



SNAP E&T 101

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Agenda

- Work Requirements and SNAP E&T Eligibility
- Program Description and Policies
- Expanding Services Through E&T Partnerships
- SNAP E&T Funding

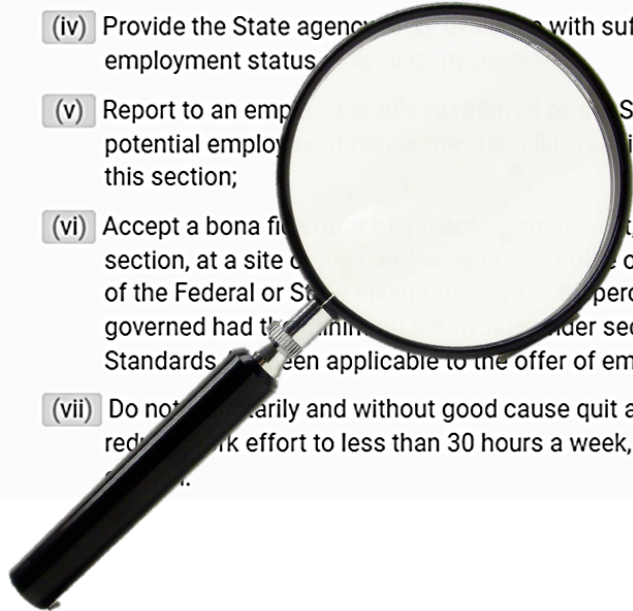
SNAP E&T Eligibility

SNAP E&T is a Work Requirement

§ 273.7 Work provisions.

(a) Work requirements.

- (1) As a condition of eligibility for SNAP benefits, each household member not exempt under paragraph (b)(1) of this section must comply with the following SNAP work requirements:
 - (i) Register for work or be registered by the State agency at the time of application and every 12 months after initial registration. The member required to register need not complete the registration form.
 - (ii) Participate in a Food Stamp Employment and Training (E&T) program if assigned by the State agency, to the extent required by the State agency;
 - (iii) Participate in a workfare program if assigned by the State agency;
 - (iv) Provide the State agency with sufficient information regarding employment status;
 - (v) Report to an employer or the State agency or its designee if the potential employer has imposed requirements described in paragraph (h) of this section;
 - (vi) Accept a bona fide offer of employment, as defined in paragraph (h) of this section, at a site of operation or lockout, at a wage equal to the higher of the Federal or State minimum wage or 85 percent of the wage that would have governed had the minimum wage under section 6(a)(1) of the Fair Labor Standards Act been applicable to the offer of employment.
 - (vii) Do not voluntarily and without good cause quit a job of 30 or more hours a week or reduce work effort to less than 30 hours a week, in accordance with paragraph (j) of this section.



What are Work Registrants?

- Work registrants are SNAP participants age 16 – 59 who are subject to the general work requirements.
- Work registrants are required to register for work or be registered by the State agency.
- Work registrants are mandatory E&T participants, unless they meet a **State-specific exemption**.

- SNAP participants are exempt from the general work requirements if they are...
 - Below the age of 16
 - Elderly (60+)
 - Mentally or physically unfit for work
 - Working or in another work program
 - Responsible for a child under 6 years old or an incapacitated person
 - In a drug/alcohol treatment program
 - A student enrolled at least half-time

State Exemptions from SNAP E&T

- State agencies have broad authority to exempt work registrants from the requirement to participate in E&T.
- Exemptions vary by State agency and can include:
 - All Work Registrants*
 - Lack of an appropriate or available spot in E&T,
 - Geographic location,
 - Pregnancy,
 - Homelessness,
 - Low-English proficiency.

**States that exempt all work registrants are all voluntary E&T States.*

Mandatory vs. Voluntary Participants

- State agencies may serve only mandatory, only voluntary, or a combination.

Mandatory Participants

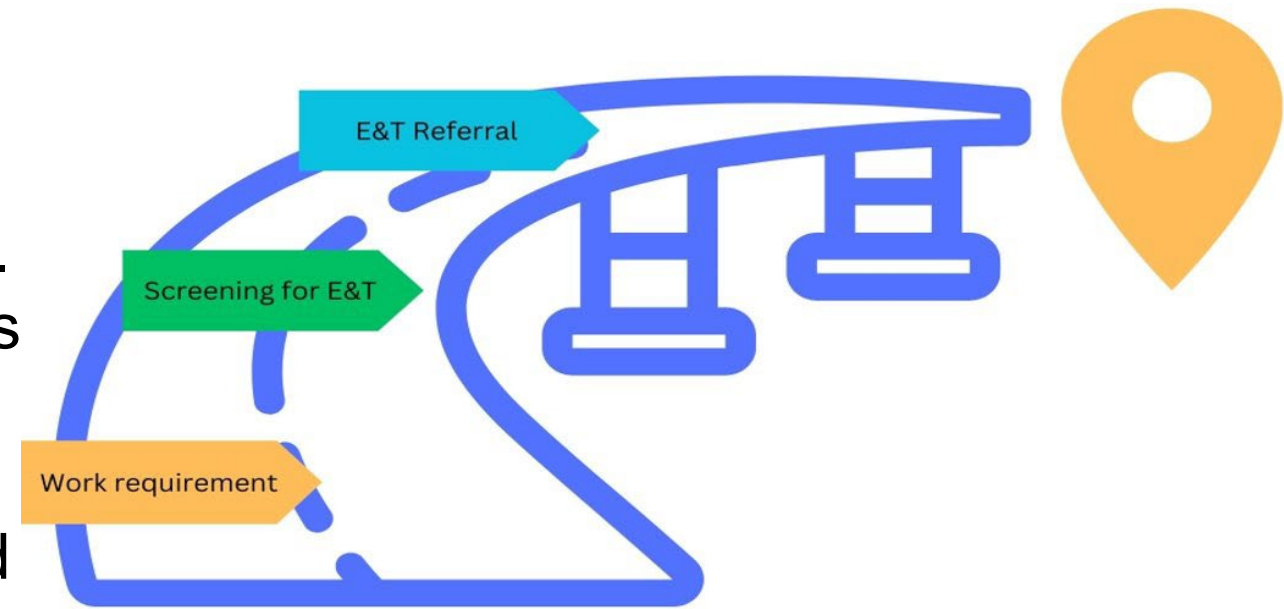
- Participants who do not qualify for Federal or State exemptions.
- Are required by the State to participate in an E&T program as a condition of receiving SNAP.
- Can be sanctioned for non-participation

Voluntary Participants

- Participants who qualify for an exemption.
- Choose to participate in an E&T program.
- May qualify for an exemption.
- Cannot be sanctioned for non-participation.

Screening and Referral to E&T

- Screening is an evaluation by the **eligibility worker** as to whether a person should or should not be referred for participation in an employment and training program.
- E&T screening and referral processes are foundational for a well-designed, intentional E&T program and are a critical part of properly identifying and informing mandatory E&T participants of their rights and responsibilities.



E&T Program

Purpose of SNAP E&T

(4) EMPLOYMENT AND TRAINING.—

(A) IN GENERAL.—

(i) IMPLEMENTATION.—Each State agency shall implement an employment and training program designed by the State agency, in consultation with the State workforce development board, or, if the State demonstrates that consultation with private employers or employer organizations would be more effective or efficient, in consultation with private employers or employer organizations, and approved by the Secretary for the purpose of assisting members of households participating in the supplemental nutrition assistance program in gaining skills, training, work, or experience that will—

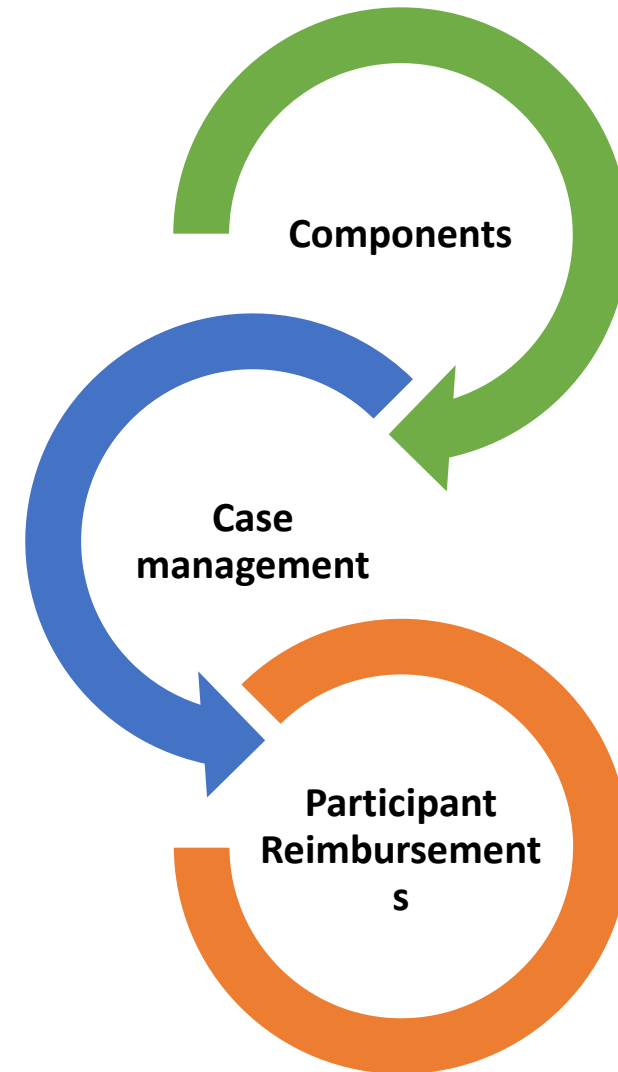
(I) increase the ability of the household members to obtain regular employment; and

(II) meet State or local workforce needs.

Section 6(d)(4) of the Food and Nutrition Act

State E&T Program Basics

- A State SNAP E&T program is a package of services.
 - Case Management
 - At least one (1) component
 - Participant reimbursements
- States have considerable flexibility to design an E&T program that meets the needs of participants and employers.



E&T Components

- **Supervised Job search and job search training** (work readiness)
- **Workfare;**
- **Programs designed to improve the employability of individuals through actual work experience, training, or both;**
- Programs designed to increase an individual's self-sufficiency through **self-employment;**
- **Education** that improves basic skills or employability and has a direct link to employment;
- **Vocational training;** and
- **Job retention** for minimum 30 days and up to 90 days.

Consultation and Coordination

- Consultation with state workforce development board
- Coordination with Title I of WIOA
- Consultation with tribal nations



State SNAP E&T Plan

- The State plan outlines the State's planned use of SNAP E&T funds for the fiscal year, including major policy and operational elements. Some examples:
 - Planned Components
 - Planned geographic locations
 - E&T screening and referral policies
 - Policies for participant reimbursements
 - Other policy requirements associated with serving mandatory participants*

**[State Responsibilities for SNAP E&T Programs](#) outlines the responsibilities for States that choose to serve mandatory v. voluntary E&T participants.*

State SNAP E&T Plan and Reporting

August 15: State
Submits Plan to FNS

1st Quarter of FY:
Plans are made
publicly accessible
via FNS website

October 1: Program
year begins

State reports to FNS
quarterly on
participation and
annually on program
outcomes

Expanding Services through E&T Partnerships



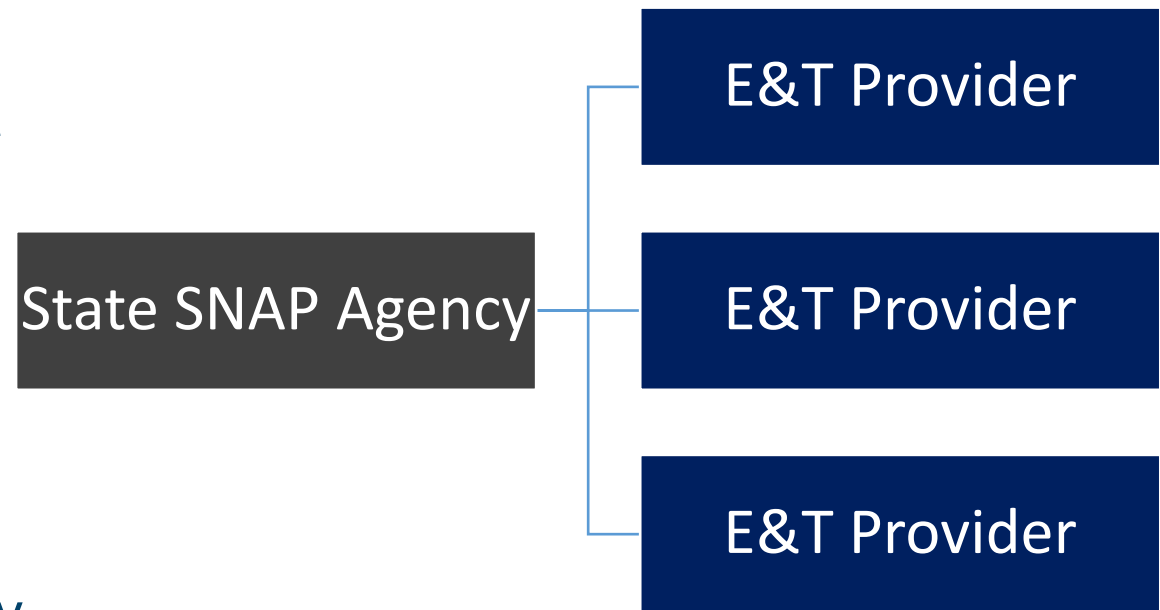
E&T Providers and Partnerships

- Working with high-quality E&T providers (e.g. community colleges, community-based organizations) to deliver services can improve overall quality and depth of services, connections with employers.
- The quality of SNAP E&T providers is a major factor in the success of a SNAP E&T program.
- State agencies should periodically review the mix of providers to ensure they offer a variety of services to diverse populations.



Basic Responsibilities of an E&T Provider

- E&T providers must be prepared to serve eligible SNAP participants, identify and track non-Federal expenditures eligible for reimbursement (as applicable), and collect and report participant data to the State agency.
- E&T providers may take on additional responsibilities, such as providing participant reimbursements and E&T case management services.
- E&T providers have the right and responsibility to identify individuals who are not a good fit in an E&T component and notify the State agency (“Provider Determination”).



State Responsibilities

- State SNAP agencies have overall oversight and administrative responsibility for operating the E&T program. Some of these functions:
 - Submitting the annual SNAP E&T State plan to FNS.
 - Establishing E&T state policies and ensuring enforcement.
 - Selecting providers.
 - Determining good cause.
 - Ensuring participant reimbursements are provided and establishing policy for allowable reimbursements.
 - Screening and referral to E&T.
 - Conduct regular oversight of E&T providers.
- Contracting with an “intermediary” can help States lessen the administrative and fiscal burden of the day-to-day management of providers.

State Responsibilities - Mandatory E&T

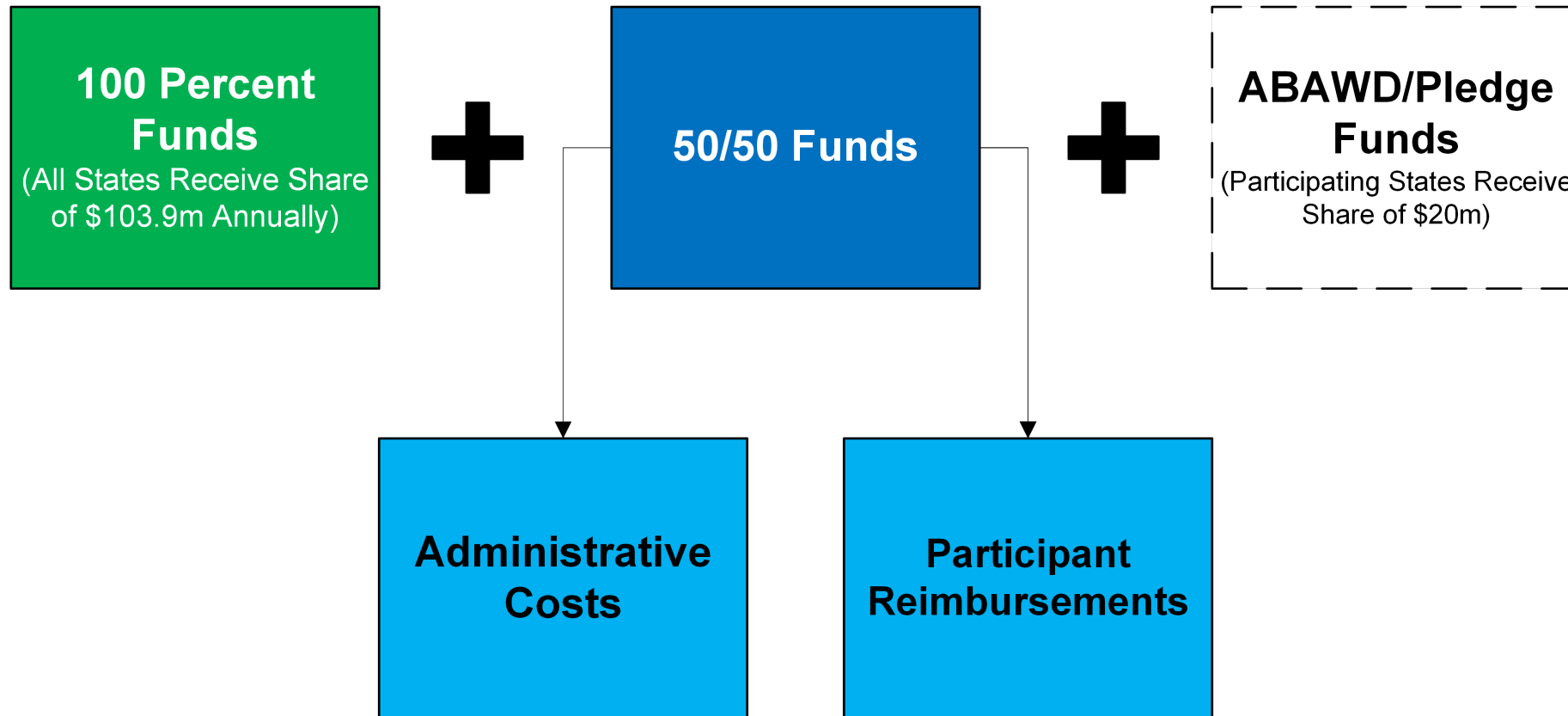
- States serving mandatory E&T participants have additional responsibilities, for example:
 - Must notify participants of rights (e.g. participant reimbursements) during screening.
 - Must exempt the participant from mandatory E&T if monthly expenses exceed the State's reimbursement amount.
 - Must determine good cause if a participant does not comply.
 - Must inform all mandatory participants of their rights and all pertinent information in written notice and oral explanation.
 - Must report to FNS on mandatory participants, including sanctions.

See: [State Responsibilities for SNAP E&T](#)

Funding

State SNAP E&T Funding: A Snapshot

Three Federal funding streams are available to State SNAP agencies to operate SNAP E&T programs.



Participant Reimbursements

- State agencies must provide payments for all expenses that are reasonably necessary and directly related to participation in an E&T program.
- States may partner with E&T providers to ensure these payments are available.



E&T Provider Funding Example

- States may enter into formal agreements with an E&T provider to deliver E&T services. State agencies may fund providers with 100% Funds or can work with E&T providers to identify their own non-Federal investments that may be eligible for 50 percent reimbursement. Below is an example of a 50% funding reimbursement model.

State contracts with E&T provider to deliver SNAP E&T services

FNS reimburses State for 50% allowable expenses

State passes reimbursement back to partner

Provider uses non-federal funds to pay for allowable expenses, and submits a claim for reimbursement through the State's E&T program

Provider reinvests funds into program expansion

Bottom Line

- The Food and Nutrition Act required that every state operate a SNAP E&T program but there is much more to operating an **effective** SNAP E&T program.
- States can partner with providers and other partners to **improve overall quality** and depth of services offered.
- FNS has a **substantial number of resources, tools, and in-person training opportunities available to States** to navigate E&T policy and efforts to grow and improve outcomes.

Learn More



QR: <https://www.fns.usda.gov/snap-et>

- **SNAP E&T Program Toolkit**

- E&T Policy
- Information on partnerships
- Information on allowable costs and participant reimbursements
- FAQs

- **SNAP E&T Operations Handbook (Update Coming Soon)**

- Information on third-party partnerships and options for structuring program partnerships



FNS Resources



More Than a Job

- Customizable Flyers, Posters, Social Media for your State's Program

QR: <https://www.fns.usda.gov/snap-et/more-than-a-job>



Growing and Strengthening SNAP E&T

- Practical and bite-sized resources for State agencies designing and implementing SNAP E&T programs.

QR: <https://www.fns.usda.gov/snap-et/growing-strengthening>

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