

USDA FNS SNAP E&T STATE PLAN

STATE NAME	STATE CODE	FEDERAL FISCAL YEAR	VERSION
Louisiana	LA	2026	Original Submission

FORM STATUS: Approved on 11/14/2025 11:56 AM EST

KEY PROGRAM STAFF

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

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AMENDMENT LOG

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

ACRONYMS

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

The below list includes common acronyms utilized within this plan.

Acronym	Definition
ABAWD	Able-Bodied Adult without Dependents
DCFS	Louisiana Department of Children and Family Services
E&T	Employment and Training
FNS	Food and Nutrition Service
FY	Fiscal Year
GA	General Assistance
HIRE	Helping Individuals Reach Employment

ITO	Indian Tribal Organization
LA Works	Louisiana Works
LCTCS	Louisiana Community and Technical College System
LITE	Louisiana Integrated Technology for Eligibility
LWC	Louisiana Workforce Commission
POMR	Performance Outcome Measures Report
PTE	Pathways to Employment
SNAP	Supplemental Nutrition Assistance Program
STEP	Strategies To Empower People
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

Louisiana Department of Children & Family Services (DCFS) is committed to promoting self-sufficiency for individuals and families and providing shelter during emergencies.

The state agency provides assessment, supportive services, education, and training to participants in SNAP. These services are designed to equip individuals with the skills and resources needed to obtain and retain employment, ultimately reducing reliance on public assistance.

The SNAP E&T program is state-administered and primarily operates through contracted providers located in metropolitan areas, with ongoing efforts to expand statewide. Participation is voluntary, and non-participation does not result in a sanction.

SNAP E&T services includes, Job search assistance, Life skills and coaching, Case management, Vocational training, Education, Work experience and Job retention support.

Louisiana's plan outlines the use of federal grant and 50/50 funds in accordance with the Food and Nutrition Act of 2008, to provide services in designated areas. Program policies are governed by internal policies, the SNAP E&T Providers Handbook, and the Louisiana Administrative Code, Title 67 – Social Services.

To align the SNAP E&T program more directly with Louisiana's workforce needs, the state will take several steps such as:

Use Labor Market Information to Target High-Demand Occupations

Louisiana already maintains tools like the Star Jobs Rating System and publishes regional labor market forecasts to identify high-wage, high-demand occupations. Louisiana SNAP E&T could leverage those data sources to prioritize training and vocational programs in sectors where demand is highest (e.g. health care, energy, advanced manufacturing, tech).

Partner with Community & Technical Colleges and Employers

Build stronger partnerships with training institutions and employers so that SNAP E&T participants can access programs that lead directly to jobs with local employers. Employers can help design curricula or provide apprenticeships or work-experience placements tailored to local needs.

Expand Access in Rural / Underserved Areas

Many parts of the state outside metropolitan areas have fewer training providers or workforce development resources. Extending SNAP E&T services (vocational training, education, job coaching, etc.) into rural parishes helps alleviate geographic inequities. Louisiana's workforce programs have recognized regional variation in income, wages, and employment demand.

Focus on Retention, Not Just Placement

Helping SNAP E&T participants not only get a job, but stay in it and move up via continued education, credentials, or upskilling, is key. Job retention support is already part of SNAP E&T services; building on that with mentoring, follow-up support, and services that address common barriers (transportation, childcare,

skills refresher) will help.

Integrate SNAP E&T with Other Workforce Programs / Service Delivery

SNAP E&T should be coordinated with WIOA, community college noncredit training, apprenticeships, and other workforce support services to ensure participants can transition smoothly and avoid duplication of services.

Continuous Data Monitoring & Gap Analysis

Regularly perform gap analyses to see where supply of trained labor is falling short of demand; track outcomes (placement rates, wage progression) of SNAP E&T participants in local markets; adjust program offerings accordingly.

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	SNAP E&T Website
Link to resource	Louisiana Administrative Code - Title 67, Social Services

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.

As part of the 2025 Legislative Session, Louisiana enacted House Bill 624, which introduced significant structural changes to the administration of SNAP and the SNAP Employment and Training (E&T) program. The legislation transfers the SNAP program oversight from the Department of Children and Family Services (DCFS) to Louisiana Department of Health (LDH) effective October 1, 2025. This transition is part of a broader workforce reform effort aimed at unifying workforce and public assistance services under a “One Door” model of service delivery. HB 624 also formally ends the SNAP E&T pilot designation and establishes the program as a permanent, state-administered initiative. The legislation also updates program terminology to reflect a more customer-centered approach, changing references from “participants” to “customers”. These changes aim to strengthen program accountability, streamline service coordination, and support improved outcomes for individuals working toward self-sufficiency.

SNAP E&T will be discontinuing partnerships Federal Fiscal Year 2026 with St. Vincent De Paul, Petra College, Ben D. Johnson, and Liberty's Kitchen.

Louisiana Community and Technical College System will be adding the following as subcontractors to provide educational services in Education- Basic/Foundational Skills Instruction and Education-Career/Technical Educational Programs or Other Vocational Training: Bossier Parish Community College, River Parishes Community College and Nunez Community College.

The State will launch a new initiative to strengthen accountability and evaluation of SNAP E&T services by directly collecting and analyzing key performance data that includes monthly case management engagement, credential/training completion, program completion rate, and employment outcomes. Using existing systems and documentation, the State will track the Key Performance Indicators (KPIs) for all E&T participants and activities.

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 SNAP Employment and Training (E&T) program will be discontinuing partnerships for Federal Fiscal Year 2026 with St. Vincent De Paul, Petra College, and Ben D. Johnson due to challenges these providers faced in sustaining the E&T program. St. Vincent De Paul encountered significant operational difficulties that hindered their ability to continue offering effective services. Petra College struggled to meet the program's requirements and maintain participant engagement, leading to the decision to end the partnership. Similarly, Ben D. Johnson faced issues with providing the necessary support and resources to keep the E&T program viable. Additionally, Liberty's Kitchen has permanently closed its doors, further impacting the availability of services for SNAP E&T participants. These changes reflect ongoing efforts to ensure that the SNAP E&T program partners with providers who can consistently deliver high-quality services and support to participants.

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
11/07/2024	Jefferson Parish Workforce Investment Council Planning & Operations Committee	SNAP E&T Consultant; Board Members: Lisa Barback, La Dinah Carter, Leigh Hallas, Tom Jones, Rachel Mackey, David St. Etienne, Allison Thomas, Kate Wendel, Andy O'Brien, Dr. Arlanda Williams, Joe Ewell Jr., Luz Lobos, Teresa Lawrence, Tiffanie Walcott	Outcomes included strengthened partnerships with American Job Centers and improved referral process between agencies.
11/21/2024	Acadiana Workforce Investment Council	Private Sector: Tessa Brown Nathan Carbo Suzanne Kidder Aaron	These consultations focused on cross-agency collaboration, program integration, and addressing both

		<p>Loupe William LaBar Public Sector: James Foster Lauren Trahan Hilda Wiltz State Agency: Michael Pritchard Ricardo Williams</p>	<p>regional and statewide barriers to employment when serving vulnerable populations. Discussions included sharing the SNAP E&T state plan and how the agency can support the SNAP Population as well as the workforce council's population. The discussions emphasized improving service delivery by cohousing various state programs within One-Stop centers, enhancing coordination across agencies through a one door approach and aligning SNAP E&T services with high-demand occupations. Key outcomes included the development of stronger partnerships with American Job Centers, the assignment of dedicated program contacts to improve communication and responsiveness, and the promotion of co-enrollment strategies that avoid duplication of services. These coordinated efforts are designed to streamline customer access to workforce development resources and are aligned with Louisiana's broader workforce reform strategy and ongoing integration with the workforce development councils. Council members receiving the draft version of the FY 2026 state plan included Tessa Brown Nathan Carbo, Suzanne Kidder, Aaron Loupe, William LaBar, James Foster, Lauren Trahan, Hilda Wiltz and Michael Pritchard.</p>
12/17/2024	Acadiana Workforce Investment Council	<p>Private Sector: Tessa Brown Nathan Carbo Suzanne Kidder Aaron Loupe William LaBar Public Sector: James Foster Lauren Trahan Hilda Wiltz State Agency: Michael Pritchard Ricardo Williams</p>	<p>These consultations focused on cross-agency collaboration, program integration, and addressing both regional and statewide barriers to employment when serving vulnerable populations. Discussions included sharing the SNAP E&T state plan and how the agency can support the SNAP Population as well as the workforce council's population. The discussions emphasized improving service delivery by cohousing various state programs within One-Stop centers, enhancing coordination across agencies through a one door approach and aligning SNAP E&T services with high-demand</p>

			<p>occupations. Key outcomes included the development of stronger partnerships with American Job Centers, the assignment of dedicated program contacts to improve communication and responsiveness, and the promotion of co-enrollment strategies that avoid duplication of services. These coordinated efforts are designed to streamline customer access to workforce development resources and are aligned with Louisiana's broader workforce reform strategy and ongoing integration with the workforce development councils. Council members receiving the draft version of the FY 2026 state plan included Tessa Brown, Nathan Carbo, Suzanne Kidder, Aaron Loupe, William LaBar, James Foster, Lauren Trahan, Hilda Wiltz and Michael Pritchard</p>
03/19/2025	Acadiana Workforce Investment Council	<p>Private Sector: Tessa Brown Nathan Carbo Aaron Loupe Public Sector: James Foster Hilda Wiltz State Agency: Michael Pritchard Ricardo Williams Garrick Brown Rita Patterson</p>	<p>These consultations focused on cross-agency collaboration, program integration, and addressing both regional and statewide barriers to employment when serving vulnerable populations. Discussions included sharing the SNAP E&T state plan and how the agency can support the SNAP Population as well as the workforce council's population. The discussions emphasized improving service delivery by cohousing various state programs within One-Stop centers, enhancing coordination across agencies through a one door approach and aligning SNAP E&T services with high-demand occupations. Key outcomes included the development of stronger partnerships with American Job Centers, the assignment of dedicated program contacts to improve communication and responsiveness, and the promotion of co-enrollment strategies that avoid duplication of services. These coordinated efforts are designed to streamline customer access to workforce development resources and are aligned with Louisiana's broader workforce reform strategy and ongoing</p>

			integration with the workforce development councils. Council members receiving the draft version of the FY 2026 state plan included Tessa Brown, Nathan Carbo, Aaron Loupe, James Foster, Hilda Wiltz, Michael Pritchard, Garrick Brown, Brenda Foculard and Rita Patterson
04/23/2025	Acadiana Workforce Investment Council	Private Sector: Tessa Brown, Nathan Carbo, Suzanne Kidder, Aaron Loupe, William LaBar Public Sector: James Foster, Lauren Trahan Hilda Wiltz State Agency: Michael Pritchard, Ricardo Williams	These consultations focused on cross-agency collaboration, program integration, and addressing both regional and statewide barriers to employment when serving vulnerable populations. Discussions included sharing the SNAP E&T state plan and how the agency can support the SNAP Population as well as the workforce council's population. The discussions emphasized improving service delivery by cohousing various state programs within One-Stop centers, enhancing coordination across agencies through a one door approach and aligning SNAP E&T services with high-demand occupations. Key outcomes included the development of stronger partnerships with American Job Centers, the assignment of dedicated program contacts to improve communication and responsiveness, and the promotion of co-enrollment strategies that avoid duplication of services. These coordinated efforts are designed to streamline customer access to workforce development resources and are aligned with Louisiana's broader workforce reform strategy and ongoing integration with the workforce development councils. Council members receiving the draft version of the FY 2026 state plan included Tessa Brown, Nathan Carbo, Suzanne Kidder, Aaron Loupe, William LaBar, James Foster, Lauren Trahan, Hilda Wiltz, and Michael Pritchard.

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.

As part of the 2025 Regular Legislative Session, Louisiana enacted House Bill 624—now Act 478—which introduced significant structural changes to the state's social services system, including the administration of the Supplemental Nutrition Assistance Program (SNAP) and the SNAP Employment and Training (E&T) program. The legislation transfers administration, fiscal, and oversight of the SNAP program from the Department of Children and Family Services (DCFS) to the Louisiana Department of Health (LDH). Additionally, the bill restructures the administration of Strategies to Empower People (STEP)—by transferring the STEP program from DCFS to a newly rebranded workforce agency known as “Louisiana Works,” formerly the Louisiana Workforce Commission. Under this new structure, LDH will have a contractual agreement with LA Works to provide SNAP E&T services which further aligns public assistance programs with the state's workforce development strategy.

This transition is part of a broader workforce reform effort aimed at unifying workforce and public assistance services under a “One Door” model of service delivery. HB 624 also formally ends the SNAP E&T pilot designation and establishes the program as a permanent, state-administered initiative. The legislation also updates program terminology to reflect a more customer-centered approach, changing references from “participants” to “customers”. These changes aim to strengthen program accountability, streamline service coordination, and support improved outcomes for individuals working toward self-sufficiency.

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 LDH implements SNAP Employment and Training (E&T) in coordination with Title I programs under the Workforce Innovation and Opportunity Act (WIOA) through its participation in the state's Combined WIOA Plan. This plan is developed every four years in collaboration with Louisiana Works, the Workforce Investment Council, and other key state and employer stakeholders. Because SNAP eligibility confers automatic WIOA eligibility, the state strategically leverages this connection to promote co-enrollment and expand access to training, employment, and supportive services. Many SNAP E&T providers maintain partnerships with America's Job Center-certified sites, enabling seamless coordination with Title I program offerings and more efficient service delivery. This collaboration improves access to career pathways, education, and wraparound supports for shared populations. As this coordination deepens, DCFS continues to explore opportunities to braid SNAP E&T and WIOA funding, expand cross-agency infrastructure, and strengthen holistic workforce development strategies across Louisiana.

The Louisiana Department of Health (LDH) implements SNAP Employment and Training (E&T) in coordination with Title I programs under the Workforce Innovation and Opportunity Act (WIOA) through its participation in the state's Combined WIOA Plan, developed every four years in collaboration with Louisiana Works, the Workforce Investment Council, and other key state and employer stakeholders. Because SNAP eligibility confers automatic WIOA eligibility, the state leverages this connection to promote co-enrollment and expand access to training, employment, and supportive services. Many SNAP E&T providers partner with America's Job Center-certified sites, enabling seamless integration with Title I offerings and more efficient service delivery. This coordination improves access to career pathways, education, and wraparound supports for shared populations, and LDH continues to explore opportunities to braid SNAP E&T and WIOA funding, expand cross-agency infrastructure, and strengthen holistic workforce strategies statewide.

These efforts align with major structural reforms enacted through Louisiana House Bill 624 (2025 Regular Session), now Act 478, which transfers multiple family support and workforce development programs—including STEP—from the Department of Children and Family Services (DCFS) to the Louisiana Workforce Commission who will be renamed “Louisiana Works”. The administration, fiscal and oversight

responsibilities of SNAP, including SNAP E&T, rests with LDH as the SNAP State agency. As part of Louisiana's "One-Door" reform, this restructuring creates a unified service model allowing residents to access multiple services, including WIOA-related services, through a single caseworker and location. Implementation will occur in phases, with SNAP moving to LDH on October 1, 2025, and TANF transitioning to Louisiana Works on October 1, 2027. This change is designed to streamline service delivery, improve coordination with WIOA, and enhance client outcomes.

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.

LA Works administers an employment and training program for Temporary Assistance For Needy Families (TANF) recipients in Louisiana called Strategies To Empower People (STEP). STEP provide case management, supportive services, and work activities to work-eligible FITAP recipients. STEP participants must participate in a STEP work activity as assigned by their STEP Coach. Work activities may be coordinated by the STEP Coaches and the STEP Coaches notifies the FITAP worker within 2 days of STEP noncompliance. If the STEP recipient has an associated SNAP case and their FITAP benefits are terminated due to STEP non-compliance, the Failure to Comply (FTC) penalty is applied to the SNAP case for the appropriate time period.

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).

Temporary Assistance for Needy Families (TANF) recipients are exempt from SNAP E&T requirements. All work-eligible FITAP recipients are required to participate in the Strategies To Empower People (STEP) program, unless good cause is granted. LDH is consistently meeting to strategize on how to collaborate SNAP E&T services with STEP. While still conceptual in its development and execution, additional coordination is anticipated with homeless populations served by the Louisiana Housing Corporation and reentry populations supported by the Louisiana Department of Corrections.

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

Explain why the State agency did not consult with ITOs in the State.

Louisiana continues to face challenges in completing formal tribal consultation as part of its SNAP Employment and Training (E&T) State Plan. While the state acknowledges the presence of Indian Tribal Organizations (ITOs), formal consultation was not completed for the FY 2025 plan. However, SNAP E&T has made multiple outreach efforts aimed at building relationships and initiating consultation. Efforts include meeting with Chandler Vidrine from the Governor's Office of Indian Affairs on November 1, 2025, to discuss the requirements for engaging with tribal organizations and to identify the next steps in the consultation process. Additionally, SNAP E&T met with Louisiana SNAP Tribal Outreach on February 26, 2025, to discuss building relationships and identifying tribal points of contact. The State also reached out and spoke with Alexandra Pierite, Tribal Administrator with the Tunica Biloxi Tribe, on March 5, May 5, and July 24, 2025, to share the SNAP E&T State Plan and E&T Handbook for review and comment.

Despite these efforts, several barriers continue to hinder formal consultation. Tribal organizations have also indicated they lack unrestricted, non-federal funding, which makes it difficult to participate in cost-sharing arrangements required for E&T partnerships. A major internal barrier for SNAP E&T has been a 50% reduction in E&T staffing, which has limited the agency's capacity to maintain consistent engagement and follow-through with tribal partners. Additionally, while the state has not pursued enhanced federal reimbursement for services to tribal members, SNAP E&T remains committed to re-engaging with ITOs and addressing these structural and capacity-related challenges in future planning cycles.

The SNAP E&T team presented the SNAP E&T program at the Native American Commission Meeting on September 26, 2025. The presentation was received very well. In attendance were: Chief 2 Eagles (Sovereign Nation of the Louisiana Band of Choctaw), Chief Audrey Clifton (Clifton Choctaws Tribe of Louisiana), Chief Thomas Rivers (Choctaw-Apache Tribe of Ebarb), Geneva LeBeouf & Georgia Ferguson (Pointe-Au-Chien Indian Tribe), Katre DeHart (Choctaw Nation), Randy Verdon (Bayou Lafourche Band of Biloxi Chitimacha), Vice Chief Deb Garrett (Adai Caddo), Chief Devon Parfait (Grand Caillou Dulac Band of Biloxi-Chitimacha-Choctaw), and Melissa Pousson (Louisiana Choctaw Turtle Tribe). The SNAP E&T State Plan was distributed to Chief 2 Eagles (Sovereign Nation of the Louisiana Band of Choctaw), Chief Thomas Rivers (Choctaw-Apache Tribe of Ebarb), Randy Verdon (Bayou Lafourche Band of Biloxi Chitimacha), Vice

Chief Deb Garrett (Adai Caddo), and Chief Devon Parfait (Grand Caillou Dulac Band of Biloxi-Chitimacha-Choctaw). Through this presentation and ongoing outreach, the SNAP E&T team also committed to more regular community engagement. SNAP E&T staff will participate in community events, pow wows, and other tribal gatherings to strengthen relationships, maintain visibility, and provide opportunities for informal consultation and feedback.

As a result of that meeting and ongoing outreach efforts, Louisiana anticipates scheduling future consultations with each of the tribes represented and other federally recognized Indian Tribal Organizations (ITOs) in Louisiana. Potential upcoming consultations may include: Tribal listening sessions (in-person or virtual) with each tribe to solicit feedback on the FY 2026 State Plan, discuss local workforce needs, and co-design potential SNAP E&T service models tailored for tribal communities. Joint workshops between SNAP E&T staff and tribal program administrators to review the E&T Handbook, align expectations, and address administrative or cost-sharing concerns. Technical assistance sessions to help tribes assess the feasibility of participating as E&T service providers or partners, including financial modeling, staffing, and infrastructure needs. Periodic status updates or check-ins after plan implementation phases, to allow tribes to raise concerns early, propose mid-course corrections, and collaborate on performance monitoring.

Compounding these challenges, the enactment of House Bill 624 in June 2025 introduced significant structural changes to the administration of public assistance programs in Louisiana. This legislation transferred the administration, fiscal, and oversight responsibilities of SNAP and other family support programs from the Department of Children and Family Services (DCFS) to the Louisiana Department of Health. The transition will necessitate the development of new systems, staff restructuring, and extensive administrative coordination, diverting attention and resources away from ongoing tribal consultation efforts. As a result, the capacity to engage meaningfully with ITOs was further constrained during this period of organizational upheaval.

Despite these compounded challenges, Louisiana remains committed to overcoming these barriers and ensuring meaningful consultation with ITOs in future planning cycles. Efforts to build relationships and initiate consultation are ongoing, with plans to consult and partner with the four federally recognized Indian Tribal Organizations in Louisiana as part of the SNAP E&T program. Moving forward, Louisiana aims to address these structural and capacity-related challenges to better serve the needs of tribal citizens in the SNAP E&T program.

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

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	164,000

State Exemptions

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

EXEMPTION	TOTAL INDIVIDUALS
Louisiana exempts all work registrants.	164,000

QUESTION	RESPONSE FIELD
Total estimated number of work registrants exempt from mandatory E&T	164,000
Percent of all work registrants exempt from E&T	100.00%

ABAWDs

QUESTION	RESPONSE FIELD
Anticipated number of ABAWDs in the State	54,000
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)	54,000

E&T Participants

QUESTION	RESPONSE FIELD
Anticipated number of mandatory E&T participants	0
Anticipated number of voluntary E&T participants	2,166
Total anticipated number of E&T participants	2,166
Anticipated number of ABAWDs to be served in E&T	200

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

- Annually
- Bi-annually
- Other

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

Louisiana exempts all work registrants.

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 state agency is responsible for administering the SNAP E&T program. The administration of the program will transition from the Louisiana Department of Children and Family Services (DCFS) to LDH effective October 1, 2025, aligning program delivery with broader workforce initiatives.

The SNAP E&T program is now operated through a contractor model, with Louisiana Works serving as the primary contractor responsible for delivering E&T services statewide. DCFS will maintain oversight of the program, including fiscal, strategic planning, policy development, performance monitoring, and federal compliance, while Louisiana Works manages the day-to-day operations and direct service delivery.

Louisiana continues to operate a state-administered E&T model, without county-level E&T units. Program operations are centrally managed to ensure consistency, quality, and adherence to both federal and state requirements.

The E&T administrative structure within DCFS includes program administrators, policy and data analysts, fiscal oversight staff, and contract management personnel. This team works closely with Louisiana Works to provide technical assistance, manage provider performance, conduct outreach, and oversee fiscal and operational compliance throughout the E&T network.

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

The SNAP E&T unit maintains ongoing coordination and communication with the units responsible for SNAP certification through a collaborative, multi-faceted approach. This includes regular in-person meetings and video conferences that facilitate direct discussions on policy matters impacting both E&T and certification processes. The teams also communicate frequently via email to share updates, clarify procedures, and address emerging issues. Collaborative document review is conducted using tools that support tracked changes and comments, enabling transparent and efficient feedback. This structured communication process ensures strong alignment between the E&T program and SNAP certification units, fostering consistency and cohesion in policy implementation across the agency.

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

The State of Louisiana maintains structured and ongoing relationships with its SNAP E&T intermediaries and providers through a centralized communication and monitoring system. DCFS serves as the lead state agency for the SNAP Employment and Training (E&T) program until October 1, 2025, with Louisiana Works acting as the primary contractor for service delivery.

A statewide case management system—SNAP Works—is utilized to facilitate real-time data sharing and coordination between state agencies and E&T providers. Providers are granted access to the system and use it to track participant eligibility, referrals, assessments, employment plans, component participation, and case notes, ensuring alignment and transparency across all levels of program implementation.

The state agencies maintain continuous communication with the SNAP E&T providers through multiple channels, including email, phone calls, Microsoft Teams meetings, site visits, and quarterly provider meetings. Onboarding training sessions for new providers are conducted at the beginning and midpoint of each fiscal year, offering hands-on guidance on program expectations, policies, and use of the SNAP Works system.

To support provider performance and compliance, the state agency assigns staff to serve as direct points of contact for technical assistance, monthly reporting, and program monitoring, with a clear separation of duties and appropriate internal controls between program staff and financial actions. The state agency performs regular evaluations through invoice reviews, performance data tracking, and annual Management Evaluation and Civil Rights reviews to ensure compliance with federal and state standards.

Performance expectations are clearly outlined in provider contracts, and outcomes are assessed using Key Performance Indicators and a Performance Outcome Measures Report (POMR), which tracks metrics such as participant engagement, retention, and employment placement. This structured, multi-layered approach ensures effective communication, consistent service delivery, and strong accountability across the Louisiana SNAP E&T provider network.

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

The state agency shares new policies, procedures, and program updates with the state's contracted SNAP E&T service providers through a coordinated, multi-channel communication strategy. This includes direct outreach via email, phone calls, Zoom or Microsoft Teams meetings, and in-person site visits.

The state agency utilizes the SNAP Works system to distribute official guidance and monitor provider compliance with program requirements. Additionally, quarterly SNAP E&T provider meetings are held, during which important updates are shared and provider feedback is solicited to inform continuous improvement efforts.

To promote provider readiness and consistency in service delivery, the state agency conducts onboarding and refresher trainings for both new and existing providers at the beginning and midpoint of each federal fiscal year. These sessions offer in-depth instruction on program policies, data entry protocols, reporting procedures, and compliance standards.

Each SNAP E&T provider is assigned a Workforce Development Consultant who serves as the primary liaison for technical assistance and ensures that providers are informed of all policy and procedural changes. This layered communication and support model fosters alignment across the provider network and ensures the timely and accurate implementation of all SNAP E&T program updates.

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

The state agency shares participant data and information primarily through the SNAP Works Management Information System (MIS). SNAP Works is the central platform used to manage all aspects of participant engagement, including eligibility verification, referrals, assessments, employment plans, participation in E&T components, case notes, and participant reimbursements.

SNAP E&T providers must create user accounts and be provisioned access to SNAP Works in order to interact with participant data. The system interfaces directly with LITE (Louisiana Integrated Technology for Eligibility), allowing providers to verify SNAP eligibility in real time using the participant's Social Security number. If a participant is eligible and actively receiving SNAP benefits, their status appears on the Eligibility Summary screen in SNAP Works.

Communication between the state agency and SNAP E&T providers is also supported through email, phone calls, Microsoft Teams meetings, and site visits to ensure effective and timely data exchange. Tasks and alerts within SNAP Works notify providers and eligibility staff of needed actions, such as referrals, reverse referrals, screening requirements, or provider determinations. This integrated system ensures accurate, real-time sharing of participant information across all levels of the E&T program.

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.

Louisiana uses two integrated systems—LITE and SNAP Works—to manage its SNAP E&T program. SNAP Works tracks key E&T data, including referrals, assessments, individualized employment plans, component participation, provider determinations, case notes, participant reimbursements, and employment outcomes.

LITE, the eligibility system, interfaces with SNAP Works to share real-time eligibility and referral information. Tasks are automatically exchanged between the systems—for example, when a participant is referred by eligibility staff or flagged for screening during a reverse referral. This integration ensures efficient communication, accurate tracking, and coordinated case management across the SNAP E&T program.

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

The state agency uses both direct and indirect methods to monitor the programmatic and fiscal operations of its SNAP Employment and Training (E&T) providers.

Direct monitoring includes conducting annual Management Evaluation Reviews and Civil Rights Reviews for all SNAP E&T providers. These reviews involve assessing participant files for accuracy and completeness, observing secure file storage practices, and ensuring the proper display of required documents such as nondiscrimination posters and complaint forms. The state agency staff also perform on-site and virtual visits to observe service delivery, offer technical assistance, and verify that providers are implementing E&T components as outlined in their contracts.

Indirect monitoring is conducted on an ongoing basis and includes a monthly review of financial invoices submitted by providers. The state agency checks these invoices to ensure all claimed expenses are allowable, properly documented, and aligned with the provider's approved budget. Additionally, providers are required to submit monthly data detailing performance metrics, such as participant enrollments, component

participation, and employment outcomes, in the SNAP Works Management Information System (MIS).

The state agency uses the Performance Outcome Measures Report (POMR) to track provider progress against projected goals. Each provider is expected to meet or exceed 40% of their contracted participation and outcome targets. If a provider consistently underperforms or fails to meet compliance standards, they may be issued a corrective action, reduce funding, or terminate the provider agreement. This multi-layered monitoring process ensures that providers remain accountable, program goals are met, and federal and state requirements are upheld.

The State will launch a new initiative to strengthen accountability and evaluation of SNAP E&T services by directly collecting and analyzing key performance data such as monthly case management engagement, credential/training completion, program completion rate, and employment outcomes. Using existing systems and documentation, the State will track Key Performance Indicators (KPIs) for all E&T participants and activities.

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 state agency evaluates the performance of the SNAP E&T program and evaluates the performance of the SNAP E&T providers using a combination of data tracking, performance reporting, and outcome-based measures designed to assess how well providers help SNAP participants gain skills, training, and work experience that lead to sustainable employment and meet workforce needs.

A key evaluation tool is the Performance Outcome Measures Report (POMR), which tracks metrics such as: The number of unduplicated participants served; The number of participants who enter employment; Completion rates for various E&T components (e.g., training, internships, job readiness); Each provider is required to project participation and employment outcome targets in their Statement of Work. The state agency evaluates progress by comparing actual performance against these projections. Providers are expected to meet at least 40% of their projected goals, with ratings categorized as follows: Minimum (40%–60%), Optimal (61%–80%), and Exceptional (81%–100%).

In addition to existing Performance Outcome Measures Reports (POMR) and other evaluation tools, the State agency will internally track a set of Key Performance Indicators (KPIs) to strengthen oversight of the SNAP E&T program and objectively assess provider performance over time.

These KPIs are for state monitoring purposes only and will not require direct reporting or data submission from providers beyond existing contractual and program requirements. The State agency will utilize data available through the SNAP Works Management Information System (MIS), LITE eligibility system, and other state-held records to calculate and review these measures on a recurring basis.

The KPIs are:

1. Monthly Case Management Engagement – Percentage of participants who receive individualized case management each month, with documented progress or barrier resolution. State agency staff will review existing case notes, goal updates, and referrals entered in SNAP Works to calculate this measure.
2. Credential or Training Completion – Percentage of participants who earn an industry-recognized credential or complete a training program. State agency staff will track this measure using completion records, certificates, and training outcome data available in SNAP Works.
3. Program Completion Rate – Percentage of unduplicated participants who complete program requirements as defined by the provider's program model (e.g., attendance threshold, capstone completion, or participation certificate). The State agency will determine completion status using data available through the MIS.
4. Employment Outcomes – Percentage of program completers who secure unsubsidized employment within 90 days of exit. Unsubsidized employment is defined as employment not supported by program stipends or wage subsidies. Verification will be based on available wage records and documentation entered into SNAP Works.

These KPIs will be reviewed regularly to assess trends, identify potential technical assistance needs, and inform future contractual performance targets. They are intended to complement existing evaluation methods and will not be used to impose additional reporting burdens on SNAP E&T providers.

Performance data is tracked in SNAP Works, the state's E&T case management system, enabling the state agency to monitor outcomes in real-time. The state agency also conducts regular site visits, technical assistance meetings, and quarterly provider check-ins to assess qualitative aspects of performance, such as engagement strategies and alignment with state or local labor market demands.

If a provider consistently underperforms or fails to meet contractual expectations, the state agency may issue a corrective action plan, reduce funding, or reconsider the continuation of the partnership. This outcome-driven approach ensures that SNAP E&T services remain focused on helping participants move toward meaningful, long-term employment.

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.

In general, responsibilities are as follows:

In the interview, the worker updates the appropriate fields in the Louisiana Integrated Technology for Eligibility (LITE) system and runs eligibility to determine if a SNAP applicant is eligible for SNAP benefits. During eligibility determination, LITE determines if the household member is exempt from work registration requirements. After eligibility is run, the worker reviews the eligibility summary to determine if the SNAP applicant was appropriately screened for work registration exemptions. If the household member is not exempt, the worker then instructs the household member to register for work with Louisiana Workforce Commission (LWC) by creating a Helping Individuals Reach Employment (HiRE) account before the SNAP case is authorized.

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

If the household member is not exempt, the worker then instructs the household member to register for work with LWC by creating a Helping Individuals Reach Employment (HiRE) account before the SNAP case is authorized and documented in LITE. A notice is provided to the household advising that to register for a HiRE account, the Mandatory Work Registrant (MWR) must:

- Go online to the LWC website at www.laworks.net or;
- Go to the local LWC office and register by using a kiosk located at the office or;
- Go to a local LWC Business and Career Solutions Center and register.

The account must be active at certification and recertification to be registered for work. In LITE, an automated interface is run to check the work registration of all MWRs in HiRE. The results are displayed in the Clearance Summary. Staff must review the Clearance Summary to determine if the MWR is registered for work with LWC. If the HiRE account information is not displayed in the Clearance Summary, staff must use the On-Demand LA Works button to run the query.

Louisiana Integrated Technology for Eligibility (LITE) determines if the household member is an ABAWD or non-ABAWD and if the ABAWD is meeting the ABAWD work requirements.

Households are advised of Louisiana's SNAP E&T voluntary program and ABAWD work requirements orally and through notices at certification, recertification, when a new member joins the household, and when a household member becomes subject to a work requirement. The eligibility system, LITE, stores and tracks all notices sent through the system.

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

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

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

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

SCREENING FOR REFERRAL TO E&T

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

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

The individuals would need to be unemployed and or looking for better employment, or must be out-of-school and at least 16 years of age, and be interested and willing to participate in gaining employment and training skills. Eligibility staff play a crucial role in determining participant suitability. They assess applicants based on their geographical location, reviewing their SNAP application and conducting interviews to discuss employment history, needs, interests, experiences, and educational backgrounds. This comprehensive evaluation helps determine if it is appropriate to refer individuals to the State's SNAP E&T program, in accordance with state-specific eligibility criteria. This process ensures that referrals are made to individuals who are most likely to benefit from and succeed in the SNAP E&T program, aligning with both federal and state guidelines.

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

The State provides SNAP recipients with comprehensive information to explain SNAP Employment & Training (E&T) participation criteria at multiple stages of the eligibility and referral process.

At the time of SNAP application and recertification, eligibility workers screen individuals to determine their appropriateness for SNAP E&T. Individuals are informed both orally and through a consolidated written notice about the voluntary nature of the program, their rights and responsibilities, and available supports such as participant reimbursements. The written notice also explains that participating in SNAP E&T is free and will not affect their SNAP benefits unless they are receiving subsidized wages.

During the eligibility interview, individuals who meet the screening criteria—such as being 16 or older, unemployed, underemployed, or out of school—are offered the opportunity to volunteer for the program. If they choose to participate, they are asked about their interests and matched with program models that align with their goals (e.g., culinary training, GED preparation, vocational training).

Once referred to a SNAP E&T provider, participants receive additional information during intake and orientation, including details about assessments, available training components, participation expectations, and access to supportive services.

Overall, the State ensures that SNAP recipients are clearly informed about the program's voluntary status, participation requirements, available services, and the benefits of engaging in SNAP E&T.

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

The State of Louisiana documents that SNAP E&T participation information has been provided to recipients through multiple integrated systems and procedural steps.

Eligibility System Documentation (LITE): During the SNAP application or recertification interview, eligibility workers conduct the E&T screening using mandatory prompts within the LITE eligibility system. These prompts capture the applicant's or recipient's interest in participating, program model preferences, and exemption status. Once completed, the system records the screening results, date, and worker ID, and automatically generates a referral task to SNAP Works when applicable.

Case Notes: Eligibility workers enter narrative case notes in LITE to confirm that the screening was conducted, the information about SNAP E&T participation was provided, and the outcome was determined. These notes serve as part of the official case record.

System-Generated Audit Trail: LITE's interface with SNAP Works creates a permanent record of all referrals, including the date.

Reverse Referrals: When a SNAP E&T provider initiates a referral, they submit participant information into SNAP Works. If screening is required, the system generates a task for the eligibility worker to complete the screening within 10 business days. The completion of this step, along with corresponding case notes, is visible to both the State and the provider, ensuring documentation is complete.

Monitoring and Verification: Supervisors and the State SNAP E&T unit conduct periodic reviews of LITE and SNAP Works records to verify that E&T participation information was provided and recorded in accordance with policy.

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.

At each certification and recertification, the eligibility worker screens all household members who are at least 16 years of age and not in school or are unemployed or underemployed (earning less than 20 hours per week at minimum wage) for eligibility to participate in the SNAP E&T Program.

The eligibility staff informs the individual of their general rights and responsibilities, appropriately screens for exemptions, informs them of their E&T rights and responsibilities as a voluntary participant, and screens for referral to E&T. If the individual meets the state-criteria, the eligibility worker will be prompted by a mandatory question in LITE (eligibility system) to ask the individual if he/she is interested in participating in the SNAP E&T program. If the individual is interested in participating in the SNAP E&T program, the eligibility staff will indicate "Yes". Another mandatory question will populate to ask what SNAP E&T program model the individual is interested in, such as culinary, construction, medical, etc. A task will then be generated in LITE to interface with SNAP Works to assign the task to a provider based on the parish or region in which the recipient resides and the provider's program availability. Once the case is authorized, a task will be assigned to providers using a round robin logic. After SNAP case authorization, the individual receives the consolidated notice advising of their work registration requirements and the E&T program, which informs there is no cost to participate in the SNAP E&T program, information related to participant reimbursements, contact information, and advising that participation will not affect SNAP benefits. In addition, the assigned

provider will have 10 business days to make contact with the individual to initiate services. The SNAP E&T staff generate and monitor weekly reports of referrals for each SNAP E&T Provider to ensure all referrals are contacted.

When does the screening for a reverse referral request occur?

The reverse referral process begins when a SNAP participant initiates contact directly with an E&T provider, rather than being referred by eligibility staff. The screening for a reverse referral request after an E&T provider determines that an individual receiving SNAP benefits may be interested in participating in their E&T program.

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

In Louisiana's SNAP E&T program, the reverse referral process begins when a SNAP participant initiates contact directly with an E&T provider, rather than being referred by eligibility staff. The process for screening during a reverse referral involves the following steps and staff roles:

Initial Contact and Consent:

The E&T provider first explains their program offerings, SNAP E&T participation options, and participant rights. If the individual agrees to participate, the provider obtains verbal or written consent.

Eligibility Verification:

The provider accesses the SNAP Works system and uses the participant's Social Security number to verify current SNAP eligibility and determine if the participant has already been screened by eligibility staff for E&T participation, if the participant is already screened, the provider proceeds with program enrollment. If the participant has not been screened, the provider selects the "Screening Required" button in SNAP Works.

Task Notification to Eligibility Staff:

Selecting "Screening Required" automatically generates a task in LITE (the eligibility system), alerting an eligibility worker that the participant requires E&T screening.

Eligibility Screening by Eligibility Staff:

An eligibility worker contacts the participant and conducts the formal E&T screening within 10 business days. This includes reviewing the individual's age, employment status, school enrollment, and willingness to participate in training or employment services.

Referral Back to Provider:

Once the screening is completed and the participant is deemed appropriate for E&T, the eligibility worker updates LITE with the outcome. A task is then sent to the provider confirming the participant is "Successfully Screened in LITE."

Provider Action:

The provider receives a follow-up task labeled "Successfully Screened in LITE (Actionable)", allowing them to move forward with enrollment, assessment, and placement into E&T services. This coordinated process ensures that reverse referrals are properly screened and documented while maintaining compliance with program requirements and participant eligibility standards.

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?

Participants are informed about participant reimbursements through multiple touchpoints to ensure they are aware of the support available to them:

During the SNAP Interview, the eligibility staff inform participants orally about the availability of reimbursements when they apply for or recertify their SNAP benefits.

Written Notice, Reimbursement information is included in the consolidated notice provided to participants after SNAP certification. This notice outlines their rights and responsibilities, including the fact that participation in E&T is voluntary and that there is no cost to participate.

At Provider Intake and Orientation, once referred to or enrolled in an E&T program, E&T providers reiterate the availability of reimbursements during intake, orientation, and assessment. Providers explain what types of reimbursements are offered—such as for transportation, uniforms, tools, books, and testing fees—and how to request them.

Ongoing Communication and Case Management, Providers continue to inform and remind participants about reimbursements monthly, during case management sessions and as needed throughout their participation in E&T services.

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

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 the State receives a reverse referral request from a SNAP E&T provider the state takes the following steps:

Screening Status Check:

If the participant has already been screened for E&T by the eligibility worker, the provider proceeds with enrollment.

If the participant has not been screened, the provider clicks the “Screening Required” button in SNAP Works.

Referral Task Generated:

Clicking “Screening Required” triggers a task in LITE (Louisiana's eligibility system), alerting the eligibility worker to conduct the required E&T screening.

Eligibility Screening:

Within 10 business days, the eligibility worker contacts the participant to conduct the screening. This includes verifying eligibility criteria such as age, employment status, school enrollment, and interest in participating.

Screening Outcome and Communication:

Once the screening is completed: If the participant is appropriate for E&T, the eligibility worker updates LITE and SNAP Works, and a task is sent to the provider confirming “Successfully Screened in LITE.” The system then creates an actionable task for the provider labeled “Successfully Screened in LITE (Actionable)”, signaling them to proceed with intake and enrollment.

Program Enrollment:

The provider then moves forward with program orientation, assessment, and E&T service delivery.

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?

SNAP recipients are screened by eligibility staff during certification and recertification. A case note is entered in LITE documenting the individual was screened for appropriateness for SNAP E&T. For those recipients who have expressed interest in SNAP E&T to their case worker at the time of certification and recertification, LITE intergration with SNAP Works, they are referred to the appropriate provider program based on models offered in Louisiana and the household’s parish.

In SNAP E&T, individuals are referred from community based organizations and community/technical colleges to participate in the SNAP E&T program through a reverse referral process. The individual initiate contact with the SNAP E&T provider of choice. The SNAP E&T provider schedules an appointment with the individual to provide an overview of the specific program and to pre-screen the individual to ensure they are an appropriate fit for the program. Once the individual is identified as an appropriate fit for the program, the SNAP E&T provider has the individual to sign an agreement attesting that they choose to participate in the SNAP E&T program. The SNAP E&T provider initiates the reverse referral by entering the social security

number of the individual into SNAP Works to verify the SNAP case status. The SNAP E&T provider moves forward with case management if the individual receives SNAP benefits.

SNAP recipients are screened by eligibility staff during certification and recertification. A case note is entered in LITE documenting the individual was screened for appropriateness for SNAP E&T. For those recipients who have expressed interest in SNAP E&T to their case worker at the time of certification and recertification, via LITE integration with SNAP Works, they are referred to the appropriate provider program based on models offered in Louisiana and the household's parish. This shows up as an actionable task for the provider on their SNAP Works Dashboard.

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

Referral communication within the State agency is done through LITE (eligibility system). The eligibility worker will be prompted by a mandatory question in LITE (eligibility system) to ask the individual if he/she is interested in participating in the SNAP E&T program. If the individual is interested in participating in the SNAP E&T program, the eligibility staff will indicate "Yes". Another mandatory question will populate to ask what SNAP E&T program model the individual is interested in such as culinary, construction, medical, etc. A task will then be generated in LITE to interface with SNAP Works to assign the task to a provider based on the parish or region which the recipient resides. All E&T staff have access to LITE and can review screening and referral information if necessary, should the need arise.

All SNAP E&T Providers are required to verify and report ABAWD participation: each provider must check the Household Summary tab in SNAP Works to determine whether a participant is an ABAWD; if so, they must complete the ABAWD 6 – Verification of ABAWD Volunteer Hours form and immediately submit it to SNAPE&T.DCFS@LA.GOV.

Upon receipt, SNAP E&T staff will forward the form to the relevant SNAP eligibility worker and supervisor. Should the participant cease participation at any point, the provider must promptly email SNAPE&T.DCFS@LA.GOV to notify the appropriate SNAP eligibility worker and supervisor, and all actions (form submissions, emails, status changes) must be documented in the participant's case notes.

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?

During the SNAP E&T orientation in Louisiana, participants are introduced to the program and begin their journey through a structured and supportive process. Orientation typically occurs in-person or virtually, depending on the provider, and includes the following key elements:

Program Overview:

Participants are given a detailed explanation of the E&T program, including its goals, services offered, and how participation can support their path to employment and self-sufficiency.

Participant Rights and Responsibilities:

Providers explain the participant's rights and responsibilities, emphasizing that participation is voluntary, will not affect their SNAP benefits, and that they may qualify for participant reimbursements.

Case Management:

Participants are introduced to their case manager, who will support them throughout their E&T journey. The case manager outlines how progress will be monitored and what ongoing support will be available.

During orientation in Louisiana's SNAP E&T program, providers must identify if a participant is an Able-Bodied Adult Without Dependents (ABAWD) by reviewing their status in the SNAP Works system. If identified as an ABAWD, the SNAP E&T provider enrolls them in qualifying activities and completes the ABAWD 6 form. This form is submitted to SNAP E&T staff, who then send it to Eligibility staff for proper case documentation, ensuring compliance with federal requirements.

Next Steps:

Providers share schedules, expectations for attendance, contact procedures, and how to access support services. Participants are also informed about documentation requirements and how to request reimbursements.

This orientation ensures that participants are fully informed, supported, and ready to begin their engagement with SNAP E&T services in a structured and individualized way.

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 are assessed during or immediately following orientation, on an ongoing basis and as needed when a participant's circumstances change.

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

The following sections/tools are used in the assessment process:

Participant Rights & Responsibilities:

Clarifies mutual expectations between participant and provider.

Informs participants of their rights under the program.

Employment Goals:

Short-term goals (within 6 months).

Long-term goals (6 months or longer).

Education History:

Captures highest level of education, institution, field of study, and completion date.

Options include: Less than High School, GED/HiSET, Associate's, Bachelor's, etc.

Work History:

Employment details including job title, company, dates, pay, and reason for leaving.

Self-Assessment Tools:

Hobbies & Interests

Strengths

Weaknesses

Skills

Certifications & Licenses

Test Scores (e.g., HiSET)

Barrier Identification:

Examples: Housing, health, transportation, child care, legal issues, etc.

Back-Up Planning:

Helps participants identify alternatives when barriers occur.

Planned SNAP E&T Activities:

Options include:

Job Search Training

Education (basic, career/technical)

Work Readiness Training

Work Experience (internship, OJT, apprenticeship, transitional jobs)

Reimbursement Needs:

Identifies participant support needs:

Child care

Transportation

Other allowable reimbursements

Follow-Up Plan:

Sets regular check-in frequency: daily, weekly, bi-weekly, or monthly.

Preferred communication method (phone, in-person, email).

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

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

E&T providers are responsible for the completion of participant assessments.

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

Are participants reassessed?

- Yes
- No

When are participants reassessed?

On an ongoing basis and as needed when a participant's circumstances change.

How are participants reassessed?

Same formatting as the initial assessment.

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
How do E&T case managers coordinate with: SNAP eligibility staff	SNAP E&T staff coordinates and communicates with the SNAP section orally and via video conferencing to develop and implement policies and procedures according to federal regulations. SNAP E&T staff provides SNAP E&T providers with guidance, training, and support to effectively execute program goals and requirements. When providers observe non-participation from the participant, they report suspected non-compliance to eligibility staff through SNAP Works, which creates a task in LITE for eligibility staff to review for non-compliance and/or good cause.
How do E&T case managers coordinate with: State E&T staff	All SNAP E&T providers have a SNAP E&T staff point of contact for data, budget, program/policy, and technical assistance. There is continuous coordination efforts to ensure of effective communication, organizational effectiveness and efficiency, and program integrity and compliance. SNAP E&T staff facilitates ongoing technical assistance with provider related to program participation, client needs for additional support services that may not be within the scope of E&T. This may be addressed orally, in-person visits or via video conferencing. SNAP E&T staff address program roadblocks and successes collectively during quarterly provider calls.
How do E&T case managers coordinate with: Other E&T providers	All SNAP E&T providers coordinate with other community-based organizations by warm hand-off to provide other supportive services based on the SNAP E&T participants' needs, barriers, and interests as a result of completion of the Comprehensive Assessment and Individualized Employment Plan.
How do E&T case managers coordinate with: Community resources	SNAP E&T providers offer a holistic approach to support the mental, physical, emotional, and social well-being of each E&T participant. As a result of this holistic approach, the SNAP E&T providers have established relationships to refer SNAP E&T participants to community resources in their specific services areas.

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)?

All SNAP E&T providers are required to deliver case management as a core component of service delivery to ensure the individual needs of participants are met. SNAP E&T staff at the State level ensure effective case management is in place through ongoing Management Evaluation (ME) Reviews, progress monitoring, analysis of longitudinal data, referrals to other entities, and outcome tracking in SNAP Works. SNAP E&T providers deliver ongoing case management to all participants. This includes: Comprehensive Assessment – Evaluation of participant skills, interests, strengths, and barriers to inform the development of an individualized plan focused on skill-building, barrier resolution, and employment. Consent – Completion of a voluntary participation agreement affirming the participant's choice to enroll in SNAP E&T. Verification – Confirmation of the participant's SNAP eligibility status and screening with LDH prior to service delivery. This coordinated approach ensures that all SNAP E&T participants receive targeted support throughout their participation in the program.

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 structured to provide personalized, consistent support that empowers participants to achieve their employment and training goals. Upon enrollment, participants receive a comprehensive assessment that identifies their skills, interests, strengths, and any barriers to employment. This assessment informs the development of an individualized employment plan that aligns with the participant's career goals and outlines the appropriate E&T components, such as education, vocational training, or work experience. Case managers work closely with participants to address barriers through direct supports—such as participant reimbursements for transportation and supplies—and by connecting them to external resources for housing, childcare, mental health services, or other needs.

Throughout the program, case managers maintain frequent communication with participants through in-person meetings, virtual check-ins, phone calls, and SNAP Works case documentation. They monitor progress, track attendance and component participation, and provide guidance to help participants stay engaged and on track. Additionally, case managers motivate participants by offering encouragement, adjusting plans as needed, and celebrating milestones. By aligning services with high-demand industries and integrating credentialed training and job placement support, case management ensures that participants are equipped with the tools and resources needed for long-term success. Ultimately, these services play a vital role in helping participants overcome obstacles, build skills, and transition to employment—fulfilling the core mission of the SNAP E&T program.

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 supportive, flexible, and never serve as an impediment to participation in SNAP E&T by designing services around the individual needs and circumstances of each participant. Case management is delivered by SNAP E&T providers who are trained to create participant-centered plans that are both realistic and achievable. These plans are based on comprehensive assessments that identify not only a participant's goals but also any barriers that may hinder their ability to fully engage.

To avoid burdening participants, providers offer multiple methods of service delivery, including in-person, virtual, phone, text, and email communication. This flexibility accommodates participants with transportation challenges, work or school schedules, or caregiving responsibilities. Additionally, participation in SNAP E&T is voluntary, which further removes pressure or risk of penalization.

The State agency also maintains oversight through Management Evaluation (ME) reviews, SNAP Works data monitoring, and regular provider check-ins to ensure that services are delivered in a way that promotes—not inhibits—success. Any systemic or provider-level issues that may create unnecessary burden are identified and addressed through technical assistance and continuous quality improvement. By fostering a participant-first approach and monitoring service delivery closely, Louisiana ensures that case management enhances engagement and outcomes rather than creating barriers.

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?

Good cause exists when circumstances beyond the client's control prevent compliance with work registration requirements. Good cause may include but is not limited to:

Personal illness; Illness of another household member requiring the presence of the member; A household emergency; The unavailability of public or private transportation; The lack of adequate child care for children who have reached age 6 but are under age 12; The lack of a valid SSN, because it is required for registering for work with LWC; Problems caused by inability of the client to speak or write English; Remoteness; Work demands or conditions that render continued employment unreasonable, such as working without being paid on schedule; Resignations which are recognized by the employer as retirement; Leaving one job to take another that later, because of circumstances beyond the control of the individual, does not materialize or results in employment of less than 30 hours a week or weekly earnings of less than the federal minimum multiplied by 30 hours; Leaving a job in which workers frequently move from one employer to another such as migrant farm labor or construction work. Circumstances exist when households apply for benefits between jobs, particularly in cases where work may not yet be available at the new job site. Even though employment at the new site has not actually begun, the quitting of the previous employment shall be considered to be with good cause if it is part of the pattern of that type of employment.

Acceptance by the individual of other employment or enrollment of at least half-time in any recognized school, training program, or institution of higher education that requires the individual to leave present employment; Discrimination by an employer based on age, sex, race, color, handicap, religious beliefs, national origin, political beliefs, sexual orientation, or gender identity; Employment which becomes unsuitable after the acceptance of employment.

Unsuitability may include: The wage offered is less than: 80% of the federal minimum wage if the federal minimum wage is not applicable; Wages are on a piece-rate basis and the average hourly yield the employee expects to earn is less than the applicable hourly wage specified in the bullet listed above. As a condition of employment or continuing employment, the individual must join, resign from, or agree not to join a legitimate labor organization. The work offered is at a place subject to a strike or lockout at the time of the offer, unless: The strike has been forbidden under Section 208 of the Labor-Management Relations Act, or; An injunction has been issued under Section 10 of the Railway Labor Act. The degree of risk to health and safety is unreasonable. The individual is verified to be physically or mentally unfit to do the job. The distance from the individual's home to the job requires commuting time of more than two hours a day (not including taking a child to and from a child care facility) or the distance to the job prohibits walking and transportation is not available to take the individual to work. The working hours or nature of the employment interferes with the individual's religious beliefs. The job is outside the individual's usual line of work. This applies only during the first 30 days after the date of application.

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

The process remains the same across the state. To address gaps in service availability and increase program capacity in underserved areas, SNAP E&T also utilizes virtual providers. These virtual providers offer remote

services such as job readiness training, assessments, and education components, helping to ensure that participants in rural or limited-access regions still have opportunities to engage. When a participant is required to participate in E&T but there is no available slot or opening for enrollment in the local or virtual provider's program, the State will determine Good Cause under the standard rules in 7 CFR 273.7(c)(2) (and its cross-reference in 7 CFR 273.7(i)) by evaluating whether the lack of service is beyond the individual's control (for example, no provider capacity exists in the participant's area or virtual modality, or scheduling conflicts cannot be accommodated). If Good Cause is found, the participant will not be penalized for nonparticipation under E&T. This determination shall be documented in the case notes, the participant must be notified of the decision and the reasoning, and the State must continue efforts to expand capacity or refer to alternate service options in the interim.

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.

During the assessment process, all SNAP E&T providers are required to assess participants to determine if the participant is a good fit for their specific SNAP E&T program through SNAP Works. SNAP Works has a mandatory question that asks, “Is the client a good fit for the organization?” and the SNAP E&T providers must select Yes or No. If no is selected, the eligibility staff is notified and receives a task on their LITE dashboard. The SNAP E&T providers are required to document the reason for the provider determination and any appropriateness in the case notes section of SNAP Works. If a SNAP E&T provider determines that a participant is not a good fit for the organization, a notice is sent within 10 days, providing the determination and explaining that the individual SNAP benefits are not affected as a result of the determination and to contact the agency if they have any questions regarding the determination or continued participation in the SNAP E&T program. A Task will be generated from SNAP Works to the LITE dashboard informing the eligibility worker that the SNAP E&T provider has determined that a volunteer is not a good fit for the organization. Upon receipt of the Task, the worker must send the participant a semi-automated Client Contact Letter within 10 days. The state agency utilizes option 7 CFR 273.7(c)(18)(i)(B)(2) as the most suitable action for provider determination that specifically requires the State to refer the individual to an appropriate workforce partnership.

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

If a SNAP E&T provider determines that a participant is not a good fit for the organization, a notice is sent within 10 days, providing the determination and explaining that the individual SNAP benefits are not affected as a result of the determination and to contact the agency if they have any questions regarding the determination or continued participation in the SNAP E&T program. A Task will be generated from SNAP Works informing the worker that the SNAP E&T provider has determined that a volunteer is not a good fit for the organization. Upon receipt of the Task, the worker must send the participant a semi-automated Client Contact Letter within 10 days stating: “This notice is to inform you that the SNAP E&T provider, XXXXXXXXXXXX, has completed your assessment and determined that the program offered is not appropriate for you. Your benefits will not stop as a result of this determination unless you are an ABAWD. If you have any questions regarding this determination or continued participation in the SNAP E&T Program, please contact me at the number below, or by calling 1-888-LAHELP (1-888-524-3578).” If the participant contacts the agency regarding continuing SNAP E&T participation, the household member must be rescreened and appropriate referrals must be completed in LITE. The worker will notify the ABAWD verbally of the provider determination and document in a case note according to 7 CFR 273.7(c)(18)(i).

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	2,166
Estimated number of E&T participants to receive reimbursements for dependent care participation costs	511
Estimated number of E&T participants to receive reimbursements for transportation and other participation costs	2,166
Percentage of participants expected to receive reimbursements	100.00%
Estimated budget for E&T participant reimbursements in upcoming FY	\$8,132,315.00
Estimated budget per participant in fiscal year	\$3,754.53
Estimated number of E&T participants to receive participant reimbursements per month	291
Estimated budget of participant reimbursements per E&T participant per month	\$2,328.84

PARTICIPANT REIMBURSEMENT DETAILS

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

- **Allowable Participant Rebursements.** 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 Rebursements	Participant Reimbursement Caps (Optional)	Who Provides the Participant Reimbursement?	What is the payment method for Participant Reimbursements?	Method of Disbursement
Background Checks		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Books		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Certifications		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Child Care		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Clothing for Job Interviews		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Course Registration		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Drug Tests	Only allowed if necessary for a job.	SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Equipment		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount

Fingerprinting		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Housing and Utility Allowance	Only allowed twice and emergency based. Homelessness is a barrier to participation in the State of Louisiana. If the barrier is not addressed, the participant will not be able to successfully complete their training program and gain suitable employment.	SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Legal Services	Legal fees that result from a failure to follow Federal, State, or Local Laws cannot be paid from Federal E&T funds. If certain conditions are met, the Federal government may allow some legal fees in accordance with 2 CFR 200.435.	SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Permanent Documents		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Permits and Fees		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Training Materials		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Transportation		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Tuition		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Uniforms		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount

Wi-Fi (Prepaid internet cards)		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount
Work and Training Tools		SNAP E&T Provider	Direct payment to vendor(s)	In advance Actual amount

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.

Monthly household income, before any deductions from a paycheck, is less than the amount listed below per household size (monthly gross earned and unearned income):

Maximum Daily Rates For Type III Early Learning Centers

INFANTS - \$68.00

SPECIAL NEEDS INFANTS - \$85.68

TODDLERS - \$42.00

SPECIAL NEEDS TODDLERS - \$52.92

AGE 3+ - \$31.30

SPECIAL NEEDS CHILDREN AGE 3+ - \$39.69

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?

The state agency requires all SNAP E&T providers to offer dependent care to E&T participants who are in need while participating in their specific E&T program. The SNAP E&T providers has at least one of the following: in-house services, funding in their budgets, and/or established relationships with child care providers.

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

To ensure participants have access to necessary supports before beginning services, Louisiana's SNAP E&T providers assess participant needs for reimbursements—such as transportation, uniforms, tools, and other reasonable, necessary, and allowable expenses—during orientation or intake. These needs are documented in the participant's case notes, which are entered into the SNAP Works system. SNAP E&T Providers are responsible for initiating reimbursement requests. Reimbursement requests include appropriate documentation and are submitted for review and approval as part of the monthly invoicing process. The state agency encourages SNAP E&T providers to issue reimbursements in advance or at the time the expense is incurred, whenever possible, to eliminate barriers to participation and ensure timely engagement in assigned E&T components.

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 initial work registrant data will be obtained from the State's eligibility system LITE. Mandatory work registrants are identified by specific work registration codes on the State's eligibility system. Statewide and individual parish totals are available. System Logic distinguishes all existing work registrants in the system on 9/30 from new work registrants on 10/1.

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

On the last workday of September of each year, an analysis is conducted in LITE to identify and count all certified individuals who are mandatory work registrants on that date and captured in a report.

How are work registrants identified in the eligibility system?

LITE, eligibility system, utilizes unique Person IDs (PIPs) and social security numbers to identify each individual in the system to ensure they are not counted more than once in a 12-month period. A date is system-generated to distinguish on-going registrants from new registrants who have been added during the fiscal year which is also captured on a report.

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

If a case is closed but reopened prior to the expiration of the system-generated date, a program edit prevents the entry of the mandatory work referent code, thereby preventing a recipient from being counted more than once within 12 months.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Directory of New Hires (NDNH)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
State Management Information System (MIS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Manual Follow-up with SNAP E&T Participants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Random Sample	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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

The state agency's eligibility system (LITE), the SNAP E&T system (SNAP Works), and LWC MIS is used as a data source for the national reporting measures.

COMPONENTS OVERVIEW

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

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

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

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

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

- Work Activity
- Work-Based Learning

Which type of Work-Based Learning components are offered?

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

NON-EDUCATION, NON-WORK COMPONENT: JOB RETENTION

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

Designed to assist participants in achieving satisfactory performance, retain employment and to increase earnings over time. Job retention services such as case management, job coaching, dependent care assistance and transportation assistance for a minimum of 30 days not to exceed 90 days to individuals who has secured employment. The participant must have secured employment after or while receiving other employment/training services under the E&T program. Only individuals who have received other employment and training services under the E&T program are eligible for job retention services. There is no limit to the number of times an individual may receive job retention services as long as the individual has re-engaged with E&T prior to obtaining new employment. SNAP Works has a validation that will not allow you to have less than a minimum of 30 days and no more than 90 days.

Providers must make a good faith effort to deliver at least the minimum 30 days of active retention support. This includes documented outreach, regular participant contact, and retention planning. Throughout the retention period, case management and job coaching must be proactive and responsive, such as weekly or biweekly check-ins, monitoring employer feedback when possible, resolving barriers (e.g. transportation, childcare, workplace issues), and timely delivery of supports. Supportive services must be reasonable, necessary, and directly tied to retaining employment. Employment status should be verified at least monthly, participant compliance with the retention plan monitored, and all interactions, interventions, and outcomes documented. If the participant leaves the job or fails participation before 90 days, services are closed; a new retention window may begin with new employment if E&T is reactivated. Near the end of the retention period, staff should help transition the participant toward sustainable employment supports (e.g. advancement planning, employer linkage) and formally document whether retention was successful.

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.

SNAP E&T participant must have secured employment after or while receiving other employment and training services.

Will this component be offered statewide?

Yes

No

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

461

Estimated Annual Component Administrative Cost

\$1,882,391.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of participants who remain employed after completion of Job Retention Services.	Numerator will include those participants who remained employed after completing job retention during the period of 10-1-2025 to 9-30-2026. Denominator will include the number of participants who participated in job retention during the period of 10-1-2025 to 9-30-2026.

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

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

Designed to enhance the job search skills of participants by providing instruction in job seeking techniques, motivation, and self-confidence to ensure of job readiness and employment. Job Search Training activities may include, but are not limited to:

Employability assessments, Resume writing, Job placement services, Instruction and support related to seeking employment, Workplace etiquette workshops, and

Career planning.

Job Search Training not to exceed 120 hours per month unless the participant volunteer for additional hours.

Job Search Training is limited to 16 weeks.

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.

Criteria for participation: To get the most out of the component, participants would need to have the ability to read. Participants are not required to have a specific reading level however, providers screen participants to determine reading level and complete an employability assessment in order to determine the level of employability as well as a willingness to learn and adapt to changes in a work environment. Individuals would need to be habitually unemployed and/or difficulty maintaining employment.

To ensure participants benefit, the level of effort should be structured, active, and measurable. Key expectations:

Assessment & Planning: At enrollment, assess strengths, barriers, and training needs. Co-create a job search plan (goals, timelines, needed supports), adjusting intensity by risk level. Document in the case notes.

Instruction / Workshops: Provide regular, structured classes (e.g. resume writing, interviewing, job search techniques, workplace etiquette). Encourage active participation (assignments, mock interviews).

Case Management: Check in at least weekly to monitor progress, tackle barriers, adjust goals, and motivate. Track all contacts and outcomes in SNAP Works.

Activity Targets & Monitoring: Set minimum weekly targets (applications, calls, interviews). Monitor progress regularly and flag lack of momentum for intervention. If targets aren't met, intensify coaching, add supplemental services or training, and revise the plan. Document in the case notes.

Supportive Services: Offer necessary supports (transportation, childcare) when they directly enable participation. Document in the case notes.

Documentation & Oversight: Keep clear records of attendance, progress, job leads, outcomes — critical for reporting and ongoing improvement. Document in the case notes.

Completion / Transition: At 16 weeks (or upon employment), review achievements, identify next steps, transition participants to retention services or refer to further support, and provide the participant with a certificate of completion.

Will this component be offered statewide?

Yes

No

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

640

Estimated Annual Component Administrative Cost

\$2,380,856.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of participants who received E&T services and obtained unsubsidized employment after completion of services through job search training.	Numerator will include those participants who obtained employment after completing the component during the period of 10-1-2025 to 9-30-2026. Denominator will include the number of participants who participated in job search training during the period of 10-1-2025 to 9-30-2026.

EDUCATIONAL COMPONENT: BASIC / FOUNDATIONAL SKILLS INSTRUCTION

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

Designed to provide structured academic instruction and educational services below the postsecondary level that support progress toward employment and self-sufficiency. This component includes Adult Basic Education (ABE), adult secondary education, English as a Second Language (ESL), basic literacy instruction, and high school equivalency preparation such as GED or HiSET.

Instruction is focused on improving an individual's ability to read, write, and speak in English, perform mathematics, and develop other essential skills necessary to attain a secondary school diploma or its recognized equivalent, transition to postsecondary education or occupational training, and obtain employment. Participation in this component must reflect a sustained level of effort, with instructional hours not to exceed 120 per month unless the participant voluntarily chooses to engage in additional hours. Consistent with 7 CFR 273.7(c)(17), instruction must be delivered by qualified providers with the demonstrated capacity to offer literacy and numeracy services and must be designed to increase employability, educational attainment, and workforce readiness

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 individual must be at least 16 years old and did not obtain a high school diploma or its equivalency and be interested and willing to participate in gaining employment and training skills. Must be willing to participate in test preparation or instruction, take the practice test to qualify for the HiSET exam, and take the HiSET exam.

The program is self-paced, allowing participants one year to complete their studies. The subject areas provided to participants include:

Language Arts – Reading

Content: Evaluates the ability to understand, interpret, and analyze literary and informational texts.

Language Arts – Writing

Content: Assesses grammar, usage, mechanics, and the ability to organize and express ideas in writing.

Mathematics

Content: Covers basic math, algebra, geometry, and data analysis. A calculator is permitted for this section.

Science

Content: Assesses understanding of life science, physical science, and earth science concepts.

Social Studies

Content: Evaluates knowledge of history, geography, civics, and economics.

Progress must be documented in SNAP Works and obtain a copy of the High School Equivalency Diploma.

Will this component be offered statewide?

Yes
 No

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

202

Estimated Annual Component Administrative Cost

\$1,177,029.00

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

SNAP E&T funds cannot pay for services that are already available to individuals through a State entitlement program. Therefore, all SNAP E&T participants are required to secure Federal financial aid (not including student loans) such as a Pell Grants or other federal or state programs before charging any educational services and activities to SNAP E&T. SNAP E&T providers must document in SNAP Works that the above has been verified and will be reviewed at Management Evaluation Review. During the review process the provider provides funding proof for participants in the form of billing statements that includes the funding source, award/non award letters indicating the participants are not utilizing funding from entitlement programs. This is compared to the costs invoiced by the provider.

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.

The State of Louisiana has a voluntary SNAP E&T program where individuals are referred from community based organizations and community/technical colleges to participate in the SNAP E&T program through a reverse referral process. The individual initiates contact with the SNAP E&T provider of choice. Therefore, all individuals are charged the same amount for all activites provided by the SNAP E&T provider before and after the SNAP E&T provider knows the individual is a SNAP recipient.

In addition, the State of Louisiana utilizes a cost reimbursement contract with all SNAP E&T providers. The SNAP E&T providers incur the actual costs for services provided to all individuals in their programs. The costs that are associated with individuals who are eligible for SNAP E&T are reimbursed through the monthly invoice process. SNAP E&T conducts onsite monitoring visits with providers to ensure program compliance. During monitoring visits with the provider provides funding proof for participants in the form of billing statements for SNAP E&T participants and non-participants. This is compared to the costs invoiced by the provider.

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 gained employment after completion of Education: Basic/Foundational Skills Instruction (includes High School Equivalency Programs).	<p>Numerator will include those participants who remained employed after completing the Education-Basic/Foundational Skills Training component during the period of 10-1-2025 to 9-30-2026.</p> <p>Denominator will include the number of participants who participated in the Education-Basic/Foundational Skills Training component during the period of 10-1-2025 to 9-30-2026.</p>
The number and percentage of participants who earned a high school equivalency certificate (HiSET/GED).	<p>Numerator will include those participants who earned a high school equivalency certificate after completing the Education-Education –Basic/Foundational Skills Training component during the period of 10-1-2025 to 9-30-2026.</p> <p>Denominator will include the number of participants who participated in the Education – Basic/Foundational Skills Training component during the period of 10-1-2025 to 9-30-2026.</p>

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

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

Louisiana will provide Career and Technical Education and vocational training opportunities to SNAP E&T participants through approved training providers identified in the State Plan. Instruction will be delivered at community colleges, technical colleges, and vocational training providers offering industry-aligned training in fields such as healthcare, information technology, transportation(CDL), construction, advanced manufacturing, and hospitality. These programs are designed to lead to industry-recognized credentials, diplomas, or licenses that support direct entry into employment.

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.

To participate, an individual must be at least 16 years old and be interested and willing to participate in gaining employment and training skills. SNAP E&T participants are assessed to determine their educational and training level and must score at an 8th grade level on the TABE depending on the course.

Some courses may require a high school diploma or equivalent (or be co-enrolled in GED prep), a valid driver's license, demonstrate basic literacy and math readiness, meet any program-specific requirements (like age, background checks, or health screenings), and commit to the training schedule. If they don't yet meet those prerequisites, they may start in the Basic Foundational Skills component before moving into vocational training.

Participants enrolled in this component are expected to commit to a structured training schedule aligned with their program of study, typically ranging from 20 to 30 hours per week. The 120-hour monthly cap still applies unless a participant voluntarily chooses to exceed it. These programs often run on semester (up to 2 years total) or term schedules (1–16 weeks) and includes classroom instruction, hands-on training and/or virtual training. The level of effort is therefore more intensive than basic literacy instruction, as participants are expected to meet course specific attendance requirements, complete coursework, meet the required benchmarks on mid-course tests, and demonstrate competency in both academic and technical subject matter.

Study time that is required by the training provider will be recognized as a countable component activity. Credential attainment occurs after successful completion of the required coursework, demonstration of competency through program benchmarks, and fulfillment of all testing requirements associated with the course of study. Credentials may include, but are not limited to, Allied healthcare (Certified Nursing Assistant), Commercial Driver's License, welding certifications, information technology (web development, CompTIA), and other occupationally recognized credentials that align with Louisiana's demand industries. Documentation of credential attainment is tracked by the provider and reported to the State agency in accordance with federal reporting requirements, including the E&T annual report measures outlined in 7 CFR 273.7(c)(17).

All documentation of participation, including classroom, lab, virtual instruction, and verified study time, will be tracked by the provider and reported to the State agency via SNAP Works and as requested.

Will this component be offered statewide?

Yes

No

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

1,358

Estimated Annual Component Administrative Cost

\$6,005,326.00

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

SNAP E&T funds cannot pay for services that are already available to individuals through a State entitlement program. Therefore, all SNAP E&T participants are required to secure Federal financial aid (not including student loans) such as a Pell Grants or other federal or state programs before charging any educational services and activities to SNAP E&T. SNAP E&T providers must document in SNAP Works that the above has been verified and will be reviewed at Management Evaluation Review. During the review process the provider provides funding proof for participants in the form of billing statements that includes the funding source, award/non award letters indicating the participants are not utilizing funding from entitlement programs. This is compared to the costs invoiced by the provider.

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.

The State of Louisiana has a voluntary SNAP E&T program where individuals are referred from community based organizations and community/technical colleges to participate in the SNAP E&T program through a reverse referral process. The individual initiates contact with the SNAP E&T provider of choice. Therefore,

all individuals are charged the same amount for all activities provided by the SNAP E&T provider before and after the SNAP E&T provider knows the individual is a SNAP recipient.

In addition, the State of Louisiana utilizes a cost reimbursement contract with all SNAP E&T providers. The SNAP E&T providers incur the actual costs for services provided to all individuals in their programs. The costs that are associated with individuals who are eligible for SNAP E&T are reimbursed through the monthly invoice process. SNAP E&T conducts onsite monitoring visits with providers to ensure program compliance. During the monitoring visits the provider provides funding proof for participants in the form of billing statements for SNAP E&T participants and non- participants. This is compared to the costs invoiced by the provider.

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 gained employment after completion of Education: Career/Technical Education Programs or Other Vocational Training.	Numerator will include those participants who remained employed after completing the Education-Career Technical Education Programs or Other Vocational Training component during the period of 10-1-2025 to 9-30-2026. Denominator will include the number of participants who participated in the Education-Career Technical Education Programs or Other Vocational Training during the period of 10/1/2025 to 9/30/2026.
The number and percentage of participants who earned a certificate or recognized credential.	Numerator will include those participants who received a certificate or recognized credential after completing the Education- Career Technical Education Programs or Other Vocational Training component during the period of 10-1-2025 to 9-30-2026. Denominator will include the number of participants who participated in the Education-Career Technical Education Programs or Other Vocational Training component during the period of 10-1-2025 to 9-30-2026.

EDUCATIONAL COMPONENT: WORK READINESS TRAINING

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

Designed to include skill assessment and educational remediation services that prepare individuals for the workforce. Work readiness skills may include both foundational cognitive skills such as reading for information, applied mathematics, locating information, problem solving, and critical thinking and non-cognitive skills, or soft skills, which are defined as personal characteristics and behavioral skills that enhance an individual's interactions, job performance, and career prospects such as adaptability, integrity, cooperation, and workplace discipline.

Work Readiness Training not to exceed 120 hours per month unless the participant volunteers for additional hours.

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 individuals would need to be SNAP recipients, unemployed and or looking for better employment; or must be out-of-school and at least 16 years of age and be interested and willing to participate in gaining employment and training skills. Participants are expected to engage in informational sessions with providers to get an understanding of the program. Participants are expected to be at an 8th grade reading level. To get the most out of the component, participants would need to have the ability to, comprehend as well as a willingness to learn, ready to accept employment, and adapt to changes in a work environment.

An initial assessment will be conducted to determine employability and training needs. The program emphasizes employability by providing supportive services such as transportation assistance, interview preparation, and job placement support. Monthly progress case notes will be maintained to track participant development and address any barriers to success. Upon successful completion, participants will receive a certificate acknowledging their achievements, enhancing their qualifications for future employment opportunities.

The level of effort for this component is less intensive than Career/Technical Education but still requires consistent engagement and accountability. Participants are expected to demonstrate competency through

interim assessments, such as successful completion of workshops, mock interviews, or digital literacy tasks. Credential attainment in this component may include certificates of completion, employability skills certificate, or other provider-issued documentation verifying that the participant has achieved required benchmarks. Documentation of participation and credential attainment will be tracked by the provider and reported to the State agency via SNAP Works or upon request.

Will this component be offered statewide?

Yes

No

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

728

Estimated Annual Component Administrative Cost

\$3,050,092.00

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

SNAP E&T funds cannot pay for services that are already available to individuals through a State entitlement program. Therefore, all SNAP E&T participants are required to secure Federal financial aid (not including student loans) such as a Pell Grants or other federal or state programs before charging any educational services and activities to SNAP E&T. SNAP E&T providers must document in SNAP Works that the above has been verified and will be reviewed at Management Evaluation Review. During the review process the provider provides funding proof for participants in the form of billing statements that includes the funding source, award/non award letters indicating the participants are not utilizing funding from entitlement programs. This is compared to the costs invoiced by the provider.

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.

The State of Louisiana has a voluntary SNAP E&T program where individuals are referred from community based organizations and community/technical colleges to participate in the SNAP E&T program through a reverse referral process. The individual initiates contact with the SNAP E&T provider of choice. Therefore, all individuals are charged the same amount for all activites provided by the SNAP E&T provider before and after the SNAP E&T provider knows the individual is a SNAP recipient.

In addition, the State of Louisiana utilizes a cost reimbursement contract with all SNAP E&T providers. The SNAP E&T providers incur the actual costs for services provided to all individuals in their programs. The costs that are associated with individuals who are eligible for SNAP E&T are reimbursed through the monthly invoice process. SNAP E&T conducts onsite monitoring visits with providers to ensure program compliance.

During monitoring visits with the provider provides funding proof for participants in the form of billing statements for SNAP E&T participants and non-participants. This is compared to the costs invoiced by the provider.

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 gained employment after completion of Education: Work Readiness Training.	Numerator will include those participants who gained employed after completing the Education-Other Programs - Work Readiness Training component during the period of 10-1-2025 to 9-30-2026. Denominator will include the number of participants who participated in the Education-Other Programs – Work Readiness Training component during the period of 10-1-2025 to 9-30-2026.

WORK EXPERIENCE COMPONENT: TRANSITIONAL JOBS

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

Designed to have sustained interactions with industry or community professionals in real world settings to the extent practicable, or simulated environments at an educational institution that provides firsthand engagement with the tasks required in a given career field, that are aligned to curriculum and instruction. Work-based learning emphasizes employer engagement, includes specific training objectives, and leads to regular employment. In addition, Transitional Jobs is a work based learning program with a goal to establish a work history for individuals who are otherwise unemployable. Transitional jobs allow the individual to develop specific workplace skills necessary to attain and retain employment. Transitional employment include specific training objectives and leads to the entry into, and retention in regular unsubsidized employment in environmental services. Training objectives include, project management as it relates to time, completing multiple tasks, and expectations for the job from the employer/Transitional Jobs partner; Professional presentation; Risk management and safety; Equipment operation; Effective communication and Digital literacy. Participants are expected to work up to 8 hours per day for 3 to 4 days per week up for two to four months before securing unsubsidized employment not paid with SNAP E&T funds.

Curriculum Design & Onboarding: Provider staff and employer develop a customized training plan that identifies essential skills and work experience needed for the participant's role. Upon onboarding, participants receive a detailed outline of their responsibilities and the learning objectives they will work towards throughout the internship.

Milestone Setting: Employers provide a set of clearly defined milestones that participants are expected to achieve during their internship. These milestones serve as a guide to track progress and development. This is individualized based on the employer.

Employer Feedback: Regular feedback is provided by the employer through structured evaluations, including one-on-one meetings and performance assessments. These sessions offer participants the opportunity to receive constructive feedback and adjust their approach to meet goals.

Skill Development: As participants meet employer specified milestones, they gain hands-on experience and develop industry-specific skills that prepare them for future employment.

Transition to Permanent Employment: Upon successful completion participants transition to permanent employment with the employer. This is facilitated by ongoing mentorship, final evaluations, and a job offer, when appropriate. In some cases, participants may receive additional job placement support if a permanent position with the employer is not available.

Participant Reimbursements: As part of the component, participants are eligible for participant reimbursements such as transportation, child care, and other work-related expenses. These reimbursements ensure that participants have the resources needed to fully engage in the program and successfully transition into the workforce.

Upon completion of the component, participants are expected to have gained the skills, experience, and confidence necessary for full-time employment within the industry training is received.

Providers track the participant's components hours as well as the participant's progress in the SNAP E&T Program in SNAP Works. SNAP E&T staff monitor data entered for participants on a monthly basis.

Is this component subsidized by SNAP E&T?

- Subsidized
- Unsubsidized
- Both subsidized and unsubsidized

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

- ABAWDs
- 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 Individuals would need to be unemployed and or looking for better employment; or must be out-of-school and at least 16 years of age and be interested and willing to participate in gaining employment and training skills. SNAP E&T participants are required to complete the necessary education and training activities to gain skills in a real workplace environment. SNAP E&T Participants are expected to engage in informational sessions with providers to get an understanding of the program. Participants are expected to be at an 8th grade reading level. The SNAP E&T participants should be willing to transition to suitable unsubsidized employment

Will this component be offered statewide?

- Yes
- No

Indicate the geographic areas where this component is offered.

<input type="checkbox"/> County Name	<input type="checkbox"/> County Name	<input type="checkbox"/> County Name
<input type="checkbox"/> Acadia Parish	<input type="checkbox"/> Iberia Parish	<input type="checkbox"/> St Charles Parish
<input type="checkbox"/> Allen Parish	<input type="checkbox"/> Iberville Parish	<input type="checkbox"/> St Helena Parish
<input type="checkbox"/> Ascension Parish	<input type="checkbox"/> Jackson Parish	<input type="checkbox"/> St James Parish
<input type="checkbox"/> Assumption Parish	<input type="checkbox"/> Jefferson Davis Parish	<input type="checkbox"/> St John the Baptist Parish
<input type="checkbox"/> Avoyelles Parish	<input checked="" type="checkbox"/> Jefferson Parish	<input type="checkbox"/> St Landry Parish
<input type="checkbox"/> Beauregard Parish	<input type="checkbox"/> Lafayette Parish	<input type="checkbox"/> St Martin Parish
<input type="checkbox"/> Bienville Parish	<input type="checkbox"/> Lafourche Parish	<input type="checkbox"/> St Mary Parish
<input type="checkbox"/> Bossier Parish	<input type="checkbox"/> LaSalle Parish	<input checked="" type="checkbox"/> St Tammany Parish
<input type="checkbox"/> Caddo Parish	<input type="checkbox"/> Lincoln Parish	<input type="checkbox"/> Tangipahoa Parish
<input type="checkbox"/> Calcasieu Parish	<input type="checkbox"/> Livingston Parish	<input type="checkbox"/> Tensas Parish
<input type="checkbox"/> Caldwell Parish	<input type="checkbox"/> Madison Parish	<input type="checkbox"/> Terrebonne Parish
<input type="checkbox"/> Cameron Parish	<input type="checkbox"/> Morehouse Parish	<input type="checkbox"/> Union Parish
<input type="checkbox"/> Catahoula Parish	<input type="checkbox"/> Natchitoches Parish	<input type="checkbox"/> Vermilion Parish
<input type="checkbox"/> Claiborne Parish	<input checked="" type="checkbox"/> Orleans Parish	<input type="checkbox"/> Vernon Parish
<input type="checkbox"/> Concordia Parish	<input type="checkbox"/> Ouachita Parish	<input type="checkbox"/> Washington Parish
<input type="checkbox"/> De Soto Parish	<input type="checkbox"/> Plaquemines Parish	<input type="checkbox"/> Webster Parish
<input checked="" type="checkbox"/> East Baton Rouge Parish	<input type="checkbox"/> Pointe Coupee Parish	<input type="checkbox"/> West Baton Rouge Parish
<input type="checkbox"/> East Carroll Parish	<input type="checkbox"/> Rapides Parish	<input type="checkbox"/> West Carroll Parish
<input type="checkbox"/> East Feliciana Parish	<input type="checkbox"/> Red River Parish	<input type="checkbox"/> West Feliciana Parish
<input type="checkbox"/> Evangeline Parish	<input type="checkbox"/> Richland Parish	<input type="checkbox"/> Winn Parish
<input type="checkbox"/> Franklin Parish	<input type="checkbox"/> Sabine Parish	
<input type="checkbox"/> Grant Parish	<input checked="" type="checkbox"/> St Bernard Parish	

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

105

Estimated Annual Component Administrative Cost

\$566,552.00

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)	Subsidized by E&T?
The number and percentage of participants who gained employment after completion of Work Experience: Transitional Jobs - Subsidized by E&T	<p>Numerator will include those participants who remained employed after completing the Work Experience (WBL) – Transitional Jobs Subsidized by E&T component during the period of 10-1-2025 to 9-30-2026.</p> <p>Denominator will include the number of participants who participated in the Work Experience (WBL) – Transitional Jobs Subsidized by E&T component during the period of 10-1-2025 to 9-30-2026.</p>	Yes

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
28	2,166	\$15,187,247.00	\$8,132,315.00	\$23,319,562.00

CONTRACTOR: LOUISIANA WORKS

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 Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

2,166

Are participant reimbursements provided by the Contractor?

- Yes
- No

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

\$8,132,315.00

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

\$125,000.00

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

\$15,062,247.00

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

- Yes
- No

SUBCONTRACTOR: ACCOMPLISHED LEARNING

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

35

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

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

SUBCONTRACTOR: AIMHIGH EDUCATION

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

175

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

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

SUBCONTRACTOR: CALCASIEU PARISH POLICE JURY

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

100

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

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

SUBCONTRACTOR: CENTER FOR EMPLOYMENT OPPORTUNITIES (CEO)

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

105

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

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

SUBCONTRACTOR: CODEX ACADEMY

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

150

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

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

SUBCONTRACTOR: DURHAM TRANSPORT

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

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

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

SUBCONTRACTOR: ELISE PHLEBOTOMY

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

67

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

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

SUBCONTRACTOR: EVOLVE FAMILY LIFE SERVICES

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

25

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

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

SUBCONTRACTOR: FAITH AND FOSTERING

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

12

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

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

SUBCONTRACTOR: GOODWILL INDUSTRIES OF NORTH LOUISIANA

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

40

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

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

SUBCONTRACTOR: GOODWILL INDUSTRIES OF SOUTHEAST LOUISIANA

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

220

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

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

SUBCONTRACTOR: HOPE MINISTRIES

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

100

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

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

SUBCONTRACTOR: LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

145

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

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

SUBCONTRACTOR: MISSION REBIRTH

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

30

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

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

SUBCONTRACTOR: NATIONAL DRIVING ACADEMY**INTERMEDIARY: LOUISIANA WORKS**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

30

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

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

SUBCONTRACTOR: NEW ORLEANS CAREER CENTER

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

140

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

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

SUBCONTRACTOR: NEW ORLEANS MISSION

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

50

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

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

SUBCONTRACTOR: NEW ORLEANS WOMEN & CHILDREN SHELTER

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

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

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

SUBCONTRACTOR: NOVA WORKFORCE INSTITUTE OF NORTHEAST LOUISIANA

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

88

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

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

SUBCONTRACTOR: OPERATION RESTORATION

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

65

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

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

SUBCONTRACTOR: OPERATION SPARK

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

100

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

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

SUBCONTRACTOR: PIVOT TECHNOLOGY SCHOOL

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

75

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

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

SUBCONTRACTOR: PROPEL AMERICA

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

40

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

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

SUBCONTRACTOR: RECONCILE NEW ORLEANS

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

60

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

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

SUBCONTRACTOR: ROSEBUD HEALTHCARE AND TRAINING

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

50

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

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

SUBCONTRACTOR: UNITED WAY OF SOUTHEAST LOUISIANA

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

0

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

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

SUBCONTRACTOR: YOUTH EMPOWERMENT PROJECT

INTERMEDIARY: LOUISIANA WORKS

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- Job Retention
- Job Search Training
- SWBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

144

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

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

WBL PROGRAMS OVERVIEW

State agencies must report on each provider that plans to offer a Work-Based Learning (WBL) component, whether it is unsubsidized or subsidized by SNAP E&T funds.

WBL ACTIVITY: CENTER FOR EMPLOYMENT OPPORTUNITIES (CEO)

PROVIDER: CENTER FOR EMPLOYMENT OPPORTUNITIES (CEO)

COMPONENT: SWBL - TRANSITIONAL JOBS

What is the length of the activity?

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- Greater than 6 months (limited exceptions)

What is the industry field of the activity?

- Construction
- Education
- Foodservice
- Healthcare service
- Landscape and Horticultural
- Leisure and Hospitality
- Manufacturing
- Retail services
- Transportation and Warehousing
- Other

What is the projected annual number of participants to participate?

105

What are the training objectives for the activity?

- Attainment of a Credential or Certificate
- Basic skill gains
- Industry skill gains

Will the participants interact with industry professionals in a real-world setting?

- Yes
- No

What is the source for the non-federal share of the SWBL activity?

Private Foundation, Local State funding.

Were employers or industry sector representatives consulted in the design and training curriculum?

- Yes
- No

Does the provider use a curriculum that includes career-training objectives that the participant is expected to learn and be able to do by the completion of the training?

- Yes
- No

Are employers or industry professionals involved in the development and/or execution of the training element of the activity?

- Yes
- No

Are the training objectives provided to the participant?

- Yes, by the Provider
- Yes, by Employer of Record
- No

Is there a process for the provider/employer of record to give feedback to the participant on their progress toward meeting the training objective?

- Yes
- No

Provide a brief explanation that describes how the provider focuses on moving participants promptly into regular, unsubsidized employment.

The Center for Employment Opportunities (CEO) focuses on moving participants promptly into regular, unsubsidized employment by combining short-term, transitional jobs with daily pay and job readiness support. Participants gain immediate work experience while receiving coaching and assistance with resume development, interview preparation, and job placement services. This structured approach helps build work habits and soft skills that make participants more competitive in the job market, accelerating their transition into unsubsidized employment.

Does the work site employer or other industry employer partners hire the majority of the activity graduates?

- Yes
- No
- N/A

Are participant reimbursements/support services provided to SNAP E&T participants for expenses that are reasonable, necessary and directly related to participating in the activity?

- Yes
- No

What is the hourly wage rate?

\$11.19

What percentage of wages will be subsidized by SNAP E&T?

50.00%

Indicate the total number of hours that an individual is expected to participate.

640

Indicate the SNAP E&T funding source to be used.

- 100% Admin Funds
- 50/50 Admin Funds

Will the WBL program cover other costs associated with wages, such as Workers Compensation or Payroll Taxes?

- Yes
- No

Total Projected Wages to be Paid to Participants	Total Projected Subsidized Wages	Total Projected Wages Covered/Reimbursed by SNAP E&T	Total Cost of WBL Activity to be Covered/Reimbursed by SNAP E&T
\$751,968.00	\$375,984.00	\$187,992.00	\$187,992.00

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	\$947,508.00	\$947,508.00

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.

POSITION FTE E&T SALARY _____

Workforce Development Consultant

\$58,020.14 *100% \$58,020:

Workforce Development Consultant

\$58,020.14 *100% \$58,020:

Workforce Development Consultant

\$63,792.77 *100% \$63,793:

Workforce Development Consultant

\$66,929.41 *100% \$66,929:

Workforce Development Consultant

\$58,017.02 *100% \$58,017:

Workforce Development Consultant

\$60,331.00 *100% = \$60,332:

Workforce Development Consultant

\$60,331.00 *100% = \$60,332:

Workforce Development Consultant

\$72,856.58 *100% = \$72,857:

Workforce Development Consultant

\$80,514.30 *100% = \$80,514:

Workforce Development Manager 1

77,182.00 *50% = \$38,591:

Workforce Development Manager 2
 $\$83,672.58 *100\% = \$83,673$:

Workforce Development Manager 3
 $84,667.65 *100\% = \$84,668$:

Workforce Development Director
 $\$105,823.74 *50\% = \$52,912$:

Deputy Assistant Secretary 3
 $\$144,004.00 *50\% = \$72,002$:

Administrative Assistant 3
 $\$36,850.55 *100\% = \$36,851$:

Total: \$947,508.00

	Non-Federal Share	Federal Share	Total
Fringe Benefits	\$0.00	\$388,478.00	\$388,478.00

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: \$947,508.00 x 41% = \$388,478.28

	Non-Federal Share	Federal Share	Total
Non-Capital Equipment	\$0.00	\$17,000.00	\$17,000.00

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

Expenditures for articles and commodities that are consumed, to be consumed, or materially altered when used in business operations include office supplies (such as paper, pens, and envelopes) and brochures, as well as rebranding items resulting from agency mergers, retractable banners, and training supplies.

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

Describe materials to be purchased with E&T funds.

N/A

	Non-Federal Share	Federal Share	Total
Travel	\$0.00	\$55,000.00	\$55,000.00

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.

Expenditures for travel and training related to contract activities are allowable as authorized in the contract and in compliance with the State of Louisiana Travel Policies and Procedures, unless otherwise specified. These costs may include routine statewide travel to deliver SNAP E&T services, identify and recruit potential SNAP E&T providers, conduct monitoring activities, provide ongoing consultation, and provide technical assistance. In addition, educational workshops, in-person peer-to-peer learning opportunities with other states, conference attendance as needed, and beneficial to the continued success of the SNAP E&T program.

	Non-Federal Share	Federal Share	Total
Building Space	\$0.00	\$26,000.00	\$26,000.00

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.

Operational cost for SNAP E&T staff that is seated in shared offices throughout the state.

	Non-Federal Share	Federal Share	Total
Equipment and other capital expenditures	\$0.00	\$601,407.00	\$601,407.00

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.)

Cellular phone service for E&T Staff – \$10,000.00

To ensure effective, compliant, and data-driven administration of the E&T program, the State proposes to invest in the development and implementation of a new Management Information System (MIS) for the SNAP E&T program that is cost efficient, financially sustainable and productive. The current system lacks the capacity to fully support evolving federal requirements in a timely fashion, real-time data sharing, and comprehensive program oversight. An modernized MIS will enhance the State's ability to track participant progress, monitor provider performance, ensure program accountability and, meet all federal reporting standards outlined in 7 CFR 273.7 and FNS-583.

This investment will include the design, development, and implementation of a secure and scalable system, along with ongoing operational costs for maintenance, updates, and user support. The MIS will feature interface and system overlay capabilities that allow seamless integration with existing state systems such as SNAP eligibility, workforce case management platforms. These integrations will reduce duplication, promote interagency collaboration, and improve the overall efficiency of service delivery.

Additionally, the MIS will support real-time tracking of participant referrals, case notes, progress, outcomes and skills gained, while enabling performance monitoring of contracted providers. It will also include the necessary infrastructure for secure user access, software licensing, cloud-based storage, and help desk support. System enhancements will be implemented as needed to remain aligned with federal guidance and evolving program requirements. Training and technical assistance will be provided to ensure users can effectively navigate and utilize the system. Overall, this investment is essential to enhancing transparency, accountability, and results-based management across Louisiana's SNAP E&T program. \$591,407.00

	Non-Federal Share	Federal Share	Total
Subtotal / State Agency Costs Only	\$0.00	\$2,035,393.00	\$2,035,393.00
Contractual Costs	\$7,531,123.50	\$7,656,123.50	\$15,187,247.00
County Administered Direct Program Admin Cost	\$0.00	\$0.00	\$0.00
Total Direct Program and Admin Costs	\$7,531,123.50	\$9,691,516.50	\$17,222,640.00

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	\$7,531,123.50	\$9,691,516.50	\$17,222,640.00

Participant Reimbursements

	Non-Federal Share	Federal Share	Total
Dependent Care	\$66,767.00	\$66,767.00	\$133,534.00
Transportation & Other Costs	\$3,999,390.50	\$3,999,390.50	\$7,998,781.00
State Agency Cost for Dependent Care	\$0.00	-	\$0.00
Total Participant Reimbursements	\$4,066,157.50	\$4,066,157.50	\$8,132,315.00

Total Costs

	Non-Federal Share	Federal Share	Total
Total Cost	\$11,597,281.00	\$13,757,674.00	\$25,354,955.00

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	\$2,160,393.00	\$2,160,393.00	\$0.00	100.00%
Federal	100 Percent Federal Grant - Additional Funds	\$0.00	\$0.00	\$0.00	-
Federal	ABAWD Pledge Grant		\$0.00	\$0.00	-
Federal	Total - All 100 Percent Funds	\$2,160,393.00	\$2,160,393.00	\$0.00	-
Federal	50 Percent Administrative	-	\$7,531,123.50	-	-
Non-Federal	50 Percent Administrative	-	\$7,531,123.50	-	-
Federal	50 Percent Participant Reimbursements	-	\$4,066,157.50	-	-
Non-Federal	50 Percent Participant Reimbursements	-	\$4,066,157.50	-	-
Federal	Total 50 Percent Federal Target	\$12,258,591.00	\$11,597,281.00	(\$661,310.00)	-
Total	All Sources	\$14,418,984.00	\$25,354,955.00	-	-

Total Fiscal Year Plan Funding

Funding Sources	Non-Federal Share	Federal Share	Total
100 Percent Federal Grant	-	\$2,160,393.00	\$2,160,393.00
ABAWD Pledge Grant	-	\$0.00	\$0.00
50 Percent Administrative	\$7,531,123.50	\$7,531,123.50	\$15,062,247.00
50 Percent Dependent Care	\$66,767.00	\$66,767.00	-
50 Percent Transportation/Other	\$3,999,390.50	\$3,999,390.50	-
50 Percent Total Participant Reimbursements	\$4,066,157.50	\$4,066,157.50	\$8,132,315.00
Total 50 Percent Funds	\$11,597,281.00	\$11,597,281.00	\$23,194,562.00
Total	\$11,597,281.00	\$13,757,674.00	\$25,354,955.00

PLEDGE TO SERVE ALL ABAWDs

The Act authorizes FNS to allocate \$20 million annually to State agencies that commit, or pledge, to ensuring the availability of education, training, or welfare opportunities that permit able-bodied adults without dependents (ABAWDs) to remain eligible beyond the 3-month time limit.

To be eligible for these additional funds (pledge funds), State agencies must pledge to offer and provide an opportunity in a work program that meets the participation requirements of 7 CFR 273.24 to every applicant and recipient who is in the last month of the 3-month time limit and not otherwise exempt. Individuals are exempt from the time limit if they meet an exception under 7 CFR 273.24(c), reside in an area covered by a waiver in accordance with 7 CFR 273.24(f), or who are exempted by the State under 7 CFR 273.24(g).

Is the State agency pledging to offer qualifying activities to all ABAWDs subject to the criteria under 7 CFR 273.7(d)(3)(i)?

- Yes
- No

COMPLIANCE ADDENDUM OVERVIEW

The purpose of the State Plan Compliance Addendum is to ensure approval of compliant SNAP E&T State Plans and increase accountability for FNS and State staff in working towards actionable timelines. FNS must address compliance issues found in the SNAP E&T State Plan during the State Plan review process with State agencies and should address all possible compliance issues before October 1, to allow for timely approval of the State plan. If the State agency indicates that the compliance issue(s) identified in the State Plan cannot be remedied before October 1, the State Plan Compliance Addendum must be completed by FNS and the State agency.

The Addendum becomes part of the approved E&T State Plan and details the steps and timeline States will use to come into compliance with the Food and Nutrition Act of 2008, as amended (FNA), SNAP regulations, and FNS guidance. Therefore, the Addendum is subject to review by FNS during the Management Evaluation (ME) process. The State agency's failure to comply with the action steps and timeline specified in the Addendum may be subject to corrective action under the ME process and carry over into next year's Compliance Addendum.

COMPLIANCE ISSUE: CONSULTATION WITH STATE ITO'S

Select the relevant State Plan section.

Program Operations

Provide a description of the compliance issue, including regulatory citations.

The State agency has failed to consult with the State ITO's. 7CFR 272.2(b) and 272(e)(7)

Steps State will take to meet requirement	Projected Completion Date	Actual Completion Date
Louisiana anticipates scheduling future consultations with each of the tribes represented and other federally recognized Indian Tribal Organizations (ITOs) in Louisiana. Potential upcoming consultations may include: Tribal listening sessions (in-person or virtual) with each tribe to solicit feedback on the FY 2026 State Plan, discuss local workforce needs, and co-design potential SNAP E&T service models tailored for tribal communities. Joint workshops between SNAP E&T staff and tribal program administrators to review the E&T Handbook, align expectations, and address administrative or cost-sharing concerns. Technical assistance sessions to help tribes assess the feasibility of participating as E&T service providers or partners, including financial modeling, staffing, and infrastructure needs. Periodic status updates or check-ins after plan implementation phases, to allow tribes to raise concerns early, propose mid-course corrections, and collaborate on performance monitoring.	06/30/2026	