



Breaking Down Barriers and Building Futures with SNAP E&T

Jessica Bacon, Kelli Crabtree,
Dana Fenwick, & Don Gatewood

Hosted by: MARO

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Agenda

- Intro
- Framing Intake & Enrollment
- SNAP E&T Participants & their Barriers
- Assessment
- Addressing Barriers
- Q&A
- Close

Goals and Objectives

- Enhance the delivery of E&T services by focusing on identification and remediation of the variety of barriers that prevent SNAP E&T participants' success.
- Review SNAP E&T regulations and guidance.
- Discuss the variety of profiles that characterize SNAP E&T participants.
- Develop various profiles of SNAP E&T participants and identify common barriers.
- Panelists share program design, strategies, and best practices for assessing and addressing barriers to move SNAP E&T participants toward success.
- Acquire active participation, feedback, and input from audience.

Intake & Enrollment Process

- Step 1: Screening for Work Registration
 - To receive SNAP benefits, all work registrants must comply with SNAP work requirements including:
 - Participation in a SNAP Employment and Training Program [273.7(a)(1)(ii)]
 - The total universe of SNAP recipients is divided into work registrants and non-work registrants.
 - This process is accomplished through screening for exemptions from work registration [273.7(b)(1)(i-viii)]
 - All mandatory work registrants are provided a written notice and oral explanation of their work requirements. These work requirements include:
 - The general work requirement [273.7(a)]
 - Mandatory E&T [273.7(a)(1)(ii)]
 - ABAWD work requirements [273.24]

Intake & Enrollment Process 2

- Step 2: Screening for Referral to E&T
 - The State agency must screen each work registrant to determine if it is appropriate, based on State specific criteria, to refer them to the E&T program [273.7(c)(2)]
 - The State agency must inform all mandatory E&T participants that they may be exempted from E&T participation if their monthly expenses exceed the State's allowable reimbursement amount [273.7(d)(4)(v)]
 - The State Agency has the option to exempt all mandatory work registrants from mandatory E&T participation [273.7(e)(5)]

Intake & Enrollment Process 3

- **Step 3: Referral to E&T [273.7(c)(2)]**
 - The State Agency must refer individuals to E&T. This must happen whether the client is first seen at the SNAP office (direct referral), or the third-party provider (reverse referral).
 - E&T participants must receive both case management services and at least one E&T component while participating in E&T.
 - If there is not an appropriate and available opening in an E&T program, the State agency must determine the participant has good cause for failure to comply with the mandatory E&T.

Intake & Enrollment Process 4

- **Step 4: Assessment**

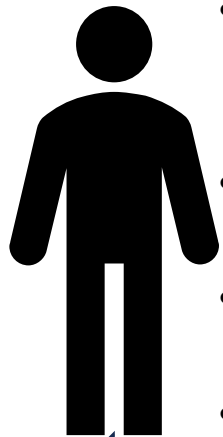
- As a best practice, SNAP participants should be assessed after referral to ensure they receive targeted E&T services.
- The certification process is considered complete when a participant is referred for assessment, therefore E&T funds may be now used to serve the client.
- Assessment is part of case management [273.7(e)(1)]

- **Step 5: Case Management [273.7(e)(1)]**

- The State E&T program must provide case management services such as comprehensive intake assessments, individualized service plans, progress monitoring, or coordination with service providers for all E&T participants.

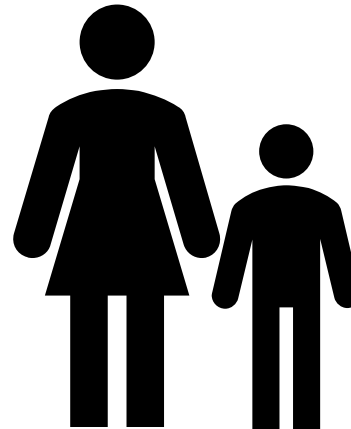
SNAP E&T Participants

Henry



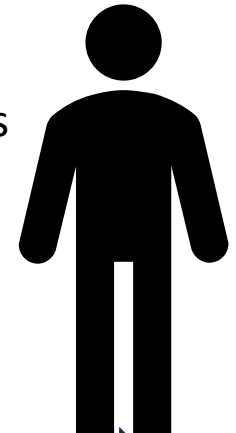
- Family on Food Stamps/SNAP for generations
- Recently released from incarceration
- Does odd jobs to earn cash
- 20 years old

Alice



- Recently approved for SNAP for the first time in her life
- Has a seven-year-old son
- Works as Home Health Aid (15 hrs. a week)
- 31 years old

Lawrence



- Never been on SNAP
- Recently fired from retail job
- Worked in retail sales for 20 years
- Married with 2 adult children
- Has GED
- 42 years old

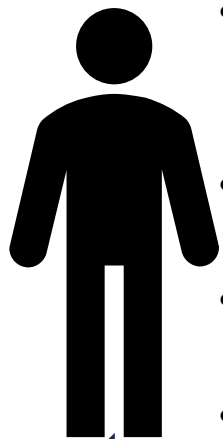


Think of a barrier and/or strength, write it on a Post-It note, and place on one of our SNAP E&T participants.

You have 5 minutes!

SNAP E&T Participants 2

Henry



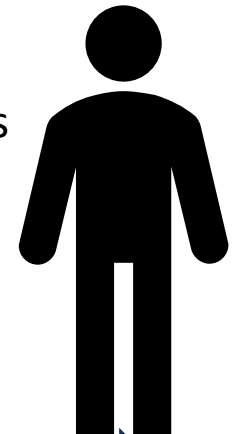
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Assessing SNAP E&T Participants

- Barrier identification
- Interview – interpersonal skills
- Work and educational background
- Literacy and numeracy (TABE and CASAS)
- Skills inventory
- O*NET Interest Profiler
- Probationary Period

District of Columbia

Department of Human Services

Jessica Bacon

Supervisory Vocational Development Specialist

MISSION

Assists SNAP recipients in achieving their career goals by providing participants with a broad range of services focused on their career interests and needs.

DC DHS 2

- Services
 - Voluntary
 - Occupational training, education, work readiness, job placement, and related services
 - 16 service providers include C.B.O.s and other government agencies.
- Workshops
 - Interviewing, resume writing, and financial literacy, as well as individualized coaching sessions.
- Special Program Feature
 - Seven (7) Vocational Development Specialist (i.e., career coaches) assist customers in developing individualized career plans and perform ongoing case management;
 - Three (3) third-party partner monitors provide oversight and technical support to partners/providers.
- Participant Reimbursements
 - Transportation, childcare, and other expenses.

ASSESSFORCE

What is Assessforce?

- **Assessforce** is a web-based assessment tool that helps DHS learn more about a customer's needs to provide supportive services and offer resources.
- Uses logic to make appropriate referrals to supports and services.
- The District developed two applications:
 - DHS Assessment Portal (DAP) – staff application for internal users.
 - Customer Assessment Portal (CAP) – self-assessment option for SNAP E&T customers

Features

- Modern, web-based
- Skip-logic functionality
- Uses a customer-centered approach that focuses the customer's priorities and strengths
- Examines the needs of the whole person/family by asking questions that use a 2Gen lens
- User-friendly/customer-centric
- 24 Hour Self-Assessment option

Career Team

Dana Fenwick

Regional Director

Career Team 2

- **Mission:** Accelerate the human condition.
- **Vision:** Provide innovative solutions to complex social challenges such as closing the opportunity divide, reducing unemployment, and eradicating poverty.
- **Basic Program Features:**
 - Case Management Services
 - SNAP E&T Components
 - Participant Reimbursements
 - Community Services
 - Barrier Reduction

Career Team 3

- **Trauma Informed Approach:**
 - Case Management framework designed to be trauma-informed
 - Staff are trained to recognize and respond to the effects of trauma experienced by E&T participants
 - Environment of safety, trustworthiness, and empowerment
 - Conscious of past experiences and conducive to healing and growth
- **Service Delivery:**
 - Purpose-driven services
 - Clear goals to enhance job readiness and economic stability
 - Structured to deliver efficient and effective support
 - Flexibility in case management approach
 - Meeting participants where they are

Career Team 5

- Assessments:
 - Personality Assessment-Do What You Are
 - Career Interest Inventory
 - CASAS
 - Entrepreneurial Assessment
 - Workplace Employability Skills Assessment

SNAP E&T Services Designed to Address Barriers

- On-Going Case Management
- Individual Employment Plans
- Participant Engagement & Retention
- Provider Determination
- Participant Reimbursements
- WBL Components
- Job Placement
- Job Retention

Coalfield Development

Kelli Crabtree

Chief Human Development Officer

Coalfield Development 2

- Inspiring the courage to grow, activating the creativity to innovate, and cultivating communities of opportunity in central Appalachia through four core capabilities:
 - Designing and scaling new programs in emerging sustainable sectors
 - Incubating and investing in well-paying employment social enterprises
 - Facilitating personal, professional and educational growth for people facing barriers to employment
 - Advancing, completing and/or managing community-based revitalization projects

Coalfield Development 3

- Basic Program Features:

- **On-the-job training:** construction, maintenance, deconstruction & reuse, agriculture, mineland reclamation, apparel printing & embroidery, woodworking
- **Personal development:** goal setting, staff support and paid time off to address the issues that cause barriers to successful employment; and financial literacy
- **Professional development:** computer literacy, customer service, OSHA trainings, mental health, first aid, soft skills through reflection groups and targeted learning
- **Educational development:** GED, associates degree, career & technical center certifications

Coalfield Development 4

- **Special Features:**
 - Paid on-the-job training and learning
 - 6-months - Workforce Readiness & Professional Success - Transition to external employment/advanced academics or transition to Crew Member
 - Up to 3 years - Crew Member
 - Crew Chiefs teach technical skills and facilitate learning through reflection.
 - Resource Navigation Coach, Transition & Education Coach and Programming Coordinator support the wrap around services, job readiness and professional development.
- **Assessment:**
 - Strengths & Needs Survey
 - O*NET Interest Profiler
 - CFPB Financial Well-being scale
 - Social Support Network Mapping
 - 2 Week Orientation Period

So Others Might Eat

Center for Employment and Training

Don Brien Gatewood

Senior Vice President

SOME CET

A tuition-free adult workforce-training program that prepares adult learners for national, industry-recognized certifications for careers in healthcare and building trades sectors.

Healthcare Programs

- Medical Administrative Assistant (MAA)
- Medical Assistant (MA)

Building Trades Programs

- Building Maintenance Service Technician (BMST)
- Heating, Ventilation, and Air Conditioning (HVAC)

SOME CET

Eligibility

- DC, Maryland, Virginia Resident
- Minimum Age: 18
- Minimum Math CASAS Score: 208
- Minimum Reading CASAS Score: 225

Industry Classes

- Adult Basic Education (Math and Reading)

Assessments

- Strength
- CASAS
- Digital Literacy
- Adult Basic Education
- Student Success Manager

Certifications

- Healthcare Certification (MA, MAA), National Health Career Association
- Building Maintenance and HVAC Certifications (EPA Universal 608 Type 1, 2 and 3)

SOME CET

- Interdisciplinary team approach address participant issues and needs.
- Supportive services include transportation assistance, food services, crisis counseling, and assistance with applying for/accessing public benefits.
- Trainees also have access to all services within the larger SOME continuum, which includes housing, food security, behavioral and mental health services.
- Referrals to external services such as healthcare, dental, eyeglasses, food, and other supportive services.
- A coalition of 42+ employer partners serve as externship and employment placement sites.

Q & A

In Summary

- SNAP E&T regulations and guidance set the framework for the importance of screening, referral, assessment and case management.
- There is a vast variety of SNAP E&T participants that may have similar and contrasting barriers to success.
- Thorough assessments are critical for identifying barriers and creating an individualized plan for participants.
- Addressing participants' common and unique barriers are essential to moving them towards success.
- If implemented effectively, SNAP E&T can make the difference in moving individuals and families towards economic independence.

Thank You!

Jessica Bacon – jessica.bacon@dc.gov

Dana Fenwick – dana@careerteam.com

Kelli Crabtree – kcrabtree@coalfield-development.org

Don Gatewood – dgatewood@some.org

Christopher Nasados – christopher.nasados@usda.gov

Derrick Dolphin – derrick.dolphin@usda.gov

We want to hear from you!

Provide feedback on this session by scanning the QR code and filling out the survey



QR: <https://www.surveymonkey.com/r/F6HFLHH>