

USDA FNS SNAP E&T STATE PLAN

STATE NAME	STATE CODE	FEDERAL FISCAL YEAR	VERSION
Massachusetts	MA	2026	Original Submission

FORM STATUS: Approved on 09/23/2025 2:18 PM EDT

KEY PROGRAM STAFF

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

Name	E-mail
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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
CCR&R	Child Care Resource and Referral Agency
DTA	Department of Transitional Assistance
E&T	Employment and Training
EEC	Department of Early Education and Care
EOHHS	Executive Office of Health and Human Services
EOLWD	Executive Office of Labor and Workforce Development
FFY	Federal Fiscal Year
FNS	Food and Nutrition Service
FY	Fiscal Year
GA	General Assistance
GWR	General Work Rules
ITO	Indian Tribal Organization
MDCS	MassHire Department of Career Services
MHCC	MassHire Career Center
MOU	Memorandum of Understanding
MSWB	MassHire State Workforce Board
PATH	Partner Activity Tracking Hub
PSI	Permission to Share Information form

SNAP	Supplemental Nutrition Assistance Program
TAFDC	Transitional Aid to Families with Dependent Children
TANF	Temporary Assistance for Needy Families
UMass Chan	ForHealth Consulting at UMass Chan Medical School
USDA	United States Department of Agriculture
WIOA	Workforce Innovation and Opportunity Act
WPP	Work Participant Program

SUMMARY OF PROGRAM

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

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

The mission of the Massachusetts Department of Transitional Assistance (DTA) is to assist and empower low-income individuals and families to meet their basic needs, improve their quality of life, and achieve long-term economic self-sufficiency. Located within the Executive Office of Health and Human Services (EOHHS), DTA ensures that the emergency and transitional needs of the individuals and families of the Commonwealth are met through a combination of federal- and state-funded programs.

The Commonwealth of Massachusetts provides a comprehensive array of services to meet the needs of employers and job seekers through a statewide workforce development system. Sixteen local MassHire Workforce Boards made up of business and community leaders oversee 29 MassHire Career Center (MHCC) and affiliate locations operating across Massachusetts.

Serving the needs of low-income individuals, families, and employers, DTA's SNAP Path to Work program is an important part of Massachusetts' workforce development system. Through this program, eligible SNAP clients receive job search assistance and gain education, skills, training, and/or experience that improve their employment prospects for current labor market driven jobs, improving employment and economic prospects.

Under the Workforce Innovation and Opportunity Act (WIOA), the MHCCs and WIOA partners operate programming with an emphasis on reframing the role of local employers to better match job seekers with in-demand, labor market driven jobs in each local area. Aligning employer needs with job seekers with the required skill set for local openings provides more local opportunities for DTA clients to find and retain work and reduce reliance on SNAP benefits and other public assistance programs.

Cross training and the pooling of training resources between DTA, MHCC, and all WIOA mandated partner staff results in increased access to education, training, and employment opportunities for shared customers. SNAP E&T state staff, ForHealth Consulting at UMass Chan Medical School (UMass Chan) and contracted SNAP Path to Work providers use a variety of publicly available tools, including regional workforce blueprints, dynamic labor market tools, MassTalent, Department of Economic Research equity dashboards, and other sources to ensure that components offered under the SNAP Path to Work umbrella meet participant and State or local workforce needs.

Links:

MassHire Career Center (MHCC) and affiliate locations: <https://www.mass.gov/masshire-career-centers>

Regional workforce blueprints: <https://www.mass.gov/lists/regional-workforce-blueprints>

Dynamic labor market tools: <https://www.mass.gov/service-details/dynamic-labor-market-tools>

MassTalent: <https://www.mass.gov/masstalent>

Department of Economic Research Equity Dashboards: <https://www.mass.gov/info-details/department-of-economic-research-equity-dashboards#black/african-american-equity-dashboard->

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 Path to Work Website
Link to resource	DTA Pathways to Work
Link to resource	SNAP Path to Work provider portal: the Partner Activity Tracking Hub (PATH)
Link to resource	Work rules for SNAP clients
Link to resource	DTA's Online Guide
Link to resource	DTA SNAP Regulations
Link to resource	WIOA Combined State Plan
Link to resource	Regional workforce blueprints
Link to resource	Dynamic labor market tools

Link to resource	MassTalent
Link to resource	Department of Economic Research Equity Dashboards
Link to resource	MassHire State Workforce Board

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.

CHANGES TO THE SNAP PATH TO WORK PROVIDER NETWORK

DTA welcomes the following providers to the SNAP Path to Work provider network starting 10/1/25:

1. Boss Lady

Mission: Boss Lady empowers all through comprehensive education, career advancement, and support services to achieve economic self-sufficiency. We provide targeted vocational training, employment preparation, and professional development programs while connecting participants to essential community resources. Our integrated approach combines skills development, job readiness training, and ongoing support to create sustainable pathways to financial independence and career success for underserved women in Massachusetts.

2. Bristol Community College

Mission: Bristol Community College provides an accessible, innovative and inclusive education that prepares students to navigate and succeed in our ever-changing world.

3. Bunker Hill Community College

Mission: The Mission of the Division of Workforce and Economic Development is to provide opportunities for education and training leading to professional advancement and life-long learning while meeting the workforce needs of the communities we serve.

4. Jamaica Plain Community Centers, Inc. (JPCC) - Adult Learning Program (ALP)

Mission: The mission of ALP is to provide an innovative learner-centered, participatory educational program to educationally disadvantaged and Limited English Proficient adults. Our goal is to help students attain the education, skills, and self-reliance that will enable them to more fully participate in their communities and in the education of their children, and will further enhance opportunities for personal development, life-long learning, and economic self-sufficiency. Towards that end, we provide the tools to enable historically disenfranchised individuals and groups to more fully access, utilize, participate in, and impact the resources and development of their communities.

5. Jewish Family Service of Western Massachusetts, Inc.

Mission: Jewish Family Service of Western Massachusetts serves as a community leader, partnering with people to achieve fulfilling lives. Rooted in Jewish values, we provide exceptional social services to support individuals and families from diverse cultural and economic backgrounds.

Our programs strengthen our community by strengthening the individual—from resettling refugee families, to supporting New Americans to become self-sufficient, counseling young adults through life's transitions, equipping older adults to age well, protecting elders from abuse, leading caregiver support groups, and helping individuals enhance their Jewish connections.

6. Massachusetts Bay Community College

Mission: MassBay Community College is a compassionate, student-centered, accessible institution of higher learning, serving a richly diverse population. MassBay is a bridge to equitable opportunities, sustained success, and a lifetime of professional and personal growth. Through transformative education, MassBay contributes to the growing regional economy and cultivates the potential of our students, empowering them to thrive in our local and global communities

7. Morgan Memorial Goodwill Industries

Mission: Our mission is to help individuals with barriers to self-sufficiency to achieve independence and dignity through work.

8. Pine Street Inn, Inc.

Mission: Pine Street's programs include permanent housing, emergency shelter, street outreach and workforce development. Our goal is to end homelessness by making the safety and stability of permanent housing a reality for all.

9. Roxbury Community College

Mission: Roxbury Community College provides a nurturing environment, where all community members are welcome, regardless of past education. We transform lives through excellence and innovation, preparing our learners for active citizenry and success in a changing world.

The following provider organizations will be in an inactive status and will not be providing SNAP Path to Work services at the start of FFY 2026:

1. Berkshire Dream Center

2. Youth Build, Boston

DTA WORKS INTERNSHIP

DTA Works is a successful work-ready program that provides TAFDC recipients with the opportunity to acquire or develop skills necessary to re-enter the workforce through an on-the-job work experience. Interns are placed at a variety of locations including DTA offices, partner state agencies, and community-based agencies where they receive on the job training and mentor support to overcome challenges on their career path. DTA Works interns:

- Participate in paid on the job training weekly for 36 weeks
- Receive individual mentoring
- Learn the skills needed to succeed in a work environment
- Gain employment references

This state plan budget funds a SNAP DTA Works Coordinator to support the growth of the program and the participation of an estimated 15 SNAP-only participants.

This plan will be updated as additional details and timeframes are established.

ONGOING PROVIDER RECRUITMENT

The State will continue provider recruitment efforts throughout the fiscal year, targeting community colleges statewide and additional CBOs in areas where there are currently limited SNAP Path to Work opportunities or other program deficit areas. The State is especially interested in partnering with organizations with the capacity to offer E&T activity:

- with the option of participating remotely to increase accessibility for those living in areas where there is limited public transportation
- programs that meet the ABAWD work rules; and/or
- with a focus on career-track training and employment pathways that address local workforce needs and participant interests.

100% funding has also been earmarked for seeding or expanding SNAP E&T programming in underserved geographic or other program areas and/or that meet the ABAWD work rules.

New providers will be invited to begin participating in the program as is monetarily and programmatically feasible. This plan will be amended as necessary to accommodate the return of inactive providers, the addition of new provider partners and/or the expansion of SNAP Path to Work programming offered by existing provider organizations

SNAP PATH TO WORK WEBSITE VENDOR CHANGE

The SNAP Path to Work website is currently hosted and supported by the Marketing Communications Department at ForHealth Consulting at UMass Chan Medical School (UMass Chan). UMass Chan will not be able to host and maintain the site after June of 2026 because they will be moving their websites to a new digital platform that will not be able to support all the existing functionality of the website. DTA will be procuring a new vendor to host and support the website, including the provider portal through which contracted providers submit and edit program descriptions, UMass Chan and DTA staff review and approve them, and online listings are created and managed.

CLIENT VOICE

DTA recognizes the importance of client voice in programming design, implementation and improvement. In FFY 2026, DTA plans to employ the following methods to learn from and improve the SNAP Path to Work participant experience.

- Surveys-DTA plans to survey exiting visitors on the SNAP Path to Work website to learn their location, gauge their experience and determine what needs to be improved.
- Focus groups regarding proposed changes to SNAP Path to Work programming
- Employing client consultants to aid in the development of survey content, SNAP Path to Work marketing materials, and website content.

The information gathered will help inform decisions about program expansion, provider recruitment efforts, marketing strategy, and use of funding allocations.

Links:

Boss Lady: <https://www.bosslady.org/>
 Bristol Community College: <https://bristolcc.edu/>
 Bunker Hill Community College: <https://bhcc.edu/>
 Jamaica Plain Community Centers, Inc. (JPCC): <https://www.jpadulted.org/>
 Jewish Family Service of Western Massachusetts, Inc.: <https://jfswm.org/>
 Massachusetts Bay Community College: <https://www.massbay.edu/>
 Morgan Memorial Goodwill Industries: <https://www.goodwillmass.org/>
 Pine Street Inn, Inc.: <https://www.pinestreetinn.org/>
 Roxbury Community College: <https://www.rcc.mass.edu/>
 SNAP Path to Work website: <https://www.snappathtowork.org/>

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.

N/A

CONSULTATION AND COORDINATION WITH THE WORKFORCE DEVELOPMENT SYSTEM

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

Consultation

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

Did the State agency consult the State workforce development board?

Yes
 No

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

Date	State Workforce Development Board Name	Title(s) of Person Consulted	Outcome of Consultation
10/03/2024	MassHire Franklin Hampshire Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://www.masshirefhwb.org/files/documents/meeting-minutes/Minutes-final-FHWB-Full-Board-Mtg_3Oct2024_Approved-Accepted.pdf About the board: https://www.masshirefhwb.org/board
10/10/2024	MassHire Metro South/West	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://masshiremsw.com/wp-content/uploads/MH-MSW-Unofficial-Board-Minutes-6.27.24.pdf About the board: https://masshiremsw.com/about/leadership/
10/17/2024	MassHire Central Region Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: Download “MCRWB Full Board” (Jan 16, 2025) here: https://worcesterma.primegov.com/public/portal About the board: https://masshirecentral.com/about/members/
10/17/2024	MassHire Franklin Hampshire Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.

			<p>See meeting minutes and attendance: https://www.masshirefhwb.org/files/documents/meeting-minutes/Minutes-final-FHWB-Special-Full-Board-Mtg_17Oct2024_Approved-Accepted.pdf</p> <p>About the board: https://www.masshirefhwb.org/board/</p>
10/22/2024	MassHire Merrimack Valley Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://www.masshiremvwb.org/wp-content/uploads/MMVWB-Annual-Meeting-Minutes-10.22.24-Appproved.pdf</p> <p>About the board: https://www.masshiremvwb.org/about/board/</p>
10/23/2024	MassHire South Shore Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshiress.com/wp-content/uploads/10-23-24-MHSSWB-Board-Meeting-Minutes.docx.pdf</p> <p>About the board: https://masshiress.com/about/south-shore-workforce-development-board/board/</p>
10/24/2024	MassHire Cape and Islands Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshire-capeandislandswb.com/wp-content/uploads/2025/07/FY25-BOD-Minutes.pdf</p> <p>About the board: https://masshire-capeandislandswb.com/about/board-of-directors/</p>
11/13/2024	MassHire Metro North Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance:</p> <p>About the board: https://masshiremetronorth.org/about/board/</p>
11/14/2024	MassHire North Shore Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshire-northshorewb.com/wp-content/uploads/MassHireNS_Agenda_November-14-2024-post-11-4.pdf</p> <p>Board presentation: https://masshire-northshorewb.com/wp-content/uploads/MassHireJan92025BODPPT-1-8-25-post.pdf</p> <p>About the board: https://masshire-northshorewb.com/about/nswb/</p>
11/21/2024	MassHire North Central Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.

			<p>See meeting minutes and attendance: https://www.mass.gov/doc/11-21-24-meeting-minutes-mhswb/download</p> <p>About the board: https://masshirenorthcentralwb.com/board-members/</p>
12/05/2024	MassHire Berkshire Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshireberkshire.com/wp-content/uploads/Board-12-24-minutes-1.pdf</p> <p>About the board: https://masshireberkshire.com/about/board/</p>
12/05/2024	MassHire Lowell Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshiregreaterlowell.com/about/governance-downloads/workforce-board-meeting-minutes/</p> <p>About the board: https://masshiregreaterlowell.com/about/members/</p>
12/05/2024	MassHire Franklin Hampshire Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://www.masshirefhwb.org/files/documents/meeting-minutes/Minutes_FHWB-Full-Board-Mtg_5DEC2024_Approved-Accepted.pdf</p> <p>About the board: https://www.masshirefhwb.org/board</p>
12/10/2024	MassHire Hampden County Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshirehcwb.com/wp-content/uploads/2024/12/12-10-24-BOD-Mtg-Minutes.pdf</p> <p>About the board: https://masshirehcwb.com/membership-committees/</p>
12/18/2024	MassHire Greater New Bedford Workforce Board	See meeting minutes agenda & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshiregreaternewbedford.com/wp-content/uploads/BOD-Agenda-12-18-24-3.pdf</p> <p>About the board: https://masshiregreaternewbedford.com/about/board/</p>
12/19/2024	MassHire Bristol Workforce Board	See meeting minutes & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes: https://masshirebristolwb.org/masshire-bristol-workforce-board-quarterly-meeting-december-19-2024-830-am/</p>

			<p>About the board: https://masshirebristolwb.org/about/membership/</p>
12/19/2024	MassHire Greater Brockton Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshiregbwb.org/wp-content/uploads/Full-Board-Agenda-12-18-24.pdf</p> <p>About the board: https://masshiregbwb.org/board-committees/</p>
01/09/2025	MassHire North Shore Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshire-northshorewb.com/wp-content/uploads/MHNSWB-BoD-Report-Jan-09-2025-post-1.3.25.pdf</p> <p>Board presentation: https://masshire-northshorewb.com/wp-content/uploads/MassHireJan92025BODPPT-1-8-25-post.pdf</p> <p>About the board: https://masshire-northshorewb.com/about/nswb/</p>
01/16/2025	MassHire Central Region Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: Download “MCRWB Full Board” (Jan 16, 2025) here: https://worcesterma.primegov.com/public/portal</p> <p>About the board: https://masshirecentral.com/about/members/</p>
01/23/2025	MassHire Cape and Islands Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshire-capeandislandswb.com/wp-content/uploads/2025/07/FY25-BOD-Minutes.pdf</p> <p>About the board: https://masshire-capeandislandswb.com/about/board-of-directors/</p>
01/23/2025	MassHire Metro South/West	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshiremsw.com/wp-content/uploads/MSW-WB-Board-Unofficial-Minutes-October-10-2024-for-website.pdf</p> <p>About the board: https://masshiremsw.com/about/leadership/</p>
01/28/2025	MassHire Merrimack Valley Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://www.masshiremvwb.org/wp-content/uploads/MMVWB-Quarterly-Meeting-Minutes-1.28.25.pdf</p>

			<p>About the board: https://www.masshiremwb.org/about/board/</p>
02/12/2025	MassHire Metro North Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: Meeting minutes link not available. Agenda: https://masshiremetronorth.org/event/masshire-metro-north-workforce-board-quarterly-member-meeting-3/</p> <p>About the board: https://masshiremetronorth.org/about/board/</p>
02/27/2025	MassHire South Shore Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshiress.com/wp-content/uploads/2.27.2025-MHSSWB-Board-Meeting-Minutes.pdf</p> <p>About the board: https://masshiress.com/about/south-shore-workforce-development-board/board/</p>
03/06/2025	MassHire Berkshire Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshireberkshire.com/wp-content/uploads/Board-3-25-minutes-1.pdf</p> <p>About the board: https://masshireberkshire.com/about/board/</p>
03/13/2025	MassHire North Shore Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshire-northshorewb.com/wp-content/uploads/MHNSWB-BoD-Report-3-13-25-post.pdf</p> <p>Board presentation: https://masshire-northshorewb.com/wp-content/uploads/MHNSWB-BoD-PPT-3-13-25-post.pdf</p> <p>About the board: https://masshire-northshorewb.com/about/nswb/</p>
03/13/2025	MassHire Lowell Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://masshiregreaterlowell.com/about/governance-downloads/workforce-board-meeting-minutes/</p> <p>About the board: https://masshiregreaterlowell.com/about/members/</p>
03/20/2025	MassHire North Central Workforce Board	See meeting minutes and attendance & about the board links	<p>DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.</p> <p>See meeting minutes and attendance: https://www.mass.gov/doc/mswb-meeting-agenda-03-20-25/download</p> <p>About the board: https://masshirenorthcentralwb.com/board-members/</p>

03/26/2025	MassHire Greater New Bedford Workforce Board	See meeting agenda & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: link not available. About the board: https://masshiregreaternewbedford.com/about/board/
03/27/2025	MassHire Bristol Workforce Board	See meeting minutes & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes: https://masshirebristolwb.org/masshire-bristol-workforce-board-quarterly-meeting-march-27-2025/ About the board: https://masshirebristolwb.org/about/membership/
04/17/2025	MassHire Central Region Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: Download “MCRWB Full Board” (Jan 16, 2025) here: https://worcesterma.primegov.com/public/portal About the board: https://masshirecentral.com/about/members/
04/22/2025	MassHire Merrimack Valley Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://www.masshiremvwb.org/wp-content/uploads/MMVWB-Quarterly-Meeting-Minutes-4.22.25-approved.pdf About the board: https://www.masshiremvwb.org/about/board/
04/24/2025	MassHire Metro South/West	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://masshiremsw.com/wp-content/uploads/MSW-WB-Board-Unofficial-Minutes-January-23-2025.pdf About the board: https://masshiremsw.com/about/leadership/
05/08/2025	MassHire North Shore Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://masshire-northshorewb.com/wp-content/uploads/MHNSWB-BoD-Report-Pkg.-May-8-2025.pdf Board presentation: https://masshire-northshorewb.com/wp-content/uploads/MHNSWBMay82025BoDPPTfinalpost.pdf About the board: https://masshire-northshorewb.com/about/nswb/
05/15/2025	MassHire South Shore Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market.

			See meeting minutes and attendance: Link not available. About the board: https://masshiress.com/about/south-shore-workforce-development-board/board/
05/20/2025	MassHire Metro North Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: Link not available About the board: https://masshiremetronorth.org/about/board/
06/05/2025	MassHire Berkshire Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://masshireberkshire.com/wp-content/uploads/Board-minutes-6-25-proxy.pdf About the board: https://masshireberkshire.com/about/board/
06/23/2025	MassHire Bristol Workforce Board	See meeting minutes & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes: https://masshirebristolwb.org/masshire-bristol-workforce-board-annual-meeting-june-26-2025/ About the board: https://masshirebristolwb.org/about/membership/
06/26/2025	MassHire Lowell Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://masshiregreaterlowell.com/about/governance-downloads/workforce-board-meeting-minutes/ About the board: https://masshiregreaterlowell.com/about/members/
06/26/2025	MassHire Metro South/West	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: https://us02web.zoom.us/j/86816408334?pwd=2x7ORpJqLnbrH4pO8C3P5ykz4wRYQm.1 About the board: https://masshiremsw.com/about/leadership/
07/17/2025	MassHire Central Region Workforce Board	See meeting minutes and attendance & about the board links	DTA representation at local Workforce Board meetings ensures direct engagement with employers within this labor market. See meeting minutes and attendance: Download “MCRWB Full Board” (Jan 16, 2025) here: https://worcesterma.primegov.com/public/portal About the board: https://masshirecentral.com/about/members/

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.

Massachusetts is one of only a handful of states who have opted SNAP into their WIOA combined plan. DTA's consultation with the workforce development board and other WIOA partners is ongoing. This plan reflects DTA's overall inclusion in Massachusetts' statewide workforce system and ongoing involvement in the development of the State's combined WIOA plan as well as local Memoranda of Understanding (MOUs). The plan echoes Massachusetts' priorities and strategies being utilized to meet the needs of employers and the labor workforce across all programs, including SNAP E&T.

The MassHire State Workforce Board (MSWB) advises the Governor on building a strong workforce development system aligned with state education policies and economic development goals.

The Commonwealth of Massachusetts Secretary of Health and Human Services, Dr. Kiame Mahaniah, serves as an ex-officio board member, ensuring that the employment and training needs of DTA clients are well represented and that the needs of Massachusetts employers are known and considered in the development of DTA's SNAP Path to Work and the TAFDC Pathways programs.

The members of the board develop strategies that guide the Commonwealth's efforts in ensuring workers have the skills they need to fill the jobs businesses create for a more prosperous Commonwealth, with higher wages for employees, larger profit margins for businesses and stronger communities for all.

MSWB members represent all parts of the Commonwealth, from small businesses to multinational corporations, from organized labor to community organizations and State and local officials. Members review, revise, and advise the executive branch on how to create and sustain the workforce Massachusetts needs to succeed in the world economy.

DTA also has representation on the local MassHire Workforce Boards and DTA's WIOA Coordinator attends as many meetings as is practical, ensuring direct engagement with employers within the labor market where DTA clients are living and working.

Additionally, DTA is a regular participant in the following meetings:

STATE WORKFORCE ADVISORY COMMITTEE

The State Workforce Advisory Committee is a space for WIOA partner agency representatives to provide updates on their policy and programming, and includes regular recommendations related to employment challenges, business engagement strategies, and cross system alignment. The meeting also provides ongoing updates on the WIOA State Plan when relevant.

- Recent meeting dates: 10/21/24 | 11/18/24 | 1/13/25 | 2/10/25 | 3/10/25 | 4/14/25 | 6/9/25
- Discuss the combined WIOA State Plan with all required State Partners
- Report recommendations from joint work groups
 - Challenges to employment
 - Business engagement strategies
 - Cross systems alignment
 - Data integration and analytics
 - Diversity, Equity and Inclusion (DEI) State partner committee
 - Includes managers and directors from required WIOA State Partners
 - Goal is to provide agency updates, and ongoing updates on the WIOA State Plan with the input of all required partners
 - DTA representatives: Associate Commissioner of Employment and Training Programs, Assistant Director of Workforce Programs and Initiatives

WORKFORCE PARTNER MEETINGS

- Monthly (except during the summer)
- MassHire Department of Career Services (DCS) and WIOA partner updates
- Includes presentations/discussion about state level and joint partner initiatives/projects, MA workforce training and employer needs, best practices, etc.

DTA/DCS CHECK-INS

- Monthly
- Check in regarding the ongoing collaboration between DTA and DCS, address any issues related to Work Participant Program (WPP) partnership, identify opportunities for improvement, staff training needs, etc.
- DTA participants have included: Assistant Commissioner of Policy and Programs, Associate Commissioner of Employment and Training Programs, DTA WIOA Coordinator, SNAP E&T Manager, Acting Assistant Director of Workforce Programs and Initiatives, Program Effectiveness Manager
- DCS participants have included: DCS Director, Director of Central Programs, Director of Business Enabling Technology, Manager Policy and Planning, Director of Policy and Program Administration

DTA & DCS PARTICIPATION IN ALIGNED CASE MANAGEMENT INSTITUTE

The mission of the National Association of State Workforce Agencies (NASWA), Aligned Case Management Institute is to "to aid states in aligning their case management systems, enhancing holistic service delivery and improving customer experience within the public workforce

system."

- Recent meeting dates: 4/14/25 | 4/29/25 | 5/13/25 | 5/29/25 | 7/1/25 | 7/7/25 | 8/4/25
- DTA participants: Associate Commissioner of Employment and Training Programs, Assistant Director of Workforce Programs and Initiatives
- DCS participants: Director of Policy and Program Administration
- Other WIOA Partner participants: MassAbility, Department of Elementary and Secondary Education (DESE), Executive Office of Aging & Independence (AGE)

OTHER

DTA's Assistant Commissioner of Policy and Programs, Erin Quinn, is a WIOA State Plan Advisory Committee Member and on the WIOA Information Technology Support Center (ITSC) steering committee. She also serves on the Commonwealth Corporation and Workforce Competitiveness Trust Fund boards.

Links:

MassHire State Workforce Development Board: <https://www.mass.gov/info-details/masshire-state-workforce-board>

NASWA's Aligned Case Management Institute: <https://www.naswa.org/witsc/aligned-case-management-institute>

Commonwealth Corporation: <https://commcorp.org/>

Workforce Competitiveness Trust Fund: <https://commcorp.org/workforce-competitiveness-trust-fund/>

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 Commonwealth of Massachusetts provides a comprehensive array of services to meet the needs of employers and job seekers through a statewide workforce development system.

Sixteen local MassHire Workforce Boards made up of business and community leaders oversee 29 MassHire Career Center (MHCC) and affiliate locations operating across Massachusetts.

A comprehensive overview of the resources, services, and credentials available to Massachusetts job seekers through this system can be found in the Workforce Innovation and Opportunity Act (WIOA) Massachusetts Combined State Plan for the period of July 1, 2020 through June 30, 2024 and in the MA Combined WIOA State Plan for July 1, 2024 through June 30, 2028 (in review).

To develop meaningful pathways to work and economic mobility for low-income, disabled and un/underemployed individuals/families, and ensure that DTA clients and families with significant challenges can access the workforce system with the support needed to attain and sustain employment, DTA partnered with the EOLWD and the MDCS to develop and implement the Work Participant Program (WPP) starting in FFY 2017. Through an ISA between DTA and MDCS, DTA funding is provided to career centers to supplement MHCC programming for DTA clients, including access to Title 1 funded trainings when appropriate. MOUs are in place at the local level to support an integrated, customer-focused service delivery system that is diverse, equitable and inclusive that meets the needs of priority populations as well as local businesses. The MOUs and joint partner guidance define referral procedures, services to be provided and collaborative planning expectations.

DTA clients (both SNAP and TAFDC) can access WPP through a MHCC or through a referral from DTA. Potential SNAP participants may also initiate an enrollment via a WPP program listing on the SNAP Path to Work website by registering for MassHire JobQuest and either requesting contact from or reaching out to a MassHire representative or DTA SNAP E&T Specialist. Participating clients receive a career readiness assessment and work with a career counselor on an individualized Career Development plan, including the services and occupational training to be provided to meet the client's career goals. Services may include job readiness activities, such as resume and cover letter writing, interviewing skills, virtual interviewing skills, job search techniques and developing a professional network or participation in employer recruitment events and self-directed job search. WPP participants may also have access to WIOA-funded training vouchers upon determination that they need further skills to enter or return to the workforce.

Until FFY 2020, the WPP had not been financially supported by SNAP E&T funds. In FFY 2020, DTA began expanding the capacity and expectations for the MHCCs regarding serving SNAP-only clients, including ABAWDs, through SNAP E&T funds and the training of career center staff. This relationship allows eligible WPP customers to access SNAP E&T transportation and child care supports and simplifies the process of verifying ABAWD participation in qualifying activity through MHCC locations.

DTA will continue to identify new opportunities to coordinate with and integrate services currently being provided by other Massachusetts partner agencies responsible for workforce development. To support this effort, DTA's WIOA Coordinator will continue to provide oversight of the WPP ISA with MDCS, serve as a DTA Central Office liaison to the local MassHire Workforce Investment Boards and further develop and strengthen local partnerships.

Links:

2020-2024 WIOA Massachusetts Combined State Plan: <https://www.mass.gov/info-details/download-the-wioa-combined-state-plan>

2024-2028 WIOA Massachusetts Combined State Plan: (in review): <https://www.mass.gov/massachusetts-workforce-agenda>

WPP program listing (on SNAP Path to Work website): <https://snappathtowork.org/listing/work-participant-program-wpp-masshire-merrimack-valley-career-center-lawrence/>

MassHire Job Quest: <https://www.mass.gov/how-to/find-a-job-with-masshire-jobquest>

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.

Under the DTA Pathways to Work umbrella, DTA offers a variety of programs to help TAFDC and SNAP-only clients achieve career goals and support their families' success. While the eligibility criteria, service delivery and reimbursement models, in addition to the programs and supports that can be accessed via the TAFDC Pathways to Work and SNAP Path to Work programs differ somewhat, DTA is actively working to align policies and procedures, data collection and the client and provider experiences to the extent practical.

Under the direction of DTA's Associate Commissioner of Employment and Training Programs, SNAP E&T and TAFDC Pathways managers collaborate to identify and achieve common goals, address common concerns, and cross train unit staff and partners as appropriate.

Current initiatives include:

- Using SNAP E&T funds to expand the successful TAFDC DTA Works program, giving 15 SNAP E&T participants access to paid internship, individual mentorship, and the opportunity to develop the skills needed to succeed in a work environment.
- Hosting cross program client celebrations, provider learning labs, and other events that bring training providers and DTA SNAP and TAFDC E&T staff together to align goals and strategy, improve communication, and collaboration, and strengthen relationships and morale.
- Collaborating with Department of Revenue, Child Support Services Division to offer DTA Pathways to Work programs, including TAFDC Pathways and SNAP Path to Work, to non-custodial parents. Participation in Pathways programs allows DOR to suppress license suspension and the assessment of interest and penalties.
- Continuing PATH system enhancements that will allow more TAFDC Pathways vendors to enroll participants in programming, track participation and outcomes and submit claims for reimbursement via the system (which has historically been used by SNAP E&T staff and providers, but not TAFDC vendors). The use of a common tool and more uniform processes will improve the provider/vendor experience (especially for those that provide both TAFDC and SNAP E&T services), improve outcomes and other program analysis capabilities and increase communication between the TAFDC and SNAP E&T units and community partners.
- Improving reporting and data collection capabilities with a racial equity lens to better analyze and eliminate any disparate impact in service delivery.
- Increasing the number of SECURE Jobs vendors offering services under both SNAP Path to Work and TAFDC Pathways umbrellas.

Additional information about programs and supports available through the TAFDC Pathways to Work can be found here:

<https://www.mass.gov/dta-pathways-to-work>

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).

DTA is one of 16 WIOA Workforce Partners tasked with working together to support a seamless system of workforce and education services that builds career pathways for individuals and leads to a more informed, educated, and skilled workforce that meets the Commonwealth's businesses' demands and sustains a thriving and diverse labor force.

The workforce partners include:

Massachusetts Department of Correction (MADOC)

The Department of Correction oversees the state prison system, managing 13 institutions across the state. We provide custody, care, and programming for those under our supervision to prepare them for safe and successful reentry into the community.

Department of Elementary and Secondary Education (DESE)/Adult Community Learning Services (ACLS)

The goal of the Massachusetts public K-12 and adult education system is to prepare all students for success in life. Working with providers and partners, the ACLS oversees the adult education system, ensuring that quality, no-cost, instruction, advising, job training, and career pathways are within reach of adult learners in Massachusetts.

Executive Office of Housing and Livable Communities (EOHLC)

The EOHLC was established in 2023 to create more homes and lower housing costs for Massachusetts residents. EOHLC also distributes funding to municipalities, oversees the state-aided public housing portfolio, and operates the state's Emergency Family Shelter (EA) program.

Department of Transitional Assistance (DTA)

DTA assists and empowers low-income individuals and families to meet their basic needs, improve their quality of life, and achieve long term economic self-sufficiency. DTA serves one in six residents of the Commonwealth with direct economic assistance (cash benefits) and food assistance (SNAP benefits), as well as workforce training opportunities.

Department of Unemployment Assistance (DUA)

At the Department of Unemployment Assistance, we are dedicated to supporting Massachusetts workers through challenging times and assisting employers in navigating the unemployment insurance system. Unemployment insurance provides temporary payments to eligible

workers who lose their job through no fault of their own. Individuals must be able and available to work, and actively searching for a job to receive benefits

EMPath: Economic Mobility Pathways

EMPath transforms people's lives by helping them move out of poverty and provides other institutions with the tools to systematically do the same.

Executive Office of Education (EOE)

From pre-school to post-secondary education, the EOE works to connect all Massachusetts residents with a high-quality education regardless of their circumstance, zip code, or socioeconomic status.

Executive Office of Aging & Independence (AGE)

The Executive Office of Aging & Independence envisions a state in which every person has the tools, resources, and support they need to fully embrace the aging experience. Together, we support aging adults to live and thrive, safely and independently— how and where they want.

Executive Office of Health and Human Services (EOHHS)

The Executive Office of Health and Human Services is comprised of 11 agencies and the MassHealth program. EOHHS seeks to promote the health, resilience, and independence of the nearly one in every three residents of the Commonwealth we serve. Our public health programs touch every community in the Commonwealth.

Executive Office of Labor and Workforce Development (EOLWD)

The Executive Office of Labor and Workforce Development builds a skilled workforce, connects talent to opportunity, supports those facing job loss or injury, and ensures safe workplaces.

Job Corps

For over 60 years, Job Corps has helped young people achieve successful careers in the nation's fastest-growing industries.

MassHire Department of Career Services

The MassHire Department of Career Services oversees the state's network of Career Centers, aiding business locate qualified talent and offering career services and referrals to jobseekers.

Massachusetts Commission for the Blind (MCB)

MCB's mission is to provide individualized training, education, and empowerment to people who are legally blind, and advocate for inclusive policies across the Commonwealth, with the goal of life-long independence and full community participation

MassAbility

MassAbility empowers people with disabilities to live life on their own terms. Our programs and services expand possibilities in careers and training, home and community life, and legal rights and benefits – including disability determination for federal programs.

Senior Community Service Employment Program (SCSEP)

SCSEP helps low-income, unemployed job seekers age 55 or older learn skills to land a new job. The training helps enrollees develop self-confidence and become more financially independent. SCSEP also teaches resume writing, technology skills, interviewing techniques, and other skills that may help with their job search and placement.

YouthBuild

YouthBuild gives young people between the ages of 16 and 24 the chance to turn their lives around. Programs offer a unique curriculum that combines academic instruction with workforce development training, in which students spend one week in the classroom working toward their High school equivalency or diploma, followed by one week on a job site building or renovating affordable housing in their communities. It allows students to develop important academic and job skills, and at the same time, revitalize surrounding low-income areas. Ultimately, the aim of YouthBuild is not to change the young people it serves, it is to give them the tools to change their own lives. We firmly believe that by empowering our students, true community change can be accomplished.

Links:

Massachusetts Department of Correction (MADOC): <https://www.mass.gov/orgs/massachusetts-department-of-correction>

Department of Elementary and Secondary Education (DESE)/Adult Community Learning Services (ACLS): <https://www.doe.mass.edu/>

Executive Office of Housing and Livable Communities (EOHLC): <https://www.mass.gov/orgs/executive-office-of-housing-and-livable-communities>

Department of Transitional Assistance (DTA): <https://www.mass.gov/orgs/department-of-transitional-assistance>

Department of Unemployment Assistance (DUA): <https://www.mass.gov/orgs/department-of-unemployment-assistance>

EMPath: Economic Mobility Pathways: <https://empathways.org/>

Executive Office of Education (EOE): <https://www.mass.gov/orgs/executive-office-of-education>

Executive Office of Aging & Independence (AGE): <https://www.mass.gov/orgs/executive-office-of-aging-independence-age>

Executive Office of Health and Human Services (EOHHS): <https://www.mass.gov/orgs/executive-office-of-health-and-human-services>

Executive Office of Labor and Workforce Development (EOLWD): <https://www.mass.gov/orgs/executive-office-of-labor-and-workforce-development>

Job Corps: <https://www.jobcorps.gov/>

MassHire Department of Career Services: <https://www.mass.gov/orgs/masshire-department-of-career-services>

Massachusetts Commission for the Blind (MCB): <https://www.mass.gov/orgs/massachusetts-commission-for-the-blind>

MassAbility: <https://www.mass.gov/orgs/massability>

Senior Community Service Employment Program (SCSEP): <https://www.mass.gov/info-details/senior-community-service-employment->

[program](#)

YouthBuild: <http://www.massyouthbuild.org/>

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 certain ITOs were not consulted and specify the name of the ITOs that were not consulted.

As of the submission of this plan (8/15/2025) attempts to establish contact with the Wampanoag Tribe of Gay Head (Aquinnah) of Massachusetts have been unsuccessful. Multiple attempts to reach various people in the Education Department in the hope of discussing the training opportunities available to tribal members who receive SNAP through SNAP E&T, how SNAP recipients can meet the ABAWD work rules through SNAP E&T participation or participation in the Adult Vocational Training (AVT) program (<https://wampanoagtribe-nsn.gov/education>), and the possibility of collaboration have been unsuccessful. The most recent message was left on 8/14/2025.

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

Date	Name of ITO	Title(s) of Person Consulted	Outcome of Consultation
01/13/2025	Monthly Inter-Agency Tribal Partners Workgroup meetings (Example date: Meets on the second Monday of each month)	Workgroup meetings attendees	<p>Entered date is one example: Meetings occur on the second Monday of each month.</p> <p>SNAP E&T Manager and other DTA representatives have been attending the monthly Inter-Agency Tribal Partners Workgroup meetings. The group's purpose statement is "To bring together state agencies, bureaus, offices, organizations and programs working or seeking to work with Tribes, Indigenous communities, Tribal Serving Organizations to develop a cohesive and collaborative approach for partnering and supporting our/Indigenous communities." The goal of the group is to coordinate efforts, share information and resources, and ensure that all initiatives, including services and data, are inclusive of the needs, strengths, and experiences of Native Americans and Tribes in Massachusetts (both federally recognized and not).</p>
07/31/2025	Mashpee Wampanoag Tribe (also known as the People of the First Light)	Program Manager/Coordinator	<p>Provided a reminder about the E&T services that are available to tribal members who receive SNAP (on and off reservations) through the SNAP Path to Work program, the supports available to SNAP Path to Work participants, and how to use the program website to stay abreast of current program offerings. Similar support is also available to unemployed and under employed tribal members through the Mashpee Education department and the federally funded 477 program (https://mashpeewampanoagtribe-nsn.gov/workforce-investment-act-wia)</p>

		Discussed the types of training that people frequently seek through the 477 program and the available jobs in the area.
		Requested introductions to contacts at area training providers that might be good fits for the SNAP E&T program.

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

- Yes
- No

UTILIZATION OF STATE OPTIONS

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

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

- Yes
- No

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

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

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	330,457

State Exemptions

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

EXEMPTION	TOTAL INDIVIDUALS
All work registrants are exempt from E&T participation in Massachusetts (voluntary program)	330,457

QUESTION	RESPONSE FIELD
Total estimated number of work registrants exempt from mandatory E&T	330,457
Percent of all work registrants exempt from E&T	100.00%

ABAWDs

QUESTION	RESPONSE FIELD
Anticipated number of ABAWDs in the State	37,657
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)	37,657

E&T Participants

QUESTION	RESPONSE FIELD
Anticipated number of mandatory E&T participants	0
Anticipated number of voluntary E&T participants	4,186
Total anticipated number of E&T participants	4,186
Anticipated number of ABAWDs to be served in E&T	837

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

- Annually
- Bi-annually
- Other

ORGANIZATIONAL RELATIONSHIPS

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

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

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

Under the direction of DTA's Associate Commissioner of Employment and Training Programs, the SNAP Path to Work Manager, supported by four DTA SNAP E&T Specialists and a SNAP case manager, oversees the State's SNAP E&T program. State level SNAP E&T policy and procedure are developed by the SNAP E&T unit (in consultation with SNAP certification staff, TAFDC E&T staff, the Director of Disability Access, DTA's legal team, and others as appropriate).

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

While the SNAP E&T unit is separate from the SNAP certification unit, the SNAP E&T Manager maintains regular contact with SNAP policy managers and analysts to ensure that SNAP E&T and SNAP work requirements policy is correctly and thoughtfully interpreted and implemented. At a minimum, the SNAP E&T Manager and Assistant Director of SNAP Policy typically meet via Teams biweekly and regularly consult one another regarding proposed changes, documentation, and training needs and collaborate on projects as needed. The frequency of meetings and meeting attendees are adjusted based on the nature and timeline of overlapping projects, the need for discussion related to the release of guidance, implementation of new policy, and other situations requiring consultation. Additional meetings (face to face or virtual), emails, and telephone consultation occur on an as needed basis.

At a broader level, the Associate Commissioners of Employment and Training Programs, Food Security and Nutrition Programs, and Family and Economic Assistance report directly to the Assistant Commissioner for Policy and Program. This vertical ensures that priorities from each unit are addressed and reduces overlap. DTA's full executive staff team meets weekly, with each vertical reporting on their goals and objectives. This ensures consistent communication across programs. Additional meetings (face to face or virtual), email, and telephone consultation occur on an as needed basis.

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

The state has contracted with ForHealth Consulting at UMass Chan Medical School (UMass Chan) since 2006 to support DTA in the administration of the SNAP E&T program and to serve as an intermediary. With the exception of other state agencies, UMass Chan subcontracts with all SNAP Path to Work provider organizations and assists providers in complying with SNAP E&T requirements and claiming and maximizing SNAP E&T reimbursement. DTA is responsible for supporting SNAP E&T providers and participants around general SNAP E&T policy, participant eligibility, participant recruitment, and access to participant supports. The UMass Chan and DTA E&T teams are jointly responsible for provider recruitment and monitoring and work closely to ensure that contracted providers receive necessary training and support and that all parties are on the same page.

Links;

For Health Consulting at UMass Chan Medical School: <https://forhealthconsulting.umassmed.edu/>

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

Depending on the nature and level of complexity, new policies, procedures, or other information may be shared with partners and intermediary staff in one or more of the following ways:

- via email
- in the form of a written document
- through the sharing of links (for example, newly published federal regulations or other guidance)
- via mandatory or optional training sessions
- during individual partner, regional, all partner or small group meetings
- via the Upcoming Events & Announcements section of PATH
- posted on mass.gov's DTA page
- other methods as appropriate

ONGOING COMMUNICATION BETWEEN DTA AND UMASS CHAN (INTERMEDIARY)

- DTA and UMass Chan SNAP E&T staff regularly communicate regarding SNAP E&T rules, requirements, policy changes, data, trends, and

opportunities for program improvements. Provider recruitment, onboarding, training, and annual monitoring are typically conducted jointly. DTA and UMass Chan staff cooperatively review all provider submitted program descriptions, budgets, and claims. In addition to communicating via the PATH system:

- Weekly meetings between the DTA and UMass Chan SNAP E&T managers are held.
- Biweekly meetings between the DTA and UMass Chan SNAP E&T managers and the UMass Chan marketing team are held.
- Quarterly joint DTA/UMass Chan full E&T unit meetings are held.
- SNAP E&T ISAs between DTA and UMass Chan are reviewed and amended as needed and at least annually.
- Special topic meetings/trainings are scheduled as needed.
- Ongoing email, Microsoft Teams, and verbal communication between DTA and UMass Chan E&T staff is maintained.
- Documents and information that needs to be shared securely can be sent via secure email or exchanged via the password protected UMass Chan Secure File Transfer System (SFTS).

ONGOING COMMUNICATION BETWEEN DTA/UMASS CHAN AND SUBCONTRACTED PROVIDERS

- New provider onboarding training is held every September and mid-year for new providers who have subsequently joined. Provider organizations who have seen staff turnover or otherwise require refresher training are also invited to participate. Topics include a general overview of the program, data management, participant eligibility, enrollment and tracking processes, budget and claims processes, reporting requirements and the use of the PATH system. Should a provider contract at another time during the year, onboarding training is conducted before they start serving clients under the SNAP Path to Work umbrella.
- General and topic specific refresher training is scheduled as needed.
- Annual Civil Rights Training is required of all provider organizations.
- Special topic meetings/trainings are scheduled as needed.
- DTA and/or UMass Chan updates, reminders of upcoming training and deliverables due, policy/procedure updates and reminders and other information is shared via email, the PATH system, and/or in meeting format as appropriate.
- Providers may be asked to supply operational updates and other information via email or in the form of an online survey.
- There are quarterly check-ins between UMass Chan SNAP E&T Project Coordinators and assigned provider organizations.
- There is regular email and verbal communication between DTA SNAP E&T Specialists and providers regarding participant enrollment and support eligibility and technical assistance needs.
- There is ongoing email and verbal communication between providers and DTA and/or UMass Chan.
- Announcements, updates, and reminders may be shared with PATH system users via the Upcoming Events and Announcements feature.
- SNAP E&T contracts between UMass Chan and providers are reviewed and amended at least every five years.
- Documents and information that need to be shared securely can be sent via secure email or exchanged via the password protected UMass Chan SFTS.
- Federal guidance is shared as appropriate.
- Fact sheets, “cheat sheets” and other written material is developed and shared as appropriate.
- Providers submit and edit program descriptions for each of their SNAP E&T offerings via the provider portal feature of the SNAP E&T website. DTA and UMass Chan review and approve them and create and maintain website listings via the portal.

ONGOING COMMUNICATION BETWEEN SNAP E&T PARTNER ORGANIZATIONS

In addition to communication that takes place via the PATH system:

- Providers are encouraged to learn about the programs offered by other SNAP Path to Work providers by exploring snappathtowork.org (updated regularly).
- DTA hosts quarterly regional learning labs for Pathways to Work training provider partners, bringing together SNAP and TAFDC providers to collaborate, learn about each other’s programs, and share best practices.
- DTA/UMass Chan may connect prospective or new providers with seasoned E&T providers or make other connections to facilitate peer to peer technical assistance.

Links:

[mass.gov](https://www.mass.gov/orgs/department-of-transitional-assistance)’s DTA page: <https://www.mass.gov/orgs/department-of-transitional-assistance>

SNAP Path to Work website: <https://snappathtowork.org/>

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 Partner Activity Tracking Hub (PATH system) is an online tool through which information about SNAP Path to Work program eligibility, participation, progress, budgets, and claims is exchanged and stored. The functions and information that are accessible to a PATH user depend on the organization with which they are affiliated and the user role that they are assigned. Providers can only see budget and claims information associated with their organization. Providers may only enter enrollment and participation information with programs with which they are affiliated, and view client information related only to participants who have allowed it by signing a Permission to Share Information (PSI) form. DTA and UMass Chan staff can view all entered information.

- Information about upcoming events, due dates and DTA/UMass Chan/Provider announcements are available to PATH system users in the Upcoming Events & Announcements section. (Events/announcements can be made visible to all PATH users or to specific organization(s)).
- Provider budgets and claims are:
 - o entered on PATH by providers.
 - o reviewed and authorized/rejected by UMass Chan staff; and
 - o approved/denied by DTA staff within the PATH system. (Review status and notes and past versions of revised documents are visible to users).
- Providers enter enrollment information (participant identifiers, assessment, and participation plan) on PATH to be reviewed and approved/denied by DTA SNAP E&T staff. *
- Providers may also record case notes, participation hours, outcomes, and possible good cause.

- Providers may document the issuance of participant supports and request DTA issued transportation supports on behalf of participants.
- All PATH users may search entered information at the client, specific program, component type, or provider level. DTA/UMass Chan users can search for data at the statewide level.
- DTA/UMass Chan staff regularly review and analyze PATH data to determine program and provider efficacy, compliance with contract requirements, training needs, etc.

*A completed and signed PSI is required for every SNAP client prior to a provider accessing their records via PATH. The PSI grants permission for the named provider to check a client's eligibility for SNAP Path to Work enrollment. It allows the provider and DTA to exchange information about a client's E&T eligibility, participation, and outcomes for the shorter of a period of two years from date of signature or until the client revokes access. The PSI also authorizes DTA to obtain records about the client's employment status from other state agencies, federal agencies and from Equifax Workforce Solutions.

Providers, DTA, and UMass Chan E&T staff also share participant data verbally, via secure email, and/or via UMass Chan's password protected Secure File Transfer System (SFTS).

Links:

Partner Activity Tracking Hub (PATH): https://dtapath.eohhs.mass.gov/#!/landing_top/landing

UMass Chan's Secure File Transfer System (SFTS): <https://secure.chcf.umms.org/WebClientNew/Login>

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.

PATH relies on BEACON data when determining preliminary eligibility for SNAP E&T services and rechecking eligibility monthly as part of the Client Eligibility Listing (CEL) process. PATH also relies on real time BEACON data to capture certain enrollment demographics and to display the participant's address, SNAP case status and work requirement status via the SNAP Path to Work participant record.

When a Permission to Share Information (PSI) form is entered on either system, the information is posted to both systems, ensuring that both E&T and eligibility staff are aware that the client has granted permission for DTA to share information with that provider organization.

Providers enter requests for DTA issued transportation support payments on behalf of participants via PATH. Approved requests are automatically shared with BEACON, triggering the issuance of the support and the accompanying BEACON generated letter explaining what the payment is for and how to access it. The status of the request is then updated on PATH to ensure that providers and E&T staff are aware that the payment has been issued.

Providers may report possible good cause via PATH. This information is reviewed and addressed by the SNAP case manager who supports the SNAP E&T unit who will update the PATH and BEACON records as appropriate.

Currently, information about SNAP Path to Work program enrollment and participation does not transfer to BEACON automatically. DTA SNAP E&T Specialists document SNAP Path to Work participation on BEACON as part of the enrollment approval process as needed.

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.

When onboarding, offering a new program under the SNAP Path to Work umbrella, or updating a budget, and each new Federal Fiscal Year, providers are required to submit program descriptions and budgets for each program that they wish to offer. Salary and other cost calculation and/or justifications, federally approved indirect cost rate letters (if above the di minimis rate) may be requested. Programs are reviewed for SNAP E&T suitability and the budgets are closely reviewed to ensure that all costs and funding sources are reasonable, necessary and allowed.

PATH system generated claims templates are based on approved budgets and do not allow providers to claim for costs that have not been preapproved. Quarterly claims are reviewed by UMass Chan (first level of review) and DTA (final reviewer) to ensure that they are accurate and align with the number of participants served during the quarter. Providers are required to keep copies of backup documentation and cost calculation sheets, which may be requested by reviewers as part of the claims review process as needed. Back-up documentation is requested for at least one, randomly selected quarter for each organization.

UMass Chan hosts quarterly "check-ins" with all providers. DTA SNAP E&T Specialists and UMass Chan Program Coordinators provide ongoing technical assistance and may schedule additional formal check-ins as needed.

UMass Chan formally monitors subcontracted SNAP Path to Work providers through annual site visits and fiscal reviews and communicate its findings to DTA. UMass Chan notifies DTA of issues and concerns and identifies best practices. Reviews may be conducted in-person or virtually. DTA SNAP E&T Specialists participate in reviews.

The program review includes:

- Meeting with SNAP E&T program staff to discuss program services, including discussion about the organization's:
 - SNAP Path to Work recruitment/outreach activities
 - screening and intake processes
 - methods for tracking participation hours and monitoring progress
 - participant supports
 - classroom/virtual operations

- o outcomes
- o agency partnerships; and
- o training and support needs
- Observation of SNAP E&T activities
- Meeting and interviewing a SNAP Path to Work participant, if possible. If not possible, providers are asked to provide one or two client testimonials or success stories
- PSI audit to ensure that the provider has maintained copies of signed PSI forms as required and that the signature dates and other information match the information that was entered on PATH.

The fiscal review (led by UMass Chan staff) includes:

- Meeting with SNAP E&T fiscal staff to discuss, among other things:
- o funding sources
- o planned use of SNAP E&T reimbursement funds
- o accounts payable system
- o invoicing process
- o cost allocation plan
- o methodology for split-charging costs to various grants and/or budget categories
- o file storage; and
- o training and support needs
- Examination of SNAP E&T related financial documents.

In preparation for the review, provider organizations are sent a list of questions that will be asked during the visit; this ensures that the right people will participate in the review and that the necessary information will be available. Provider organizations are also asked to upload the following information to the UMass Chan SFTS system at least 3 business days prior to the review:

- The organization's values/mission statement and an agency overview
- Outreach materials (program information/marketing materials)
- Organizational chart
- Program curriculum materials
- Attendance policy for participants
- Discrimination and grievance policies for both staff and participants
- The organization's most current annual audit report; and
- Claim back-up documentation for FFY____, Quarter____

With input from the DTA E&T Specialist who participated in the review, UMass Chan SNAP E&T Program Coordinators compile and analyze information collected during the review and advise DTA of its findings. UMass Chan and DTA work closely with SNAP Path to Work providers performing below established standards. Performance improvement measures may include training, more frequent reviews, corrective actions, probation, and contract termination.

A letter is sent advising the provider of the results of the review and any recommendations or corrective actions that will be implemented.

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).

SNAP Path to Work providers are asked to record the following outcomes* on PATH as they become known to them:

- E&T participant secures new employment
- E&T participant is promoted
- E&T participant obtains a certification or license
- E&T participant obtains a degree/equivalency or achieves an education level
- Other achievements, success stories and client testimonials (optional)

*Early termination reasons are also recorded as outcomes.

DTA and UMass Chan E&T staff monitor and analyze the data to ensure that reported outcomes align with provider stated program expectations and SNAP E&T program goals. However, providers can only report outcomes that are known to them and former participants are not obligated to maintain contact with providers. Employment and wage information will also be obtained via a match with the Department of Unemployment Assistance (DUA) to access wage information.

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.

As a condition of eligibility, SNAP household members between the ages of 16 and 59 who do not qualify for an exemption must meet general work requirements (GWR), including work registration.

Eligibility staff screen all applicants to determine if they are subject to SNAP work rules as part of the application process. As staff conduct the interview, review verifications and check available databases information is entered into BEACON and the SNAP Work Rules Screening page is updated with Yes/No radio buttons for each screening question and corresponding exemption. As the final step in the process the eligibility worker reviews the SNAP Work Rules Screening page and any remaining exemptions that have not been answered to determine if each household member is exempt from the General and ABAWD work rules.

The responses to some of the questions are auto populated based on information recorded elsewhere in the BEACON record. To change these responses, the information on the applicable BEACON page must be updated accordingly. Examples of auto populated GWR screening question responses include:

- Age related exemption
- Age 16 or 17 and not the head of the SNAP household
- Federally certified as disabled
- Pregnancy
- Exemptions tied to receipt of income or hours worked such as employment or unemployment compensation
- Student status

Other responses require the worker to select the applicable response. Examples of user updated GWR screening question responses include:

- Exemptions related to the inability to work due to an illness disability that does not meet the federal certification standard
- Caretaker status
- Participation in a substance use treatment program

If any of the screening questions are answered affirmatively, the applicant is exempt from the GWR and not required to register for work. If all screening questions are answered negatively, the applicant is not exempt and must register.

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

Registration of non-exempt household members occurs when the client signs the SNAP application or recertification form.

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.

As Massachusetts operates a voluntary SNAP E&T program, all DTA clients may be referred to participate in the SNAP Path to Work program if they:

- are a SNAP applicant or recipient
- are at least 16 years old (certain programs)
- do not receive TAFDC benefits
- do not receive EAEDC benefits; and
- want to participate in the program and plan to seek employment.

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

As part of the oral explanation that accompanies the SNAP work rules screening, all SNAP clients who are subject to the General Work Rules (GWR) are advised that "Massachusetts has a voluntary employment and training program for SNAP recipients who do not receive cash assistance. This program, called SNAP Path to Work, can help you find or train for a job." If subject to the GWR, one meets the basic eligibility for SNAP E&T participation.

The Consolidated Notice contains the following language: "SNAP Path to Work Free Job Training! If you get SNAP, you may qualify for free education and training to help you achieve your career goals. SNAP Path to Work participants may qualify for transportation support. If you need childcare to help you participate in Path to Work, you may qualify for childcare assistance. Learn more: SNAPPatWork.org. For more information or a referral to a SNAP Path to Work activity, call 888-483-0255."

The Benefit Decision Notice, Interim Report form, and other DTA notices and forms contain the following language: "SNAP Path to Work: Find Employment & Training providers by going to snappatwork.org. Note: This is for SNAP-only clients."

Eligibility criteria are publicly posted in the client information section of the SNAP Path to Work website, where it says the following:

Who Can Enroll in SNAP Path to Work?

You can enroll in the SNAP Path to Work program if you meet all the conditions below:

- Live in Massachusetts and are getting SNAP or have applied for SNAP
- Are at least 16 years old
- Want to learn new skills that will help you prepare for and find a job (or a better job)
- Are not getting economic assistance (cash benefits) through DTA (TAFDC or EAEDC)

Additionally, DTA's Online Guide page, SNAP Path to Work, explains that "Participation in the program is voluntary and open to all unemployed or underemployed SNAP-only clients with an employment goal."

Links:

SNAP E&T eligibility criteria on SNAP Path to Work website: <https://snappatwork.org/clients/eligibility-requirements/>

DTA Online Guide Page – SNAP Path to Work:

https://eohhs.ehs.state.ma.us/DTA/PolicyOnline/BEACON5/SSL/WebHelp/Pathways_to_Work/SNAP_Path_to_Work/SNAP_Path_to_Work.htm

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

After completing the SNAP work rules screening eligibility workers attest to the fact that the oral explanation (including information about the SNAP Path to Work program) has been provided by checking a box on the Work Rules Explanation tab on BEACON.

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 a minimum, while screening for SNAP work requirement status, eligibility workers are asked to explain that clients may elect to participate in the SNAP Path to Work program on a voluntary basis regardless of exemption status. Interested clients are advised to visit the SNAP Path to Work website and provided with contact information for the SNAP E&T unit (toll free SNAP E&T Line). Eligibility workers may also make warm hand offs to a SNAP E&T Specialist if a client is ready to enroll, would like help exploring their options, or has questions about the program.

On rare occasions when a referral originates with DTA, an E&T Specialist will refer the client to a provider verbally or via secure email. Once the provider has communicated with the client and both parties have agreed to proceed with the enrollment, the provider submits the PSI and participation plan via PATH where it is addressed by SNAP E&T staff.

More common than a formal referral from DTA, is that a prospective participant expresses interest in a program via the SNAP Path to Work website by filling out the Learn More About This Provider form. After confirming that the person who completed the form is a potential SNAP Path to Work participant, a DTA SNAP E&T Specialist will share the entered information with the provider who will reach out to the client to explore possible program enrollment and initiate the reverse referral process if appropriate.

When does the screening for a reverse referral request occur?

While SNAP clients receive information about the availability of SNAP Path to Work services as part of the oral explanation and consolidated notice following SNAP work requirement screening, SNAP E&T screening occurs on demand whenever a potential SNAP E&T participant is screened in as a likely SNAP E&T participant by a contracted SNAP Path to Work Provider who initiates the reverse referral process.

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

Contracted SNAP E&T providers screen potential participants for likely SNAP E&T eligibility by asking if and which DTA benefits are received (to establish non TANF-SNAP recipient status) and conducting an assessment to determine if the person has an employment goal as well as what their interests, strengths, and needs are. The role(s) of the provider staff who conduct the screening and assessment vary by organization. Some organizations have dedicated intake specialists, at others, case managers or other program staff conduct screenings.

The proposed enrollments of those who appear to be SNAP E&T eligible are then entered on PATH by the provider (reverse referral). Entered enrollments are retrieved by the SNAP E&T case manager (eligibility worker) who officially refers eligible SNAP participants to the E&T program by sending an email to the DTA SNAP E&T Specialist team.

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 the availability of participant reimbursements via program promotional material, DTA notices, during the provider screening process, and on an as needed basis throughout their participation in the program.

The Consolidated Notice contains the following language: "SNAP Path to Work Free Job Training! If you get SNAP, you may qualify for free education and training to help you achieve your career goals. SNAP Path to Work participants may qualify for transportation support. If you need childcare to help you participate in Path to Work, you may qualify for childcare assistance. Learn more: SNAPPPathToWork.org. For more information or a referral to a SNAP Path to Work activity, call 888-483-0255."

SNAP Path to Work participants' need for program supports are identified and addressed by SNAP Path to Work providers on a case-by-case basis as part of the referral and assessment processes and as the need arises. Providers are required to complete an assessment with clients as part of the intake process. The assessment includes questions about potential barriers to program participation and/or employment, creating an opportunity to talk about provider and/or DTA issued reimbursements (called supports in MA).

Some SNAP Path to Work participant supports reflected in this plan's budget are funded and issued directly through a SNAP Path to Work provider. So long as reasonable, necessary, and directly related to participation in the program, DTA does not impose a limit on provider issued participant support costs or dictate the method by which supports must be administered; however, DTA must approve provider SNAP E&T support budgets and plans for issuing these supports for the provider to receive E&T reimbursement for these expenditures.

While all SNAP Path to Work participants who need it have access to DTA issued transportation support and child care referrals, the other supports/reimbursements that are available to participants vary by program and are included on the program description on the SNAP Path to Work website. See example: <https://snappathtowork.org/listing/skilled-us-vocational-skills/>

SNAP Path to Work providers may request State funded transportation supports on behalf of SNAP Path to Work participants. Contracted providers assess each participant's need and record the request within the PATH system. Approved transportation supports requested on behalf of eligible program participants are made available to participants via the household's EBT card and are based on the county in which the participant lives. Participants receive BEACON generated notices when a provider's request for DTA funded transportation support for the participant is approved and issued. This notice states the amount deposited to their EBT account, its purpose, the support period and how to access the funds.

To support their participation in the program and transition to work, SNAP Path to Work participants qualify for 12 months of child care with no parent fee through the Department of Early Education and Care. The DTA SNAP Child Care Fact Sheet informs participants and prospective participants of the availability and referral process for SNAP Child Care vouchers and may be shared with participants and prospective participants who may have dependent care needs by SNAP E&T Specialists, Full Engagement Workers (FEWs), and other DTA staff as appropriate. This support is not supported by federal SNAP E&T funds.

When a SNAP child care referral is requested for a participant, a DTA E&T Specialist contacts the participant to confirm their address, contact information, child(ren) for whom care is needed, and other information needed to make the referral and to explain next steps. A copy of the referral that is sent to the applicable Child Care Resource and Referral Agency (CCR&R) is also sent to the client for their records.

Links:

Example of supports available by program: <https://snappathtowork.org/listing/skilled-us-vocational-skills/>

DTA SNAP Child Care Fact Sheet: <https://www.mass.gov/doc/snap-child-care-fact-sheet-english-pdf/download>

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?

Contracted SNAP E&T providers screen potential participants for likely SNAP E&T eligibility, share information about the program and the availability of provider and/or DTA issued participant supports/reimbursements, and collect PSI signatures as part of the screening process. The proposed enrollment is then entered on PATH by the provider (reverse referral). The entered information is checked against BEACON data in real time and a preliminary determination about SNAP E&T eligibility is made. Providers may request manual review of enrollments that were not initially determined eligible by PATH and proceed with the referral by providing additional information.

Entered enrollments are retrieved by the SNAP E&T Unit case manager (eligibility worker) who officially refers eligible SNAP participants to the E&T program by sending an email to the DTA SNAP E&T Specialist team. DTA SNAP E&T Specialists disposition enrollments on PATH for the provider organizations that they are assigned to support. Requests for DTA issued participant supports that accompany enrollments are also dispositioned by SNAP E&T Specialists. Providers receive enrollment decisions as notifications within the PATH system and can also search for enrollments by client ID, enrollment status (pending/approved/denied), program, and/or other search criteria.

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

Explain the other methods the State uses to communicate to the SNAP participant that they are in SNAP E&T.

With the reverse referral model, once an enrollment request has been approved, this information is conveyed to the participant by the provider. Additionally, when a provider enters a Permission to Share Information (PSI) form on PATH, the participant receives a BEACON generated notice reminding them that the signed PSI authorizes the exchange of information between the named SNAP Path to Work provider and DTA

regarding their participation and progress in the SNAP Path to Work program for the duration of the PSI permission period or until they revoke access.

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

Explain the other methods the State uses to communicate to the SNAP participant about their rights to receive participant reimbursements.

Participants are informed about the availability of participant reimbursements via program promotional material, DTA notices, during the provider screening process, and on an as needed basis throughout their participation in the program.

The Consolidated Notice contains the following language: "SNAP Path to Work Free Job Training! If you get SNAP, you may qualify for free education and training to help you achieve your career goals. SNAP Path to Work participants may qualify for transportation support. If you need childcare to help you participate in Path to Work, you may qualify for childcare assistance. Learn more: SNAPPPathToWork.org. For more information or a referral to a SNAP Path to Work activity, call 888-483-0255."

SNAP Path to Work participants' need for program supports are identified and addressed by SNAP Path to Work providers on a case-by-case basis as part of the referral and assessment processes and as the need arises. Providers are required to complete an assessment with clients as part of the intake process. The assessment includes questions about potential barriers to program participation and/or employment, creating an opportunity to talk about provider and/or DTA issued reimbursements (called supports in MA).

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

Reverse referrals originate with the providers who enter them on PATH. Once pending participants are formally referred to the E&T program, providers receive enrollment decisions as notifications within the PATH system and can also search for enrollments by client ID, enrollment status (pending/approved/denied), program, and/or other search criteria.

On the rare occasions when a referral originates with DTA, an E&T Specialist will refer the client to a provider verbally or via secure email. Once the provider has communicated with the client and both parties have agreed to proceed with the enrollment, the provider submits the PSI and participation plan via PATH where it is addressed by SNAP E&T staff.

More common than a formal referral from DTA, is that a prospective participant expresses interest in a program via the SNAP Path to Work website by filling out the Learn More About This Provider form (see below). After confirming that the person who completed the form is a potential SNAP Path to Work participant, a DTA SNAP E&T Specialist will share the entered information with the provider who will reach out to the client to explore possible program enrollment and initiate the reverse referral process if appropriate.

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

DTA SNAP E&T Specialists staff can view enrollment and participation information for all provider organizations, not just those that they formally support. This allows them to fill in for one another as needed and to address calls to the SNAP E&T line regardless of the programs that callers are affiliated with.

As PATH enrollment information does not automatically transfer to DTA's BEACON eligibility system, SNAP E&T Specialists will enter information about SNAP E&T enrollments on BEACON as needed as part of the approval process. For example, when approving an E&T placement for a SNAP recipient who is subject to the ABAWD Work rules, the Specialist will enter the participation on BEACON to ensure that the client receives credit for time spent in qualifying E&T activity and enter a narrative in the case record explaining what program the client is participating in and the program duration. Alternatively, were someone subject to the ABAWD rules enrolled in non-qualifying E&T activity, the narrative would explain why the activity is not qualifying.

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

- Assessment
- Orientation
- Meet with case manager
- Other

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

After referral, next steps vary based on the program to which the client has been referred. In some cases, the client has already participated in orientation and assessment activity with a provider prior to being enrolled in the SNAP Path to Work program.* In other cases, orientation activities occur after enrollment. Orientation may be conducted individually or in a group setting and typically consists of a verbal overview of the program goals and schedule, an explanation of what is expected of program participants, and the consequences of noncompliance. A participation plan is established. In many cases the participant will receive a program specific agreement or handbook. Depending on the nature of the program placement testing and/or other testing may be required. Some programs will require participants to present immunization or other verifications as a condition of participation.

* Note: Only costs incurred on or after the E&T approval date are eligible for SNAP E&T reimbursement.

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?

Contracted SNAP Path to Work providers are required to assess potential participants as part of the provider screening/intake process unless the participant has been assessed previously by the provider and has engaged in the provider's services within the last 90 days.

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

DTA does not dictate, however, the method of assessment. Some providers enter the client responses to assessment questions on PATH while speaking with the client. Others complete the paper version of DTA's assessment with the client and subsequently enter responses on PATH. In many cases, providers use their own assessments that include the information required by DTA, entering the required information on PATH as part of the formal enrollment process.

Through this assessment the provider explores and records information about the participant's employment status, education level, technical skills and certifications, licenses, marketable skills and other qualifications, areas of interest, barriers to working or training, languages the participant speaks, reads and/or writes, and how the he or she learned about the SNAP Path to Work program.

Assessment data is stored on the PATH system and can be accessed by State and provider staff who have PATH privileges. Provider staff can only access the participation data of clients for whom they have a valid PSI form.

Depending on the nature of the program, many providers also conduct more robust assessments and/or testing as part of their intake process and/or ongoing services. Some examples of provider issued assessments include TABE testing, ACT WorkKeys Curriculum, ACT WorkKeys - National Career Readiness Certificate, writing samples, ESOL Oral Placement Tests, and other tools to assess math, literacy, and/or language skills, job readiness, and training specific readiness.

Links:

TABE testing: <https://tabetest.com/>

ACT WorkKeys Curriculum: <https://success.act.org/s/topic/0TO1B000000UBjQWAW/act-workkeys-curriculum>

ACT WorkKeys National Career Readiness Certificate: <https://www.act.org/content/act/en/products-and-services/act-workkeys/act-workkeys-ncrc.html>

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

- Yes
- No

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

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

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

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

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

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

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

Provider methods of sharing assessment results with E&T participants vary.

Are participants reassessed?

- Yes
- No

When are participants reassessed?

E&T participants must be reassessed if they resume E&T participation after a break in services of more than 90 days or begin working with a new provider. Additionally, a participant may be reassessed periodically based on provider specific practice.

How are participants reassessed?

The SNAP Path to Work assessment information entered on PATH is the same for new and reassessed participants. Provider specific assessments vary depending on the type and duration of the program that the participant is engaged in and the organization with which the participant is enrolled.

CONCILIATION PROCESS

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

Does the State agency offer a conciliation process?

- Yes
- No

CASE MANAGEMENT SERVICES

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

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

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

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

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

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

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

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

Case management services are required in conjunction with SNAP E&T program activities. All E&T programs must consist of both case management and at least one E&T component.

Approval of an organization's SNAP Path to Work program budget(s) and inclusion in the State's SNAP E&T State plan are dependent on the provider's attestation that at least the minimum required case management will be delivered.

Providers are given the choice to include case management activity and costs as a part of an E&T component budget (embedded case management) or to deliver, track and claim for case management activity separately. *

SNAP Path to Work case management is generally embedded in traditional E&T programming; in such cases, a separate case management referral and enrollment process is unnecessary. The participant automatically receives case management as part of the E&T component for which they have been approved.

If case management activity is delivered and tracked separately from traditional SNAP Path to Work programming, the client must be enrolled in and approved for case management in conjunction with a traditional E&T component.

A third option is for basic case management to be included in other components and to also enroll participants in separate, more robust, case management as needed. Such participants would be enrolled in both training and case management activity on PATH.

*Case management costs are reimbursable only when supporting traditional SNAP E&T activities. Enrollment in case management without a training/education component enrollment is not allowed.

At a minimum, case management services include such things as comprehensive intake assessments, individualized service plans, progress monitoring, reporting possible good cause to DTA, and coordination with service providers when applicable. Providers with the capacity to do so may provide participants who need it with more robust case management, which may include meeting with a case manager more frequently than is required, certain assessments, referrals to help address homelessness (or lack of stable housing); domestic violence; substance abuse; mental and physical health issues; dependent care challenges; financial insecurity; individual or family CORI or court involvement; lack of confidence, and/or other participant specific barriers to employment. While case management may also include referrals to activities and supports outside of the SNAP E&T program, SNAP Path to Work providers are aware that only case management services and activity that directly supports an individual's participation in the E&T program qualify for SNAP E&T reimbursement and that case management is not reimbursable activity on its own (must accompany traditional E&T programming).

All providers have attested that case management is included as part of the SNAP Path to Work programming to be offered in FFY 2026 by checking the case management box when submitting program budgets on PATH for the year.

Time spent engaged in case management activity will vary based on participant needs and programmatic differences. Case management activity may be delivered in person, virtually, or via a hybrid model.

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	Provider staff do not typically communicate with SNAP eligibility staff directly. Their main DTA contact is the DTA SNAP E&T Specialist assigned to their organization. The E&T Specialist may connect a provider to the SNAP case manager who supports the SNAP E&T unit if there are questions or concerns that are best handled by an eligibility worker. Additionally, when a provider attests to the fact that they have secured a signed Permission to Share Information (PSI) form and enters the signature date on PATH, this information is also made available via BEACON, allowing other DTA staff to view the permission granted by the signed PSI should the provider reach out to someone else at DTA. Providers also can report possible good cause on behalf of a SNAP Path to Work participant via the PATH system. The SNAP E&T unit case manager views good cause reports via PATH and takes the appropriate action (e.g., apply good cause, reach out to the client for more information or verification, or determine that good cause does not apply). Once addressed, the status of the good cause report is documented on both BEACON and PATH.
How do E&T case managers coordinate with: State E&T staff	Provider staff exchange information with their assigned DTA E&T Specialist: • via the PATH system (enrollment requests, requests for participant supports, participation plan updates, reporting outcomes, etc.) • email (must be sent securely if it contains personally identifiable information (PII)) • by phone • via Teams, Zoom or other virtual meeting platform • in person as appropriate
How do E&T case managers coordinate with: Other E&T providers	Information about client participation and progress in the SNAP Path to Work program can be shared with other providers via the PATH system. With client permission via the PSI form, PATH users can see past and current SNAP Path to Work enrollments (enrollment data, participation status, case notes, reported outcomes, etc.) related to shared clients. Otherwise, providers may communicate with one another via email or phone. SNAP Path to Work providers are encouraged to explore programming offered by others in the network via the SNAP Path to Work website: snappathtowork.org . Program descriptions include information about program contacts for referral purposes. Providers may also ask DTA or UMass Chan to post announcements on their behalf in the Upcoming Events and Announcements section of PATH to share information about new programming, job fairs and other events with other training providers. DTA and UMass Chan also use this feature to share DTA announcements, information about resources, client employment opportunities, etc. with providers. It is not uncommon for E&T staff to connect two providers when there is an opportunity for collaboration or when one provider might learn something from the other (share best practices, etc.).
How do E&T case managers coordinate with: Community resources	Provider organizations are informed that while case management may include referrals to activities and supports outside of the SNAP E&T program, only case management services and activity that directly support an individual's participation in the E&T program qualify for SNAP E&T reimbursement. DTA does not dictate how providers communicate with community resources. Presumably, providers reach out to other organizations via phone or email, and with the client's permission.

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)?

Case management activity is tracked via the PATH system in the form of assessment data, the creation of an activity plan, documentation of participation hours, reports of possible good cause and outcomes and case notes. As many providers have their own software/systems for documenting program participation and progress, DTA does not require providers to duplicate efforts by double entering routine case notes but has asked for at least major milestones and anomalous activity to be recorded on PATH. Documentation of case management activity and case notes stored outside of the PATH system will be reviewed during the annual site visit and other program reviews.

While most providers currently offer education/training and case management in house, the PATH system was designed to facilitate provider communication and co-enrollment. DTA will continue to seek partners with the means to provide more robust case management and to encourage and support provider partnerships that benefit program participants.

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?

While not delivered uniformly across the SNAP Path to Work provider network, the addition of case management services, including personalized guidance, support, and barrier identification and removal, helps participants successfully navigate the program and achieve their goals.

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

DTA allows SNAP Path to Work providers the flexibility to design case management services that work best for the participant and the organizations. SNAP Path to Work participants bring a variety of resources and challenges to their programs, and SNAP Path to Work providers have differing resources, including staffing, funding and infrastructure. DTA requires a minimum standard of case management services but does not dictate how those services are delivered. This allows providers to design their case management in a way that does not impede successful E&T participation. DTA's minimum case management services are described in the explanation of how case management services are delivered in the state.

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 includes circumstances beyond the SNAP client's control, such as, but not limited to:

CHILD CARE IS UNAVAILABLE

If childcare is totally unavailable; or is unavailable during the individual's hours of training or employment, including additional commuting time, this is considered good cause. Good cause also exists when arrangements for childcare have broken down or have been interrupted or when suitable childcare is unavailable for children with special needs. However, if childcare services are otherwise available, the client may not refuse to utilize a childcare facility that provides suitable childcare within a reasonable distance from the client's home.

CRISIS OR EMERGENCY SITUATION

The client, a member of the client's immediate family, or anyone whose relationship to the client makes it appropriate for the client to provide care or support during a crisis or emergency situation, suffers a family crisis or emergency situation or other circumstances, beyond the client's control that:

- demands the client's immediate attention;

- can only be attended to by the client; and
- can only be attended to by the client during the hours of their employment or work activity.

Crisis or emergency situations include, but are not limited to:

- a death;
- a health emergency;
- a child's school problem.

UNREASONABLE EMPLOYMENT

The employment or offer of paid employment is at a wage level below:

- the state minimum wage; or
- 80 percent of the state minimum wage if the state minimum wage does not apply to the job. For example, some seasonal farm workers, babysitters, newspaper deliverers, etc. are exempt from the state minimum wage rate and may not make at least 80 percent of the state minimum wage rate. If the employment offer is less than 80 percent of the state minimum wage rate, it would be considered unreasonable employment standards.

The employment, offer of employment, or activity:

- discriminates in terms of age, sex, race, religion, ethnic origin, or physical or mental disability;
- is unavailable due to a strike or lockout;
- causes an unreasonable risk to health and safety;
- has working hours or the nature of the employment interferes with the client's religious observances, convictions or beliefs; or
- where the employment would require travel time in excess of two hours, not including the time necessary to transport family members to a school or a place providing care, or, if walking, the round-trip distance is more than two miles.

GOOD CAUSE REASONS SPECIFIC TO VOLUNTARY QUIT

Good cause for leaving employment includes the causes listed below as well as the good cause reasons previously listed above:

- work demands or conditions that make continued employment unreasonable, such as working without being paid on time;
- acceptance of other employment by the household member or enrollment at least half-time in any recognized school, training program or institution of higher education that requires the household member to leave employment;
- household member accepts a job offer which earns them at least \$217.50 per week in gross, but because of circumstances beyond the household member's control, the employment subsequently either does not materialize or results in employment that earns less than \$217.50 per week in gross; and
- the leaving of employment by the household member in connection with patterns of employment in which workers frequently move from one employer to another, such as migrant farm labor or construction work. There may be some circumstances when households will apply for SNAP 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 must be considered as good cause if it is part of the pattern of that type of employment.

UNAVAILABILITY OF TRANSPORTATION

The client loses their means of transportation which prevents them getting to and from work.

Example: A client is working; however, their car breaks down and they are not able to afford the repairs. They also have no other mode of transportation. The client lets their employer know they cannot continue to work due to lack of transportation. The client is considered to have quit, but this would be considered Good Cause.

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

Clients participate in the SNAP Path to Work program on a voluntary basis and are not penalized for failure to participate in the program.

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.

If a provider determines that a referred E&T participant is not a good fit for a particular E&T component, s/he must inform DTA (via telephone or secure email) within 10 days of making the determination. The reason for the determination must be provided. While provider determinations are received by the DTA SNAP E&T Specialist who supports that provider, they must be addressed in collaboration with the SNAP E&T unit case manager.

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

The SNAP E&T unit case manager will contact the client (via telephone) within 10 days of receiving a provider determination to explain what a provider determination is, the next steps the State agency will take as a result of the provider determination, and to provide contact information for the State agency. If the client is subject to the ABAWD time limit, the SNAP case manager must explain that the client will accrue countable months (Strikes) the next full benefit month after the month during which the State agency notifies the ABAWD of the provider determination, unless the ABAWD fulfills the work requirements in accordance with 7 CFR 273.24, or has good cause, lives in a waived area, or is otherwise exempt. As appropriate, possible exemptions from SNAP Work Rules will be explored during this call.

The conversation will be documented in the form of a BEACON narrative and as a PATH Case Note

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	1,289
Estimated number of E&T participants to receive reimbursements for dependent care participation costs	112
Estimated number of E&T participants to receive reimbursements for transportation and other participation costs	1,289
Percentage of participants expected to receive reimbursements	30.79%
Estimated budget for E&T participant reimbursements in upcoming FY	\$604,050.16
Estimated budget per participant in fiscal year	\$468.62
Estimated number of E&T participants to receive participant reimbursements per month	396
Estimated budget of participant reimbursements per E&T participant per month	\$127.11

PARTICIPANT REIMBURSEMENT DETAILS

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

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

Allowable Participant Reimbursements	Participant Reimbursement Caps (Optional)	Who Provides the Participant Reimbursement?	What is the payment method for Participant Reimbursements?	Method of Disbursement
Books & Supplies		SNAP E&T Provider	Direct payment to participant	Typically, purchased textbooks (actual cost)
Clothing		SNAP E&T Provider	Direct payment to participant	Gift cards or reimbursement for clothing required for programming or for interviews (may include shoes and outerwear) (actual cost)
Clothing		SNAP E&T Provider	Direct payment to vendor(s)	Purchased clothing required for programming or for interviews (may include shoes and outerwear) (actual cost)
Dependent Care	Up to the actual cost of dependent care or the applicable payment rate for childcare, (as established in accordance with the Child Care and Development Block Grant provisions of 45 CFR 98.43), whichever is lowest.	SNAP E&T Provider	Direct payment to participant	Varies based on participant need. Provider reimburses participant for actual costs paid to babysitters, child care centers, etc. Sometimes, care is provided in-house by the SNAP Path to Work provider organization. (Only care not

				covered by EEC voucher.)
Dependent Care	The applicable payment rate for childcare, (as established in accordance with the Child Care and Development Block Grant provisions of 45 CFR 98.43)	Other State Agency	Direct payment to vendor(s)	DTA E&T specialist submits referral to the Department of Early Education and Care (EEC) through the CCR&R on behalf of SNAP Path to Work Participants. Eligible participants receive a voucher for twelve months of EEC child care with no parent fee.
Educational/Credential Testing Fees		SNAP E&T Provider	Direct payment to vendor(s)	Provider organization covers the cost of certification or other test fee related to training (actual cost)
Other		SNAP E&T Provider	Direct payment to vendor(s)	Purchased analog watch for heart rate measuring; emergency rent payments; vital identification fees (such as state ID) (actual cost)
Technology		SNAP E&T Provider	Direct payment to vendor(s)	Purchased laptops, tablets, mobile hotspots, related tech equipment (actual cost)
Transportation		SNAP E&T Provider	Direct payment to participant	Examples include gas cards, parking passes, and funds or reimbursement for cab/ride share services; fees for licenses/driving records (actual cost)
Transportation		SNAP E&T Provider	Direct payment to vendor(s)	Examples include purchased weekly or monthly bus

				passes; auto repair (actual cost)
Transportation		SNAP State Agency	State's Electronic Benefit Transfer (EBT)	Requests are reviewed by DTA E&T staff. Approved requests result in a cash payment (monthly amount based on average transportation costs in the county in which the participant lives) being made available via the household's EBT card.

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

Yes
 No

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

Childcare payment rates can be found here: [https://www.mass.gov/guides/managing-child-care-financial-assistance#-fiscal year-2025-rates-](https://www.mass.gov/guides/managing-child-care-financial-assistance#-fiscal-year-2025-rates-)

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?

When a child care referral is made, participants are provided with information about how to locate and secure the child care that is right for their family. If a potential participant needs help locating suitable dependent care through EEC, DTA SNAP E&T Specialists and/or Full Engagement Workers will assist to the extent possible. If prevented from participating in the program due to lack of child care, participation may be delayed. As Massachusetts operates a voluntary program, clients are not penalized for failing to participate in the SNAP Path to Work program.

Link:
Find a licensed Family, Group or School Age Child Care program: <https://www.mass.gov/guides/find-a-licensed-family-group-or-school-age-child-care-program>

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

SNAP Path to Work participants' need for program supports are identified and addressed by SNAP Path to Work providers on a case-by-case basis as part of the referral and assessment and intake processes. The assessment includes questions about potential barriers to program

participation and/or employment, creating an opportunity to talk about provider and/or DTA issued reimbursements before the participant starts the program. While clients do not qualify for SNAP E&T funded supports until they have been approved for E&T services, the early identification of need allows for the earliest issuance of supports possible.

Additionally, while only 24% of contracted SNAP Path to Work providers have submitted FFY 2026 budgets for participant supports, many others report that they regularly provide participants with one or more supports for which they are not seeking SNAP E&T reimbursement (i.e. transportation, clothing, books and/or other supplies, that are not supported by reimbursement eligible funding or supplies or fees that the organization pays on behalf of all program participants and thus classifies as a general program cost, rather than a participant reimbursement).

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 work registrant count is extracted from the BEACON eligibility system based on individual SNAP client coding.

To determine the unduplicated count of work registrants in Massachusetts as of October 1st the total number of work registrants on the first day of the federal fiscal year is identified by determining the total population of SNAP participants between the ages of 16 and 59 (inclusive), excluding those who meet exemption criteria identified at 7 CFR 273.7(b)(1).

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

The Work Registrants for FNS-583 Report is run quarterly (on 10/1 and at the close of each federal fiscal year quarter for the preceding 3-month period) and is available on demand. The report is cumulative, displaying the work registrant count on 10/1 and the number of new (unduplicated) registrants for each month year to date thereafter.

How are work registrants identified in the eligibility system?

SNAP recipients are screened to determine if they are subject to the General Work Rules (GWR) as part of the application and recertification interview process, when a member is added to an existing SNAP household, and when certain changes have been reported during the certification period. Each household member's responses to screening questions are captured on the SNAP Work Rules Screening Page on BEACON. If the responses to one or more of the screening questions is yes, the recipient is coded as General Work Rules Required = No. If all screening questions were answered negatively, the recipient is coded as General Work Rules Required = Yes. The work requirement start date is also captured.

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

To determine the unduplicated count of work registrants in Massachusetts throughout the federal fiscal year:

1. The total number of work registrants on the first day of the federal fiscal year are identified by determining the total population of SNAP participants (applicants and recipients) between the ages of 16 and 59 (inclusive), excluding those who meets exemption criteria identified at 7 CFR 273.7(b)(1).
2. A list of the work registrants identified above is maintained.
3. On the last day of each month thereafter, the total number of new work registrants for the month is determined by:
 - determining the total population of SNAP participants (applicants and recipients) between the ages of 16 and 59 (including 16 and 59), excluding those who meets exemption criteria identified at 7 CFR 273.7(b)(1); and
 - comparing the resulting list to the previous lists for the fiscal year, filtering out anyone who appeared previously, to ensure that individuals who register more than once during the program year are counted only once.

For example:

At the end of October new work registrants are identified and counted. New registrants may be non-exempt people who became active on SNAP or people whose work requirement status has changed. Those who were already counted as part of the 10/01 list of registrants are excluded from the count. At the end of November, new work registrants are identified and counted, excluding those already counted on the 10/01 list or as a new registrant in October. At the end of December, new work registrants are identified and counted, excluding those already counted on the 10/01 list or as a new registrant in October or November. This continues monthly for the remainder of the federal fiscal year.

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.)

SNAP Path to Work providers are asked to record outcomes through the Partner activity Tracking Hub (PATH system) as they become known to them. Participant characteristics are collected from a combination of PATH and BEACON (SNAP eligibility system) data.

COMPONENTS OVERVIEW

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

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

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

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

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

- Work Activity
- Work-Based Learning

Which type of Work-Based Learning components are offered?

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

NON-EDUCATION, NON-WORK COMPONENT: JOB RETENTION

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

The job retention component provides support services for a period of 30 to 90 days to individuals who have secured employment.

Based on client needs, retention services may include regular in-person and/or virtual check-ins with the working client and may include employer consultation, job coaching and supports and typically transportation assistance.

Providers must agree to provide retention services for at least 30 days to be approved to offer the component under the SNAP Path to Work umbrella. When creating a job retention activity plan on PATH, the provider receives a pop-up reminder regarding allowable job retention duration. Participation status and hours are reported to DTA as part of the monthly CEL process. As the State's E&T program is voluntary, participants are not penalized for dropping out of E&T programming prior to the scheduled end date.

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 qualify for enrollment, the client must have:

- secured employment after or during SNAP E&T participation; and
- received SNAP in the month of or the month prior to enrolling in job retention services.

Clients may receive job retention services after closure of their SNAP case unless the individual became ineligible due to failure to comply with the general work requirement or an intentional program violation. The participant must have secured employment after or while receiving other E&T services. There is no limit to the number of times an individual may receive job retention services so long as the individual has re-engaged with E&T prior to obtaining new 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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input checked="" type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input checked="" type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input checked="" type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

376

Estimated Annual Component Administrative Cost

\$270,032.21

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of job retention participants who are known to have been employed during the second quarter after completion of participation in E&T.	Numerator will include those job retention participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of job retention participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.
The number and percentage of job retention participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	Numerator will include those job retention participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of job retention participants that completed participation in E&T 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.

Job search training strives to enhance the job readiness of the participants by providing instruction in job search techniques and increasing motivation and self-confidence. This may include direct training or support activities such as skill assessments, training in techniques for employability, identifying transferable skills, counseling, information on available jobs, occupational exploration, including information on local, emerging and in demand occupations, mock interviews, job fairs, life skills, guidance, and motivation for development of positive work behaviors necessary for the labor market or job placement services. Participants learn behaviors associated with job search success (e.g., identification of skills/interests, obtaining interviews, updating resumes, and developing good work habits).

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include: motivated to find employment at program completion, have experienced homelessness, 18-25 years old, CORI check, identify as a refugee or immigrant with valid work authorization and career advancement goals, prior participation in another SNAP E&T component with the provider, residency requirements.

Will this component be offered statewide?

- Yes
- No

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

1,463

Estimated Annual Component Administrative Cost

\$2,900,780.43

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of job search training participants who are known to have been employed during the second quarter after completion of participation in E&T.	<p>Numerator will include those job search training participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of job search training participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>
The number and percentage of job search training participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	<p>Numerator will include those job search training participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of job search training participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>

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

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

To be approved to deliver supervised job search under the SNAP Path to Work umbrella (as an approved location) an organization must demonstrate that the criteria below will be met and that program participants are likely to find a job through the activity.

Supervised job search activity:

- is delivered through SNAP Path to Work Provider organizations or MHCCs but may be conducted remotely, in-person or via hybrid model
- participants must have access to the tools and materials to perform a successful supervised job search, including but not limited to, access to computers and internet service, transportation support or virtual tools such as websites, portals, or web applications to access supervised job search services
- may be conducted independently or within a group setting
- must be supervised and tracked, either remotely or in-person, by an individual who has the necessary knowledge and skills to guide and support the participant through a successful job search
- Supervision can occur synchronously or asynchronously with respect to the participant's job search activities; and
- must include at least monthly check-ins.

Describe the direct path to employment.

SNAP E&T staff, UMass Chan, and providers use publicly available regional labor market blueprints, dynamic labor market tools, MassTalent, Department of Economic Research Equity Dashboards, and other sources to ensure that components offered under the SNAP Path to Work umbrella meet participant and State or local workforce needs. Additionally, SNAP Path to Work providers generally have established strong relationships with employers in their area, ensuring that training aligns with employer needs and creates pathways for career growth.

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include: must be ready, willing, and able to begin working at least part-time (20 hrs/week), 6th Grade Reading/Math, bilingual, CORI/SORI check, must have H.S. Diploma, GED or HiSet, residency requirements.

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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input checked="" type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input checked="" type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

226

Estimated Annual Component Administrative Cost

\$412,538.80

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of supervised job search participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	Numerator will include those supervised job search participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of supervised job search participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.
The number and percentage of supervised job search participants who are known to have been employed during the second quarter after completion of participation in E&T.	Numerator will include those supervised job search participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of supervised job search participants that completed participation in E&T 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.

Basic/Foundational Skills Instruction provides educational programs or activities that improve basic skills or otherwise improve employability or employment advancement potential.

High school equivalency preparation classes prepare participants to take the HiSET/GED test, either taken directly through the provider or through an approved third-party source. Most providers offering this component will allow the client to take the test multiple times until passing.

Since there is not a nationally recognized certificate or diploma for receiving Adult Basic Education (ABE) services, participants typically receive acknowledgement of level acquisition, certificates of completion and access to job opportunities. Progress is monitored using the Test of Adult Basic Education (TABE) and other testing.

With improved basic skills, many participants will move on to other SNAP E&T programs and/or higher education upon completion. Most of these programs also include elements of job readiness as the development of skills is focused on improving workforce opportunities.

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include: Program is best suited for individuals who have completed 11th grade or above, drug testing, willingness to obtain a high school equivalent

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"/> Barnstable County	<input checked="" type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input checked="" type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input checked="" type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input checked="" type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input checked="" type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

220

Estimated Annual Component Administrative Cost

\$894,955.23

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.

State education funds do not cover all secondary and post-secondary education and training programs. DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used to supplant non-federal funds for existing educational services and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

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.

DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used for costs that exceed the normal costs of service provided to persons not participating in the SNAP E&T program or to support training that is normally available to the public at no cost and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

When submitting program budgets for consideration, providers must report the number of participants to be served by the program as a whole and the number of anticipated SNAP participants, as well as total program costs and SNAP costs. This allows DTA and UMass Chan staff to calculate and compare SNAP participant costs with non-SNAP participant costs to ensure cost parity.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of basic/foundational skills instruction participants who are known to have been employed during the second quarter after completion of participation in E&T.	Numerator will include those basic/foundational skills instruction participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.
The number and percentage of basic/foundational skills instruction participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	Numerator will include those basic/foundational skills instruction participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.

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

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

Vocational Training programs aim to improve the employability of participants by providing academic and technical knowledge and skills needed to move into subsequent education or training or directly into employment. More than half of the programs to be offered under the SNAP Path to Work umbrella in FFY 2026 are Career/Technical Education Programs or other Vocational Training.

A variety of occupational, remedial, and entry-level job skills training, customized training, institutional skills training, upgrade training and vocational education programs are available through the SNAP Path to Work network of providers.

The 89 individual Vocational Training programs to be offered through the SNAP Path to Work program in FFY 2026 are independently operated. Some are offered in multiple locations or offer multiple tracks based on client interest and aptitude. Vocational Skills training participants will prepare for a variety of careers, in fields including but not limited to Pharmacy Technician, Certified Nursing Assistant, Personnel Care Attendant, Phlebotomy, Biotechnology, Culinary Arts, Hospitality, Medical Administration, Construction and Skilled Trades, Veterinary Assistant, Information Technologies, Medical Interpreting, HVAC, Cyber Security, Certified Damage Appraisal, Sterile Processing Technician, and Behavioral Health Technician. Most programs result in a certification or license. For fields for which there is no specific industry recognized certification, supporting certifications are provided so that a client is fully prepared to apply for the position—e.g., CPR/First Aid for Early Childhood careers, ServSafe for culinary careers and OSHA certifications for Skilled Trade and Construction. SNAP E&T providers assist with finding jobs at the completion of the program via either job search and/or job search training, referrals to MassHire Career Centers or other training providers, community partnerships, internships, apprenticeships and/or job placement. Skills trainings programs typically include at least some job readiness and preparation for applications through a formal secondary program or built into the skills training program itself.

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include high school diploma or equivalency, CORI/SORI checks, the ability to lift a specific number of pounds, Immunization/Health records, placement testing, 8th Grade Reading/Math skills, drug testing, intermediate English proficiency

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 checked="" type="checkbox"/> Barnstable County	<input checked="" type="checkbox"/> Franklin County	<input checked="" type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input checked="" type="checkbox"/> Hampden County	<input checked="" type="checkbox"/> Plymouth County
<input checked="" type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input checked="" type="checkbox"/> Middlesex County	<input checked="" type="checkbox"/> Worcester County
<input checked="" type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

1,624

Estimated Annual Component Administrative Cost

\$11,131,499.56

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.

State education funds do not cover all secondary and post-secondary education and training programs. DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used to supplant non-federal funds for existing educational services and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

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.

DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used for costs that exceed the normal costs of service provided to persons not participating in the SNAP E&T program or to support training that is normally available to the public at no cost and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

When submitting program budgets for consideration, providers must report the number of participants to be served by the program as a whole and the number of anticipated SNAP participants, as well as total program costs and SNAP costs. This allows DTA and UMass Chan staff to calculate and compare SNAP participant costs with non-SNAP participant costs to ensure cost parity.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of career technical education program participants who are known to have been employed during the second quarter after completion of participation in E&T.	Numerator will include those career technical education program participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.
The number and percentage of career technical education program participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	Numerator will include those career technical education program participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.

	Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.
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EDUCATIONAL COMPONENT: ENGLISH LANGUAGE ACQUISITION

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

As they are independently operated by eight SNAP Path to Work providers, SNAP Path to Work's English Language Acquisition programs vary in duration and focus depending on the immediate goal of the participant. For example, some focus on refugees with an immediate need for basic English skills and cultural competencies that will allow them to secure employment quickly. Several are comprised of different levels with attainable and reasonable goals for the client to complete in the time allotted based on their skill level. While a diploma or certificate may not always be attained upon completion of intermediate level EPEL classes, client progress can be measured through advancement from level to level. Most programs focus on English language for the workplace and the language skills needed to advance out of entry-level positions or combine EPEL and skills training, allowing the client to market themselves as a multi-lingual worker with the required job skills.

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and in the catalog of services and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include placement testing, must be a non-native English speaker authorized to work in the United States, below poverty guidelines 200%,

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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input checked="" type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input checked="" type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input checked="" type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

578

Estimated Annual Component Administrative Cost

\$1,458,809.47

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.

State education funds do not cover all secondary and post-secondary education and training programs. DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used to supplant non-federal funds for existing educational services and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

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.

DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used for costs that exceed the normal costs of service provided to persons not participating in the SNAP E&T program or to support training that is normally available to the public at no cost and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

When submitting program budgets for consideration, providers must report the number of participants to be served by the program as a whole and the number of anticipated SNAP participants, as well as total program costs and SNAP costs. This allows DTA and UMass Chan staff to calculate and compare SNAP participant costs with non-SNAP participant costs to ensure cost parity.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of English language acquisition program participants who are known to have been employed during the second quarter after completion of participation in E&T.	<p>Numerator will include those English language acquisition program participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>
The number and percentage of English language acquisition program participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	<p>Numerator will include those English language acquisition program participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>

EDUCATIONAL COMPONENT: INTEGRATED EDUCATION AND TRAINING / BRIDGE PROGRAMS

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

College transition, or bridge programs, are designed to equip adult learners with the academic, college-going and life skills necessary to enter college and complete a post-secondary degree or certificate program and establish a career path.

Two SNAP Path to Work Providers will offer college transition programs in FFY 2026.

Bunker Hill Community College's Transitions to College Program or TCP is a 30-week program designed to enable students currently or previously enrolled in an adult education program to enroll in college-level courses by teaching the essential skills needed to be successful students.

Program Benefits:

- Academic and career guidance
- Courses in Humanities, Math, English and Computers that prepare students for college level classes
- Courses that earn college credit
- Small class sizes
- Individual and group support throughout the semester
- Access to college services and programs

Jewish Vocational Services' Bridges to College and Careers program (Bridges) is an intensive, 22-week program, offering high school graduates looking to enter college but lacking academic preparation, two career pathways to industry-recognized certificates in high-demand and STEM occupations:

- Biotechnology; or
- Substance Addiction Assistant

Students receive support from academic, financial and career coaches. The program is offered in partnership with Quincy College and prepares students to enroll in the school's Biotechnology and Good Manufacturing Best Practices Certificate or Substance Addiction Certificate programs.

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and in the catalog of services and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include High school diploma/GED/HiSET, must be US Citizen, Lawful Permanent Resident(Green Card), Refugee, or granted Political Asylum, placement testing

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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

15

Estimated Annual Component Administrative Cost

\$18,635.06

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.

State education funds do not cover all secondary and post-secondary education and training programs. DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used to supplant non-federal funds for existing educational services and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

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.

DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used for costs that exceed the normal costs of service provided to persons not participating in the SNAP E&T program or to support training that is normally available to the public at no cost and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

When submitting program budgets for consideration, providers must report the number of participants to be served by the program as a whole and the number of anticipated SNAP participants, as well as total program costs and SNAP costs. This allows DTA and UMass Chan staff to calculate and compare SNAP participant costs with non-SNAP participant costs to ensure cost parity.

EDUCATIONAL COMPONENT: WORK READINESS TRAINING

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

Work readiness training activities are designed to improve basic skills and the employability of SNAP participants through general skills building, the development of good work habits, and building a work history. Work readiness programs may also offer SNAP participants an opportunity to earn credentials valued by employers and industry, including certificates, industry-recognized credentials, and licensures.

Examples:

YMCA's Career Advancement program is a 32-week program for underemployed or unemployed immigrant adults interested in improving their employment potential and English fluency. The program consists of career focused ESOL, MS Office (Word, Excel, PowerPoint, and Outlook), Google Suite, American workplace culture and office skills, career exploration and job search skills, and on-going job search support leading to new employment. The curriculum includes review of core competencies related to speaking, listening, reading, writing, and pronunciation and introduces notetaking based on discussion, critical thinking, working with academic and professional vocabulary embedded in readings, and developing the ability to incorporate new vocabulary into writing assignments. Other activities include informational interviews, mock interviews, field trips, and presentations.

More Than Words (MTW) is a nonprofit social enterprise that empowers youth ages 16-24 who are court-involved, in the foster care system, out-of-school, or experiencing homelessness to take charge of their lives by taking charge of a business. In their Core Social Enterprise program, youth work on consistent shifts with peers and full-time adult staff Business Training Managers to run multiple business lines that generate more than \$3.5M in gross annual sales, including online and retail sales of used books, clothing, and accessories and event rentals; they work approximately 20 hours per week and manage direct interaction with customers in MTW's storefronts, including sourcing and warehousing for 4 million books per year and managing an inventory of 170,000 books listed online. They place items in inventory, ship ordered items, guide tours, plan and host community events, make daily pickups at donation bins, use business software to track donations, and learn to cultivate partnerships through marketing, outreach, and virtual presentations. Through their jobs, youth develop marketable and transferable job skills for retail, manufacturing, and warehousing industries, as well as critical professional skills such as showing up on time and working as a team. This work experience is accompanied by life and workforce skills curriculum sessions reinforcing what participants are learning on the job, such as the competencies of dependability/safety/respect, workplace rights, or keeping a job.

Many MTW participants have a history of, or are actively dealing with, poverty, trauma, homelessness, violence, incarceration and/or disconnection from employment, school and supports. While some participants will complete the program in 6 months, others will need more time and many do not complete the program on their first try. While reengagement is common and built into MTW's trauma-informed model, each participant only completes the program once.

Roca's Basic Transitional Employment Program (BTEP)

TEP uses real work to teach young people how to show up, follow instruction, and learn skills critical to succeed in the open labor market. Roca operates supervised work crews - contracted through local governments, housing authorities and private companies - in custodial work, property maintenance, painting, and landscaping. Participants holding basic assignment work slots are paid for four workdays per week and engage in a "development day" once a week, focusing on hard and soft skill development. They are paid the minimum hourly wage (MA - \$15.00/hour).

Participation duration varies. BTEP encourages young people to show up daily and offers them the freedom to learn and grow through their mistakes. Only once a young person has achieved 60 consecutive days of basic transitional employment are they eligible to move to Advanced Transitional Employment placements (ATEP). This typically takes 2-18 months, with the average participant achieving this goal in 15 months.

ATE placements (not currently offered under SNAP Path to Work) are in businesses and other organizations where the work content the crews perform provides them the opportunity to gain higher level work skills through more advanced projects including construction, landscape installation, and apartment turnovers. Young people work directly under employer partner supervision with Roca available for support. The goal is for the employer partner to hire the young person at the end of the assignment.

See more about the Roca participant's journey here: <https://rocainc.org/how-we-do-it/participants-journey-in-the-intervention-model/>

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and in the catalog of services and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include High school diploma/GED/HiSET, CORI/SORI check, Demonstrated English proficiency (SPL 5+), must be committed to supporting a community of recovery,

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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input checked="" type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input checked="" type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input checked="" type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

928

Estimated Annual Component Administrative Cost

\$4,063,394.16

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.

State education funds do not cover all secondary and post-secondary education and training programs. DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used to supplant non-federal funds for existing educational services and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

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.

DTA/UMass Chan program managers work closely with provider staff to ensure that SNAP E&T funds are not used for costs that exceed the normal costs of service provided to persons not participating in the SNAP E&T program or to support training that is normally available to the public at no cost and will not approve programs to be offered under the SNAP Path to Work umbrella until this fact has been established.

When submitting program budgets for consideration, providers must report the number of participants to be served by the program as a whole and the number of anticipated SNAP participants, as well as total program costs and SNAP costs. This allows DTA and UMass Chan staff to calculate and compare SNAP participant costs with non-SNAP participant costs to ensure cost parity.

Outcome Measure	Describe the methodology for the outcome reporting measure. Include timeframes being reported (e.g. denominator and numerator)
The number and percentage of work readiness training participants who are known to have been employed during the second quarter after completion of participation in E&T.	<p>Numerator will include those work readiness training participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>
The number and percentage of work readiness training participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	<p>Numerator will include those work readiness training participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>

WORK EXPERIENCE COMPONENT: APPRENTICESHIP

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

Apprenticeship, under the SNAP Path to Work umbrella combines on-the-job training with related instruction that enables participants to master the practical and technical skills required for a skilled occupation.

After completing the Community Serving Teaching Kitchen Job Training Program, select graduates will have the opportunity to further develop their culinary skills as a paid apprentice under the expert guidance of Community Serving's Executive Chef, Teaching Kitchen Culinary Leader, & kitchen staff. During the eight-week, full-time position, the apprentice:

- learns about and uses large-scale kitchen equipment while assisting in high volume meal production and kitchen maintenance in the Community Servings production kitchen
- assists the Culinary Leader in teaching and guiding new trainees
- gains basic business and marketing skills through the day-to-day efforts of Servings Direct food product creation; and
- receives regular formal and informal feedback from professional chefs and culinary instructors.

As a Teaching Kitchen graduate, an apprentice has recently participated in a structured job readiness curriculum that has prepared them to apply for permanent employment with or outside of Community Servings. The program continues to provide extensive employment support and case management as needed, until a participant secures permanent employment.

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.

Must be a graduate of the Teaching Kitchen Food Service Job Training Program, Immunizations/Health Records

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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

4

Estimated Annual Component Administrative Cost

\$51,360.10

WORK EXPERIENCE COMPONENT: INTERNSHIP

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

Internship, under the SNAP Path to Work umbrella is a planned, structured learning experience that takes place in a workplace for a limited period. Internships help the participant gain competencies and experience to meet local employer demands. Internships must be related to career choice or career exploration and provide learning through work-based projects. The program may be paid or unpaid and must:

- not provide any work that has the effect of replacing the employment of an individual not participating in the employment or training experience program; and
- provide the same benefits and working conditions that are provided at the job site to employees performing comparable work for comparable hours.

Examples of Unsubsidized Internship Programs:

Interseminarian-Project Place's Industry Internship Program (IIP)

IIP serves as an introduction to the agency's transitional employment by allowing participants to put the soft and hard skills associated with employment in place through on-the-job training in one of Project Place's three social enterprises. Participants gain knowledge and experience in one of the following industries: janitorial and maintenance or logistics and vending.

During the credentialing portion of the program, clients attend industry specific classroom-based training to reinforce skills and work to obtain an industry recognized credential in Customer Services through the National Retail Federation Foundation. Additionally, clients can explore job opportunities and career pathways during employment lab and benefit from 1:1 case management services. Quarterly certifications for OSHA10 are also available.

Upon completion of the four-week program, graduates have the opportunity to engage in transitional employment through one of the agency's two social enterprises.

Operation A.B.L.E.'s ABLE Internship

To provide students with skills upgrading, recent work experience, and current references, Operation A.B.L.E. offers a six-week internship component with an ABLE partner employer. The goal is to match the internship placement with the interests, career goals, and skill levels of each participant. Placements are established in several industries including healthcare, education, hospitality, and the non-profit sector. Participants work four days per week with the fifth day set aside for job search activity. An agreement is negotiated between ABLE and the employer as a means to structure the experience and to ensure that the placement complies with the training/career plan. The ABLE program manager provides regular follow-up with the employer to ensure a "good match" and address any issues that may arise at the worksite.

Examples of Subsidized Internship Programs:

Community Servings' Teaching Kitchen Food Service Job Training Program

Community Servings (CSI), the only provider offering subsidized internship activity in FFY 2026, provides home-delivered meals and nutrition services to individuals and families living with critical and chronic illnesses. The Teaching Kitchen is a hands-on culinary job-training program, covering core culinary concepts, Servsafe, 50-hour hands-on internship in the high-volume production kitchen, job readiness and life skills, nutrition classes, digital literacy. Trainees progress through a series of competencies including culinary, job, and life skills, with a weekly opportunity to demonstrate progress on competencies gained. Trainees are paid minimum wage for all hours of course participation (up to 25 hours per week, assuming full participation).

Core Culinary Concepts

The following units include demonstration of techniques, food preparation, cooking and baking methods; understanding the roles of ingredients, seasoning, tasting; identification of foods, vocabulary and use of ingredients in recipes or formulas. Alongside of culinary skills, teamwork and working cleanly and efficiently in the kitchen are emphasized throughout all core culinary units:

Cooking Terms/Techniques, Kitchen Equipment/Utensil Identification, Cooking Measures, Knife Skills, Kitchen Math, Basic Baking, Product Identification: Cheese, fruits, vegetables, dairy, herbs/spices, pasta, rice, beans, proteins

Servsafe: Using both classroom and hands-on teaching, all trainees learn about food safety concepts, culminating in certification for the Servsafe Food Handler and Servsafe Allergy Awareness, both nationally recognized credentials.

Work Based Learning: Every trainee completes a 150-hour hands-on internship in the high-volume production kitchen at Community Servings. Trainees work under the guidance of the Executive Chef and Cooks to support the daily preparation and packaging of 5,000+ scratch-made, medically tailored meals.

Job Readiness and Life Skills: Weekly classes prepare trainees for employment upon graduation. Topics include preparation of a resume and references, and mock interviews. Classes also include the life skills that support successful employment including taking charge of automatic thinking and reactions, and taking actions consistent with goals, dreams, and values.

Nutrition Classes: Led by skilled nutritionists and dietitians on staff at Community Servings, trainees learn about recommended daily servings, healthy diets, and nutrients such as proteins, fats, carbohydrates, vitamins, and minerals.

Digital Literacy: All trainees participate in a three-hour weekly computer class and job club during weeks 7 through 12 of the Teaching Kitchen

program. Individual training and support are provided to those who would like assistance in how to establish and maintain an email account, submit an online job application, create a job seeker profile online, etc.

Financial Empowerment: In partnership with the Family Prosperity Services staff at Jamaica Plain Neighborhood Development Council (JPNDC).

The wages of participants are paid by the provider using E&T reimbursement eligible funding and subsidized via the 50% federal SNAP E&T reimbursement.

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and in the catalog of services and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include CORI/SORI check, must be able to lift 25lbs, must be committed to supporting a community of recovery, 6th grade TABE Reading and Math

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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

113

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

43

Estimated Annual Component Administrative Cost

\$709,701.76

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 internship participants who are known to have been employed during the second quarter after completion of participation in E&T.	<p>Numerator will include those internship participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>	Yes
The number and percentage of internship participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	<p>Numerator will include those internship participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>	Yes
The number and percentage of internship participants who are known to have been employed during the second quarter after completion of participation in E&T.	<p>Numerator will include those internship participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>	No

The number and percentage of internship participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	Numerator will include those internship participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.	No
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WORK EXPERIENCE COMPONENT: TRANSITIONAL JOBS

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

A transitional job is one that provides time-limited, paid work experience in the public, private or non-profit sectors. These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to successful unsubsidized employment.

Examples of Unsubsidized Transitional Jobs Programs:

Pine Street Inn's Housekeeping Job Training Program

Housekeeping Job Training Program's paid trainees learn as they work alongside the Pine Street Inn and Yawkey House professional housekeeping supervisors and staff. The first eight weeks of the program include on-the-job training while trainees participate in a variety of life skills workshops that address confident communication, presentation and advocacy, mindfulness, digital literacy, financial literacy, and job readiness.

The next sixteen weeks include continuation of on-the-job training, working with PSI Housekeeping Supervisors to learn the basics of housekeeping, safety practices, specialized skills, professionalism, customer service, and leadership skills.

Throughout their on-the-job training within a 10,000 square foot shelter facility, trainees practice hands-on skills such as laundry operations, chemical handling, and disinfecting and spot-cleaning. Participants also receive a variety of supportive services, including individualized job search support, housing services, and case management.

Examples of Subsidized Transitional Jobs Programs:

Breaktime United's Liftoff Work Experience program

In the Liftoff program, young adults age 18-24 experiencing homelessness, who have completed Breaktime's Launchpad program, are paired with employers to gain entry level skills in a chosen field. Breaktime partners with community-based businesses, non-profit organizations, and educational institutions to provide 20-30 hours of paid work experience per week (\$20/hour) in various sectors, where industry professionals in the respective host sites provide direct job training to associates. Regular check-ins with job site supervisors as well as Breaktime case managers are required. Skills learned and practiced in Liftoff include: refining short- and long-term career/education goals based on the Liftoff experience; problem-solving at work; budgeting and financial literacy; identifying vocational/training goals and next steps.

Interseminarian-Project Place, Inc.'s Transitional Employment program

Project Place runs three social enterprises that couple on-the-job training with wraparound case management and employment services to ensure clients cultivate the tools, confidence, and resources to obtain, and succeed in employment. Trainees work 20-40-hour weeks for up to six months, making \$15 per hour. The programs are led by industry professionals and offer participants:

- Hands-on learning
- Daily feedback from the enterprise managers and supervisors during on-the-job training
- Bi-weekly evaluations of performance around training objectives and a ten-point evaluation form that focuses on the key behaviors and competencies that lead to successful long-term employment
- Individual case management to address barriers to permanent employment, such as criminal record sealing, housing stability, and wraparound support.
- Job search support
- Clean Corners...Bright Hopes (CCBH) is a facilities maintenance and landscaping enterprise that provides beautification, exterior property and facility maintenance services to buildings and neighborhoods throughout the Boston area through fee- for-service contracts. CCBH trainees learn proper cleaning techniques, as well as reinforce safety techniques and applications while obtaining their OSHA10 in the classroom. Clients who participate in this program graduate with skills that transfer directly to a variety of industries, including custodial services, facilities maintenance, and waste management.
- The Logistics Enterprise Apprenticeship Program (LEAP) is a social enterprise business that provides vending and delivery services throughout Greater Boston, preparing individuals for a career in logistics, transportation and warehousing. LEAP trainees learn modern day logistics with Par Level Software with classroom training paired with on-the-job applications. LEAP trainees also work toward their OSHA10 in the classroom to learn proper safety.

Root NS, Inc.'s Alumni Employment Program

The Alumni Employment Program is a six-month transitional employment program on Root's kitchen team for graduates of Root's Culinary Training Program. Participants gain additional training and work experience across Root's three social enterprises: School Lunches, Retail Catering, and Community Catering.

Working with and learning directly from Root's kitchen management team, participants build on skills developed in the Culinary Training Program including, but not limited to, prep, dish, receiving and packing orders, cleaning and organizing, order fulfillment, bulk preparation, kitchen production, recipe development, and inventory management. Participants have access to guest chefs, skill development and other workshops/trainings, externship opportunities, and job coaching as they earn \$17 per hour (months 1-3) and \$18 per hour (months 4-6).

Pine Street Inn's iCater Food Services Job Training Program

During the first 8 weeks of the iCater Food Services Job Training Program include on-the-job training trainees work toward their ServSafe certification and participate in a variety of life skills workshops, including confident communication, presentation and advocacy, mindfulness, digital literacy, financial literacy, and job readiness. Additionally, the iCater Workforce Development Program has robust partnerships with other organizations and companies, offering training modules such as vision boards with Natixis, mock interviews with Accenture, a meeting with an HR Recruiter at Boston Children's Hospital, and a meeting with a Library Representative from the Boston Public Library to review how trainees can use library resources.

The iCater Program's training curriculum includes modules focused on culinary terms, recipe development, kitchen equipment and safety, and team member roles. During the daily nutrition and wellness activities, trainees learn about healthy eating and mindfulness techniques. There are also nutrition lessons on obesity, cholesterol imbalance, high blood pressure, and high blood sugar, conditions which affect many of our trainees, placing them at higher risk for heart disease, Type II diabetes, and stroke. Furthermore, trainees receive hands-on cooking experiences with visiting chefs from local restaurants, including Flour Bakery + Cafe, America's Test Kitchen, The SmokeShop, and Row 34. Trainees also experience field trips to local farms, farmer's markets, and urban gardening sites to learn about sustainable agriculture and farm-to-table cooking.

The next 16 weeks include a continuation of on-the-job training, with the opportunity to advance to 40 hours per week. Trainees work in the iCater Kitchen, a social enterprise of Pine Street Inn, where they help prepare and distribute 3,700 meals daily. Participants also receive a variety of supportive services, including individualized job search support, housing services, case management, and continued assistance with barriers to employment.

Participant pay: Weeks 1-8, \$15.00/hr; Weeks 9-16, \$15.25/hr, Weeks 17-24, \$15.50/hr

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.

Because SNAP Path to work providers are independently operated, target varied populations and are in different labor market areas, participation criteria is not standardized across programs.

In addition to budgets for each program that they plan to offer under the SNAP Path to Work umbrella, providers submit program descriptions that include information about participant demographics and program requirements. This writeup is used to populate the program description on the SNAP Path to Work website and in the catalog of services and is used by DTA staff to determine who should be referred to each program.

If the potential participant meets SNAP E&T eligibility criteria, is motivated to work, and meets basic program prerequisites as described in the program description submitted to the State by the provider, the State will refer the client to the provider for assessment.

Examples of provider specific criteria for participation include: 18-24 years old, participants who have repeatedly failed at traditional employment, Hepatitis A & B Immunization, CORI check, Must be able to lift 25 lbs., Must be able to lift 50 lbs., committed to supporting a community of recovery

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"/> Barnstable County	<input type="checkbox"/> Franklin County	<input type="checkbox"/> Norfolk County
<input type="checkbox"/> Berkshire County	<input type="checkbox"/> Hampden County	<input type="checkbox"/> Plymouth County
<input type="checkbox"/> Bristol County	<input type="checkbox"/> Hampshire County	<input checked="" type="checkbox"/> Suffolk County
<input type="checkbox"/> Dukes County	<input type="checkbox"/> Middlesex County	<input type="checkbox"/> Worcester County
<input type="checkbox"/> Essex County	<input type="checkbox"/> Nantucket County	

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

190

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

155

Estimated Annual Component Administrative Cost

\$2,933,521.11

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 transitional jobs program participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	<p>Numerator will include those transitional jobs program participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>	Yes
The number and percentage of transitional jobs program participants who are known to have been employed during the second quarter after completion of participation in E&T.	<p>Numerator will include those transitional jobs program participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p> <p>Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>	Yes
The number and percentage of transitional jobs program participants who are known to have been employed during the second quarter after completion of participation in E&T.	<p>Numerator will include those transitional jobs program participants who are known to have been employed during the second quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026.</p>	No

	Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.	
The number and percentage of transitional jobs program participants who are known to have been employed during the fourth quarter after completion of participation in E&T.	Numerator will include those transitional jobs program participants who are known to have been employed during the fourth quarter (based on DUA wage match) after completion of participation in E&T during the period of 10/1/2025 to 9/30/2026. Denominator will include the number of work experience participants that completed participation in E&T during the period of 10/1/2025 to 9/30/2026.	No

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
52	600	\$25,697,628.87	\$0.00	\$25,697,628.87

CONTRACTOR: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Is this Contractor an Intermediary with subcontractors?

- Yes
- No

Indicate the service type

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

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

\$882,852.17

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

\$24,214,776.70

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

- Yes
- No

SUBCONTRACTOR: BOSS LADY

INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

250

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

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

SUBCONTRACTOR: BOSTON CHINATOWN NEIGHBORHOOD CENTER**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: BREAKTIME UNITED, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

66

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

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

SUBCONTRACTOR: BRISTOL COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

10

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

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

SUBCONTRACTOR: BUNKER HILL COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

18

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

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

SUBCONTRACTOR: CAPE COD COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

16

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

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

SUBCONTRACTOR: CATHOLIC CHARITABLE BUREAU OF THE ARCHDIOCESE OF BOSTON, INC**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: CENTER FOR COMMUNITY HEALTH AND EDUCATION
RESEARCH & SERVICE****INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: COMMUNITY RESOURCE LINK (DBA CAREER TRAINING ACADEMY)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: COMMUNITY SERVINGS

INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

43

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

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

SUBCONTRACTOR: COMMUNITY TEAMWORK, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

16

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

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

SUBCONTRACTOR: COMMUNITY WORKSHOPS INC. DBA COMMUNITY WORK SERVICES (CWS)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

82

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

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

SUBCONTRACTOR: FOUND IN TRANSLATION

INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: GLOUCESTER MARINE GENOMICS INSTITUTE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

20

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

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

SUBCONTRACTOR: GREATER LAWRENCE COMMUNITY ACTION COUNCIL, INC. (GLCAC)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

32

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

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

SUBCONTRACTOR: GREENFIELD COMMUNITY COLLEGE (GCC)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

36

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

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

SUBCONTRACTOR: HOLYOKE COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

138

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

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

SUBCONTRACTOR: INTERNATIONAL INSTITUTE OF NEW ENGLAND, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

80

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

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

SUBCONTRACTOR: INTERSEMINARIAN-PROJECT PLACE, INC**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: JAMAICA PLAIN COMMUNITY CENTERS, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

110

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

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

SUBCONTRACTOR: JEWISH FAMILY SERVICE OF WESTERN MASSACHUSETTS, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: JEWISH VOCATIONAL SERVICE, INC. (JVS)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

231

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

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

SUBCONTRACTOR: JUST A START CORPORATION

INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

24

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

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

SUBCONTRACTOR: LA COLABORATIVA, INC

INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

400

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

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

SUBCONTRACTOR: LAWRENCE COMMUNITY WORKS**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: MASS BAY COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

163

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

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

SUBCONTRACTOR: MORE THAN WORDS

INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

45

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

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

SUBCONTRACTOR: MORGAN MEMORIAL GOODWILL INDUSTRIES**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: MOTHERS FOR JUSTICE & EQUALITY, INC. (MJE)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: NEW ENGLAND CENTER FOR ARTS & TECHNOLOGY (NECAT)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: NORTHERN ESSEX COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

155

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

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

SUBCONTRACTOR: NOTRE DAME EDUCATION CENTER-LAWRENCE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

66

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

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

SUBCONTRACTOR: OPERATION ABLE OF GREATER BOSTON, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

96

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

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

SUBCONTRACTOR: PER SCHOLAS BOSTON**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: PINE STREET INN**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

111

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

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

SUBCONTRACTOR: PLA UNIVERSITY, INC. (DBA SKILLED US)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: QUINSIGAMOND COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

164

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

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

SUBCONTRACTOR: ROCA, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

500

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

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

SUBCONTRACTOR: ROOT NS, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

18

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

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

SUBCONTRACTOR: ROXBURY HILL COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

8

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

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

SUBCONTRACTOR: SPRINGFIELD TECHNICAL COMMUNITY COLLEGE**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

126

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

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

SUBCONTRACTOR: ST FRANCIS HOUSE, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: THE LATINO HEALTH INSURANCE PROGRAM, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: THE LITERACY PROJECT, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

- Basic / Foundational Skills Instruction
- Career / Technical Education Programs or other Vocational Training
- Case Management Services
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - 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: TRAINING RESOURCES OF AMERICA INC (TRA)**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

20

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

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

SUBCONTRACTOR: UTEC, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

31

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

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

SUBCONTRACTOR: WAYFINDERS, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

53

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

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

SUBCONTRACTOR: WELLSPRING HOUSE, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

10

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

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

SUBCONTRACTOR: YEAR UP, INC.

INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

29

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

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

SUBCONTRACTOR: YOUNG MEN'S CHRISTIAN ASSOCIATION OF GREATER BOSTON, INC.**INTERMEDIARY: FORHEALTH CONSULTING AT UNIVERSITY OF MASSACHUSETTS CHAN MEDICAL SCHOOL**

Which E&T Services are offered by this subcontractor?

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

Annual Number of SNAP E&T Participants to be Served

55

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

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

CONTRACTOR: MASSHIRE DEPARTMENT OF CAREER SERVICES (MDCS) - (STATEWIDE MASSHIRE CAREER CENTER NETWORK)

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
- English Language Acquisition
- Integrated Education and Training / Bridge Programs
- Job Retention
- Job Search Training
- SWBL - Apprenticeship
- SWBL - Internship
- SWBL - Transitional Jobs
- Supervised Job Search
- WBL - Internship
- WBL - Transitional Jobs
- Work Readiness Training

Annual Number of SNAP E&T Participants to be Served

600

Are participant reimbursements provided by the Contractor?

Yes
 No

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

\$0.00

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

\$600,000.00

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

\$0.00

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

Yes
 No

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: COMMUNITY SERVINGS TEACHING KITCHEN FOOD SERVICE JOB TRAINING APPRENTICESHIP

PROVIDER: COMMUNITY SERVINGS

COMPONENT: SWBL - APPRENTICESHIP

What is the length of the activity?

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

What is the industry field of the activity?

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

What is the projected annual number of participants to participate?

4

What are the training objectives for the activity?

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

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

- Yes
- No

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

Corporate & foundation grants

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.

"Throughout the duration of the 8-week apprentice component, participants attend a bi-weekly Job Lab, during which time they learn about permanent employment options within the food industry, assess their personal skills, needs, and interests in regard to employment, apply for employment, attend mock interview sessions, attend interviews, and complete on-boarding paperwork."

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?

\$15.00

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

100.00%

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

320

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

- 100% Admin Funds
- 50/50 Admin Funds

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

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$1,152.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$14,928.05

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
\$19,200.00	\$19,200.00	\$9,600.00	\$25,680.05

WBL ACTIVITY: COMMUNITY SERVINGS TEACHING KITCHEN FOOD SERVICE JOB TRAINING PROGRAM

PROVIDER: COMMUNITY SERVINGS

COMPONENT: SWBL - INTERNSHIP

What is the length of the activity?

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

What is the industry field of the activity?

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

What is the projected annual number of participants to participate?

43

What are the training objectives for the activity?

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

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

- Yes
- No

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

Corp & found grants, CDBG, WCTF (state)

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.

"Teaching Kitchen culinary trainees attend job readiness classes from week 1 of training during which they prepare for resume writing, mock interviews, and for narrowing down the types of employment that would be the right fit for their skill level, commuting range, schedule, etc. During weeks 7-12, they meet for 5 hours each week to continue the work of job readiness and job placement, with the addition of a Job Lab component where trainees are completing online job applications and working to track applicant status' and prepare for remote and in-person interview experiences."

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?

\$15.00

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

80.00%

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

300

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

100% Admin Funds
 50/50 Admin Funds

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

Yes
 No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$9,288.00

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$156,445.31

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
\$193,500.00	\$154,800.00	\$77,400.00	\$243,133.31

WBL ACTIVITY: BREAKTIME LIFTOFF PROGRAM WORK EXPERIENCE**PROVIDER: BREAKTIME UNITED, INC.****COMPONENT: SWBL - TRANSITIONAL JOBS**

What is the length of the activity?

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

What is the industry field of the activity?

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

Describe the "Other" industry field of the activity.

Diverse job sites based on interest.

What is the projected annual number of participants to participate?

45

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?

Foundation funds, charitable donations

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.

"Each case manager works on a transition plan with their associate, before the associate transitions out of Liftoff and into unsubsidized work (our Stable Orbit program). All job search materials are finalized. Our job site partners hire approximately 40% of our associates to take on a permanent position. If the associate does not pursue permanent placement at the jobsite, our case managers will [provide] support in the job search including applications and interview preparation."

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

- Yes
- No
- N/A

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

Yes
 No

What is the hourly wage rate?

\$20.00

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

50.00%

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

390

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

100% Admin Funds
 50/50 Admin Funds

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

Yes
 No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$9,652.50

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$76,448.75

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
\$351,000.00	\$175,500.00	\$87,750.00	\$173,851.25

WBL ACTIVITY: PINE STREET INN ICATER WORKFORCE DEVELOPMENT**PROVIDER: PINE STREET INN****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?

76

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?

State, foundation, social enterprise rev

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.

"In addition to the professional training participants receive, they also complete a series of life skills trainings that are essential skills to work. Additionally, Pine Street Inn's workforce development programs have an Employment and Stabilization Specialist, who works with trainees to help them find suitable employment with PSI's employer partners when they graduate. Pine Street Inn has robust employer partnerships and assists graduates with securing employment throughout Greater Boston."

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?

\$15.25

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

100.00%

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

509

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

- 100% Admin Funds
- 50/50 Admin Funds

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

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$73,759.37

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$449,141.72

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
\$590,070.08	\$590,070.08	\$295,035.04	\$817,936.13

WBL ACTIVITY: PROJECT PLACE TRANSITIONAL EMPLOYMENT PROGRAM**PROVIDER: INTERSEMINARIAN-PROJECT PLACE, INC****COMPONENT: SWBL - TRANSITIONAL JOBS**

What is the length of the activity?

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

What is the industry field of the activity?

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

Describe the "Other" industry field of the activity.

Facilities maintenance and landscaping

What is the projected annual number of participants to participate?

30

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 donations, State funds (EOHLC)

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.

" Project Place's case managers as well as Employment & Retention Services team work closely with clients to reinforce job search as well as career support during transitional employment. Clients are required to take part in paid job search time weekly with our Employment Specialists, as well as providing practice interviewing when clients get offered interviews. Our Employment team also works closely with employer partners around Boston, such as Tatte, Boston Children's Hospital, VPNE, Block by Block, Amazon and many others. "

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?

\$15.00

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

100.00%

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

237

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

100% Admin Funds

50/50 Admin Funds

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

Yes

No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$5,865.75

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$154,196.40

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
\$106,650.00	\$106,650.00	\$53,325.00	\$213,387.15

WBL ACTIVITY: ROOT ALUMNI EMPLOYMENT PROGRAM**PROVIDER: ROOT NS, INC.****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?

4

What are the training objectives for the activity?

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

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

- Yes
- No

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

Foundation, grant & individual donations

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.

"There are two externship components within the alumni employment program. At the end of the first three months, participants are partnered with local culinary employers to provide 32-40 hours of experience, training and learning directly at their places of business. At the end of 6 months, Root helps them find a different externship that is more tailored to the individual's skill set and goals."

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

- Yes
- No
- N/A

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

- Yes
- No

What is the hourly wage rate?

\$17.50

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

100.00%

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

780

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

- 100% Admin Funds
- 50/50 Admin Funds

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

- Yes
- No

What is the total amount of Workers Compensation or Payroll Taxes that is covered or reimbursed by SNAP E&T?

\$2,088.50

What is the total amount of other administrative costs associated with the activity that is covered or reimbursed by SNAP E&T, such as additional case management hours?

\$16,532.10

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
\$54,600.00	\$54,600.00	\$27,300.00	\$45,920.60

WBL ACTIVITY: ABLE INTERNSHIP PROGRAM**PROVIDER: OPERATION ABLE OF GREATER BOSTON, INC.****COMPONENT: WBL - INTERNSHIP**

What is the length of the activity?

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

What is the industry field of the activity?

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

What is the projected annual number of participants to participate?

20

What are the training objectives for the activity?

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

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

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

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

- Yes
- No

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

- Yes
- No

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

- Yes
- No

Are the training objectives provided to the participant?

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

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

- Yes
- No

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

"Job search starts prior to the internship, at the beginning of the 12-week classroom training. This is in addition to the regular curriculum which focuses on computer skills, customer service, and medical office skills. Classroom training is followed by a 6-week internship component with a local medical provider where participants gain real-world experience, build their resume, and expand their job search network."

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

- Yes
- No
- N/A

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

- Yes
- No

WBL ACTIVITY: PROJECT PLACE INTERNSHIP INDUSTRY PROGRAM**PROVIDER: INTERSEMINARIAN-PROJECT PLACE, INC****COMPONENT: WBL - INTERNSHIP**

What is the length of the activity?

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

What is the industry field of the activity?

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

Describe the "Other" industry field of the activity.

Multiple industries

What is the projected annual number of participants to participate?

50

What are the training objectives for the activity?

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

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

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

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

- Yes
- No

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

- Yes
- No

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

- Yes
- No

Are the training objectives provided to the participant?

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

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

- Yes
- No

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

"For the duration of our Industry Internship Program, all participants take part in the Employment Lab and Guided Job Search with our Employment Services team to get 1:1 job coaching and job applications twice a week as well as case management services with individualized support. We also have a monthly Employer Spotlight where participants learn about a CORI- friendly employers who are willing to hire graduates directly from our programs."

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

- Yes
- No
- N/A

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

- Yes
- No

WBL ACTIVITY: PINE STREET INN HOUSEKEEPING TRAINING PROGRAM**PROVIDER: PINE STREET INN****COMPONENT: WBL - 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?

35

What are the training objectives for the activity?

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

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

- Yes
- No

Will participants receive wages subsidized by another program?

- Yes
- No

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

- Yes
- No

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

- Yes
- No

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

- Yes
- No

Are the training objectives provided to the participant?

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

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

- Yes
- No

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

"In addition to the professional training participants receive, they also complete a series of life skills trainings that are essential skills to work. Additionally, Pine Street Inn's workforce development programs have an Employment and Stabilization Specialist, who works with trainees to help them find suitable employment with PSI's employer partners when they graduate."

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

- Yes
- No
- N/A

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

- Yes
- No

OPERATING BUDGET

The regulations at 7 CFR 273.7(c)(6) outline State agencies must include an operating budget for the year. Complete all cost categories, as applicable. Note that the cost categories, outside of the contractual or county administered program line items, apply only to the State agency costs. The calculated values will automatically display upon selecting the Quick Save button.

Direct Program and Admin Costs

	Non-Federal Share	Federal Share	Total
Salary/Wages (State agency only)	\$0.00	\$717,261.14	\$717,261.14

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.

This budget includes the salary/wage costs of four DTA SNAP Path to Work Specialists and the SNAP E&T Program Manager. New Lead Specialist and SNAP DTA Works Coordinator positions are also funded for a partial year. These positions are fully funded through the FFY 2025 allocation of federal funds.

SNAP E&T Specialists = \$104,133.53 * 1.00 FTE * 4 = \$416,534.12 + Payroll taxes: \$9,205.40 = Total: \$425,739.53
 Lead SNAP E&T Specialist = \$107,858.14 * 0.910532 FTE * 1 = \$98,208.26 + Payroll taxes: \$2,170.40 = Total: \$100,378.66
 SNAP DTA Works Coordinator = \$103,299.04 * 0.639859 FTE * 1 = \$66,096.77 + Payroll taxes: \$1,460.74 = Total: \$67,557.51
 SNAP E&T Manager = \$120,913.26 * 1.00 FTE * 1 = \$120,913.26 + Payroll taxes: \$2,672.18 = Total: \$123,585.44

	Non-Federal Share	Federal Share	Total
Fringe Benefits	\$0.00	\$249,823.86	\$249,823.86

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.

This budget includes the fringe costs related to four DTA Path to Work Specialists, a Lead Specialist, a SNAP DTA Work Coordinator, and the SNAP E&T Program Manager, which are fully funded through the 2026 allocation of federal funds.

Fringe was calculated at 35.60%.

The SFY 2026 fringe and payroll tax rates have been submitted to the U.S Department of Health and Human Services for approval. Comptroller Memo FY#2026-01: https://www.macomproller.org/wp-content/uploads/fy-memo_2026-01.pdf

Approved SFY 2025 fringe and payroll rates can be found here: https://www.macomproller.org/wp-content/uploads/fy-memo_2025-09.pdf
<https://www.mass.gov/administrative-bulletin/fringe-benefits-payroll-taxes-and-indirect-costs-af-5#fringe-benefits-and-payroll-taxes>

	Non-Federal Share	Federal Share	Total
Non-Capital Equipment	\$0.00	\$560,062.59	\$560,062.59

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

This budget includes:

- \$5,000.00 for employing client consultants to aid in the development of survey content, SNAP Path to Work marketing materials, and website content, running focus groups, and the planning and implementation of surveys.
- \$81,000 reserved for future SNAP DTA Works program costs. This plan will be updated and more details provided prior to implementation of the program (tentatively scheduled for FFY 2026 Q3).
- \$450,000 reserved for the planned transition of the SNAP E&T website to a new vendor, site upgrades, and maintenance. Vendor procurement options and costs are being explored. Overbudgeted funds not used for this purpose will be reallocated and the plan amended accordingly.
- \$24,062.59 earmarked for seeding or expanding SNAP E&T programming in underserved geographic or other program areas, and/or that meet the ABAWD work rules

	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	\$9,170.25	\$9,170.25

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.

This budget includes the anticipated E&T travel costs of four DTA SNAP E&T Specialists, a Lead Specialist, a SNAP DTA Works Coordinator, and SNAP E&T managers, which are fully funded through the 2026 allocation of federal funds. These costs may include the cost of public transportation, the use of a personal vehicle, hired transportation and tolls and parking; they will be incurred during SNAP Path to Work provider monitoring and technical assistance site visits, as a result of travel to local DTA offices to provide training and technical support to local office staff, and travel to and from SNAP E&T convenings, trainings, and meetings, new provider recruitment events and other travel directly related to the administration of the SNAP Path to Work program.
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	Non-Federal Share	Federal Share	Total
Building Space	\$0.00	\$0.00	\$0.00

Explain how building space is calculated and clearly explain how the amount listed above was determined. If charging building space to the E&T program, describe the method used to calculate space value.

N/A

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

Describe equipment and other capital expenditures over \$5,000 per item that will be charged to E&T funds. (In accordance with 2 CFR 200.407, prior written approval from FNS is required.)

N/A

	Non-Federal Share	Federal Share	Total
Subtotal / State Agency Costs Only	\$0.00	\$1,536,317.84	\$1,536,317.84
Contractual Costs	\$12,107,388.35	\$13,590,240.52	\$25,697,628.87
County Administered Direct Program Admin Cost	\$0.00	\$0.00	\$0.00
Total Direct Program and Admin Costs	\$12,107,388.35	\$15,126,558.36	\$27,233,946.71

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	\$161,538.00	\$161,538.00
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	\$161,538.00	\$161,538.00

In-kind Contribution

	Non-Federal Share	Federal Share	Total
State In-kind Contribution	\$0.00	\$0.00	\$0.00
Total Administrative Costs	\$12,107,388.35	\$15,288,096.36	\$27,395,484.71

Participant Reimbursements

	Non-Federal Share	Federal Share	Total
Dependent Care	\$6,600.00	\$6,600.00	\$13,200.00
Transportation & Other Costs	\$295,425.08	\$295,425.08	\$590,850.16
State Agency Cost for Dependent Care	\$0.00	-	\$0.00
Total Participant Reimbursements	\$302,025.08	\$302,025.08	\$604,050.16

Total Costs

	Non-Federal Share	Federal Share	Total
Total Cost	\$12,409,413.43	\$15,590,121.44	\$27,999,534.87

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	\$3,180,708.00	\$3,180,708.00	\$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	\$3,180,708.00	\$3,180,708.00	\$0.01	-
Federal	50 Percent Administrative	-	\$12,107,388.36	-	-
Non-Federal	50 Percent Administrative	-	\$12,107,388.36	-	-
Federal	50 Percent Participant Reimbursements	-	\$302,025.08	-	-
Non-Federal	50 Percent Participant Reimbursements	-	\$302,025.08	-	-
Federal	Total 50 Percent Federal Target	\$6,580,428.00	\$12,409,413.44	\$5,828,985.44	-
Total	All Sources	\$9,761,136.00	\$27,999,534.87	-	-

Total Fiscal Year Plan Funding

Funding Sources	Non-Federal Share	Federal Share	Total
100 Percent Federal Grant	-	\$3,180,708.00	\$3,180,708.00
ABAWD Pledge Grant	-	\$0.00	\$0.00
50 Percent Administrative	\$12,107,388.36	\$12,107,388.36	\$24,214,776.71
50 Percent Dependent Care	\$6,600.00	\$6,600.00	-
50 Percent Transportation/Other	\$295,425.08	\$295,425.08	-
50 Percent Total Participant Reimbursements	\$302,025.08	\$302,025.08	\$604,050.16
Total 50 Percent Funds	\$12,409,413.44	\$12,409,413.44	\$24,818,826.87
Total	\$12,409,413.44	\$15,590,121.44	\$27,999,534.87

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