&T vouchers for payment. The E&T program reimburses 100% of the provider's charged rate for care, in alignment with the provider rates established under ICCP.

<https://publicdocuments.dhw.idaho.gov/WebLink/DocView.aspx?id=19508&dbid=0&repo=PUBLIC-DOCUMENTS>

How is childcare paid for?

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

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?

If a participant is unable to access dependent care services required for participation in the E&T program—due to waitlists, capacity limits, or other barriers—they will be exempted from mandatory E&T participation. The Department evaluates dependent care availability on a case-by-case basis to determine whether good cause exists for exemption and to ensure participants are not penalized when services are unavailable.

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

As part of the planning appointment and activity assignment, the E&T provider assesses each participant's needs and documents the required services in the individual's Work Plan.

Supportive services are approved and, whenever possible, issued in advance to eliminate barriers to participation. Maximus utilizes state systems to process supportive service requests. Disbursements are issued in the form of paper vouchers made payable to the vendor providing the approved goods or services. If a necessary supportive service cannot be provided in a timely manner, the participant is not required to engage in E&T activities until the service is in place. This practice ensures equitable access and prevents participants from being determined non-compliant due to unmet needs.

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).

The Department uses a standardized query process to count all SNAP work registrants as of October 1, the first day of the federal fiscal year. This count is pulled from the Idaho Benefit Eligibility System (IBES) and stored in a static file to preserve the integrity of the data.

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

Work registrant data is extracted from IBES through system-generated queries specifically designed for this purpose. These queries are executed on October 1 each year to capture an unduplicated point-in-time count of work registrants.

How are work registrants identified in the eligibility system?

IBES automatically flags individuals as work registrants during the SNAP eligibility determination process. This identification is based on established criteria and occurs in real time as part of the eligibility workflow.

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

To ensure accuracy and prevent duplication, the query used to extract work registrant data is written with logic that excludes duplicate records. In addition, the extracted data is manually validated using Tableau reports, which are reviewed to identify and remove any instances of duplicated client identification numbers.

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 type="checkbox"/>	<input type="checkbox"/>
Manual Follow-up with SNAP E&T Participants	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Random Sample	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Indicate what other data sources were used for the national reporting measures.

Idaho is awaiting official guidance from FNS and, therefore, has not yet identified data sources for the Measurable Skill Gains national reporting measure.

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.)

Idaho utilizes an integrated eligibility system known as the Idaho Benefits and Eligibility System (IBES). IBES supports eligibility determination and case management for multiple public assistance programs, including SNAP. The system captures and stores participant data, including income and other eligibility-related information, across all programs in which the individual is receiving benefits.

Indicate the methods used to manually follow up. Select all that apply.

- Verbal Contact
- Physical Forms
- Text
- Email

Describe the process for manual follow up.

Idaho's E&T contractor, Maximus, is responsible for collecting and reporting data used for national reporting measures, including credentials, certificates, and measurable skill gains (MSGs). Data is captured in the contractor's case management system and reported to the state through established data-sharing processes.

For manual follow-up, Maximus follows standardized procedures to contact SNAP E&T participants and training providers to verify attainment of credentials or certificates. This includes outreach via phone, email, or mail to request documentation such as diplomas, certificates, or transcripts.

To verify measurable skill gains, Maximus collects documentation from educational or training providers that demonstrates progress toward a recognized credential or goal. This may include grade reports, completed training milestones, or documentation of successful completion of interim assessments.

All follow-up activities and outcomes are documented and retained in the participant's case record to support data validation and reporting requirements.

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

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

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

Idaho's Employment and Training (E&T) program includes a Job Search Training (JST) component that provides structured, skill-building activities to enhance participants' job readiness and support their efforts to obtain and retain employment. The JST component is intended for individuals who may require additional assistance to succeed in independent job search activities.

Services are delivered by E&T contractors and community-based partners, and may occur in person, online, or via virtual platforms, depending on provider capacity and participant accessibility.

Typical training topics include:

- Effective job search strategies and use of online job boards
- Resume and cover letter development
- Interview preparation and techniques
- Workplace expectations and professional communication
- Guidance on appropriate workplace attire ("dress for success")
- Basic digital literacy skills needed for job seeking

These services equip participants with the foundational skills and confidence needed to engage in job search activities effectively, increasing their potential for employment and long-term self-sufficiency.

Participants receive ongoing support through regular case management. Employment Coaches maintain at least monthly contact with each participant to monitor progress, ensure alignment with individualized employment goals, and offer guidance throughout the training process. Participants are also encouraged to initiate contact with their Employment Coach at any time to request additional assistance or address new or evolving needs.

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

- ABAWDs
- 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 the Job Search Training (JST) component are generally individuals who are not fully work-ready and would benefit from additional support to engage in independent job search activities. The component is designed to assist those who face barriers to employment and require foundational skill development.

Participants appropriate for JST may exhibit one or more of the following characteristics:

- Limited or no prior work experience
- Inconsistent or unstable employment history
- Lack of a high school diploma or GED equivalent
- Limited proficiency in the English language
- Limited digital literacy or inadequate access to internet or technology
- Difficulty completing job applications or searches independently

These criteria help ensure JST services are directed to individuals who require targeted training and structured job search preparation to successfully enter or reenter the workforce.

Will this component be offered statewide?

Yes

No

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

6,867

Estimated Annual Component Administrative Cost

\$393,220.48

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 who obtained employment within four quarters of component completion.	<p>Numerator: The numerator of participants assigned to job search training who obtained employment within four quarters of completing the component.</p> <p>Denominator: The total number of participants who were assigned to job search training activities between October 1, 2025 and September 30, 2026.</p>

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

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

The State agency approves locations for supervised job search based on accessibility, availability of internet or computer access, a safe and appropriate setting for job search, and proximity to the participant's residence. Approved locations include public libraries, Department of Labor offices, community partner sites, and virtual participation where the participant has the necessary technology. These criteria were selected to support participant access, eliminate barriers to participation, and ensure that participants across geographic areas have consistent and equitable access to supervised job search opportunities.

Participants are assigned supervised job search hours in alignment with their individualized work plans. They must submit monthly timesheets detailing job search activities and hours completed. Employment Coaches validate these reports using system entries, verbal discussions, and documentation submitted by participants.

Employment Coaches provide direct supervision through regular case-management interactions, including monthly check-ins via phone, video, or in person. These contacts are used to review progress, verify participation, offer support, and assist with barrier removal. In virtual settings, participants receive real-time support through scheduled calls or web-based platforms, enabling participants to ask questions and receive guidance while actively engaged in their assigned job search activities.

Describe the direct path to employment.

Participants are screened for job readiness before being assigned to SJS. This screening occurs during the planning appointment, where the E&T provider conducts an initial assessment of the participant's employment history, skills, current barriers, and job goals. Only those determined to be job-ready—meaning they are actively seeking employment and do not require significant skill development or barrier resolution—are assigned to the SJS component.

To ensure job search efforts are meaningful and effective, SJS activities are tailored to local labor market conditions. Employment Coaches utilize current labor market information, employer engagement insights, and job vacancy data to guide participants toward realistic and in-demand job opportunities in their geographic area. This ensures that job search efforts are focused, relevant, and aligned with available opportunities in the local economy.

Participant progress is monitored through ongoing case management and system data. If a participant does not secure employment within 12 weeks, the Employment Coach conducts a reassessment to determine whether continued participation in SJS remains appropriate. Based on this evaluation, participants may be reassigned to other E&T components that provide additional support, ensuring the approach remains individualized and employment focused.

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

- ABAWDs
- 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 Supervised Job Search (SJS) component is intended for participants who are work-ready and capable of conducting independent job search activities with structured oversight and support from Employment Coaches.

Participant Criteria for Supervised Job Search include:

- Possession of a high school diploma or GED equivalent
- Demonstrated prior work history or recent labor market attachment
- Reliable access to the internet and ability to use basic technology
- Ability to send and receive email communications
- Capacity to independently navigate online job boards and submit applications
- Prior interview experience or familiarity with the interview process

These criteria ensure that participants assigned to SJS are prepared to engage independently in job search activities and are likely to benefit from targeted support and ongoing case management.

Will this component be offered statewide?

- Yes
- No

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

5,794

Estimated Annual Component Administrative Cost

\$331,779.78

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 who obtained employment within four quarters of component completion.	<p>Numerator: The number of participants assigned to supervised job search who obtained employment within 4 quarters of completing the component.</p> <p>Denominator: The total number of participants who were assigned to supervised job search activities between October 1, 2025 and September 30, 2026.</p>

EDUCATIONAL COMPONENT: BASIC / FOUNDATIONAL SKILLS INSTRUCTION

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

The Basic/Foundational Skills Instruction component is designed to help participants build core educational competencies that are essential for long-term employment and self-sufficiency. This component serves individuals whose current skill levels present a barrier to employment and who require foundational instruction before they can successfully engage in occupational training, work-based learning, or employment-focused activities.

Activities may include:

- Preparing for and obtaining a General Education Development (GED) certificate
- Completing a high school diploma (for individuals under the age of 19)
- Participating in adult basic education or literacy programs
- Engaging in English as a Second Language (ESL) instruction, where applicable

These services are delivered through third-party providers and community-based organizations. Instruction may be offered in person, online, or through virtual platforms, based on provider availability and the participant's learning preferences and access to technology.

Participants are typically referred to this component based on assessment results that indicate a need for basic skills development. Employment Coaches maintain monthly contact with participants to monitor progress, address barriers, provide encouragement, and adjust plans as needed. Participants are also encouraged to contact their coach as needed for support throughout the activity.

This component plays a critical role in preparing individuals to transition into employment-focused activities or job search once their foundational education needs are met.

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

- ABAWDs
- 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 assigned to the Basic/Foundational Skills Instruction component typically demonstrate limited readiness for entry into the labor market. This includes individuals who:

- Lack a high school diploma or GED equivalent
- Have limited or no prior work experience
- Possess low basic literacy or numeracy skills
- Have limited English language proficiency
- Require additional educational support to build foundational skills necessary for employment

These individuals are identified through assessments conducted during initial engagement and case management and are referred to this component to strengthen their educational foundation and improve employability.

Will this component be offered statewide?

Yes

No

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

2,790

Estimated Annual Component Administrative Cost

\$159,745.82

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.

Idaho ensures that costs attributed to the SNAP E&T program do not supplant existing federal, state, or local funds used for educational or training programs. This is accomplished through a combination of program oversight, third-party provider review, and funding source verification.

Most services and activities provided to SNAP E&T participants—such as basic education, job readiness, and vocational training—are offered at no cost through community-based organizations, public agencies, and educational institutions. In instances where free or non-federally funded services are not available at the time of need, Maximus, the E&T contractor, may refer participants to alternative programs. Prior to making such referrals, these programs are reviewed to ensure they are not supported by federal funds, thereby preventing duplication or replacement of existing funding streams.

Idaho also works closely with third-party partners to evaluate program offerings and confirm that SNAP E&T

funds are only used for allowable activities not otherwise funded through other federal sources. All third-party and community partners undergo a review and approval process to verify funding sources and document compliance with federal non-supplanting rules.

This oversight process helps maintain the integrity of the SNAP E&T program and ensures that SNAP E&T funds are used appropriately to expand opportunities for participants without replacing other existing federally funded services.

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.

Idaho ensures that costs charged to the SNAP E&T program do not exceed those charged for non-E&T participants receiving the same educational or training services. In most cases, services offered through the E&T program—such as GED preparation, adult education, and skills training—are provided at no cost to participants or the E&T program.

When a third-party provider does charge a fee, the Department of Health and Welfare (DHW) verifies that the cost billed to SNAP E&T does not exceed the standard rate charged to individuals not enrolled in the program. For example, if a provider charges \$6 for a GED pre-test to non-SNAP participants, DHW will only reimburse up to that same amount for SNAP E&T participants receiving the same service.

This policy is consistently applied across all providers to ensure cost consistency between SNAP E&T and non-E&T participants.

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 who completed the component.	<p>Numerator: The number of participants assigned to basic/foundational skills instruction who completed the component within the fiscal year.</p> <p>Denominator: The total number of participants who were assigned to basic/foundational skills instruction between October 1, 2025 and September 30, 2026.</p>

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

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

This component is designed to equip participants with the specific skills and technical knowledge required for employment in a defined occupation or industry. It includes practical, job-specific instruction that may result in industry-recognized certifications, credentials, degrees, or licenses.

Training programs are delivered by a range of qualified providers, including community-based organizations, community colleges, universities, and private training institutes. The State agency partners with third-party and community organizations to expand access to these training opportunities. Instruction may occur in person, online, or through other virtual platforms, depending on provider capacity and participant preferences.

Participants engaged in career or technical education receive ongoing support through regular case management. Employment Coaches maintain monthly contact with each participant to monitor progress, ensure alignment with individual employment goals, and provide guidance throughout the training process. Participants are encouraged to reach out to their Coach at any time for additional assistance or to address emerging needs.

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

- ABAWDs
- 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 appropriate for the Career/Technical Education and Vocational Training component are typically those who are ready to pursue employment and seeking to build job-specific skills in a particular trade or industry. This component serves a broad range of individuals, including:

- Individuals with limited or no prior job experience or marketable skills
- Participants without a high school diploma or GED equivalent who are seeking a structured path to employment
- Individuals requiring retraining due to shifts in the labor market or displacement from their previous field of work

While there are no formal educational prerequisites for participation, individuals should demonstrate the ability to engage in structured learning and a commitment to completing training aligned with employment goals. Assignment to this component is based on an individualized assessment of the participant’s goals, interests, job readiness, and potential barriers, conducted in coordination with their Employment Coach. This ensures that training opportunities are aligned with both participant capabilities and realistic employment outcomes.

Will this component be offered statewide?

- Yes
- No

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

2,575

Estimated Annual Component Administrative Cost

\$147,457.68

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.

Idaho ensures that costs attributed to the SNAP E&T program do not supplant existing federal, state, or local funds used for educational or training programs. This is accomplished through a combination of program oversight, third-party provider review, and funding source verification.

Most services and activities provided to SNAP E&T participants—such as basic education, job readiness, and vocational training—are offered at no cost through community-based organizations, public agencies, and educational institutions. In instances where free or non-federally funded services are not available at the time of need, Maximus, the E&T contractor, may refer participants to alternative programs. Prior to making such referrals, these programs are reviewed to ensure they are not supported by federal funds, thereby preventing duplication or replacement of existing funding streams.

Idaho also works closely with third-party partners to evaluate program offerings and confirm that SNAP E&T funds are only used for allowable activities not otherwise funded through other federal sources. All third-party and community partners undergo a review and approval process to verify funding sources and document compliance with federal non-supplanting rules.

This oversight process helps maintain the integrity of the SNAP E&T program and ensures that SNAP E&T funds are used appropriately to expand opportunities for participants without replacing other existing federally funded services.

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.

Idaho ensures that costs charged to the SNAP E&T program do not exceed those charged for non-E&T participants receiving the same educational or training services. In most cases, services offered through the E&T program—such as GED preparation, adult education, and skills training—are provided at no cost to participants or the E&T program.

When a third-party provider does charge a fee, the Department of Health and Welfare (DHW) verifies that the cost billed to SNAP E&T does not exceed the standard rate charged to individuals not enrolled in the program. For example, if a provider charges \$6 for a GED pre-test to non-SNAP participants, DHW will only reimburse up to that same amount for SNAP E&T participants receiving the same service.

This policy is consistently applied across all providers to ensure cost consistency between SNAP E&T and non-E&T participants.

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 who completed the component.	<p>Numerator: The number of participants assigned to basic/foundational skills instruction who completed the component within the fiscal year.</p> <p>Denominator: The total number of participants who were assigned to basic/foundational skills instruction between October 1, 2025 and September 30, 2026.</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
6	17,337	\$1,310,691.00	\$330,840.00	\$1,641,531.00

CONTRACTOR: INTERNATIONAL RESCUE COMMITTEE

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

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

Will this E&T service be offered statewide?

- Yes
- No

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Search Training
- Supervised Job Search

Annual Number of SNAP E&T Participants to be Served

102

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

\$0.00

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)

\$31,847.00

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

Yes

No

CONTRACTOR: LEARNING LAB

Is this Contractor an Intermediary with subcontractors?

Yes

No

Indicate the service type

Consulting

E&T Services

Automation/IT

Marketing

Other

Will this E&T service be offered statewide?

Yes

No

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"/> Ada County	<input type="checkbox"/> Cassia County	<input type="checkbox"/> Lewis County
<input type="checkbox"/> Adams County	<input type="checkbox"/> Clark County	<input type="checkbox"/> Lincoln County
<input type="checkbox"/> Bannock County	<input type="checkbox"/> Clearwater County	<input type="checkbox"/> Madison County
<input type="checkbox"/> Bear Lake County	<input type="checkbox"/> Custer County	<input type="checkbox"/> Minidoka County
<input type="checkbox"/> Benewah County	<input checked="" type="checkbox"/> Elmore County	<input type="checkbox"/> Nez Perce County
<input type="checkbox"/> Bingham County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Oneida County
<input type="checkbox"/> Blaine County	<input type="checkbox"/> Fremont County	<input type="checkbox"/> Owyhee County
<input type="checkbox"/> Boise County	<input type="checkbox"/> Gem County	<input type="checkbox"/> Payette County
<input type="checkbox"/> Bonner County	<input type="checkbox"/> Gooding County	<input type="checkbox"/> Power County
<input type="checkbox"/> Bonneville County	<input type="checkbox"/> Idaho County	<input type="checkbox"/> Shoshone County
<input type="checkbox"/> Boundary County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Butte County	<input type="checkbox"/> Jerome County	<input type="checkbox"/> Twin Falls County
<input type="checkbox"/> Camas County	<input type="checkbox"/> Kootenai County	<input type="checkbox"/> Valley County
<input checked="" type="checkbox"/> Canyon County	<input type="checkbox"/> Latah County	<input type="checkbox"/> Washington County
<input type="checkbox"/> Caribou County	<input type="checkbox"/> Lemhi 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
- Job Search Training
- Supervised Job Search

Annual Number of SNAP E&T Participants to be Served

88

Are participant reimbursements provided by the Contractor?

Yes

No

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

\$3,570.00

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)

\$19,446.00

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

Yes

No

CONTRACTOR: LIFE'S KITCHEN

Is this Contractor an Intermediary with subcontractors?

Yes

No

Indicate the service type

Consulting

E&T Services

Automation/IT

Marketing

Other

Will this E&T service be offered statewide?

Yes

No

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"/> Ada County	<input type="checkbox"/> Cassia County	<input type="checkbox"/> Lewis County
<input type="checkbox"/> Adams County	<input type="checkbox"/> Clark County	<input type="checkbox"/> Lincoln County
<input type="checkbox"/> Bannock County	<input type="checkbox"/> Clearwater County	<input type="checkbox"/> Madison County
<input type="checkbox"/> Bear Lake County	<input type="checkbox"/> Custer County	<input type="checkbox"/> Minidoka County
<input type="checkbox"/> Benewah County	<input checked="" type="checkbox"/> Elmore County	<input type="checkbox"/> Nez Perce County
<input type="checkbox"/> Bingham County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Oneida County
<input type="checkbox"/> Blaine County	<input type="checkbox"/> Fremont County	<input type="checkbox"/> Owyhee County
<input checked="" type="checkbox"/> Boise County	<input type="checkbox"/> Gem County	<input type="checkbox"/> Payette County
<input type="checkbox"/> Bonner County	<input type="checkbox"/> Gooding County	<input type="checkbox"/> Power County
<input type="checkbox"/> Bonneville County	<input type="checkbox"/> Idaho County	<input type="checkbox"/> Shoshone County
<input type="checkbox"/> Boundary County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Butte County	<input type="checkbox"/> Jerome County	<input type="checkbox"/> Twin Falls County
<input type="checkbox"/> Camas County	<input type="checkbox"/> Kootenai County	<input type="checkbox"/> Valley County
<input checked="" type="checkbox"/> Canyon County	<input type="checkbox"/> Latah County	<input type="checkbox"/> Washington County
<input type="checkbox"/> Caribou County	<input type="checkbox"/> Lemhi 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
- Job Search Training
- Supervised Job Search

Annual Number of SNAP E&T Participants to be Served

26

Are participant reimbursements provided by the Contractor?

Yes

No

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

\$3,826.00

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)

\$83,781.00

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

Yes

No

CONTRACTOR: MAXIMUS

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

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

Will this E&T service be offered statewide?

- Yes
- No

Which E&T Services are offered by this contractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Search Training
- Supervised Job Search

Annual Number of SNAP E&T Participants to be Served

16,986

Are participant reimbursements provided by the Contractor?

Yes

No

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

\$262,845.00

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

\$1,118,814.00

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: NORTH IDAHO COLLEGE

Is this Contractor an Intermediary with subcontractors?

Yes

No

Indicate the service type

Consulting

E&T Services

Automation/IT

Marketing

Other

Will this E&T service be offered statewide?

Yes

No

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 type="checkbox"/> Ada County	<input type="checkbox"/> Cassia County	<input type="checkbox"/> Lewis County
<input type="checkbox"/> Adams County	<input type="checkbox"/> Clark County	<input type="checkbox"/> Lincoln County
<input type="checkbox"/> Bannock County	<input type="checkbox"/> Clearwater County	<input type="checkbox"/> Madison County
<input type="checkbox"/> Bear Lake County	<input type="checkbox"/> Custer County	<input type="checkbox"/> Minidoka County
<input checked="" type="checkbox"/> Benewah County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Nez Perce County
<input type="checkbox"/> Bingham County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Oneida County
<input type="checkbox"/> Blaine County	<input type="checkbox"/> Fremont County	<input type="checkbox"/> Owyhee County
<input type="checkbox"/> Boise County	<input type="checkbox"/> Gem County	<input type="checkbox"/> Payette County
<input checked="" type="checkbox"/> Bonner County	<input type="checkbox"/> Gooding County	<input type="checkbox"/> Power County
<input type="checkbox"/> Bonneville County	<input type="checkbox"/> Idaho County	<input checked="" type="checkbox"/> Shoshone County
<input checked="" type="checkbox"/> Boundary County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Butte County	<input type="checkbox"/> Jerome County	<input type="checkbox"/> Twin Falls County
<input type="checkbox"/> Camas County	<input checked="" type="checkbox"/> Kootenai County	<input type="checkbox"/> Valley County
<input type="checkbox"/> Canyon County	<input type="checkbox"/> Latah County	<input type="checkbox"/> Washington County
<input type="checkbox"/> Caribou County	<input type="checkbox"/> Lemhi 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
- Job Search Training
- Supervised Job Search

Annual Number of SNAP E&T Participants to be Served

87

Are participant reimbursements provided by the Contractor?

Yes

No

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

\$38,999.00

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)

\$35,518.00

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

Yes

No

CONTRACTOR: SALVATION ARMY

Is this Contractor an Intermediary with subcontractors?

Yes

No

Indicate the service type

Consulting

E&T Services

Automation/IT

Marketing

Other

Will this E&T service be offered statewide?

Yes

No

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"/> Ada County	<input type="checkbox"/> Cassia County	<input type="checkbox"/> Lewis County
<input type="checkbox"/> Adams County	<input type="checkbox"/> Clark County	<input type="checkbox"/> Lincoln County
<input type="checkbox"/> Bannock County	<input type="checkbox"/> Clearwater County	<input type="checkbox"/> Madison County
<input type="checkbox"/> Bear Lake County	<input type="checkbox"/> Custer County	<input type="checkbox"/> Minidoka County
<input type="checkbox"/> Benewah County	<input type="checkbox"/> Elmore County	<input type="checkbox"/> Nez Perce County
<input type="checkbox"/> Bingham County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Oneida County
<input type="checkbox"/> Blaine County	<input type="checkbox"/> Fremont County	<input type="checkbox"/> Owyhee County
<input type="checkbox"/> Boise County	<input type="checkbox"/> Gem County	<input type="checkbox"/> Payette County
<input type="checkbox"/> Bonner County	<input type="checkbox"/> Gooding County	<input type="checkbox"/> Power County
<input type="checkbox"/> Bonneville County	<input type="checkbox"/> Idaho County	<input type="checkbox"/> Shoshone County
<input type="checkbox"/> Boundary County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Teton County
<input type="checkbox"/> Butte County	<input type="checkbox"/> Jerome County	<input type="checkbox"/> Twin Falls County
<input type="checkbox"/> Camas County	<input type="checkbox"/> Kootenai County	<input type="checkbox"/> Valley County
<input checked="" type="checkbox"/> Canyon County	<input type="checkbox"/> Latah County	<input type="checkbox"/> Washington County
<input type="checkbox"/> Caribou County	<input type="checkbox"/> Lemhi 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
- Job Search Training
- Supervised Job Search

Annual Number of SNAP E&T Participants to be Served

48

Are participant reimbursements provided by the Contractor?

Yes

No

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

\$21,600.00

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)

\$21,285.00

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.

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	\$0.00	\$0.00

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.

Wages and salaries of State agency staff are not funded with SNAP E&T program funds. Therefore, no State agency FTE positions, salary percentages, or associated costs are charged to the E&T program.

	Non-Federal Share	Federal Share	Total
Fringe Benefits	\$0.00	\$0.00	\$0.00

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.

Fringe benefits for State agency staff are not charged to the SNAP E&T program. As a result, no fringe benefit calculations or approved fringe rates apply to E&T program costs.

	Non-Federal Share	Federal Share	Total
Non-Capital Equipment	\$0.00	\$0.00	\$0.00

Describe non-capital equipment and supplies to be purchased with E&T funds.

Non-capital equipment and supplies are not purchased using SNAP E&T program funds. Therefore, no costs in this category are charged to the E&T program.

	Non-Federal Share	Federal Share	Total
Materials	\$0.00	\$0.00	\$0.00

Describe materials to be purchased with E&T funds.

No materials are purchased using SNAP E&T program funds. As such, no material costs are charged to the E&T program.

	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.

Staff travel is not charged to the SNAP E&T program. As such, there are no associated travel costs, training registrations, or related expenses funded through E&T.

	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.

Building space is not charged to the SNAP E&T program. As such, no calculation or cost allocation method is used, and no portion of facility costs is attributed to E&T activities.

	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.)

No equipment or other capital expenditures exceeding \$5,000 per item are charged to SNAP E&T funds. Therefore, no capital costs are included in the E&T budget.

	Non-Federal Share	Federal Share	Total
Subtotal / State Agency Costs Only	\$0.00	\$0.00	\$0.00
Contractual Costs	\$95,938.50	\$1,214,752.50	\$1,310,691.00
County Administered Direct Program Admin Cost	\$0.00	\$0.00	\$0.00
Total Direct Program and Admin Costs	\$95,938.50	\$1,214,752.50	\$1,310,691.00

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	\$0.00	\$0.00
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	\$0.00	\$0.00

In-kind Contribution

	Non-Federal Share	Federal Share	Total
State In-kind Contribution	\$0.00	\$0.00	\$0.00
Total Administrative Costs	\$95,938.50	\$1,214,752.50	\$1,310,691.00

Participant Reimbursements

	Non-Federal Share	Federal Share	Total
Dependent Care	\$0.00	\$0.00	\$0.00
Transportation & Other Costs	\$165,420.00	\$165,420.00	\$330,840.00
State Agency Cost for Dependent Care	\$0.00	-	\$0.00
Total Participant Reimbursements	\$165,420.00	\$165,420.00	\$330,840.00

Total Costs

	Non-Federal Share	Federal Share	Total
Total Cost	\$261,358.50	\$1,380,172.50	\$1,641,531.00

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	\$478,814.00	\$478,814.00	\$0.00	100.00%
Federal	100 Percent Federal Grant - Additional Funds	\$0.00	\$0.00	\$0.00	-
Federal	ABAWD Pledge Grant	\$640,000.00	\$640,000.00	\$0.00	-
Federal	Total - All 100 Percent Funds	\$1,118,814.00	\$1,118,814.00	\$0.00	-
Federal	50 Percent Administrative	-	\$95,938.50	-	-
Non-Federal	50 Percent Administrative	-	\$95,938.50	-	-
Federal	50 Percent Participant Reimbursements	-	\$165,420.00	-	-
Non-Federal	50 Percent Participant Reimbursements	-	\$165,420.00	-	-
Federal	Total 50 Percent Federal Target	\$261,359.00	\$261,358.50	(\$0.50)	-
Total	All Sources	\$1,380,173.00	\$1,641,531.00	-	-

Total Fiscal Year Plan Funding

Funding Sources	Non-Federal Share	Federal Share	Total
100 Percent Federal Grant	-	\$478,814.00	\$478,814.00
ABAWD Pledge Grant	-	\$640,000.00	\$640,000.00
50 Percent Administrative	\$95,938.50	\$95,938.50	\$191,877.00
50 Percent Dependent Care	\$0.00	\$0.00	-
50 Percent Transportation/Other	\$165,420.00	\$165,420.00	-
50 Percent Total Participant Reimbursements	\$165,420.00	\$165,420.00	\$330,840.00
Total 50 Percent Funds	\$261,358.50	\$261,358.50	\$522,717.00
Total	\$261,358.50	\$1,380,172.50	\$1,641,531.00

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 workfare 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

Pledge Assurances

Check the boxes to indicate that the State agency understands and agrees to comply with the following provisions, per 7 CFR 273.7(d)(3).

The State agency will use the pledge funds to defray the costs of offering every ABAWD who meets the criteria in 7 CFR 273.7(d)(3)(i) a slot in a qualifying component.

The cost of serving ABAWDs is not an acceptable reason for failing to live up to the pledge. The State agency will make a slot available and the ABAWD must be served even if the State agency exhausts all of its 100 percent Federal funds and must use State funds.

While a participating State agency may use a portion of the additional funding to provide E&T services to ABAWDs who do not meet the criteria under 7 CFR 273.7(d)(3)(i), the State agency guarantees that ABAWDs who do meet the criteria are provided with opportunities by the State agency each month to remain eligible beyond the 3-month time limit.

The State agency will notify FNS immediately if it realizes that it cannot obligate or expend its entire share of the ABAWD allocated funds, so that FNS may make those funds available to other participating pledge States within the fiscal year.

The State agency will be ready on October 1st to offer and provide qualifying activities and services each month an ABAWD is subject to losing their benefits beyond the 3-month time limit.

Where will the State agency offer qualifying activities?

- Statewide
- Limited areas of the State

How does the State agency identify ABAWDs in the State eligibility system?

The State agency identifies ABAWDs in Idaho's eligibility system, IBES, through several integrated areas:

- Case Summary Screen: Provides an at-a-glance view of the participant's ABAWD status and work requirement status.
- Work Requirement Information Record: Displays details regarding the participant's work program requirements, including whether they meet a state or federal exemption or have good cause. This section also captures the participant's ABAWD status, current ABAWD time limit period, number of countable months used (including any exemptions), and overall compliance status.
- Time Limits Screen: Tracks the current ABAWD time limit period and the participant's ABAWD status by month, indicating whether work requirements were met for each month of SNAP participation.

Together, these sections provide a comprehensive and accessible view of each participant's ABAWD status and related eligibility details within the IBES system.

How does the State agency identify ABAWDs who meet the criteria under 7 CFR 273.7(d)(3)(i)?

The State agency identifies at-risk ABAWDs through the Time Limits screen in Idaho's eligibility system, IBES. This screen displays the number of countable ABAWD months used within the current three-year period and is accessible to both State eligibility staff and Idaho's SNAP E&T program contractor, Maximus.

Each month that an ABAWD month is counted, the participant receives a benefit eligibility notice. This notice includes the number of remaining countable months, the applicable three-year time frame, required actions to meet work requirements, potential penalties for noncompliance, instructions to report exemptions or good cause, and contact information for assistance.

To support compliance and prevent time-limit expiration, Employment Coaches conduct case management with at-risk individuals at least every 30 days. These interactions—conducted in person, by phone, or via web platform—are used to re-engage participants and ensure they are aware of and offered qualifying E&T activities.

When is the offer of qualifying activities made?

Idaho serves all non-exempt ABAWDs through its SNAP Employment & Training (E&T) program. The offer of qualifying activities is made at the point of engagement, during the initial appointment with an Employment Coach. At this time, the customer's Work Plan is developed, and qualifying activities—aligned with SNAP E&T components and designed to meet the ABAWD work requirement—are offered and incorporated into the participant's assigned activities.

How is the offer of qualifying activities made? Include the process the State agency uses to ensure that ABAWDs receive an offer of a qualifying component for every month they are in jeopardy of losing benefits beyond the 3-month time limit.

Idaho serves all non-exempt ABAWDs through its SNAP Employment & Training (E&T) program. The offer of qualifying activities is made during the initial engagement appointment with an Employment Coach. At this time, the participant's Work Plan is developed based on their assessment, and qualifying activities—aligned with SNAP E&T components and sufficient to meet the ABAWD work requirement—are discussed and incorporated into their assigned activities.

The offer is made directly and verbally during this appointment, with follow-up provided in writing through a mailed or emailed Work Plan summary and instructions. For participants who do not have access to email, all materials are mailed.

To ensure that at-risk ABAWDs—those approaching the 3-month time limit—receive an offer of a qualifying component for every month they are at risk, Employment Coaches conduct case management activities at least every 30 days. These contacts, which may occur in person, via web-based platforms, or by phone, are used to re-engage at-risk individuals and ensure that qualifying activities are again offered and available to support ongoing compliance with work requirements.

The next set of questions is intended to establish the State agency's overall capacity and ability to serve all ABAWDs subject to the criteria under 7 CFR 273.7(d)(3)(i) during the fiscal year through the services available in SNAP E&T as well as through other qualifying activities available through other Federal or State employment and training programs. In addition to SNAP E&T components, qualifying activities for ABAWDs include programs that operate outside of SNAP E&T. Such as Optional Workfare programs, WIOA title I programs, programs under Section 236 of the Trade Act of 1974, Veterans employment and training programs offered by the Department of Veterans Affairs or the Department of Labor, and Workforce Partnerships in accordance with 7 CFR 273.7(n).

What services and activities will be provided through SNAP E&T to ABAWDs that the State plans to serve?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Job Search Training
- Supervised Job Search

What services and activities will be provided outside of SNAP E&T? List the services, activities, and the operating program, such as title 1 of WIOA.

Idaho offers a range of services and activities to support ABAWDs in meeting work requirements, including those available outside of the SNAP Employment & Training (E&T) program. These services are delivered through partnerships with workforce and education providers and are not funded by SNAP E&T. The following programs and operating entities provide activities that may fulfill ABAWD work requirements:

Adult Education and Literacy (Idaho Division of Career Technical Education)
Funded under the Adult Education and Family Literacy Act (Title II of WIOA), this program helps adults

build foundational skills necessary for employment and further education.

Available services include:

- GED preparation (in-person or online)
- Basic reading, writing, and computer instruction
- English language learning
- College and technical training preparation
- Skill development for better employment opportunities

Title I WIOA Adult and Dislocated Worker Programs (Equus Workforce Solutions)

Equus provides workforce development services to adults and dislocated workers, connecting job seekers with training and employment opportunities.

Available services include:

- Financial assistance for short-term occupational training
- Supportive services (e.g., work clothing, textbooks)
- On-the-job training opportunities

Vocational Rehabilitation (Idaho Division of Vocational Rehabilitation - IDVR)

IDVR offers individualized employment services to individuals with disabilities to help them achieve meaningful, competitive employment.

Available services include:

- Rehabilitation or assistive technology
- Job readiness, GED, and postsecondary education support
- On-the-job training and apprenticeships
- Other support services based on individual needs

Youth Employment Services (Idaho Department of Labor – WIOA Youth Program)

This program supports out-of-school youth with education, training, and employment services.

Available services include:

- Paid and unpaid work experience (e.g., internships, job shadowing, summer jobs)
- Occupational skills training aligned with in-demand careers
- Pre-apprenticeship and on-the-job training
- Supportive services, financial literacy, and career counseling
- Postsecondary education transition assistance

Idaho LAUNCH (Idaho Workforce Development Council)

Idaho LAUNCH provides funding and tools to support training in high-demand industries, helping participants upskill for jobs aligned with state labor market needs.

Available services include:

- Access to labor market-informed training opportunities
- Partial funding for approved short-term training programs
- Career exploration tools and guidance for aligning training with employer needs

These programs operate independently of SNAP E&T but are leveraged to help ABAWDs access meaningful, qualifying work-related activities. Idaho's integrated workforce system supports referrals and coordination between agencies to ensure that individuals can meet ABAWD work requirements through multiple avenues of service.

To pledge, State agencies must have capacity to offer a qualifying activity to every ABAWD for every month they are in jeopardy of losing benefits beyond the 3-month time limit. What is the State agency's plan if more ABAWDs than expected choose to take advantage of the offer of a qualifying activity? For instance, how will the State agency ensure the availability of more slots? What steps has the State agency taken to guarantee a slot through agreements or other arrangements with providers?

Idaho serves all non-exempt ABAWDs through its SNAP Employment & Training (E&T) program and does not use a slot-based or capacity-limited model. All ABAWDs who are referred and required to participate are offered a qualifying activity. Because Idaho’s E&T program is structured to accommodate all referred participants, there is no cap on the number of at-risk ABAWDs who may be served in each month.

The State’s E&T provider, Maximus, is contractually obligated to serve all referred participants. If a qualifying activity cannot be immediately assigned within SNAP E&T, participants may be referred to other community-based programs or workforce services that offer qualifying activities. These may include WIOA partners, vocational rehabilitation, or adult education providers.

Through these strategies, Idaho ensures the continuous availability of qualifying components for all at-risk ABAWDs, even if actual participation exceeds projections.

QUESTION	RESPONSE FIELD
How many ABAWDs did you serve in E&T in the previous fiscal year?	2,569
Anticipated number of ABAWDs in the State	11,665
Anticipated number of ABAWDs in the State who meet the criteria under 7 CFR 273.7(d)(3)(i)	11,665
Number of ABAWDs subject to the criteria under 7 CFR 273.7(d)(3)(i) averaged monthly	972

Available Qualifying Activities

When considering all the qualifying activities that the pledging State agency intends to offer to ABAWDs who meet the criteria under 7 CFR 273.7(d)(3)(i), provide a projected estimate for each category below.

	Expected average monthly slots available to ABAWDs	Expected average monthly slots offered to ABAWDs	Expected monthly ABAWD participation for plan year
SNAP E&T	4,199	4,199	2,427
All other programs outside of SNAP E&T	9,799	9,799	5,663
Total slots across all qualifying activities	13,998	13,998	8,090

Estimated Cost to Fulfill Pledge

QUESTION	RESPONSE FIELD
What is the projected total cost to serve all ABAWDs in your State subject to the criteria under 7 CFR 273.7(d)(3)(i)?	\$750,000.00
Of the total cost above, what is the total projected administrative costs of E&T?	\$562,500.00
Of the total cost above, what is the total projected costs for participant reimbursements in E&T?	\$187,500.00

Explain the methodology used to determine the total cost to fulfill the pledge.

To fulfill Idaho's commitment to offer qualifying activities to all at-risk ABAWDs, the State has requested \$750,000 in pledge funds. This amount was calculated using the following methodology:

- Estimated number of at-risk ABAWDs to be served over the fiscal year.
- Estimated cost per participant, which includes:
 - o Participant reimbursements,
 - o E&T contractor expenses for case management, activity assignment, and oversight of participation,
 - And a recognized need to expand service capacity by seeking additional external resources and partnerships to ensure qualifying activities are available to all at-risk individuals.

This approach ensures that Idaho can meet its pledge obligations by accounting for both direct service costs and the operational support required to deliver services effectively and equitably across the state.