



U.S. DEPARTMENT OF AGRICULTURE

Assessing SNAP Participants' Fitness for Work

Appendices



August 2024

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Appendices

Appendix A. Crosswalk of Research Objectives and Questions

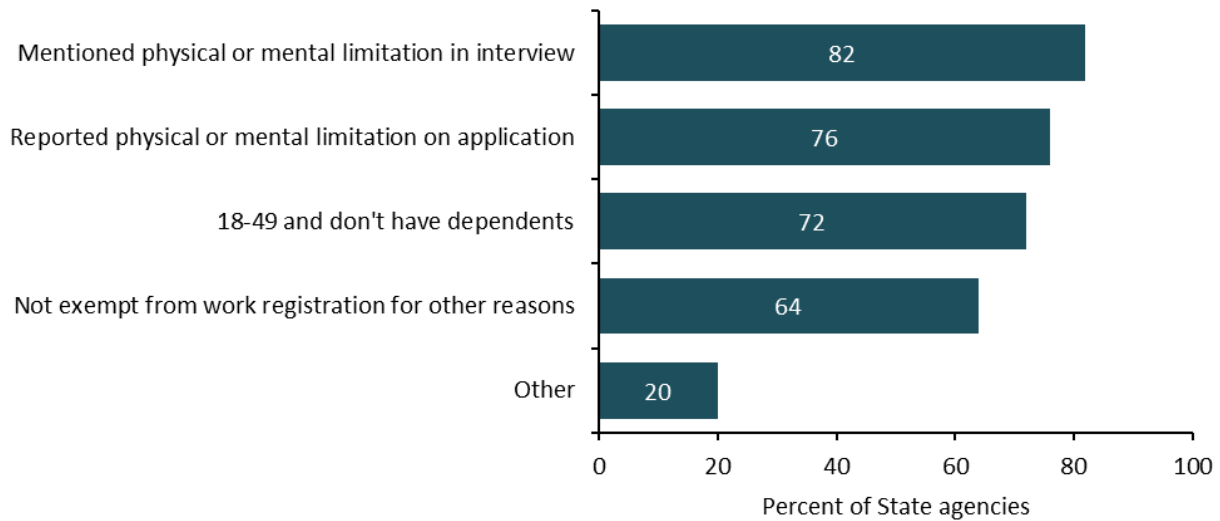
Table A.1. Research Objectives and Questions by Data Source

	Document review	Survey of SNAP agencies	Case Studies Admin. data	Case Studies Site Visits
Objective 1: Document the policies and guidelines used for making fitness for work determinations by all 53 State Agencies.				
Are the policies and guidelines determined by statute, regulation, or something else?	◆	◆		◆
Are the policies and guidelines uniformly applied throughout a State?	◆	◆	No	◆
Does the State have written policy or guidance?	◆	◆		
When did the current policy and or guidance go into effect? When and how often is guidance revised or updated?	◆	◆	No	◆
How are policies and guidance communicated to caseworkers?	◆	◆		◆
Does guidance address training for caseworkers?	◆	No	No	◆
What are the good cause determinations? Are good cause determinations applied uniformly across the State?	◆	◆	◆	◆
What if any changes were made due to the pandemic?	◆	◆	No	◆
Objective 2: Describe the process States use for making fitness for work determinations.				
Does the State have standard operating procedures (SOP) for making determination? How were these developed?	◆	◆	No	◆
Who makes the fitness for work determination?	◆	◆	◆	◆
Who makes good cause determinations?	◆	◆	◆	◆
Are decisions reviewed? Who reviews them and when?	◆	◆		◆
What kind of training do caseworkers receive for making fitness for work and good cause determinations?	◆	◆	No	◆
In what situations is a caseworker allowed to deviate from the SOP?	◆	◆		◆
Can a caseworker use flexibility at their own discretion or is some form of oversight required? How often do caseworkers make use of flexibilities?	◆	No	No	◆
At what point in the certification process is the fitness for work determination made?	◆	◆		◆
Is there a different process for in person applications or not-in person application?	◆	◆	No	◆
How were these processes developed?		◆		◆
Is an applicant able to appeal a fitness for work determinations?	◆	◆	No	◆
What is the process for appealing a fitness for work determination?	◆	◆		◆
Who makes the final determination on an appeal?	◆	◆	No	◆

	Document review	Survey of SNAP agencies	Case Studies Admin. data	Site Visits
Objective 3: From analysis of administrative data and data on community characteristics from the United States Census Bureau, determine if there are any general patterns and trends in fitness for work and good cause determinations within and across the four (4) case study States.				
Are there any patterns in fitness for work and good cause determinations based upon household characteristics? Describe the differences and whether they are significant.	No	No	◆	No
Are there any patterns in fitness for work and good cause determinations based upon participant characteristics? Describe the differences and whether they are significant.			◆	
Are there any patterns in fitness for work and good cause determinations based upon locality? Describe the differences and whether they are significant.	No	No	◆	No
Objective 4: For each of the four (4) case study States, determine how closely caseworkers follow the State’s fitness for work and good cause determination policies and requirements and the challenges they face in applying the policy.				
Does the State have Standard Operating Procedures (SOPs) for case workers? If yes, how do caseworkers use the SOP? Do they adapt it based on caseload, local circumstances, or other factors? How and when do they make changes to the SOP? What do they find most and least useful about the SOP?	No	No	No	◆
If the State doesn’t have SOP for caseworkers, how are the policies and guidelines for determining fitness for work for SNAP participants implemented? Who makes good cause determinations? How are they applied across the State?				◆
What challenges do caseworkers face when determining an applicant’s fitness for work? How do they handle these challenges? Can the guidance be expanded or narrowed to better fit the applicants they assess?	No	No	No	◆

Appendix B. Supplemental Survey Figures and Tables

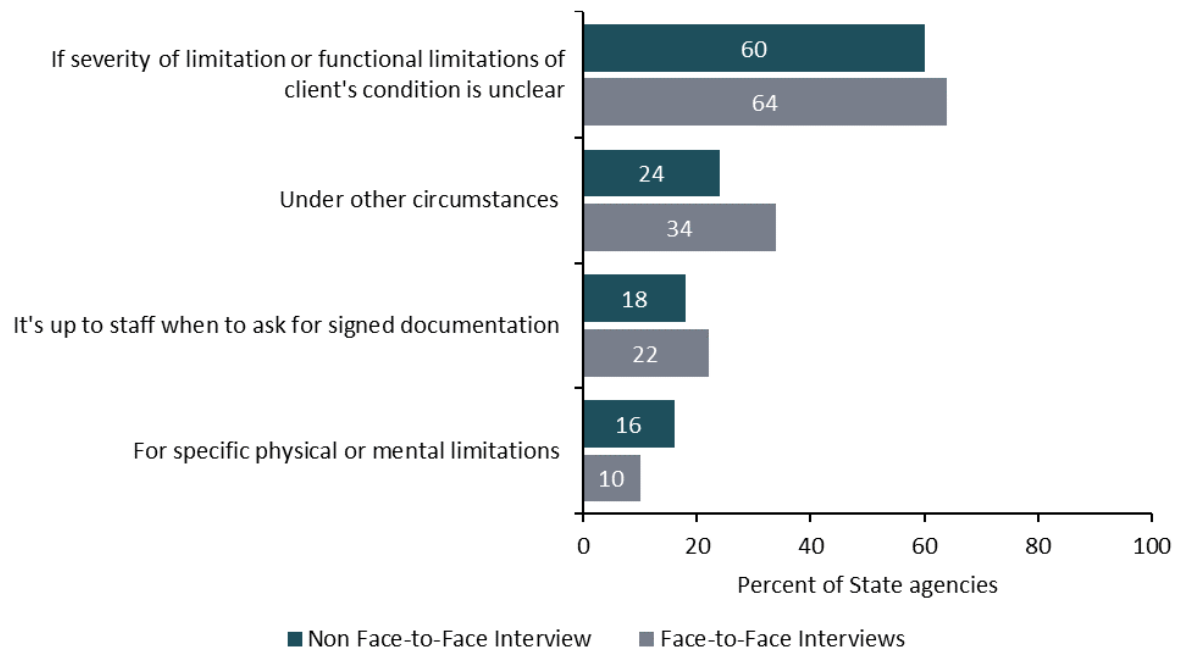
Figure B.1: Which applicants are asked in the eligibility interview about physical or mental limitations



Source: Survey of State SNAP Agencies about Exemptions from Work Requirements and Good Cause

Note: State agencies could select more than one response. N = 50 State agencies. Most State agencies that selected “Other” explained that all SNAP applicants were asked about physical or mental limitations during the interview and application process. One State agency said it varied by county/tribe whether applicants were asked, and another State agency explained that applicants who were observed to have a physical or mental limitation during the eligibility interview were asked about the limitation.

Figure B.2: Circumstances for which verification of physical or mental limitation is required when interviews are sometimes required, by interview type

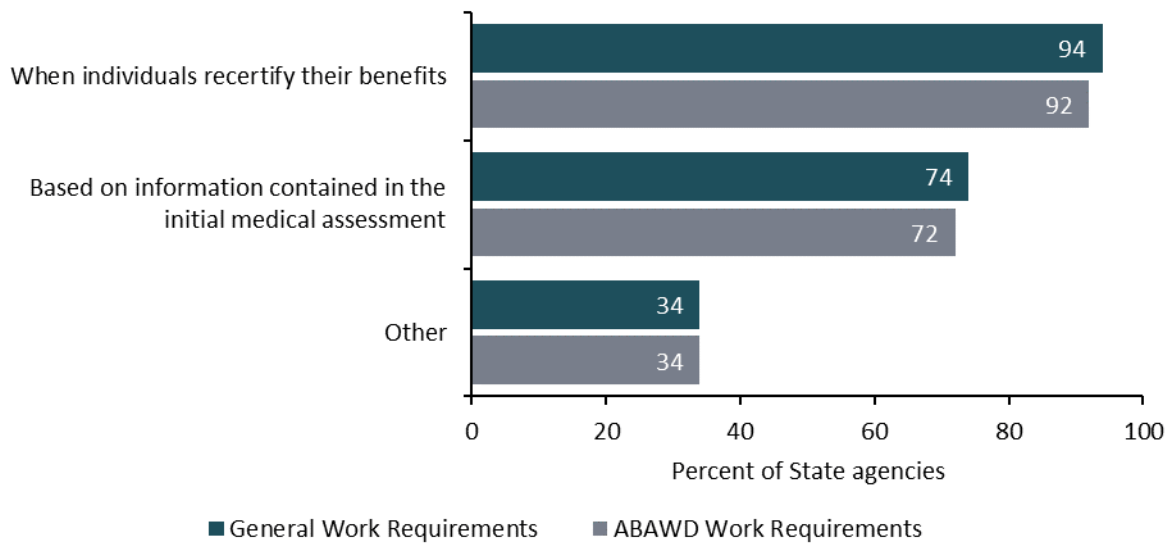


Source: Survey of State SNAP Agencies about Exemptions from Work Requirements and Good Cause

Note: State agencies could select more than one response. N = 41 State agencies conducted face-to-face interviews; N = 35 State agencies conducted non face-to-face interviews. Most State agencies that selected “Under other circumstances” explained that applicants were required to provide verification of their physical or mental limitation if the limitation was not visibly obvious or was questionable (e.g., the applicant was not able to

articulate how their health issue impacts their ability to work). State agencies also required verification if they were not able to verify the limitation using other data sources.

Figure B.3: When an initial exemption and exception may be reassessed, by work requirement type



Source: Survey of State SNAP Agencies about Exemptions from Work Requirements and Good Cause
 Note: State agencies could select more than one response. N = 49 State agencies

Table B.1: Staff involved in determining whether good cause determination results in exemptions from work requirements, by work requirement type

Staff	General Work Requirements			ABAWD Work Requirements		
	Always	Sometimes	Never	Always	Sometimes	Never
Eligibility Frontline Staff	92%	4%	0%	90%	4%	2%
Eligibility Supervisors	10%	86%	0%	10%	84%	2%
Quality Assurance Staff	4%	38%	42%	4%	36%	44%
Other	2%	18%	6%	2%	18%	8%

Source: Survey of State SNAP Agencies about Exemptions from Work Requirements and Good Cause
 Note: four percent of responses were missing. N = 48 State agencies. For general work requirements, 12 percent of State agencies provided no response for quality assurance staff and 70 percent of State agencies provided no response for other staff. For ABAWD work requirements, 12 percent of State agencies provided no response for quality assurance staff and 68 percent of State agencies provided no response for other staff. Four percent of States did not respond to any part of the question on staff involved in determining whether good cause determinations result in exemptions or exceptions from work requirements.

Appendix C. Data Collection Instruments

C.1. State Agency Survey Instrument

Introduction

The U.S. Department of Agriculture's Food and Nutrition Service (FNS) seeks to learn more about how States assess physical or mental limitations when screening for exemptions from work requirements or determining good cause. FNS hired MEF Associates and Mathematica to conduct a study to understand the processes for determining physical or mental limitations. FNS is interested in understanding how States implement guidance on determining exemptions from work requirements or good cause due to a physical or mental limitation.

As part of this study, MEF Associates is conducting a survey of all State-level SNAP agencies. There are no right or wrong answers, and the purpose of this survey is not to audit or identify actions that may be correct or incorrect, but to help FNS understand how States make determinations about whether a SNAP applicant is fit for work.

The survey link may be shared with other staff in your agency who can contribute to your State's response. This survey should take no more than 60 minutes to complete.

Your participation in this survey is voluntary. We will use all data we collect only for the purposes we describe. In the final report we will not link individual States to their responses, but instead will present aggregated survey data. However, the raw survey data will be submitted to FNS at the end of the study.

If you need additional information about the purpose of the study, please contact Eric Williams at eric.williams@usda.gov. If you have questions about or need assistance with the web survey, call [study phone number] or email us at [study email].

This information is being collected to assist the Food and Nutrition Service in understanding how States assess physical or mental limitations when screening for exemptions from work requirements or determining good cause. This is a voluntary collection and FNS will use the information to determine needs for technical assistance. This collection does not request any personally identifiable information under the Privacy Act of 1974. According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0584-[xxxx]. The time required to complete this information collection is estimated to average 1.00 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: U.S. Department of Agriculture, Food and Nutrition Service, Office of Policy Support, 1320 Braddock Place, 5th Floor, Alexandria, VA 22306 ATTN: PRA (0584-xxxx). Do not return the completed form to this address.

By selecting the text below, you indicate that you have read this statement in its entirety and that you voluntarily agree to participate in the study.

- I have read this statement in its entirety and voluntarily agree to participate in the study.

Module A. Work Requirements

We are interested in learning how your State makes determinations about whether an applicant's physical or mental limitations exempts them from work requirements, your State's policies around exemptions due to a physical or mental limitation, and whether there's any variation in those policies. We understand there may be instances where the policies related to exemptions from **general work requirements (sometimes thought of as registering for work, or being a work registrant)** may be different than the policies related to exemptions from **ABAWD work requirements**. In those instances, we will first ask about **general work requirements**, and then ask the same question again but for **ABAWD work requirements**.

- A.1. **When are applicants *first* asked about physical or mental limitations that may exempt them from general work requirements or ABAWD work requirements? Please select the appropriate response for each type of work requirement in the grid below.**

	General work requirements	ABAWD work requirements
<input type="checkbox"/> On the application		
<input type="checkbox"/> In the eligibility interview		
<input type="checkbox"/> After the eligibility interview		
<input type="checkbox"/> Other		

- A.2. **Which applicants are asked in the eligibility interview about physical or mental limitations? *Select all that apply.***

- Applicants who indicated on the application that they or others in their household have a physical or mental limitation
- Applicants who mention during the interview that they or others in their household have a physical or mental limitation
- Applicants who are not exempt from work registration for another reason
- Applicants who are age 18-49 and don't have dependents
- Other (please specify):

- A.3. **Does your State currently require face-to-face interviews as part of the SNAP application process?**

- Yes
- No
- Only for certain households (please specify):

PROGRAMMING NOTE: If yes, skip to A.5. If no or “only for certain households”, go to A.4

A.4. **Are the processes for screening individuals for mental or physical limitations different for individuals who have in-person interviews and those who don't?**

Yes (explain how so):

No

A.5. **Does your State's policies allow for local variation in the populations that must be screened for exemptions from general work requirements due to a physical or mental limitation?**

Yes (please specify):

No

A.6. **Does your State's policies allow for local variation in the populations that must be screened for exemptions from ABAWD work requirements due to a physical or mental limitation?**

Yes (please specify):

No

A.7. **Which of the following physical or mental limitations are considered in your State when determining whether someone is exempt from general work requirements? *Select all that apply.***

Mental illness

Cognitive or developmental disabilities

Long-term physical illness

Short-term physical illness

Long-term physical disability

Short-term physical injury

Physical disability

Pregnancy

Lack of stable housing

Other (please specify):

A.8. **Are the same physical or mental limitations considered when determining whether someone is exempt from ABAWD work requirements as those selected above for general work requirements?**

Yes

No

PROGRAMMING NOTE: If yes, skip to A.10. If no, go to A.9

A.9. Which of the following physical or mental limitations are considered in your State when determining whether someone is exempt from ABAWD work requirements? *Select all that apply.*

- Mental illness
- Cognitive or developmental disabilities
- Long-term physical illness
- Short-term physical illness
- Long-term physical disability
- Short-term physical injury
- Physical disability
- Pregnancy
- Lack of stable housing
- Other (please specify):

A.10. Do staff have discretion in the types of physical or mental limitations that can be considered when determining exemptions?

- Yes (please specify):
- No

A.11. Do your State's policies allow for local variation in the physical or mental limitations that can be considered when determining whether someone is exempt from general work requirements?

- Yes (please specify):
- No

A.12. Do your State's policies allow for local variation in the physical or mental limitations that can be considered when determining whether someone is exempt from ABAWD work requirements?

- Yes (please specify):
- No

A.13. In response to COVID-19, did your State make any changes to the physical or mental limitations that can be considered when determining exemptions from either general work requirements or ABAWD work requirements?

- Yes (please specify):
- No

A.14. Are individuals that participate in face-to-face interviews required to provide verification of their physical or mental limitation?

- Always
- Sometimes
- Never

PROGRAMMING NOTE: If sometimes, go to A.15. If always, skip to A.16. If never, skip to A.17.

A.15. **When are individuals who participate in face-to-face interviews required to provide verification of their physical or mental limitation? *Select all that apply.***

- For specific physical or mental limitations
- If severity of limitation or functional limitations of client's condition is unclear
- It's up to staff when to ask for signed documentation
- Under other circumstances (please specify):

A.16. **What documentation may be used to verify a limitation for individuals that participate in face-to-face interviews? *Select all that apply.***

- Proof of receipt of disability benefits
- Signed documentation from a qualified professional (e.g., licensed physician, licensed therapist, vocational or other rehab provider, etc.)
- Verbal verification from a qualified professional
- Written verification from a personal contact
- Verbal verification from personal contact
- Applicant's personal written or verbal attestation
- Other (please specify):

A.17. **Are individuals who *do not* participate in face-to-face interviews required to provide verification of their physical or mental limitation?**

- Always
- Sometimes
- Never

PROGRAMMING NOTE: If sometimes, go to A.18. If always, skip to A.19. If never, skip to A.20

A.18. **When are individuals who *do not* participate in a face-to-face interview required to provide verification of their physical or mental limitation?**

- For specific physical or mental limitations
- If severity of limitation or functional limitations of client's condition is unclear
- It's up to staff when to ask for signed documentation
- Under other circumstances (please specify):

A.19. **What documentation may be used to verify a limitation for individuals that *do not* participate in a face-to-face interview? *Select all that apply.***

- Proof of receipt of disability benefits
- Signed documentation from a qualified professional (e.g., licensed physician, licensed therapist, vocational or other rehab provider, etc.)
- Verbal verification from a qualified professional
- Written verification from a personal contact
- Verbal verification from personal contact
- Applicant's personal written or verbal attestation
- Other (please specify):

A.20. **Are there differences in when an individual is required to provide verification for their physical or mental limitations when they are screened for exemptions from ABAWD work requirements as opposed to general work requirements?**

Yes (please specify):

No

A.21. **Do your State's policies allow for local variation in the information required to verify whether an applicant is exempt from general work requirements due to a physical or mental limitation?**

Yes (please specify):

No

A.22. **Do your State's policies allow for local variation in the information required to verify whether an applicant is exempt from ABAWD work requirements due to a physical or mental limitation?**

Yes (please specify):

No

A.23. **In response to COVID-19, did your State make any changes to the information required to verify a physical or mental limitation?**

Yes (please specify):

No

A.24. **Who is involved in determining whether an individual is exempt from general work requirements due to a physical or mental limitation?**

Days netimes /er

Eligibility frontline staff

Eligibility supervisors

Quality assurance staff

Other (please specify):

A.25. **Are the same staff involved in determining whether an individual is exempt from ABAWD work requirements as those selected above for general work requirements?**

PROGRAMMING NOTE: If yes, see programming logic for A.27. If no, go to A.26.

Yes

No

A.26. **Who is involved in determining whether an individual is exempt from ABAWD work requirements due to a physical or mental limitation?**

Days netimes /er

Eligibility frontline staff

Eligibility supervisors

Quality assurance staff

Other (please specify):

PROGRAMMING NOTE: Only respondents that select “sometimes” for eligibility staff in A.24 receive A.27.

A.27. **When might eligibility frontline staff be involved in determining whether an individual is exempt from general work requirements due to a physical or mental limitation? Select all that apply.**

OPEN ENDED

A.28. **Are the circumstances when eligibility frontline staff would be involved in determining whether an individual is exempt from ABAWD work requirements the same as those selected above for general work requirements?**

PROGRAMMING NOTE: Only respondents that select “sometimes” for eligibility staff in A.24 and A.26 receive A.28.

Yes

No

PROGRAMMING NOTE: If yes, see programming logic for A.30. If no, go to A.29

A.29. **When might eligibility frontline staff be involved in determining whether an individual is exempt from ABAWD work requirements due to a physical or mental limitation?**

OPEN ENDED

A.30. **When might eligibility supervisors be involved in determining whether an individual is exempt from general work requirements due to a physical or mental limitation?**

PROGRAMMING NOTE: Only respondents that select “sometimes” for eligibility supervisors in A.24 receive A.30.

OPEN ENDED

A.31. **Are the circumstances when eligibility supervisors would be involved in determining whether an individual is exempt from ABAWD work requirements the same as those selected above for general work requirements?**

PROGRAMMING NOTE: Only respondents that select “sometimes” for eligibility supervisors in A.24 and A.26 receive A.31.

Yes

No

PROGRAMMING NOTE: If yes, see programming logic for A.33. If no, go to A.32.

A.32. **When might eligibility supervisors be involved in determining whether an individual is exempt from ABAWD work requirements due to a physical or mental limitation?**

OPEN ENDED

A.33. **When might quality assurance staff be involved in determining whether an individual is exempt from general work requirements due to a physical or mental limitation?**

PROGRAMMING NOTE: Only respondents that select “sometimes” for quality assurance staff in A.24 receive A.33.

OPEN ENDED

A.34. **Are the circumstances when quality assurance staff are involved in determining whether an individual is exempt from ABAWD work requirements the same as those selected above for general work requirements?**

PROGRAMMING NOTE: Only respondents that select “sometimes” for quality assurance staff in A.24 and A.26 receive A.34.

Yes

No

PROGRAMMING NOTE: If yes, see programming logic for A.36. If no, go to A.35. Respondents that select “sometimes” for quality assurance staff in A.26 receive A.35.

A.35. **When might quality assurance staff be involved in determining whether an individual is exempt from ABAWD work requirements due to a physical or mental limitation? Select all that apply.**

OPEN ENDED

A.36. **When might *[text piped in from A.24]* staff be involved in determining whether an individual is exempt from general work requirements due to a physical or mental limitation? Select all that apply.**

PROGRAMMING NOTE: Only respondents that select “sometimes” for “other” staff in A.24 receive A.36.

OPEN ENDED

A.37. **When might [text piped in from A.26] staff be involved in determining whether an individual is exempt from ABAWD work requirements due to a physical or mental limitation? Select all that apply.**

PROGRAMMING NOTE: Only respondents that select “sometimes” for “other” staff in A.26 receive A.37.

OPEN ENDED

A.38. **What data are staff required to enter into your State’s eligibility and benefit determination system when determining whether an individual is exempt from general or ABAWD work requirements due to a physical or mental limitation? Please select the appropriate response for each type of work requirement from the grid below?**

	General work requirements	ABAWD work requirements
Whether or not the individual is exempt from the work requirement due to a physical or mental limitation		
The specific physical or mental limitation		
A description of the physical or mental limitation		
The verification provided		
Demographic data on the individual		
Other		

PROGRAMMING NOTE: Only respondents that select “Demographic data on the individual” in A.38 receive A.39A.39.

A.39. **What type of demographic data does your State require staff enter (e.g., race, ethnicity, gender, marital status)?**

OPEN ENDED

A.40. What kind of training do staff receive about how to determine exemptions due to a physical or mental limitation? Please note any differences in the training received for determining exemptions from registering for work versus determining exemptions from ABAWD work requirements.

OPEN ENDED

A.41. Besides training, what other ways are staff informed about how to determine exemptions due to a physical or mental limitation? *Select all that apply.*

Standard Operating Procedures (SOP)

Policy Manuals

Memoranda

Other (please specify):

A.42. Can participants appeal the decision determining whether they are exempt from general or ABAWD work requirements due to a physical or mental limitation? *Select all that apply.*

Participants can appeal the decision determining whether they are exempt from general work requirements

Participants can appeal the decision determining whether they are exempt from ABAWD work requirements

Participants cannot appeal the decision determining whether they are exempt from either type of work requirement

A.43. For individuals determined to be exempt from general work or ABAWD requirements, due to a physical or mental limitation, at what point(s) can the initial exemption be reassessed? Please select the appropriate responses for each type of work requirement from the grid below.

	General work requirement	ABAWD work requirement
When individuals recertify for their benefits		
Based on information contained in the initial medical assessment (e.g., time for recovery)		
Other		

A.44. For individuals determined to be subject to general or ABAWD work requirements, at what point(s) can the initial determination be reassessed? Please select the appropriate responses for each type of work requirement from the grid below.

	General work requirement	ABAWD work requirement
When individuals recertify for their benefits		

When a good cause determination is made

When a suitable E&T component is not available

When an E&T participant receives a provider determination

When requested by individual

Other

A.45. Acknowledging that federal regulations establish policies regarding exemptions due to a physical or mental limitations, who at the State is responsible for codifying the following policies?

	State legislature	State SNAP Agency	Oth
--	-------------------	-------------------	-----

The criteria for determining whether someone is exempt from general work requirements due to a physical or mental limitation

The information required to verify a physical or mental limitation that can exempt someone from general work requirements

Staff procedures for determining exemptions from general work requirements due to a physical or mental limitation

A.46.

PROGRAMMING NOTE: Only the policies for which the respondent selected "other"

Describe the "Other" way(s) your State established policies regarding the criteria that determines exemptions due to a physical or mental limitation.

A.46.1 OPEN ENDED

A.47. Describe the "Other" way(s) your State established policies regarding the information required to verify a physical or mental limitation for purposes of determining exemptions due to a physical or mental limitation.

A.47.1 OPEN ENDED

A.48. Describe the “Other” way(s) your State established policies regarding staff procedures to determine exemptions due to a physical or mental limitation.

48.1 OPEN ENDED

A.49. How often does your State review policies regarding exemptions due to a physical or mental limitation?

- On a regularly set schedule - less frequent than every year
- On a regularly set schedule - every year
- On a regularly set schedule - more frequent than every year
- Only when changes in Federal regulation, statute, or guidance occur
- Other (please specify):

A.50. Who is involved in reviewing and updating policies related to exemptions due to a physical or mental limitation? *Select all that apply.*

- State SNAP administrator
- Local office administrators
- State SNAP policy staff
- Other (please specify):

A.51. What information do staff consult when updating policies related to exemptions due to a physical or mental limitations? *Select all that apply.*

- Administrative data on determinations
- Administrative data on appeals
- Feedback from local administrators or supervisors
- Federal regulation, statute, or guidance
- Other (please specify):

A.52. In the last three years, has your State received technical assistance from FNS regarding your State’s policies on exemptions due to a physical or mental limitation?

- Yes (please specify):
- No

Module B. Mandatory E&T

The questions below pertain to the mandatory portion of your E&T program *only*. By “mandatory”, we mean the portion of your E&T program where participants are required to participate in SNAP E&T. This does not refer to programs where participants may fulfill their work requirements by participating in a variety of activities, of which SNAP E&T is one option.

B.1. Which of the following populations are required to participate in SNAP E&T in your State?

All Participants subject to general work requirements

All ABAWDS

A subset of participants (please specify):

B.2. Does your State have State exemptions for any of the listed physical or mental limitations in determining if a participant is required to participate in a mandatory E&T program? Select all that apply.

Mental illness

Cognitive or developmental disabilities

Long-term physical illness

Short-term physical illness

Long-term physical disability

Short-term physical injury

Physical disability

Pregnancy

Lack of stable housing

Other (please specify):

B.3. What verification is needed to provide a good cause determination for participants who do not comply with mandatory E&T program requirements due to a physical or mental limitation? Select all that apply.

Proof of receipt of disability benefits

Signed documentation from a qualified professional (e.g., licensed physician, licensed therapist, vocational or other rehab provider, etc.)

Verbal verification from a qualified professional

Written verification from a personal contact

Verbal verification from personal contact

Applicant's personal written or verbal attestation

Other (please specify):

B.4. How does your State communicate to staff its policies on exemptions from mandatory E&T and providing good cause for mandatory E&T participants? *Select all that apply.*

Standard Operating Procedures (SOP)

Policy Manuals

Memoranda

Letters

Guidelines

Trainings

Other (please specify):

There is no formal mechanism for communicating this information

B.5. What staff are responsible for deciding whether the lack of an available and appropriate E&T component, due to physical or mental limitations, results in an exemption from general or ABAWD work requirements?

Always

Sometimes

Never

Eligibility frontline staff

Eligibility supervisors

Quality assurance staff

Other (please specify):

Module C. Good Cause

We will first ask questions about your State's policies regarding **good cause for not meeting general work requirements due to a physical or mental limitation**. We understand there may be instances where the policies regarding good cause for not meeting general work requirements (sometimes thought of as registering for work, or being a work registrant) may be different than the policies regarding **good cause for not meeting ABAWD work requirements due to a physical or mental limitation**. In those instances, we will first ask about general work requirements, and then ask the same question again but for ABAWD work requirements.

C.1. **Which of the following physical or mental limitations does your State consider when determining whether someone has good cause for not meeting general work requirements? Select all that apply.**

- Mental illness
- Cognitive or developmental disabilities
- Long-term physical illness
- Short-term physical illness
- Long-term physical disability
- Short-term physical injury
- Physical disability
- Pregnancy
- Lack of stable housing
- Other (please specify):

C.2. **Are the same physical or mental limitations considered when determining whether someone has good cause for not meeting ABAWD work requirements as those selected above for general work requirements?**

- Yes
- No

PROGRAMMING NOTE: If yes, skip to C.4. If no, go to C.3.

C.3. **Which of the following physical or mental limitations does your State consider when determining whether someone has good cause for not meeting ABAWD work requirements? Select all that apply.**

- Mental illness
- Cognitive or developmental disabilities
- Long-term physical illness

- Short-term physical illness
- Long-term physical disability
- Short-term physical injury
- Physical disability
- Pregnancy
- Lack of stable housing
- Other (please specify):

C.4. **How long would a good cause determination for not meeting general work requirements based on a physical or mental limitation last? *Select all that apply.***

- Until the participant's benefits are recertified
- Based on a medical professional's assessment
- Based on eligibility worker's assessment
- For a standard period of time (please explain, including if a standard period of time varies by physical or mental limitation):

C.5. **Is there a difference between the length of a good cause determination for not meeting ABAWD work requirements and the length of a good cause determination for not meeting general work requirements?**

PROGRAMMING NOTE: If yes, go to C.6. If no, skip to C.7

- Yes
- No

C.6. **How long would a good cause determination for not meeting ABAWD work requirements based on a physical or mental limitation last? *Select all that apply.***

- Until the participant's benefits are recertified
- Based on a medical professional's assessment
- Based on eligibility worker's assessment
- For a standard period of time (please explain, including if a standard period of time varies by physical or mental limitation):

C.7. **Might a participant’s good cause determination related to physical or mental limitations result in an exemption from general work requirements?**

Yes

No

PROGRAMMING NOTE: If yes, go to C.8. If no, skip to C.9.

C.8. **Explain under what circumstances a participant’s good cause determination related to a physical or mental limitation would exempt them from general work requirements.**

OPEN ENDED

C.9. **Might a participant’s good cause determination related to physical or mental limitations result in an exemption from ABAWD work requirements?**

Yes

No

PROGRAMMING NOTE: If yes, go to C.10. If no, skip to C.11.

C.10. **Explain under what circumstances a participant’s good cause determination related to a physical or mental limitation would exempt them from ABAWD work requirements.**

OPEN ENDED

C.11. **Who is involved in deciding whether a good cause determination related to physical or mental limitations results in an exemption from general work requirements?**

Always Sometimes Never

Eligibility frontline staff

Eligibility supervisors

Quality assurance staff

Other (please specify):

C.12. **Are the same staff responsible involved in deciding whether good cause determination related to a physical or mental limitation results in an exemption from ABAWD work requirements as those selected above for general work requirements?**

Yes

No

PROGRAMMING NOTE: If yes, skip to C.14 . If no, go to C.13

C.13. **Who is involved in deciding whether a good cause determination related to physical or mental limitations results in an exemption from ABAWD work requirements?**

Always Sometimes Never

Eligibility frontline staff

Eligibility supervisors

Quality assurance staff

Other (please specify);

C.14. **How does your State communicate the policies regarding good cause due to a physical or mental limitation? *Select all that apply.***

Standard Operating Procedures (SOP)

Policy Manuals

Memoranda

Trainings

Other (please specify):

There is no formal mechanism for communicating this information

C.15. **How often does your State review policies for good cause related to physical or mental limitations?**

On a regularly set schedule - less frequent than every year

On a regularly set schedule - every year

On a regularly set schedule - more frequent than every year

Only when changes in Federal regulation, statute, or guidance occur

Other (please specify):

C.16. **Who is involved in reviewing and updating policies for good cause related to physical or mental limitations? *Select all that apply.***

State SNAP administrator

Local office administrators

State SNAP policy staff

Other (please specify):

C.17. **What information do staff consult when updating policies for good cause related to physical or mental limitations? *Select all that apply.***

Administrative data on determinations

Administrative data on appeals

Feedback from local administrators or supervisors

Federal regulation, statute, or guidance

Other (please specify):

C.18. **In response to COVID-19, did your State make any of the following changes to its good cause policies related to physical or mental limitations? *Select all that apply.***

The criteria for determining whether someone has good cause due to a physical or mental limitation

The information required to verify whether someone has good cause due to a physical or mental limitation

The process for determining whether someone has good cause due to a physical or mental limitation

Other (please specify):

Our State did not make any changes to its good cause determination policies related to physical or mental limitations in response to COVID-19

Survey Close

Thank you for participating in our survey! To help us better understand your State's process for determining whether an individual is exempt from work requirements due to a physical or mental limitation, please upload the following documents using the link below:

- *{Outstanding Document 1 Based off Document Review}*
- *{Outstanding Document 2 Based off Document Review}*
- *{Outstanding Document 3 Based off Document Review}*



[Upload documents here](#)

C.2. Interview Introduction and Consent

My name is _____ and I am a researcher with MEF Associates/Mathematica. We are conducting a study to learn more about States' policies in assessing Supplemental Assistance Nutrition Program (SNAP) work requirements and participants' physical or mental limitations that may make them unable to work. We are conducting this study on behalf of the Food and Nutrition Service (FNS) of the U.S. Department of Agriculture. While FNS provides general guidelines on policies related to exempting individuals from work requirements due to physical or mental limitations, there is much to learn about what States' policies are, how these policies developed, and how States implement them. As part of this study, we are talking to State and local administrators, eligibility workers, and SNAP Employment & Training (E&T) staff in four States to learn about the development and implementation of policies and guidelines related to exempting participants from work requirements due to physical or mental limitations, as well as good cause determinations as they relate to participants' ability to work. The purpose of the study is not to audit or identify actions that may be correct or incorrect, but to help FNS learn more about States' policies, the implementation of those policies, and the different approaches that States have taken to assessing whether SNAP participants are able to work or should be exempt from work requirements.

Your participation in this interview is strictly voluntary. There will be no penalties if you choose not to participate. You may choose to stop participating at any time and you may refuse to answer any question. There are no significant risks to your participation. Sometimes people feel uncomfortable answering some questions. If that happens, you do not have to answer them. Participating in the interview will not help you directly, but sharing your thoughts and experiences will provide more information on the policies and guidelines States use for determining whether individuals should be exempt from work requirements due to a physical or mental limitation.

We will take notes during the interview and will record the discussion if you give your permission. We will use the information from our notes to write a report for FNS about States' policies related to exempting participants from work requirements due to physical or mental limitations and how States have developed and implemented these policies. We will keep your responses private to the extent permitted by law. We will not share your responses with anyone outside the study team, which includes project staff from MEF, Mathematica, and FNS. The reports we write may list the names of the States that participated in these interviews, but we will not use your name or title or attribute any responses to you. However, because of the small number of States participating in the study, it is possible that a response could be correctly attributed to you.

[IF A GROUP INTERVIEW] We cannot guarantee that everyone in this room, other than the study team, will maintain your privacy. However, we ask that no one repeat any of the information shared during this conversation today.

If you have any questions about the study in the future, you can contact the Project Director, Mary Farrell at MEF Associates, at 703-838-2723. Her contact information is also listed on the form we have provided, which you can keep.

We estimate that our discussion will take [60 or 90] minutes.

Before we continue, do you have any questions about the project or about the subject of this interview?

Do I have your permission to record this interview?

C.3. State and Local SNAP Administrator Interview Protocol

Background:

To start, we would like to ask some background information about you, your role, and the general structure of SNAP and SNAP E&T in your State.

1. What is your job title?
2. How long have you been in this position?
3. What are your primary responsibilities?
4. *For State admin:* Can you please describe the structure of division of this agency that administers SNAP?
 - a. What other programs does your agency administer?
 - b. What is the leadership and decision-making structure at your agency?
 - c. Please describe the staffing structure and roles of staff overseeing SNAP eligibility and applications.
 - d. *Ask for an organizational chart.*
5. *For local admin:* Please provide an overview of the office/agency and the programs administered through this office/agency.
 - a. What programs does this office/agency administer?
 - b. [IF MORE THAN ONE PROGRAM] How are staff assigned to programs?
 - i. Probe on dedicated staff to each program, staff working across different programs, staff dedicated to specific groups (e.g., ABAWDs), staff dedicated to SNAP E&T
 - c. How many staff work in this office?
 - d. How many staff members are specifically dedicated to SNAP? (*Tailor if needed based on responses to questions 5a-5c*)
 - i. Are these staff members responsible for other types of cases as well?
 - ii. Are staff members responsible for all aspects of a SNAP case (e.g., eligibility, redeterminations, etc.)? Are different staff responsible for processing different application components?
 - iii. Who is responsible for entering data on SNAP applications? Recertifications?
6. Can you provide an overview of your State's SNAP E&T program?
 - a. [TAILOR BASED ON MANDATORY/VOLUNTARY STATE] We understand that your State [does/does not] require that some SNAP participants participate in SNAP E&T. *Note to interviewer: Ensure that respondent understands this applies to individuals who are specifically required to participate in E&T, as opposed to those individuals subject to work*

requirements who can fulfill their work requirements by participating in E&T but could fulfill them another way if they chose to.

- i. Does this vary in different parts of the State?
 1. [IF YES] How so?
- b. Who provides E&T services in your State?
 - i. [IF SERVICE PROVIDERS]:
 1. What service providers do you contract with to provide SNAP E&T services?
 2. What location do these providers serve?
- c. How do E&T services vary for different areas of the State?
- d. Can you please describe the staffing structure of the E&T program at your agency?
 - i. Probe on staff positions and roles, such as navigators.

As we noted earlier, we are hoping to learn more about your policies and guidelines for assessing whether applicants are able to work or whether they should be exempt from work requirements due to a physical or mental limitation. We'll begin by asking some questions about the eligibility for SNAP and the application process in your State, as well as processes related to good cause.

We have reviewed your policy manual and *[OTHER DOCUMENTS REVIEWED HERE]*, but we would like to confirm our understanding of the work requirements and structure of SNAP in your State. When we say "work requirements" during this interview, we are referring to work requirements for work registrants (i.e., general work requirements), ABAWD work requirements, and requirements for mandatory E&T participation [if applicable]. We'd like to understand how all of them relate to your policies related to screening for exemptions due to physical and mental limitations and good cause.

7. *Describe the work requirements as you understand them, including distinctions between general work requirements, ABAWD work requirements, and mandatory E&T [if applicable]. Ask participants to confirm and expand, if needed, upon the description. If possible, bring a printed list of the requirements from the documents available and walk through the requirements with the respondent.*
 - a. *Note to interviewer: Be sure to explicitly clarify the difference between general work registrants, ABAWDs, and mandatory E&T participants (if applicable).*
 - b. *Probe on:*
 - i. Implications of whether the State has a mandatory or voluntary E&T program
 1. [IF MANDATORY] Requirements to participate in mandatory SNAP E&T
 2. [IF VOLUNTARY] Criteria for participating in voluntary SNAP E&T

Section 1: Process

8. Can you please provide an overview of the SNAP application process in your State?
 - a. Do SNAP eligibility workers determine eligibility for any other assistance programs (e.g., TANF)? Does the State use a combined application?
 - b. How do applicants complete applications?
 - i. Probe on in-person, online, or by phone, as well as changes to the process that occurred during the COVID-19 pandemic
 - ii. Probe on whether this varies by whether the applicant is applying only for SNAP or for other programs as well– SNAP, SNAP and TANF/Medicaid, childcare, etc.
 - iii. Probe on whether there are other variations to this process.
 - c. How do eligibility workers conduct interviews?
 - i. Probe on in-person or by phone, as well as changes that were put in place/remained in place due to COVID
 - d. We would like to understand how applicants are screened for exemptions from work requirements due to physical or mental limitations. Can you please describe the process by which applicants are screened for exemptions from **general work requirements** due to a physical or mental limitation?
 - i. Who determines whether applicants should be exempt?
 - ii. What are the required steps that staff must follow?
 1. Probe on required verification for exemptions.
 - iii. At what point during the application process is the exemption made?
 - iv. Who approves the exemption?
 1. Can you please walk us through the review process for those who have to approve the exemption?
 - v. Do these processes differ for **ABAWDs**?
 1. [IF YES] Repeat d.i-d.iv
 - vi. [IF MANDATORY STATE] Do these processes differ for **mandatory E&T participants**?
 1. [IF YES] Repeat d.i-d.iv
 - vii. [IF TELEPHONIC INTERVIEWS ARE ALLOWED] How do the processes for screening for exemptions vary for interviews that occur over the phone?
 1. Probe on:
 - a. How they make sure they follow procedures if the interview is by phone

- b. Whether there are specific processes they must follow if they interview by phone
 - e. What notices or other information do SNAP applicants or participants receive related to work requirements?
 - i. Probe on work registrants, ABAWDs, and SNAP E&T participants (if applicable)
 - ii. How are applicants notified about whether they are exempt from work requirements?
 - f. How do SNAP staff ensure that recipients are complying with work requirements?
 - i. Probe on required documentation, interactions with SNAP E&T staff if applicable
 - ii. Probe on how this varies by general work registrants, ABAWDs, mandatory E&T (if applicable)
- 9. Can applicants appeal if they are not granted an exemption due to a physical or mental limitation? Can participants?
 - a. Does this vary for general work registrants, ABAWDs, or SNAP E&T participants (if applicable)?
 - b. [IF YES] Can you please describe the appeal process?
 - i. Probe on:
 - 1. Who is involved
 - 2. What steps the appeal process entails
 - 3. Any policies or guidelines around appeals – reasons why people appeal, grounds on which appeals are granted, etc.
 - 4. Variation, if at all, for general work registrants, ABAWDs, or SNAP E&T participants (if applicable)
 - ii. How often do applicants appeal the determination?
 - iii. How often would you estimate that appeals are successful?
- 10. What is the process by which an applicant/participant can request to have an exemption from work requirements due to a physical or mental limitation?
 - a. How does this process differ, if at all, for exemptions related to general work requirements, ABAWD work requirements, and requirements to participate in SNAP E&T?
- 11. Can you describe the recertification process?
 - a. How often are SNAP participants required to go through recertification?
 - b. Does this vary by whether participants are work registrants or ABAWDs? Other characteristics?
 - c. What does this process entail?

- i. Probe on:
 - 1. Interview type (phone/in-person)
 - 2. Reassessment of work registration
 - 3. How they determine whether an individual should be exempt from the work requirements due to a physical or mental limitation
 - 4. Required verification for maintaining exemptions
12. Are there other points at which an applicant's/participant's ability to work may be reassessed?
- a. Probe on:
 - i. Differing reassessment times based on whether the participant's ability to work may be resolved or changed
 - ii. If an individual receives a provider determination from the SNAP E&T provider
 - iii. Other circumstances that may prompt a reassessment, such as new information about a participant's ability to work due to a physical or mental limitation
 - iv. Whether this varies for work registrants, ABAWDs, or E&T participants (if applicable)
13. How did this process change as a result of COVID-19? *Note to interviewer: This may already have been covered in the discussion of process, but ask here if it has not been discussed.*

Determining and Developing Policies and Guidelines

Note: This section is likely to be most relevant for State administrators and/or County administrators in County-administered States. However, there may be some questions relevant to local administrators in State-administered States. Site visitors should tailor the guide and select which questions to ask as needed while on site.

Now that we understand the overall process, we would like to learn more specifically about the policies that guide these processes for how your agency determines whether SNAP applicants are considered fit or able to work or whether they should be exempt from work requirements due to a physical or mental limitation.

- 1. Can you please describe the policies your State has in place to determine whether SNAP applicants are fit for work or whether they should be exempt from work requirements?
 - a. How does this vary for general work registrants, ABAWDs, or mandatory E&T participants (if applicable)?
 - b. Probe on policies related to:
 - i. Which applicants they are required to assess for ability to work (e.g., all applicants, just ABAWDs, other groups)
 - ii. How ability to work for SNAP relates to criteria for TANF

- iii. Conditions or situations that qualify an applicant as exempt due to a physical or mental limitation
 - iv. E&T participation, including requirements to participate for mandatory E&T states/areas [if applicable] and criteria to volunteer in voluntary E&T states/areas
 - v. Verification of mental or physical limitation, such as letters from a licensed physician or therapist or vocational or rehab provider, eligibility through another program (social security, etc.)
 - vi. Whether the State provides access to professionals (e.g., mental health providers, social workers) to conduct a mental health assessment, and in what circumstances
 - vii. Eligibility worker discretion
 - 1. Discretion over which criteria to use
 - 2. Discretion over how to apply the criteria
 - viii. Specific circumstances such as homelessness
2. What is the source of these policies?
- a. Probe on:
 - i. Federal or State statute or regulation
 - ii. Type of documentation (e.g., in a manual, notice, other form of documentation)
3. Are these policies applied uniformly throughout the State?
- a. [IF NO] Can you describe how the implementation of these policies vary across the State?
 - i. Probe on county administration, different characteristics of local areas (e.g., urban/rural, high/low unemployment)
 - b. Do local areas (e.g., counties, offices, or regions) have discretion over how they apply these policies?
 - i. [IF YES] What type of discretion do local areas have?
 - c. How is this variation monitored or overseen by the State staff?
4. In addition to variation by local area, are other types of variation or deviations from these policies permitted?
- a. [IF YES] Please describe these variations.
 - b. [IF LOCAL ADMIN] To your knowledge, are the policies you use in your [County/local area] different from those used in other parts of the State?
 - i. [IF YES] How so?

5. Now we would like to learn about how these policies came about and how they were developed. Can you please provide an overview of how your State's policies related to applicants' ability to work were developed?
 - a. What was the process for developing these policies?
 - b. Who led the development of the policies?
 - c. Who else was consulted (e.g., stakeholders, FNS)?
 - d. What were the key considerations that went into the policy development?
 - i. Probe on:
 1. Differences between policies related to general work requirements, ABAWDs, and requirement to participate in SNAP E&T
 2. Whether there were specific challenges or needs that the policies were created to address
 3. Specific considerations related to other programs (e.g., TANF) they needed to consider
 4. Other contextual factors (e.g., COVID, financial crises, natural disasters, state- or locality-specific considerations)

6. When were the policies last updated?
 - a. Why were they updated?
 - i. Probe on whether there were any changes made as a result of the E&T final rule which was published in January 2021
 - b. Were there updates as a result of COVID-19?
 - i. Probe on changes that were made either solely due to COVID-19 or more tangentially related to COVID-19
 - ii. [IF YES] What were the updates as a result of COVID-19?
 1. What issues did these updates seek to address?
 2. How were these updated policies created or determined?
 3. Have these changes remained in place after the pandemic ended?

7. In addition to formal documented policies, do you provide additional guidance to eligibility workers on how to implement these policies?
 - a. [IF YES]:
 - i. What is the guidance?
 - ii. Why did you start sharing this guidance?
 - iii. How did you develop this guidance?
 - b. [IF NO]: Why has there not been additional guidance provided?
 - i. Probe on whether this is because it is not needed, whether additional guidance is forthcoming, other reasons

- ii. Have there been discussions over whether to provide additional guidance?
 - 1. [IF YES] Why did you choose not to issue further guidance?
- c. What other resources, if any, exist to help eligibility workers to determine whether an individual should be exempt from work requirements due to a physical or mental limitation?

Section 3: Communication of Policies and Guidelines

This section will be relevant for both State and local administrators.

Now we hope to learn about how you communicate these policies and guidelines with eligibility workers, as well as how eligibility workers are trained.

1. [FOR STATE ADMIN] How do you ensure local offices are up to date on the policies and guidance about related to policies for exempting applicants from work requirements based on a physical or mental limitation?
2. Please describe how your agency communicates policies and/or guidance to eligibility workers about determining whether applicants are able to work or whether they should be exempt from work requirements (including general work requirements, ABAWD requirements, and mandatory SNAP E&T (if applicable)).
 - a. Is this the responsibility of your agency? The local office? Both?
 - b. Probe on:
 - i. Standard operating procedures
 - ii. Updates to procedures
 - iii. Regular communications through other channels
 - iv. Other
3. How does your agency ensure that staff are trained on these policies?
 - a. Have you implemented training to ensure that staff are trained on the new policies related to the final rule from January 2021?
 - i. [IF YES] What does this training entail?
4. Does the policy include requirements for training for eligibility workers or other staff members?
 - a. [IF YES] What are the training requirements?
 - i. Probe on:
 1. Content of training
 2. Frequency of training
 3. Who provides the training
 4. Who is required to attend training
 - b. [IF NO OR IF NOT SPECIFIED IN POLICY]

- i. What type of training do you provide?
 - ii. How often do you provide training?
 - iii. What is the content of the training?
 - iv. Who provides this training?
 - v. Who is required to attend?
- c. [IF NOT SPECIFIED ABOVE] Do you provide training on implicit bias or racial disparities as it relates to participants' ability to work?
- i. Do you provide training on cultural differences related to mental health that may impact whether individuals from certain groups seek exemptions due to mental limitations?

Section 4: Good Cause

Note to interviewers: It is likely that some of the discussion of process will be covered above in the discussion of applications and policies. Tailor this section as needed based on previous sections and the perspective of the respondent..

Now we'd like to discuss how good cause determinations are made in your State, both for not complying with work requirements, as well as for voluntarily quitting a job. We also hope to understand how a good cause determination may relate to a participant being granted an exemption from work requirements due to a physical or mental limitation.

1. Can you please describe the process by which good cause determinations are made?
 - a. What are the permitted reasons for good cause?
 - i. Probe specifically on good cause determinations related to mental or physical limitations.
 - b. How do workers determine whether a good cause determination is warranted?
 - i. Probe on:
 1. How eligibility workers learn that a good cause determination may be warranted (e.g., participant non-compliance, information from or contact by SNAP E&T case managers, other)
 2. Identifying reasons for good cause
 3. Verification
 - c. How does the process vary for different reasons for good cause?
 - d. How do these processes differ for the different work requirements related to general work registrants, ABAWDs, and participants in SNAP E&T?
 - e. Can participants request a good cause determination?
 - i. [IF YES] What is the process by which a participant may request a good cause determination?
 - f. In what cases would a good cause determination result in an exemption from work requirements due to a physical or mental limitation?

- i. Can you please describe the process for screening for an exemption from work requirements due to a physical or mental limitation based on a good cause determination?
 - ii. How does this vary, if at all, for general work registrants, ABAWDs, and mandatory SNAP E&T participants (if applicable)?
- 2. [IF SNAP E&T IS APPLICABLE] Can you describe how eligibility workers work with the SNAP E&T case managers to determine whether a good cause determination is needed? *Note to interviewer: Tailor this question if needed depending on whether one person fills both of these roles.*
 - a. Is this process codified in your policies or guidelines?
 - i. [IF NO] How was this process developed? Is this consistent across the State?
 - b. Probe on:
 - i. At what point does the SNAP E&T case manager contact the eligibility worker
 - ii. What happens when the SNAP E&T case manager contacts eligibility worker
 - iii. How do they work together and communicate
 - iv. Who communicates with the recipient
 - v. What information eligibility worker needs to make the good cause determination

Section 5: Data Systems and Automation

Site visitors should tailor this question prior to the visit. It is likely that this will be most relevant for State administrators in State-administered States and County administrators in County-administered States.

Now we'd like to learn about how you track information on applications, exemptions from work requirements due to a physical or mental limitation, and good cause determinations in your State's data systems.

- 1. Who is responsible for entering information about SNAP applicants into your State's data system(s)?
 - a. Which systems are used to maintain information about SNAP applicants?
 - i. Probe on systems related to eligibility, payments, SNAP E&T, etc.
 - b. Who has access to the system(s)?
 - c. [IF SNAP E&T IS APPLICABLE FOR LOCAL ADMINS] Do SNAP E&T providers and State staff (especially case managers, but also other staff) have access to the system(s)?
 - i. [IF YES] How are data system(s) used to communicate information about participant compliance with SNAP E&T staff?

2. What information is collected in the systems related to exemptions from work requirements due to a physical or mental limitation and good cause determinations?
3. Do you review data on SNAP applicants' and/or participants' exemptions from work requirements due to a physical or mental limitation?
 - a. [IF YES] How often?
 - i. What data do you review?
 1. Do you review data related to participant race and/or potential racial disparities in exemptions from work requirements due to a physical or mental limitation?
 - ii. How do you use this data?
4. Do you review data on good cause determinations related to participants' ability to work?
 - a. [IF YES] How often?
 - i. What data do you review?
 1. Do you review data related to participant race and/or potential racial disparities in good cause determinations related to participants' ability to work?
 - ii. How do you use this data?

Section 6: Implementation and Challenges

To close, we would like to learn about your perspective on implementing policies related to screening for exemptions from work requirements due to a physical or mental limitation and good cause policies, as well as any challenges, successes, or lessons learned you have experienced.

1. What, if anything, has been challenging about developing policies and guidelines related to exemptions from work requirements due to a physical or mental limitation?
 - a. Probe on:
 - i. Contextual factors (e.g., economic climate, political context, other State/local contextual factors)
 - ii. Other existing requirements or restrictions
 - iii. Interactions with other programs
 - iv. Technical challenges (e.g., data system development and/or alignment with other programs)
 - v. Challenges specific to general work registrants, ABAWDs, or SNAP E&T participants (if applicable)
 - b. Why were these factors challenging?
 - c. How did you/your agency address these challenges?
2. What do you feel has been successful?

- a. Why?
3. From your perspective, what are the challenges that eligibility staff face in screening for or granting exemptions from work requirements due to a physical or mental limitation?
 - a. How has this contributed to your policies or guidelines on screening for exemptions from work requirements due to a physical or mental limitation? Policies or guidelines for providing good cause related to a participant's ability/inability to work due to a physical or mental limitation?
 - b. What type of support or assistance is available for eligibility staff in addressing these challenges?
4. From your experience, what do you think is challenging for clients/applicants/participants about the process for screening for an exemption due to a physical or mental limitation?
 - a. What do you think works well?
5. What changes, if any, would you like to see in your State's policies about screening for exemptions from work requirements due to a physical or mental limitation? For providing good cause due to a physical or mental limitation? What changes to implementation of these policies?
6. What lessons learned or insights would you share with other agencies who are developing, implementing, or revising their policies related to screening for exemptions from work requirements due to a physical or mental limitation? For providing good cause do a physical or mental limitation?
7. Is there anything else about policies related to screening for exemptions or providing good cause due to a physical or mental limitation that you think would be helpful for us to know?

Thank you for your time.

C.4. SNAP Eligibility Workers Interview Protocol

Background

To start, we would like to ask some background information about you and your role.

1. What is your job title?
2. How long have you been in this position?
3. What are your primary responsibilities?

Section 1: Overview of Process

Now we would like to discuss the process by which individuals apply for SNAP and how you conduct the application process, including how you screen for exemptions from work requirements based on a physical or mental limitation. When we say “work requirements” during this interview, we are referring to work requirements for work registrants (i.e., general work requirements), ABAWD work requirements, and requirements for mandatory E&T participation [if applicable]. We’d like to understand how all of these requirements relate to your policies related to screening for exemptions due to physical and mental limitations and good cause.

1. To start, can you please walk us through the intake and eligibility processes for a new applicant?
 - a. Probe on:
 - i. The steps they take
 - ii. Procedures they are required follow
 - b. What information do you enter into your State’s data system during this process?
Note to interviewer: You should already be aware of which data systems workers use from the conversations with State and/or local administrators. Tailor as needed.
 - i. Probe on:
 1. Types of information collected
 2. When data is entered
 3. Which systems they use
 - c. Does your agency allow for telephonic interviews for applicants?
 - i. If so, how is the process for telephonic interviews different from in-person interviews?
 - d. How does this differ for different types of applicants?
 - i. Probe on applicants applying to other programs (e.g., TANF), applicants already enrolled in other programs
2. Can you please describe the recertification process?
 - a. Probe on:

- i. Frequency of recertification
 - ii. Process (e.g., steps the applicant must take, required verification)
 - iii. Methods (e.g., phone interview, in-person interview)
 - iv. How the process and frequency varies for different participants (general work registrants, ABAWDs)
- 3. Can you please walk us through the process for making a good cause determination?
 - a. Probe on:
 - i. Good cause for not meeting work requirements
 - ii. Good cause for voluntarily quitting a job

Section 2: How Workers Determine if an Applicant/Participant is Exempt from Work Requirements due to a Physical or Mental Limitation

Now that we understand your general process, we would like to learn about how applicants and participants are screened for exemptions from work requirements due to physical or mental limitations.

1. How do you determine whether someone is exempt from **general work requirements** due to a physical or mental limitation? *Note to interviewer: Be sure to reiterate here that we are focused on work registrants or general work requirements and use the terminology that will be clearest for respondents.*
 - a. Probe on:
 - i. What questions they ask in the interview
 - ii. What documentation or verification is required
 - iii. What tools they use to determine whether someone is exempt from work requirements due to a physical or mental limitation (e.g., specific forms, existing information from the application, other tools)
 - iv. Whether they provide access to professionals (e.g., mental health providers, social workers) for assessment
2. How do you determine whether someone is exempt from **ABAWD requirements** due to a physical or mental limitation?
 - a. Probe on:
 - i. What questions they ask in the interview
 - ii. What documentation or verification is required
 - iii. What tools they use to determine whether someone is exempt from work requirements due to a physical or mental limitation (e.g., specific forms, existing information from the application, other tools)
 - iv. Whether they provide access to professionals (e.g., mental health providers, social workers) for assessment

3. Are there approval or review processes required before a determination can be finalized?
 - a. [IF YES] What are these processes?
 - i. Are these approval processes for all types of exemptions or only exemptions due to a physical or mental limitation?
4. Can applicants or participants appeal if they are denied an exemption from work requirements based on a physical or mental limitation?
 - a. [IF YES] Please describe the steps in the appeals processes.
 - i. How often would you estimate that appeals by applicants or participants are successful?

We are also interested in how you refer individuals to SNAP E&T and communicate with SNAP E&T providers, if at all.

5. [IF MANDATORY E&T STATE] How do you screen individuals to determine if they should be required to participate in E&T? *Note to interviewer: Tailor depending on the structure of SNAP E&T in the State.*
 - a. How does this vary if applicants are enrolled in or meeting requirements of other programs?
 - b. [IF CONDUCT TELEPHONIC INTERVIEWS] How does this differ, if at all, between in-person and telephonic interviews?
6. [IF NON-MANDATORY STATE] What criteria do you use to determine if an individual should be referred to SNAP E&T?
 - a. Can you please describe the process by which you refer an individual to SNAP E&T?
 - b. How do you screen individuals to determine who should be referred to SNAP E&T?
7. If you do not refer them to SNAP E&T, what are the next steps?
8. What steps do you take when an E&T provider makes a provider determination?
 - a. How do you determine whether a provider determination should lead to an exemption from work requirements due to a physical or mental limitation?
 - b. What other information do you consider?
9. If a SNAP E&T case manager communicates to you that he/she thinks a good cause determination or exemption from work requirements due to a physical or mental limitation may be appropriate, what do steps do you take?
 - a. How do you work with the E&T case manager (or other staff)?
 - i. Probe on:
 1. Communication with E&T staff
 2. Relationship (if any) with SNAP E&T case managers

3. How the eligibility worker and/or SNAP E&T case manager engage the applicant or participant
 4. What additional verification may be needed
 5. Whether this varies if the participant is a work registrant or ABAWD or a mandatory SNAP E&T participant
- ii. Does this vary for different SNAP E&T providers?
 1. [IF YES] How so?

Now that we understand the process, we would like to hear from you about how you make these determinations and your decision-making.

10. How much flexibility do you have in determining whether an applicant/participant should be exempt from work requirements due to a physical or mental limitation??
 - a. Does this vary for general work registrants or ABAWDs?
 - b. Probe on:
 - i. Flexibility in determining which criteria to use to make determination
 - ii. Flexibility in how to apply the existing criteria to make the determination
 - iii. Policies, guidelines, and/or SOPs they must follow and whether/how/when they can deviate
 - iv. Tools/forms they must use and how they use them
 - v. Whether they need approval or oversight when deviating
 - vi. How they adapt the criteria by local circumstances, caseloads, or other factors
 - c. Can you please give some examples of when you have used this flexibility?
 - d. Would it be helpful to have more flexibility? Less flexibility?
 - i. [IF YES] How so?
11. Is it always clear how to proceed in determining whether someone is able to work and should be subject to work requirements?
 - a. [IF NO] Please describe the gray areas you encounter.
12. What do you do if you are unsure or have questions about whether an applicant or participant should have an exemption from the work requirements due to a physical or mental limitation?
 - a. Can you give me some examples of when this has occurred?
 - i. How did you handle this situation?
 - b. Whom do you ask for assistance?
 - c. What resources do you consult?

- d. How do you consider cultural differences related to mental illness in assessing whether an applicant/participant may be in need of an exemption from work requirements for a mental limitation?

Section 3: Situations that May Lead to Changes to Exemptions

Now we would like to understand situations which may lead to a change to a participant's exemption (or lack of an exemption), including recertifications and good cause determinations.

1.A.1.1.1 Recertifications

1. *Note to interviewers: Some of these questions may have been answered in the background section. Tailor as needed.* We've discussed the general process for recertifications. Can you please describe the process for recertifications if a participant is exempt from the work requirements due to a physical or mental limitation.
 - a. Probe on:
 - i. Frequency of recertification
 - ii. Process (e.g., steps the applicant must take, required verification)
 - iii. Methods (e.g., phone interview, in-person interview)
 - iv. How the process varies for different participants
2. How is the process you have described different for participants who are *not* exempt from work requirements due to a physical or mental limitation?
 - a. How does this vary for general work registrants, ABAWDs, and mandatory E&T participants (if applicable)?
3. How do you screen for whether an individual should be newly considered exempt due to a physical or mental limitation during the recertification process?
 - a. How does this vary for general work registrants, ABAWDs, and mandatory E&T participants (if applicable)?

1.A.1.1.2 Good Cause

Now we would like to talk a bit more about the process surrounding good cause determinations, especially as they relate to inability to work due to physical or mental limitations. *Note to interviewers: Some of this may have been covered in Section 1. Tailor accordingly.*

1. Can you please describe the process for determining good cause?
 - a. What are the good cause reasons that a participant may have for not meeting work requirements? For voluntarily quitting a job?
 - i. Probe on reasons related specifically to mental or physical limitations
 - ii. How does your State apply good cause to ABAWDs?
 - b. What happens if a participant is not complying with general work requirements? If a participant is not complying with ABAWD work requirements? Mandatory E&T?

- c. How do you learn about whether a participant might have good cause for not fulfilling the work requirements? For voluntarily quitting a job?
 - i. Probe on:
 - 1. Non-compliance
 - 2. Contact with participants
 - 3. Contact by SNAP E&T staff
 - d. How do you identify the reasons for good cause?
 - i. Probe on communication with participants and/or E&T staff
 - e. What verification is required for granting a good cause determination based on a physical or mental limitation?
 - f. How long would a good cause determination granted for physical or mental limitations last?
 - g. How often would you estimate that you grant good cause for physical or mental limitations as compared to how often you grant good cause for other reasons?
2. [IF SNAP E&T IS APPLICABLE] If necessary, how do you work with E&T staff to determine whether a good cause determination may be warranted?
- a. Probe on:
 - i. What happens when the SNAP E&T staff member contacts eligibility worker
 - ii. How they work together and communicate
 - iii. Who communicates with the participant
 - iv. What information eligibility worker needs from the SNAP E&T staff member to make the determination
 - v. How the eligibility worker gets the information they need
3. What happens if you determine that a good cause determination is warranted?
- a. Probe on:
 - i. Communication with participant
 - ii. Next steps related to screening for an exemption from work requirements due to a physical or mental limitation, if applicable
 - b. How does this differ for work registrants, ABAWDs, and E&T participants (if applicable)?
4. What happens if you determine that a good cause determination is *not* warranted?
- a. How does this differ for work registrants, ABAWDs, and E&T participants (if applicable)?
 - b. Probe on:
 - i. What happens to recipients' SNAP benefits

- ii. Steps recipient must take
 - iii. Steps eligibility worker must take
 - iv. Steps SNAP E&T staff must take
5. In what situations would a good cause determination related to physical or mental limitations result in a revised assessment of whether they should be exempt from work requirements due to a physical or mental limitation?
- a. Can you please describe the process for revising whether a participant should be exempt from work requirements due to a physical or mental limitation based on findings of good cause?
 - i. Does this vary for work registrants, ABAWDs, or mandatory SNAP E&T participants (if applicable)? If so, how?
6. How much flexibility do you have in making a good cause determination related to a participants' mental or physical limitation that may make them unable to meet the applicable work requirements?
- a. What do you look for in determining good cause as it relates to a participants' ability to meet the applicable work requirements?
 - i. Please provide some examples of situations in which you exercised discretion in making a good cause determination.
 - ii. Probe as needed based on previous responses and understanding of the good cause determination process discussed earlier.

Section 5: Training and Guidance

Site visitors should tailor as needed based on the available documents or other resources described by State and local administrators, especially in reference to specific documents or resources. Note that some of these documents or resources may already have been discussed earlier in the interview. Tailor as needed.

Now we would like to hear about the training, guidance, and information you receive from [State/County] administrators on implementing determinations for whether applicants are subject to work requirements and good cause determinations.

1. What resources do you have access to that provide information on determining whether a participant should be exempt from work requirements due to a physical or mental limitation?
 - a. Do you find them helpful? Why or why not?
 - b. How do you use these resources?
 - c. Probe on guidance, manuals, notifications.
 - d. Probe on whether this information also includes information on making good cause determinations, as it relates to participants' ability to work.
2. Can you please describe the training you receive on how to assess whether a participant should be exempt from work requirements due to a physical or mental limitation?

- a. How often do you receive this training?
- b. What does the training consist of?
 - i. Probe on training related to implicit bias and/or racial disparities, cultural differences related to mental health barriers.
- c. Was the training helpful to you?
- d. What could have the training included to make it more helpful?
- e. Probe on whether the trainings also includes information on making good cause determinations, as it relates to participants' ability to work.
- f. [IF STATE POLICIES HAVE CHANGED IN LAST FEW YEARS] Did you receive new training when policies related to exempting individuals from work requirements due to a physical or mental limitation changed?
- g. [DEPENDING ON TENURE OF STAFF PERSON] Did you receive training related to the final rule from January 2021 related to provider determinations and good cause?
 - i. *Note to interviewer: If needed, provide additional context on the changes from the final rule.*

Section 6: Data Systems

Note to interviewer: We expect these will be discussed earlier in the interview when describing the process for making determinations. If these have not been answered, please walk through the questions in this question. If they have, please skip to Section 7.

We are also interested in how you enter information about exemptions from work requirements due to physical or mental limitations and good cause determinations in your system(s).

1. Can you walk me through how you enter information about applicants, exemptions from work requirements, and good cause?
 - a. Probe on:
 - i. Access to systems
 - ii. Types of information collected
 - iii. When data is entered
2. What guidance or training do you receive on tracking information related to participants' exemptions from work requirements due to a physical or mental limitation? Related to good cause?

Section 7: Challenges, Lessons Learned, and Other Helpful Information

Finally, we would like to hear from you about your experiences implementing policies related to screening for exemptions from work requirements due to a physical or mental limitation and good cause policies, including challenges, successes, lessons learned, and what other types of information might be helpful for you.

1. In addition to any challenges you've described earlier, can you discuss the challenges that you face in assessing whether an individual should be exempt from work requirements due to a physical or mental limitation?
 - a. Probe on:
 - i. Challenges in conducting the process as required
 - ii. Challenges in verifying or reviewing exemptions from work requirements due to a physical or mental limitation or good cause determinations
 - iii. Challenges related to decision-making
 - iv. Challenges related to training or guidance
 - v. Challenges in communication or partnership (e.g., with State/County staff, SNAP E&T case managers)
 - vi. Challenges with data entry
 - vii. COVID-specific challenges
 - viii. Challenges specific to certain groups (e.g., work registrants, ABAWDs, E&T participants, if applicable)
2. From your experience, what do you think is challenging for clients/applicants/participants about the process for screening for an exemption due to a physical or mental limitation?
 - a. What do you think works well?
3. What lessons learned do you have to share about implementing your State's policies related to making determinations for whether individuals should be exempted from work requirements and/or receive good cause?
 - a. What has worked for you? What has not?
 - b. What lessons learned or insights would you share with other eligibility workers on this topic? With other States implementing these policies?
4. Do you have recommendations for how the policies/guidance from the State could be altered to better fit the applicants and participants you screen?
 - a. [IF YES] What recommendations do you have?
 - i. Why do you think these changes would be better for the applicants or participants you screen?
5. What additional information or guidance would be helpful for you in making determinations for whether individuals should be subject to work requirements? Good cause determinations?
 - a. Probe on:
 - i. What type of information would be helpful
 - ii. Why it would be helpful

6. Do you have any other thoughts on determinations related to work requirements or good cause determinations that you would like to share?

Thank you for your time.

C.5. SNAP E&T Provider Interview Protocol

Background

To start, we would like to ask some background information about you, your role, your organization/agency, and the SNAP E&T program/component that your organization/agency provides. *Note to interviewers: Tailor these background questions depending on whether the respondent is employed by the State/county agency or a third-party provider.*

1. What is your job title?
2. How long have you been in this position?
3. What are your primary responsibilities?
4. Can you please provide some background on your office/organization/agency?
 - a. Probe on:
 - i. Overview of organization's mission and services
 - ii. Overview of SNAP E&T services
 1. Probe on specific requirements or characteristics of individuals served, specific types of training or services provided
 - iii. Structure of SNAP E&T program and staff roles
 - iv. Pathways of entry into the program (e.g., directly from eligibility workers, reverse referrals)

Note to interviewers: If the only component offered is job search, it may be the case that additional questions and/or probes in this protocol are not relevant. Tailor the rest of this guide accordingly.

Section 1: Process

Note to interviewers: Please tailor this guide depending on the structure of the SNAP E&T program/component you are visiting, as well as the level of interaction the respondent has with E&T participants and eligibility workers.

To begin, we would like to get a sense of how you work with E&T participants in your component.

1. Can you please describe your initial steps and intake processes when working with new clients who have been referred to SNAP E&T?
 - a. Probe on:
 - i. Referral and information received from eligibility worker or other State agency staff and how information is received (e.g., through a data system, automated referral)
 - ii. Initial contact with participant
 - iii. Orientation or other initial activities
 - iv. Initial assessment, assessment tools used, topics covered

- v. Ongoing case management
 - vi. Other services/components provided
 - vii. Supervised job search only
 - viii. How this varies by volunteer, ABAWD, mandatory participant (if mandatory E&T is applicable)
- b. What happens if an individual who has been referred does not participate in initial SNAP E&T activities?
- i. What happens if they do not participate in the component?
 - ii. [IF MANDATORY STATE] At what point do you consider a referral to be non-compliant?
 - iii. Probe on communication with eligibility worker, required steps the SNAP E&T case manager must take, how this varies by volunteer/ABAWD if not a mandatory State, what documentation may be required or information to they may need to provide

Section 2: Communication with Eligibility Workers

1. First, we would like to learn about what, if anything, you do if you believe a participant may be unable to work due to a physical or mental limitation. **To start, do you communicate with eligibility workers as part of your role?**
2. IF THEY **DO NOT** COMMUNICATE WITH ELIGIBILITY WORKERS:
 - a. We're interested in the reasons behind different communication approaches, as we recognize different states, counties, and providers do different things. Can you share with us why you don't communicate with eligibility workers as part of your role?
 - b. Can you please walk me through what you do if you think a participant should possibly be screened for an exemption from work requirements by the State/local eligibility worker due to a physical or mental limitation?
 - i. Probe on whether this differs for ABAWDs, volunteers, mandatory E&T participants (for mandatory E&T only)
 - ii. What alerts you to the possibility that the participant has a mental or physical limitation and should possibly be screened for an exemption from work requirements?
 1. Probe on challenges the participant may experience, participant behavior, lack of participation
 - c. *Then skip to Section 3.*
3. IF THEY **DO** COMMUNICATE WITH ELIGIBILITY WORKERS:
 - a. Can you please walk me through what you do if you think a participant should possibly be screened for an exemption from work requirements by the State/local eligibility worker due to a physical or mental limitation?

- i. Probe on whether this differs for ABAWDs, volunteers, mandatory E&T participants (for mandatory E&T only)
 - ii. What alerts you to the possibility that the participant has a mental or physical limitation and should possibly be screened for an exemption from work requirements?
 - 1. Probe on challenges the participant may experience, participant behavior, lack of participation
- b. How do you communicate with State/local eligibility workers if you think a participant should be screened for an exemption from work requirements, if at all?
 - i. How often do your participants who are rescreened for a physical or mental limitation based on information you provided receive an exemption from work requirements?
- c. Now we would like to learn about how you communicate with State/local eligibility workers about good cause determinations, if at all.
 - i. What is your understanding of the allowable reasons for good cause?
 - 1. In what situations does a participants' possible physical or mental limitation lead you to question whether the individual should be screened for an exemption from work requirements, as opposed to when such limitations might lead to only a good cause determination?
 - a. Probe on:
 - i. Types of limitations
 - ii. Severity of limitation
 - iii. Permanency and/or time to recovery
 - 2. Recognizing that you do not make good cause determinations, what steps do you take if you believe a good cause determination may be considered?
 - a. How do you communicate with the eligibility worker if you think a good cause determination may be considered?
 - i. Probe on:
 - 1. When SNAP E&T staff communicates with eligibility worker
 - 2. How they communicate
 - 3. What the State/local eligibility worker asks the SNAP E&T case manager for (documentation, verbal confirmation)
 - 4. If documentation is needed, the SNAP E&T staff's role in acquiring/providing documentation

3. How often do your participants receive good cause based on information you provided?
 - a. How often do your participants receive good cause based on information you provided specifically for a physical or mental limitation?
4. How often do your participants who receive good cause for a mental or physical limitation based on information you provided also receive an exemption from work requirements?
- d. In what other instances, if any, do you communicate with State/local eligibility workers?
- e. How would you describe your relationship with the State/local eligibility workers?
 - i. Probe on quality of collaboration, communication, etc.

Section 3: Provider Determinations

Note to interviewer: If the respondent makes provider determinations, ask the questions in this section. Determine ahead of time or at the beginning of the interview whether that is the case. This may be an instructor or staff person in a specific E&T component or it could be a case manager at that component. They may be with third-party providers or the State SNAP agency. Tailor this section depending on the respondents' agency/organization and relationship to the State SNAP agency.

1. Can you please describe the process for making a provider determination?
 - a. Probe on:
 - i. Steps the SNAP E&T staff person must take
 - ii. How this process may differ depending on whether the provider determination occurs during initial assessment or later in service provision
 - b. Do you communicate with [staff at the State SNAP agency/State/local eligibility workers] when making a provider determination? *Note to interviewer: Tailor this and following questions depending on the organization of the respondent and their relationship to the State SNAP agency or eligibility worker*
 - i. [IF YES] What type of information do you provide to the State/local eligibility worker and/or SNAP agency when you make a provider determination?
 - c. How does this process work specifically for instances where you believe a participant has a physical or mental limitation that affects their ability to work?
 - d. Once you make the provider determination, what happens next?
 - i. Probe on:
 1. Next steps for communication with the State/local eligibility worker and/or SNAP agency [*Note to interviewer: Tailor depending on the agency that the respondent works for*]

2. What type of information the SNAP E&T staff person may need to provide
 3. Next steps for working with the participant
- e. What alerts you to the possibility that a provider determination may be warranted?
 - i. Probe on challenges the participant may experience, participant behavior, lack of participation
 - f. What information do you use to understand whether a provider determination may be warranted?
 - i. Probe on:
 1. Communication with the participant
 2. Communication with employers or other SNAP E&T staff
 3. Documentation or verification
 - g. Are there internal steps you must take before you communicate with State/local eligibility staff?
 - i. Probe on:
 1. Supervisor review or approval
 - ii. [IF YES] Please describe these processes.
 - h. [IF NOT ASKED ABOVE] How would you describe your relationship with the State/local eligibility workers?
 - i. Probe on quality of collaboration, communication, etc.
 - i. How often would you say your coordination with eligibility workers and/or the State SNAP agency around a participant's ability to work and/or provider determinations results in that participant receiving an exemption from work requirements?

Section 4: Training and Guidance

Note to interviewer: Tailor these questions based on the role of the respondent. A respondent who can speak to training and guidance on provider determinations may not receive guidance on exemptions from work requirements or good cause. Similarly, different staff roles may speak more to guidance or training from different sources, so interviewer should be sure to understand who provides the training discussed in this section.

We would also like to learn about any information, guidance, and/or training you receive related to policies about provider determinations, screening for exemptions from work requirements, and good cause determinations. Even though you do not make good cause determinations or grant exemptions, we are interested in learning what type of information you receive, given your interaction with SNAP E&T participants.

1. What resources or information, if any, do you receive about procedures or policies about exemptions from work requirements due to a physical or mental limitation?
 - a. What resources or information do you receive about good cause?

- b. What resources or information do you receive about making provider determinations?
2. Do you receive any training on these topics?
- a. [IF YES] Who provides this guidance? Training?
 - i. What does it include?
 - ii. How often is it provided?
 - iii. Who provides it?
 - 1. Probe on State, SNAP E&T organization staff, other
 - b. Was the training useful?
 - i. [IF YES] How so?
 - ii. [IF NO] What would have made it more useful?
 - c. What other information, training, guidance, or resources would be useful to you?
 - i. Probe on resources for working with participants with limited English proficiency

Section 5: Data Systems

1. Do you have access to the data system(s) that the State SNAP agency uses to track information on SNAP participants? *Note to interviewer: Tailor with specifics of the system(s) if known.*
2. How do you track information on SNAP E&T participants and the services they receive?
 - a. Probe on:
 - i. The tool (e.g., Excel spreadsheet) or system they use
 - ii. What type of data they collect
 - iii. Who enters the data
3. [IF RESPONDENT HAS ACCESS TO THE STATE SYSTEM(S)] Can you please describe how you interact with the State system(s) for SNAP? *Note to interviewer: Probe on specific systems based on previous conversations and knowledge of the State systems, including eligibility systems, payment systems, and other systems designed to track information on SNAP applicants and participants. These questions may not be appropriate for third-party providers. Tailor accordingly based on their response to the first question in this section.*
 - a. How does your organization's system interact with the State system, if at all?
 - b. Do you receive information from the eligibility worker through the system?
 - c. Are you responsible for entering information about participants into the system?
 - i. [IF YES] What information are you responsible for entering into the State system about participants or their ability to work?
 1. Probe on access to systems, types of information collected, when data is entered

2. What guidance or training do you receive on tracking information related to determinations about a participant's ability to work? Related to good cause?

Section 6: Challenges, Lessons Learned, and Other Helpful Information

Note to interviewers: Tailor these questions according to the respondent's role, as describe above.

Before we conclude, we would like to hear from you about your experiences working with SNAP participants, working with the State agency staff, and your experience with the implementation of policies related to work requirements and ability to work and good cause.

1. Recognizing that you do not grant exemptions from work requirements or make good cause determinations, what challenges, if any, do you face related to participants' ability to work and/or good cause determinations in your work with SNAP participants?
2. [IF RESPONDENT MAKES PROVIDER DETERMINATIONS] What challenges, if any, do you face related to making provider determinations?
 - a. Probe on:
 - i. Communication/collaboration with State staff
 - ii. Communication with participants, including participants with limited English proficiency
 - iii. Understanding the policies and/or guidance
 - iv. Reflections on implementing this determination with the new final rule as of October 2021
3. What do you think has been successful?
 - a. Probe on:
 - i. Communication/collaboration with State staff
 - ii. Working with participants around possible screenings for exemptions due to ability to work or good cause
 - iii. Understanding the policies and/or guidance
 - iv. Implementing fixes and/or responses to challenges described above
4. Would you recommend any changes to the policies or procedures related to work requirements (due to inability to work due to a mental or physical limitation) or good cause?
 - a. If so, what changes would you like to see?
5. Do you have anything else you would like to share before we finish that we have not yet discussed today?

Thank you for your time.

Appendix D. Supplemental Administrative Data Tables

This appendix includes supplemental administrative data tables. Below are definitions of specific variables.

1. **Metropolitan, micropolitan, rural definitions.** We used the Rural-Urban Commuting Area (RUCA) codes, available here (see latest file *2010 Rural-Urban Commuting Area Codes, Zip code file*, dated 8/17/2020): <https://www.ers.usda.gov/data-products/rural-urban-commuting-area-codes/>. These codes are at the zip code-level (as opposed to city- or county-level) which aligned with our State data.

Below is a crosswalk of the values we used (metropolitan, micropolitan, rural) with the 10 primary codes included in the file.

Our coding	Primary RUCA Codes, 2010
Metropolitan	Metropolitan area core: primary flow within an urbanized area (UA)
	Metropolitan area high commuting: primary flow 30% or more to a UA
	Metropolitan area low commuting: primary flow 10% to 30% to a UA
Micropolitan	Micropolitan area core: primary flow within an Urban Cluster of 10,000 to 49,999 (large UC)
	Micropolitan high commuting: primary flow 30% or more to a large UC
	Micropolitan low commuting: primary flow 10% to 30% to a large UC
Rural	Small town core: primary flow within an Urban Cluster of 2,500 to 9,999 (small UC)
	Small town high commuting: primary flow 30% or more to a small UC
	Small town low commuting: primary flow 10% to 30% to a small UC
	Rural areas: primary flow to a tract outside a UA or UC

2. **Unemployment.** We didn't have a great starting point for identifying a benchmark, but ultimately selected 10% because this aligns with FNS's cutoff for States applying for ABAWD time limit waivers, described here: <https://www.fns.usda.gov/snap/abawd/waivers>. This page explains:

Able-bodied adults without dependents (ABAWDs) can receive SNAP for only three months in a 3-year period if they do not meet certain work requirements. This is called the ABAWD time limit.

The Food and Nutrition Act allows states to ask FNS to temporarily waive the ABAWD time limit for areas that have an unemployment rate of over 10 percent or does not have a sufficient number of jobs. An ABAWD time limit waiver does not waive the general SNAP work requirements.

D.1. Georgia Supplemental Information and Tables

Table D.1a. Georgia determinations at application and recertification, all individuals ages 16-59

Percentage of individuals ages 16 - 59 with a determination	At application	At recertification
Determined subject to work requirements	43.2	34.9
Determined not subject to work requirements	56.8	65.1
Working at least 30 hours per week	10.9	8.8
Studying in school or training program at least half time	4.5	4.2
Subject to work requirements in TANF or UI	1.1	0.6
Caring for a child under age 6 or an incapacitated person	16.5	17.6
Has a physical or mental limitation	12.9	24.0
Documented disability	12.1	23.3
High-risk pregnancy ^a	0.0	0.0
SSI application filed	0.1	0.1
Otherwise unfit for employment	0.6	0.5
In a substance use treatment program	0.8	0.3
16 or 17 and not head of household	5.7	7.7
Other exemption reasons	4.5	1.9
Total N	208,155	280,083

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

^a Seventy-two individuals were coded as high-risk pregnancy at application and 37 at recertification, too few to result in a non-zero percentage.

Table D.1b. Georgia determinations at application and recertification, ABAWDs

Percentage of ABAWDs with a determination	At application	At recertification
Determined subject to ABAWD time limits	73.9	75.6
Determined not subject to ABAWD time limits	26.1	24.4
Working at least 30 hours per week	11.5	10.5
Studying in school or training program at least half time	7.8	6.8
Subject to work requirements in TANF or UI	1.7	1.4
Caring for a child under age 6 or an incapacitated person	0.6	1.1
Has a physical or mental limitation	2.2	3.1
Documented disability	0.4	0.4
High-risk pregnancy	0.3	0.1
SSI application filed	0.1	0.5
Otherwise unfit for employment	1.5	2.2
In a substance use treatment program	2.2	1.5
16 or 17 and not head of household ^a	0.0	0.0
Other exemption reasons	0.1	0.0
Total N	59,729	40,164

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

^a Twenty-three individuals were coded as age 16 or 17 and not the head of household at application and 6 at recertification, too few to result in a non-zero percentage. Eleven individuals were coded as having other exemption reasons at recertification, too few to result in a non-zero percentage.

Table D.1c. Georgia determinations at application, by characteristics of SNAP household zip code

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Urbanicity				
Metropolitan	12.4	43.9	43.7	168,993
Micropolitan	15.0	44.5	40.5	26,617
Rural	15.0	43.4	41.6	12,365
Unemployment rate				
Less than 10%	12.7	44.3	43.1	185,254
10% or greater	14.1	41.2	44.8	20,354
Income level				
Below state median	13.6	43.3	43.1	144,600
Above state median	10.9	45.7	43.3	60,258
Total N	28,411	89,898	89,846	208,155

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

Note: Missing data range from 0 to 3 percent. Some row percentages sum to more than 100 due to rounding.

Table D.1d. Georgia determinations at recertification, by characteristics of SNAP household zip code

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Urbanicity				
Metropolitan	22.9	41.7	35.4	219,362
Micropolitan	27.3	39.5	33.2	40,370
Rural	28.6	38.3	33.1	20,202
Unemployment rate				
Less than 10%	23.6	41.5	34.9	247,305
10% or greater	26.4	38.5	35.1	30,272
Income level				
Below state median	24.9	40.4	34.7	207,354
Above state median	20.8	43.5	35.6	69,648
Total N	67,906	114,301	97,873	280,080

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

Note: Missing data range from 0 to 3 percent. Some row percentages sum to more than 100 due to rounding.

Table D.1e. Georgia determinations at application, by SNAP household characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gross income as percent of FPL				
0	1.8	27.5	70.6	78,716
1-25	2.1	48.3	49.6	20,160
26-50	11.2	46.4	42.4	24,579
51-75	34.3	45.0	20.7	35,999

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
76-100	18.6	66.5	14.9	28,420
101-130	17.6	70.8	11.6	17,709
130+	57.3	38.1	4.6	2,572
SNAP unit size				
1	21.6	22.8	55.6	91,675
2	9.3	54.7	36.0	40,389
3+	4.3	63.8	32.0	76,091
Children in household ^a				
Single adult	4.3	70.4	25.2	70,278
Multiple adult	5.0	52.3	42.8	33,484
No children in household ^a				
Single adult	21.6	22.7	55.6	91,589
Multiple adult	18.0	28.2	53.8	12,663
Has earnings				
Yes	2.6	71.9	25.4	58,826
No	16.9	32.9	50.1	149,329
Has Social Security income				
Yes	51.5	34.2	14.3	25,815
No	7.4	45.3	47.2	182,340
Has SSI income				
Yes	57.3	31.2	11.5	25,040
No	6.8	45.7	47.5	183,115
Has Social Security or SSI income				
Yes	53.2	33.2	13.6	45,179
No	1.7	46.9	51.3	162,976
Total N	28,411	89,898	89,846	208,155

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

Note: Some row percentages sum to more than 100 due to rounding. FPL = federal poverty level.

^a Children are defined as younger than 18; adults are defined as age 18 or older.

Table D.1f. Georgia determinations at recertification, by SNAP household characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gross income as a percent of FPL				
0	2.0	33.5	64.5	81,374
1-25	2.2	52.9	45.0	28,848
26-50	18.5	45.2	36.3	42,867
51-75	52.6	32.0	15.4	63,682
76-100	35.1	52.1	12.8	41,460
101-130	35.1	55.9	9.0	18,944
130+	77.3	20.2	2.5	2,905
SNAP unit size				
1	48.9	10.4	40.7	96,880
2	21.0	43.2	35.8	51,679
3+	6.7	62.9	30.4	131,521
Children in household				
Single adult	8.0	67.9	24.1	107,787
Multiple adult	8.0	50.6	41.5	55,859

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
No children in household				
Single adult	48.9	10.4	40.7	96,873
Multiple adult	34.1	18.3	47.6	19,531
Has earnings				
Yes	3.6	74.2	22.2	70,496
No	30.8	30.0	39.2	209,584
Has Social Security income				
Yes	68.5	18.0	13.5	54,379
No	13.2	46.7	40.1	225,701
Has SSI income				
Yes	66.7	20.3	13.0	57,371
No	66.3	19.9	13.8	97,177
Has Social Security or SSI income				
Yes	66.3	19.9	13.8	97,177
No	1.5	52.4	46.2	182,903
Total N	67,906	114,301	97,873	280,080

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

Note: Some row percentages sum to more than 100 due to rounding.

Table D.1g. Georgia determinations at application, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gender				
Female	10.4	51.5	38.1	132,580
Male	17.3	30.7	52.1	75,568
Age				
16 to 30	5.5	59.2	35.5	82,985
31 to 45	11.4	38.3	50.3	74,991
46 to 59	27.3	27.1	45.6	50,179
Race				
White	14.7	43.4	41.9	61,241
Black/African American	12.9	44.4	42.7	101,939
Other	6.5	53.2	40.4	2,246
Missing/unknown	10.5	43.2	46.3	42,729
Ethnicity				
Hispanic or Latino	3.8	48.7	47.5	5,206
Not Hispanic/Latino	13.7	43.5	42.8	180,768
Other	6.9	47.8	45.3	15,561
Marital status				
Never married	11.9	45.2	42.9	137,159
Married, living together	8.3	43.6	48.1	22,491
Married, living apart	16.0	43.0	41.0	13,490
Divorced/separated/widowed	21.3	35.0	43.8	28,286
Has earned income				
Yes	2.1	78.5	19.5	43,812
No	15.8	34.8	49.5	164,343

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Coded with a disability				
Yes	67.8	23.4	8.8	33,710
No	2.3	47.9	49.8	174,445
Has Social Security income				
Yes	66.3	31.4	2.3	19,356
No	7.4	45.2	47.4	188,799
Has SSI income				
Yes	78.6	21.3	0.1	17,807
No	6.7	46.1	47.2	190,348
Has Social Security or SSI income				
Yes	72.0	26.6	1.4	33,182
No	1.7	47.2	51.1	174,973
Homeless				
Yes	8.1	20.4	71.4	4,734
No	13.0	44.5	42.5	203,421
Total N	28,411	89,898	89,846	208,155

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

Note: Except for race, missing data range from 0 to 3 percent. Some row percentages sum to more than 100 due to rounding.

Table D.1h. Georgia determinations at recertification, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gender				
Female	20.4	47.0	32.6	188,944
Male	31.2	28.9	39.9	91,136
Age				
16 to 30	7.9	67.2	24.9	96,552
31 to 45	19.0	39.2	41.8	102,323
46 to 59	49.3	12.5	38.3	81,205
Race				
White	25.5	38.3	36.2	91,812
Black/African American	24.4	42.3	33.2	153,981
Other	14.0	52.3	33.7	2,905
Missing/unknown	17.9	42.3	39.8	31,382
Ethnicity				
Hispanic or Latino	4.6	48.7	46.7	3,936
Not Hispanic/Latino	25.4	40.3	34.4	253,489
Other	8.9	49.8	41.3	17,050
Marital status				
Never married	21.8	45.2	32.9	185,553
Married, living together	16.3	37.3	46.5	29,090
Married, living apart	27.8	35.5	36.7	19,841
Divorced/separated/widowed	39.8	22.5	37.7	40,213
Has earned income				
Yes	3.0	81.8	15.2	48,626
No	28.4	32.6	39.1	231,454

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Coded with a disability				
Yes	87.1	7.4	5.5	67,691
No	3.8	51.8	44.3	212,389
Has Social Security income				
Yes	88.1	10.3	1.6	40,596
No	13.1	46.3	40.6	239,484
Has SSI income				
Yes	94.2	5.7	0.1	39,618
No	12.4	46.9	40.7	240,462
Has Social Security or SSI income				
Yes	90.5	8.5	0.9	70,867
No	1.4	52.1	46.5	209,213
Homeless				
Yes	11.4	21.5	67.1	3,357
No	24.1	41.3	34.6	276,723
Total N	67,906	114,301	97,873	280,080

Source: Mathematica analyses of Georgia administrative SNAP data (November 2022-January 2023)

Note: Except for race, missing data range from zero to two percent. Some row percentages sum to more than 100 due to rounding.

D.2. Maryland Supplemental Tables

Table D.2a. Maryland determinations at application and recertification, all individuals ages 16-59

Percentage of individuals ages 16 - 59 with a determination	At application	At recertification
Determined subject to work requirements	36.4	12.6
Determined not subject to work requirements	63.6	87.4
Working at least 30 hours per week	14.8	17.3
Studying in school or training program at least half time	2.8	2.3
Subject to work requirements in TANF or UI	12.7	16.1
Caring for a child under age 6 or an incapacitated person	1.3	1.9
Has a physical or mental limitation	10.7	20.6
In a substance use treatment program	0.7	1.0
16 or 17 and not head of household	0.0	0.0
Other exemption reasons		
Homeless	0.6	0.6
Multiple barriers	1.9	3.3
Pregnancy	0.1	0.2
Other	10.3	15.5
Total N	372,765	126,043

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Table D.2b. Maryland determinations at application and recertification, ABAWDs

Percentage of ABAWDs with a determination	At application	At recertification
Determined subject to ABAWD time limits	53.6	29.3
Determined not subject to ABAWD time limits	46.4	70.7
Working at least 30 hours per week	12.3	17.1
Studying in school or training program at least half time	3.8	4.1

Percentage of ABAWDs with a determination	At application	At recertification
Subject to work requirements in TANF or UI	10.6	15.8
Caring for a child under age 6 or an incapacitated person	0.4	0.7
Has a physical or mental limitation	2.6	8.2
In a substance use treatment program	1.4	3.1
16 or 17 and not head of household ^a	0.0	0.0
Other exemption reasons		
Less than age 18 or greater than age 54 ^b	2.8	4.8
Homeless	1.7	2.4
Multiple barriers	2.2	4.4
Pregnancy	0.1	0.1
Other	8.7	9.9
Total N	95,820	20,065

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Table D.2c. Maryland determinations at application, by characteristics of location of SNAP office making the determination

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Urbanicity				
Metropolitan	10.8	52.2	36.5	357,230
Micropolitan	11.1	55.2	33.7	8,139
Rural	10.7	55.4	33.9	7,295
Unemployment rate				
Less than 10%	10.6	52.6	36.8	347,494
10% or greater	13.6	55.3	31.1	23,819
Income level				
Below state median	11.8	53.1	35.0	193,599
Above state median	9.7	52.4	37.9	177,052
Total N	40,425	196,540	135,800	372,765

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Missing data range from 0 to 0.6 percent. Some row percentages sum to more than 100 due to rounding.

^a Includes individuals exempt due to pregnancy

Table D.2d. Maryland determinations at recertification, by characteristics of location of SNAP office making the determination

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Urbanicity				
Metropolitan	20.7	66.7	12.7	119,780
Micropolitan	26.1	62.1	11.9	3,268
Rural	21.7	66.5	11.8	2,964
Unemployment rate				
Less than 10%	20.7	66.3	13.0	118,433
10% or greater	22.5	70.6	6.9	7,232

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Income level				
Below state median	22.1	66.4	11.5	63,367
Above state median	19.5	66.7	13.8	62,041
Total N	26,251	83,887	15,905	126,043

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Missing data range from 0 to 0.5 percent. Some row percentages sum to more than 100 due to rounding.

^a Includes individuals exempt due to pregnancy

Table D.2e. Maryland determinations at application, by SNAP household characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gross income as a percent of FPL				
0	3.6	48.3	48.1	133,256
1-25	3.3	55.9	40.8	32,577
26-50	9.5	58.7	31.7	44,163
51-75	32.1	40.6	27.4	55,854
76-100	16.6	56.3	27.1	36,997
101-130	11.5	62.5	26.0	35,095
130+	6.7	65.1	28.2	34,061
SNAP unit size				
1	18.4	36.0	45.6	156,750
2	8.0	57.3	34.7	73,477
3+	4.0	68.7	27.2	142,538
Children in household				
Single adult	4.4	68.9	26.6	125,745
Multiple adult	4.2	64.1	31.7	65,305
No children in household				
Single adult	18.4	36.0	45.6	156,489
Multiple adult	14.0	44.5	41.5	23,270
Has earnings				
Yes	3.5	63.6	32.9	91,678
No	13.2	49.2	37.6	281,087
Has Social Security income				
Yes	48.1	32.2	19.6	21,847
No	8.5	54.0	37.5	350,918
Has SSI income				
Yes	50.4	34.0	15.7	26,212
No	7.9	54.1	38.0	346,553
Has Social Security or SSI income				
Yes	48.1	33.9	18.0	43,860
No	5.9	55.2	38.9	328,905
Total N	40,425	196,540	135,800	372,765

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Some row percentages sum to more than 100 due to rounding.

^a Includes individuals exempt due to pregnancy

Table D.2f. Maryland determinations at recertification, by SNAP household characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gross income as a percent of FPL				
0	6.4	69.7	24.0	32,450
1-25	5.4	79.3	15.3	7,515
26-50	13.7	78.4	7.9	19,968
51-75	50.1	43.0	6.9	23,968
76-100	29.1	61.2	9.7	15,657
101-130	20.5	70.6	8.9	14,675
130+	12.4	79.9	7.7	11,570
SNAP unit size				
1	41.3	42.2	16.5	43,716
2	16.4	70.6	13.1	24,895
3+	7.2	83.4	9.5	57,432
Children in household				
Single adult	8.4	84.7	6.9	45,316
Multiple adult	7.4	80.1	12.6	27,044
No children in household				
Single adult	41.3	42.1	16.5	43,676
Multiple adult	25.0	52.4	22.5	9,545
Has earnings				
Yes	6.5	83.1	10.4	23,372
No	24.1	62.8	13.1	102,671
Has Social Security income				
Yes	61.2	29.8	8.9	9,386
No	17.6	69.5	12.9	116,657
Has SSI income				
Yes	65.7	30.0	4.3	12,037
No	16.1	70.4	13.5	114,006
Has Social Security or SSI income				
Yes	62.1	31.2	6.6	19,200
No	13.4	72.9	13.7	106,843
Total N	26,251	83,887	15,905	126,043

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Some row percentages sum to more than 100 due to rounding.

^a Includes individuals exempt due to pregnancy

Table D.2g. Maryland determinations at application, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gender				
Female	9.5	57.6	32.9	231,231
Male	13.0	44.8	42.2	141,429
Age				
16 to 30	5.2	57.0	37.9	143,970
31 to 45	9.6	55.5	34.9	145,096
46 to 59	22.7	40.6	36.6	83,699

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Race				
White	12.4	52.3	35.2	117,476
Black/African American	11.0	54.7	34.3	220,623
Other	6.6	58.2	35.2	16,494
Missing/unknown	2.9	26.4	70.7	18,172
Ethnicity				
Hispanic or Latino	4.9	57.0	38.2	19,061
Not Hispanic/Latino	13.9	50.5	35.6	247,266
Missing/unknown	4.7	57.2	38.1	106,438
Marital status				
Single	5.8	54.7	39.6	153,875
Married	4.0	51.9	44.1	22,764
Divorced/separated/widowed	8.8	52.5	38.7	28,166
Missing/unknown	16.8	51.1	32.1	167,960
Has earned income				
Yes	3.1	62.7	34.1	68,737
No	12.6	50.5	37.0	304,028
Coded with a disability				
Yes	49.2	23.0	27.8	70,877
No	1.8	59.7	38.5	301,888
Has Social Security income				
Yes	65.2	18.0	16.9	14,750
No	8.6	54.2	37.2	358,015
Has SSI income				
Yes	71.4	14.2	14.5	17,445
No	7.9	54.6	37.5	355,320
Has Social Security or SSI income				
Yes	67.5	16.4	16.1	29,576
No	6.0	55.9	38.2	343,189
Homeless				
Yes	8.7	49.7	41.6	22,995
No	11.0	52.9	36.1	349,770
Total N	40,425	196,540	135,800	372,765

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: One hundred and five applicants had missing data for gender. Some row percentages sum to more than 100 due to rounding.

^a Includes individuals exempt due to pregnancy

Table D.2h. Maryland determinations at recertification, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gender				
Female	17.8	71.2	11.0	83,718
Male	26.7	57.4	15.8	42,308
Age				
16 to 30	9.6	76.9	13.5	38,572
31 to 45	17.1	72.4	10.5	51,808

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
46 to 59	38.4	46.8	14.8	35,663
Race				
White	23.9	63.0	13.2	44,022
Black/African American	20.5	68.0	11.5	70,646
Other	12.3	75.2	12.6	6,324
Missing/unknown	9.7	66.2	24.1	5,051
Ethnicity				
Hispanic or Latino	9.0	77.9	13.1	7,493
Not Hispanic/Latino	24.5	63.0	12.5	95,626
Missing/unknown	9.4	77.5	13.1	22,924
Marital status				
Single	11.9	74.1	14.0	45,292
Married	7.3	78.0	14.7	8,608
Divorced/separated/widowed	16.2	67.1	16.6	10,112
Missing/unknown	30.0	59.4	10.7	62,031
Has earned income				
Yes	6.5	85.1	8.5	17,184
No	23.1	63.3	13.3	108,859
Coded with a disability				
Yes	76.3	21.7	2.0	28,347
No	4.7	79.6	15.7	97,696
Has Social Security income				
Yes	79.4	15.8	4.8	6,586
No	17.6	69.4	13.1	119,457
Has SSI income				
Yes	89.9	9.7	0.4	8,306
No	16.0	70.6	13.5	117,737
Has Social Security or SSI income				
Yes	84.5	12.9	2.6	13,371
No	13.3	72.9	13.8	112,672
Homeless				
Yes	15.1	71.0	13.9	5,132
No	21.1	66.4	12.6	120,911
Total N	26,251	83,887	15,905	126,043

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023–October 2023)

Note: Seventeen participants had missing data for gender. Some row percentages sum to more than 100 due to rounding.

^a Includes individuals exempt due to pregnancy

Table D.2i. Maryland determinations at application, by county

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
ALLEGANY COUNTY	14.3	48.4	37.3	8,879
ANNE ARUNDEL COUNTY	12.0	51.2	36.8	22,165
BALTIMORE CITY	13.2	55.5	31.1	95,885
BALTIMORE COUNTY	10.3	51.6	38.1	49,120
CALVERT COUNTY	10.9	51.9	37.9	3,904
CAROLINE COUNTY	10.0	52.6	37.4	3,114

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
CARROLL COUNTY	11.9	49.2	38.9	5,008
CECIL COUNTY	10.4	50.9	38.6	7,599
CHARLES COUNTY	9.7	50.6	39.7	8,550
DHS	6.2	63.2	30.7	2,195
DORCHESTER COUNTY	12.0	53.2	34.8	3,988
FREDERICK COUNTY	10.9	50.1	39.1	9,589
GARRETT COUNTY	11.2	51.4	37.1	2,233
HARFORD COUNTY	11.7	60.0	28.3	13,343
HOWARD COUNTY	9.4	57.1	33.6	9,832
KENT COUNTY	9.6	56.0	34.4	1,383
MONTGOMERY COUNTY	8.2	56.9	34.9	28,566
PRINCE GEORGE'S COUNTY	8.1	47.3	44.6	55,403
QUEEN ANNE'S COUNTY	9.0	57.0	34.0	1,726
SOMERSET COUNTY	13.0	57.8	29.3	2,996
ST MARY'S COUNTY	11.0	51.7	37.3	6,452
TALBOT COUNTY	9.6	53.7	36.7	2,060
WASHINGTON COUNTY	12.7	45.3	42.0	12,996
WICOMICO COUNTY	8.4	53.1	38.5	12,299
WORCESTER COUNTY	9.5	60.9	29.6	3,450
Total N	40,425	196,540	135,800	372,765

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Some row percentages do not sum to 100 due to rounding. Analyses based on Maryland's 23 counties, Baltimore City, and the State DHS office.

^a Includes individuals exempt due to pregnancy

Table D.2j. Maryland determinations at recertification, by county

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
ALLEGANY COUNTY	25.8	54.8	19.4	3,438
ANNE ARUNDEL COUNTY	19.2	63.5	17.3	7,372
BALTIMORE CITY	23.7	70.1	6.1	26,720
BALTIMORE COUNTY	21.6	65.9	12.5	17,962
CALVERT COUNTY	21.7	62.5	15.8	1,387
CAROLINE COUNTY	22.7	62.2	14.6	1,170
CARROLL COUNTY	24.3	60.9	14.8	1,949
CECIL COUNTY	24.1	61.8	14.1	2,840
CHARLES COUNTY	18.6	61.0	20.4	2,736
DHS	58.4	38.2	3.4	89
DORCHESTER COUNTY	29.6	54.1	16.3	1,538
FREDERICK COUNTY	20.2	65.1	14.7	3,605
GARRETT COUNTY	22.2	65.8	12.0	923
HARFORD COUNTY	21.4	74.7	3.9	5,577
HOWARD COUNTY	19.6	62.9	17.5	3,322
KENT COUNTY	17.8	69.6	12.6	483
MONTGOMERY COUNTY	16.8	78.4	4.8	11,149
PRINCE GEORGE'S COUNTY	15.9	60.4	23.7	18,155
QUEEN ANNE'S COUNTY	24.5	64.1	11.4	660
SOMERSET COUNTY	25.3	62.8	12.0	1,372
ST MARY'S COUNTY	21.7	61.1	17.2	2,472

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
TALBOT COUNTY	26.6	63.2	10.2	862
WASHINGTON COUNTY	23.1	59.6	17.3	4,482
WICOMICO COUNTY	18.0	76.5	5.5	4,340
WORCESTER COUNTY	18.9	75.8	5.3	1,429
Total N	26,251	83,887	15,905	126,043

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Some row percentages do not sum to 100 due to rounding. Analyses based on Maryland's 23 counties, Baltimore City, and the State DHS office.

^a Includes individuals exempt due to pregnancy

Table D.2k. Maryland determinations at application, by SNAP office

	Percentage of individuals ages 16-59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined subject to work requirements
At about the average rate ^b	75.4	47.5
At a much higher rate (more than 10 percentage points higher)	0.0	18.0
At a somewhat higher rate (5-10 percentage points higher)	9.8	6.6
At a somewhat lower rate (5-10 percentage points lower)	11.5	14.8
At a much lower rate (more than 10 percentage points lower)	3.3	13.1
Total N	61	61

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Column percentages do not sum to 100 due to rounding. Sample includes only offices that had made at least 20 determinations each.

^a Includes individuals exempt due to pregnancy

^b Average rate for determined subject to work requirements is 36.4 percent; average rate for coded as having a physical/mental limitation is 10.8 percent.

Table D.2l. Maryland determinations at recertification, by SNAP office

	Percentage of individuals ages 16-59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined subject to work requirements
At about the average rate ^b	66.0	47.2
At a much higher rate (more than 10 percentage points higher)	7.5	7.5
At a somewhat higher rate (5-10 percentage points higher)	13.2	7.5
At a somewhat lower rate (5-10 percentage points lower)	5.7	28.3
At a much lower rate (more than 10 percentage points lower)	7.5	9.4
Total N	53	53

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: Column percentages do not sum to 100 due to rounding. Sample includes only office that had made at least 20 determinations each.

^a Includes individuals exempt due to pregnancy

^b Average rate for determined subject to work requirements is 12.6 percent; average rate for coded as having a physical/mental limitation is 20.8 percent.

Table D.2m. Maryland determinations over time

Individuals ages 16 – 59 with a determination	Percentage of total	Percentage of row total	Number
Subject to work requirements at both application and recertification	9.8	9.8	12,331
Not subject to work requirements at one or both times	90.2	90.2	113,712
Not subject to requirements at both times and reason unchanged	56.3	62.4	71,006
Determination or exemption/exception reason changed between application and recertification ^a	33.9	37.6	42,706
Determination or exemption/exception reason changed between application and recertification ^a	37.6	37.6	42,706
Physical or mental limitation at application but not recertification	0.7	2.0	872
Physical or mental limitation at recertification but not application	8.3	24.5	10,483
No physical or mental limitation at application or recertification	24.8	73.4	31,351
Total N	100.0	100.0	126,043

Source: Mathematica analyses of Maryland administrative SNAP data (August 2023-October 2023)

Note: 246,722 of all individuals ages 16-59 were excluded from this analysis because they had not been on SNAP long enough to have had a first recertification. Physical or mental limitations include pregnancy.

^a These include individuals subject to work requirements at application but not recertification, individuals subject to work requirements at recertification but not application, and individuals not subject to work requirements at both points in time but whose reason for exemption/exception changed between application and recertification.

D.3. Texas Supplemental Tables

Table D.3a. Texas current determinations for recent applicants and participants with a recertification, all individuals ages 16-59

Percentage of individuals ages 16 - 59 with a determination	At application	At recertification
Determined subject to work requirements	33.0	21.3
Determined not subject to work requirements	67.0	78.7
Working at least 30 hours per week	13.1	15.4
Studying in school or training program at least half time	9.7	10.7
Subject to work requirements in TANF or UI	2.6	0.7
Caring for a child under age 6 or an incapacitated person	22.8	25.2
Has a physical or mental limitation	6.7	10.1
In a substance use treatment program	0.5	0.2
16 or 17 and not head of household	11.3	16.3
Other	0.4	0.1
Total N	828,289	537,782

Source: Mathematica analyses of Texas administrative SNAP data; data exclude individuals in TSAP and SNAP-CAP households (August 2023-October 2023).

Table D.3b. Texas current determinations for recent applicants, by characteristics of applicant zip code

Urbanicity	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Metropolitan	6.4	60.3	33.2	723,440
Micropolitan	7.9	61.4	30.7	65,654

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Rural	8.4	59.0	32.6	39,028
Unemployment rate				
Less than 10%	6.7	60.6	32.7	760,359
10% or greater	7.1	58.3	34.5	64,591
Income level				
Below state median	7.0	60.1	32.9	394,842
Above state median	6.4	60.7	32.9	428,841
Total N	55,724	499,556	273,009	828,289

Source: Mathematica analyses of Texas administrative SNAP data; data exclude individuals in TSAP and SNAP-CAP households (August 2023-October 2023).

Note: Missing data range from 0 to 0.6 percent. Some row percentages sum to more than 100 due to rounding.

Table D.3c. Texas current determinations for participants with a recertification, by characteristics of participant zip code

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Urbanicity				
Metropolitan	9.7	68.8	21.5	464,698
Micropolitan	12.0	68.8	19.2	45,412
Rural	12.4	65.4	22.2	27,634
Unemployment rate				
Less than 10%	10.1	68.7	21.1	488,596
10% or greater	9.8	67.7	22.4	48,190
Income level				
Below state median	10.0	68.9	21.0	284,676
Above state median	10.1	68.3	21.6	251,187
Total N	54,316	368,919	114,547	537,782

Source: Mathematica analyses of Texas administrative SNAP data; data exclude individuals in TSAP and SNAP-CAP households (August 2023-October 2023).

Note: Missing data range from 0 to 0.4 percent. Some row percentages sum to more than 100 due to rounding.

Table D.3d. Texas current determinations for recent applicants, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gender				
Female	5.7	66.2	28.1	551,586
Male	8.8	48.5	42.7	276,425
Age				
16 to 30	3.0	76.9	20.1	391,612
31 to 45	7.0	53.6	39.4	301,607
46 to 59	17.0	27.1	55.9	135,070

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Race				
White	5.1	63.1	31.8	402,962
Black/African American	6.0	58.7	35.3	211,489
Other	4.0	66.4	29.6	24,296
Missing/unknown	11.4	55.4	33.2	189,542
Ethnicity				
Hispanic or Latino	5.2	65.4	29.5	389,913
Not Hispanic/Latino	8.0	56.7	35.4	403,945
Missing/unknown	10.0	46.0	44.0	34,431
Marital status				
Single	3.4	65.9	30.7	411,787
Married	4.8	60.6	34.6	113,787
Divorced/separated/widowed	8.1	49.7	42.2	104,670
Missing/unknown	14.1	54.1	31.8	198,045
Has earned income				
Yes	2.4	84.5	13.1	244,526
No	8.6	50.2	41.3	583,763
Has SSI income				
Yes	69.2	29.4	1.4	23,776
No	4.9	61.2	33.9	804,513
Homeless				
Yes	8.1	17.8	74.1	22,882
No	6.7	61.5	31.8	805,407
Total N	55,724	499,556	273,009	828,289

Source: Mathematica analyses of Texas administrative SNAP data; data exclude individuals in TSAP and SNAP-CAP households (August 2023-October 2023).

Note: Some row percentages sum to more than 100 due to rounding. Texas was unable to provide data on Social Security income and does not maintain a disability indicator that contains information beyond SSI receipt.

Table D.3e. Texas current determinations for participants with a recertification, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Gender				
Female	9.1	70.4	20.5	382,485
Male	12.6	64.2	23.2	155,234
Age				
16 to 30	3.5	85.2	11.3	251,781
31 to 45	10.4	64.0	25.6	198,799
46 to 59	28.3	31.3	40.5	87,202
Race				
White	7.2	71.1	21.7	277,151
Black/African American	9.6	67.4	23.0	112,610
Other	5.5	72.6	21.9	14,510
Missing/unknown	16.9	64.0	19.0	133,511

	Percentage of individuals ages 16 to 59 determined not subject to work requirements because of a physical/mental limitation ^a	Percentage of individuals ages 16 to 59 determined not subject to work requirements for other reasons	Percentage of individuals ages 16 to 59 determined subject to work requirements	Number of individuals ages 16 to 59
Ethnicity				
Hispanic or Latino	7.3	73.2	19.5	293,655
Not Hispanic/Latino	13.0	63.5	23.5	231,392
Missing/unknown	19.6	55.4	25.1	12,735
Marital status				
Single	4.6	76.0	19.4	258,960
Married	7.0	64.5	28.5	78,408
Divorced/separated/widowed	11.6	57.6	30.9	64,644
Missing/unknown	21.7	62.1	16.2	135,770
Has earned income				
Yes	2.0	86.9	11.0	178,559
No	14.1	59.5	26.4	359,223
Has SSI income				
Yes	70.4	29.1	0.5	28,600
No	6.7	70.8	22.5	509,182
Homeless				
Yes	17.4	25.0	57.7	4,126
No	10.0	68.9	21.0	533,656
Total N	54,316	368,919	114,547	537,782

Source: Mathematica analyses of Texas administrative SNAP data; data exclude individuals in TSAP and SNAP-CAP households (August 2023-October 2023).

Note: Some row percentages sum to more than 100 due to rounding. Texas was unable to provide data on Social Security income and does not maintain a disability indicator that contains information beyond SSI receipt.

Table D.3f. Texas current determinations for recent applicants, by eligibility worker

	Percentage of workers who coded individuals ages 16-59 as having a physical/mental limitation	Percentage of workers who determined individuals ages 16 to 59 subject to work requirements
At about the average rate ^a	81.6	29.4
At a much higher rate (more than 10 percentage points higher)	5.1	21.0
At a somewhat higher rate (5-10 percentage points higher)	7.3	8.3
At a somewhat lower rate (5-10 percentage points lower)	6.0	26.7
At a much lower rate (more than 10 percentage points lower)	--	14.6
Total N	5,684	5,684

Source: Mathematica analyses of Texas administrative SNAP data; data exclude individuals in TSAP and SNAP-CAP households (August 2023-October 2023).

Note: Column percentages may not sum to 100 due to rounding. Sample includes only workers who had made at least 20 determinations each.

^a Average rate for determined subject to work requirements is 33 percent; average rate for coded as having a physical/mental limitation is 6.7 percent.

Table D.3g. Texas current determinations for participants with a recertification, by eligibility worker

	Percentage of workers who coded individuals ages 16-59 as having a physical/mental limitation	Percentage of workers who determined individuals ages 16 to 59 subject to work requirements
At about the average rate ^a	53.8	55.3
At a much higher rate (more than 10 percentage points higher)	12.1	15.0
At a somewhat higher rate (5-10 percentage points higher)	12.2	10.2
At a somewhat lower rate (5-10 percentage points lower)	20.3	15.8
At a much lower rate (more than 10 percentage points lower)	1.6	3.6
Total N	4,890	4,890

Source: Mathematica analyses of Texas administrative SNAP data; data exclude individuals in TSAP and SNAP-CAP households (August 2023-October 2023).

Note: Column percentages may not sum to 100 due to rounding. Sample includes only workers who had made at least 20 determinations each.

^a Average rate for determined subject to work requirements is 21.3 percent; average rate for coded as having a physical/mental limitation is 10.1 percent.

D.4. Wisconsin Supplemental Tables

Table D.4a. Wisconsin determinations at application and recertification, all individuals ages 16-59

Percentage of individuals ages 16 - 59 with a determination	At application	At recertification
Determined subject to work requirements	16.4	8.1
Determined not subject to work requirements	83.6	91.9
Among those not subject to work requirements, reason coded as:		
Studying in school or training program at least half time	8.7	6.7
Participating in a TANF, UI or other work program	6.6	4.6
Caring for a dependent	54.4	61.8
Having a physical or mental limitation	17.3	26.2
In a substance use treatment program	0.7	0.5
Other exemption reasons	0.9	0.8
Number of exemption reasons among those not subject to work requirements		
One	28.2	23.5
Physical or mental limitation only	0.1	0.0
Two or more	55.4	68.4
Total N	149,636	231,796

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Individuals determined not subject to work requirements may have multiple reason codes; thus, the percentages of exemption reasons sum to more than 100.

Table D.4b. Wisconsin determinations at application and recertification, ABAWDs

Percentage of ABAWDs with a determination	At application	At recertification
Determined subject to ABAWD time limits	42.1	38.7
Determined not subject to ABAWD time limits	57.9	61.3
Among those not subject to ABAWD time limits, reason coded as:		
Studying in school or training program at least half time	17.4	15.1
Participating in a TANF, UI or other work program	11.4	9.4
Caring for a dependent	3.1	2.5
Having a physical or mental limitation	1.8	1.1
Pregnancy	1.3	0.5
Other limitation	0.5	0.6

Percentage of ABAWDs with a determination	At application	At recertification
In a substance use treatment program	1.9	2.1
Other exemption reasons		
Less than age 18 or greater than age 52 ^a	3.1	4.9
Residing in an ABAWD waiver area	0.4	0.2
Chronically homeless	47.4	49.0
Other	0.2	0.2
Number of exemption reasons among those not subject to time limits		
One	37.0	40.9
Physical or mental limitation only	0.5	0.2
Two or more	20.9	20.3
Total N	42,471	30,848

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Individuals determined not subject to ABAWD work requirements may have multiple reason codes; thus, the percentages of exception reasons sum to more than 100.

^a We defined ABAWDs as individuals who are ages 18-50, did not have a disability according to the disability indicator variable and individual receipt of Social Security income, and had no one under the age of 18 in their SNAP units. The Fiscal Responsibility Act of 2023 changed the age range for ABAWDs to 18-52 as of October 2023. The administrative data we collected in Wisconsin include records from before and after this change (the data include individuals and cases on SNAP anytime in September – November 2023). Thus, some individuals in our analysis are exempt from the ABAWD time limits because of their age.

Table D.4c. Wisconsin determinations at application, by characteristics of SNAP household zip code

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
Urbanicity				
Metropolitan	14.1	69.6	16.3	111,016
Micropolitan	15.0	67.4	17.6	15,293
Rural	15.8	68.0	16.2	23,286
Unemployment rate				
Less than 10%	15.0	67.8	17.2	133,617
10% or greater	9.8	80.5	9.7	13,649
Income level				
Below state median	14.6	69.1	16.4	70,375
Above state median	14.4	68.9	16.6	76,841
Total N	21,673	103,398	24,565	149,636

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Missing data range from zero to two percent. Some row percentages do not sum to 100 due to rounding.

Table D.4d. Wisconsin determinations at recertification, by characteristics of SNAP household zip code

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as not having a physical/mental limitation		
Urbanicity				
Metropolitan	23.7	68.3	8.1	175,416
Micropolitan	25.6	65.9	8.5	21,257
Rural	25.2	66.5	8.3	35,098
Unemployment rate				
Less than 10%	25.0	66.6	8.3	209,465
10% or greater	14.6	79.3	6.2	20,034
Income level				
Below state median	23.8	68.2	8.1	118,517
Above state median	24.5	67.3	8.3	110,931
Total N	55,863	157,158	18,775	231,796

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Missing data range from zero to one percent. Some row percentages do not sum to 100 due to rounding.

Table D.4e. Wisconsin determinations at application, by SNAP household characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
Gross income as a percent of FPL				
0	4.7	63.1	32.2	58,386
1-25	5.7	78.2	16.2	8,860
26-50	10.0	77.5	12.4	10,316
51-75	23.6	65.2	11.2	14,077
76-100	40.4	57.0	2.6	19,745
101-130	18.5	70.0	2.5	19,062
130+	13.4	84.2	2.4	19,190
SNAP unit size				
1	20.6	50.2	29.2	72,119
2	13.2	75.8	11.0	24,948
3+	6.7	91.9	1.5	52,569
Children in household ^a				
Single adult	7.6	92.1	0.3	34,861
Multiple adult	6.3	93.5	0.2	31,797
No children in household ^a				
Single adult	20.7	50.1	29.2	72,014
Multiple adult	20.6	47.1	32.2	10,359
Has earnings				
Yes	5.8	87.2	7.0	60,048
No	20.3	57.0	22.7	89,588
Has Social Security income				
Yes	40.6	49.2	10.2	30,575
No	7.8	74.2	18.0	119,061
Has SSI income				
Yes	44.2	45.6	10.2	13,226

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
No	11.6	71.4	17.0	136,410
Has Social Security or SSI income				
Yes	37.7	51.4	10.9	36,682
No	6.9	74.8	18.2	112,954
Total N	21,673	103,398	24,565	149,636

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Some row percentages do not sum to 100 due to rounding.

^a Children are defined as younger than 18; adults are defined as age 18 or older.

Table D.4f. Wisconsin determinations at recertification, by SNAP household characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
Gross income as a percentage of FPL				
0	5.2	72.8	22.1	54,991
1-25	5.2	85.8	9.0	14,617
26-50	10.7	82.9	6.3	20,634
51-75	27.9	65.4	6.8	30,157
76-100	53.2	45.1	1.7	48,882
101-130	28.1	69.9	2.0	35,272
130+	20.9	77.2	1.9	27,243
SNAP unit size				
1	45.3	38.5	16.3	82,423
2	21.9	69.0	9.1	40,541
3+	8.8	89.5	1.7	108,832
Children in household				
Single adult	11.2	88.2	0.6	69,640
Multiple adult	8.4	91.3	0.4	60,704
No children in household				
Single adult	45.3	38.4	16.3	82,284
Multiple adult	31.3	41.8	26.9	17,897
Has earnings				
Yes	7.5	88.2	4.3	101,366
No	36.9	51.9	11.1	130,430
Has Social Security income				
Yes	53.2	41.7	5.2	66,274
No	12.4	78.2	9.3	165,522
Has SSI income				
Yes	53.9	40.3	5.8	30,042
No	19.6	71.9	8.5	201,754
Has Social Security or SSI income				
Yes	49.2	45.1	5.7	77,867
No	11.4	79.3	9.4	153,929
Total N	55,863	157,158	18,775	231,796

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Some row percentages do not sum to 100 due to rounding.

Table D.4g. Wisconsin determinations at application, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
Gender				
Female	13.6	74.5	11.9	80,473
Male	15.5	62.8	21.6	69,163
Age				
16 to 30	8.8	72.8	18.4	64,844
31 to 45	12.0	69.5	18.5	55,188
46 to 59	31.5	60.3	8.2	29,604
Race				
White	20.4	62.7	16.9	26,311
Black/African American	17.5	67.2	15.4	18,290
Other	13.0	69.8	17.2	7,513
Missing/unknown	12.4	71.1	16.4	97,522
Marital status				
Never married	13.7	66.7	19.5	101,827
Married	9.2	85.1	5.8	20,899
Divorced/separated/widowed	21.5	65.6	12.9	26,881
Has earned income				
Yes	4.9	88.0	7.1	44,712
No	18.5	61.1	20.4	104,924
Coded with a disability				
Yes	64.1	23.9	12.0	31,996
No	1.0	81.4	17.6	117,640
Has Social Security income				
Yes	49.5	39.8	10.7	23,900
No	7.8	74.7	17.5	125,736
Has SSI income				
Yes	54.1	34.5	11.4	9,870
No	11.7	71.5	16.8	139,766
Has Social Security or SSI income				
Yes	46.1	42.1	11.8	28,626
No	7.0	75.5	17.5	121,010
Homeless				
Yes	9.2	87.7	3.1	18,025
No	15.2	66.5	18.2	131,611
Total N	21,673	103,398	24,565	149,636

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Some row percentages do not sum to 100 due to rounding.

Table D.4h. Wisconsin determinations at recertification, by individual characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
Gender				
Female	21.1	71.7	6.2	141,584
Male	27.1	61.6	11.2	90,212
Age				
16 to 30	10.3	80.3	9.4	78,920
31 to 45	19.1	71.5	9.4	92,811
46 to 59	49.9	45.7	4.5	60,065
Race				
White	34.4	57.2	8.3	45,776
Black/African American	27.9	64.0	8.0	35,747
Other	21.2	71.0	7.8	12,010
Missing/unknown	19.8	72.0	8.2	138,263
Marital status				
Never married	22.8	67.5	9.7	154,523
Married	13.0	83.7	3.3	33,137
Divorced/separated/ widowed	36.9	56.8	6.3	44,129
Has earned income				
Yes	6.1	90.1	3.8	70,033
No	31.8	58.1	10.0	161,763
Coded with a disability				
Yes	78.9	15.3	5.8	69,270
No	0.7	90.1	9.2	162,526
Has Social Security income				
Yes	65.5	30.0	4.5	51,324
No	12.3	78.5	9.2	180,472
Has SSI income				
Yes	68.6	26.2	5.2	21,596
No	19.5	72.1	8.4	210,200
Has Social Security or SSI income				
Yes	61.5	33.1	5.4	59,381
No	11.2	79.7	9.1	172,415
Homeless				
Yes	11.5	85.9	2.6	18,699
No	25.2	66.2	8.6	213,097
Total N	55,863	157,158	18,775	231,796

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Some row percentages do not sum to 100 due to rounding.

Table D.4i. Wisconsin determinations at application, by eligibility worker

	Percentage of workers who determined individuals ages 16 to 59 subject to work requirements	Percentage of workers who coded individuals ages 16-59 as having a physical/mental limitation
At about the average rate (within less than 5 percentage points) ^a	48.6	37.1
At a much higher rate (more than 10 percentage points higher)	5.4	17.9
At a somewhat higher rate (5-10 percentage points higher)	9.0	3.0

	Percentage of workers who determined individuals ages 16 to 59 subject to work requirements	Percentage of workers who coded individuals ages 16-59 as having a physical/mental limitation
At a somewhat lower rate (5-10 percentage points lower)	22.9	32.5
At a much lower rate (more than 10 percentage points lower)	14.5	9.4
Total N	1,315	1,315

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)
Note: Column percentages do not sum to 100 due to rounding.

Table D.4j. Wisconsin determinations at recertification, by eligibility worker

	Percentage of workers who coded individuals ages 16-59 as having a physical/mental limitation	Percentage of workers who determined individuals ages 16 to 59 subject to work requirements
At about the average rate ^a	21.0	72.0
At a much higher rate (more than 10 percentage points higher)	22.2	2.5
At a somewhat higher rate (5-10 percentage points higher)	3.1	3.7
At a somewhat lower rate (5-10 percentage points lower)	52.4	21.7
At a much lower rate (more than 10 percentage points lower)	1.3	--
Total N	1,412	1,412

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)
Note: Column percentages do not sum to 100 due to rounding.

^a Average rate for determined subject to work requirements is 8.1 percent; average rate for coded as having a physical/mental limitation is 24.1.

Table D.4k. Wisconsin determinations at application, by eligibility worker characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
Worker tenure				
Less than 1 year	10.1	74.3	15.6	14,723
1 to less than 3 years	12.8	72.5	14.6	31,283
3 to less than 5 years	17.0	66.5	16.4	24,798
5 to less than 10 years	14.3	68.4	17.3	41,598
10 years or more	16.1	66.7	17.2	37,234
Worker start date ^a				
Began job before 3/1/2020	15.5	67.3	17.2	99,665
Began job after 3/1/2020	12.5	72.7	14.8	49,971
Total N	21,673	103,398	24,565	149,636

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)
Note: Some row percentages do not sum to 100 due to rounding.

Table D.4I. Wisconsin determinations at recertification, by eligibility worker characteristics

	Percentage of individuals ages 16 to 59 determined not subject to work requirements and/or time limits		Percentage of individuals ages 16 to 59 determined subject to work requirements and/or time limits	Number of individuals ages 16 to 59
	Coded as having a physical/mental limitation	Not coded as having a physical/mental limitation		
Worker tenure				
Less than 1 year	18.0	75.3	6.7	19,804
1 to less than 3 years	21.8	72.1	6.1	44,907
3 to less than 5 years	26.2	64.5	9.3	43,487
5 to less than 10 years	24.2	66.9	8.9	64,682
10 years or more	26.1	65.4	8.5	58,916
Worker start date ^a				
Began job before 3/1/2020	25.2	65.8	9.0	160,727
Began job after 3/1/2020	21.5	72.3	6.2	71,069
Total N	55,863	157,158	18,775	231,796

Source: Mathematica analyses of Wisconsin administrative SNAP data (September 2023-November 2023)

Note: Some row percentages do not sum to 100 due to rounding.

^a We use 3/1/2020 as a proxy for the start of the COVID-19 public health emergency.