

Framework for Determining the Effectiveness of SNAP E&T Programs

SNAP E&T National Forum

October 30, 2024

SNAP Office of Employment and Training, USDA/FNS

Setting the Stage and Objectives for Session

- Gather thoughts and attributes of an effective E&T program
- Share FNS work-in-progress Framework for Determining Effectiveness of SNAP E&T programs



Tips for Using the Polling

- On phone or tablet – scan the QR code on the next slide
- Or use the web address in your browser
- You may need to use the zoom in feature of your camera
- Entering name is “Optional” or you can “skip”
- Keep the poll open for the entire session
- Having issues – just raise your hand for help



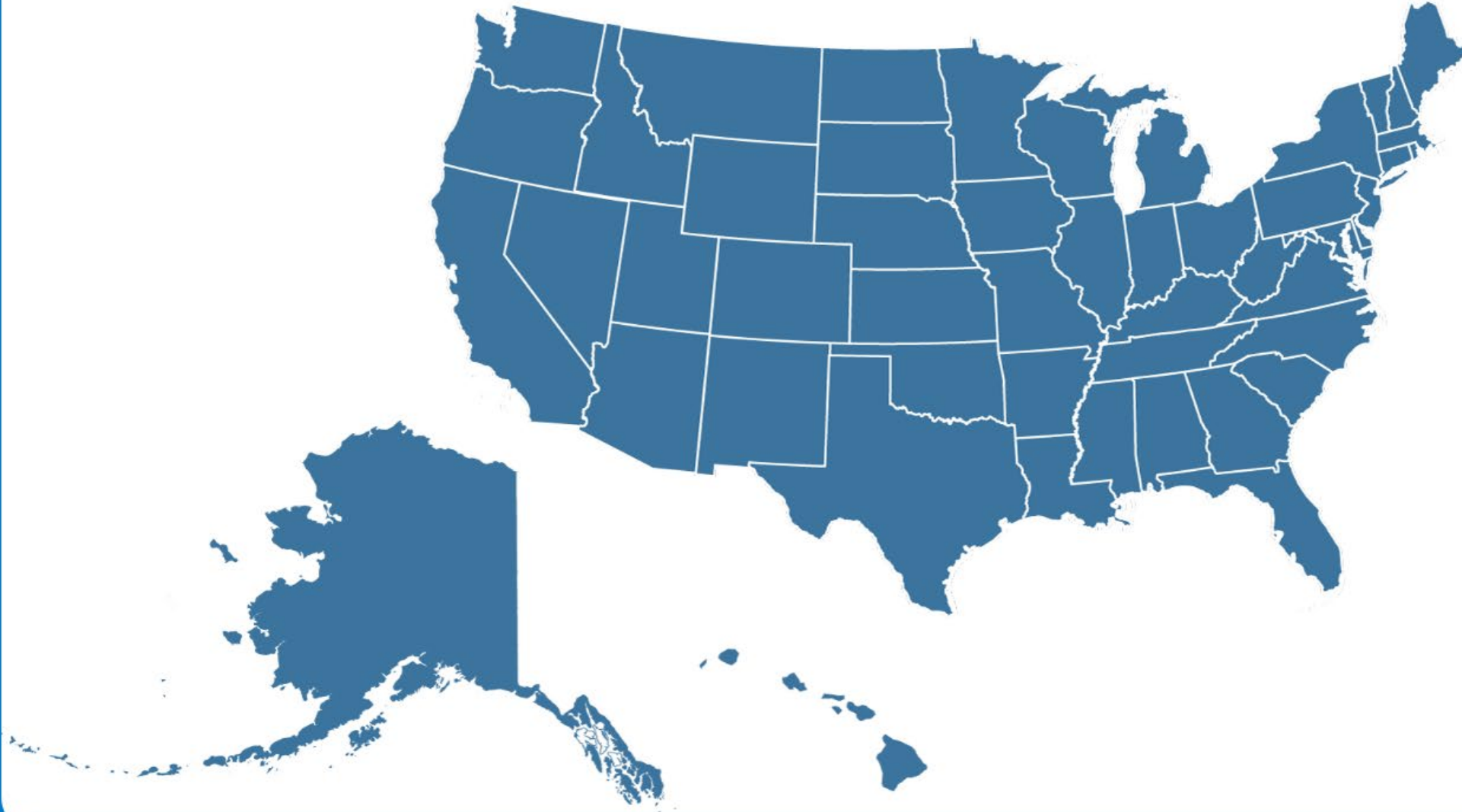
How to join the poll

- Join using the url:
- PollEv.com/zacharyroth115

- Join using the QR code:



What state are you representing?



Purpose of SNAP Employment and Training Food and Nutrition Act Sec. 6(d)(4)(A)

Assisting members of SNAP households in gaining skills, training, work or experience that will:

- Increase the ability of household members in obtaining regular employment; and
- Meets the State or local workforce needs



SNAP E&T's Role in Purpose of SNAP Food and Nutrition Act, Sec. 2 Declaration of Policy

Promote the general welfare, to safeguard the health and well-being of the Nation's population by raising levels of nutrition among low-income households.

Added that the purpose of SNAP is to assist low-income adults in **obtaining employment and increasing their earnings.**

Such employment and earnings, along with program benefits, **will permit low-income households to obtain a more nutritious diet** through normal channels of trade by **increasing purchasing power** for all eligible households who apply for participation.



How would you define success in your E&T Program?

Nobody has responded yet.

Hang tight! Responses are coming in.

Why are we talking about Effectiveness?

2014 Farm Bill Changes to Sec. 16(h)(5) Food and Nutrition Act

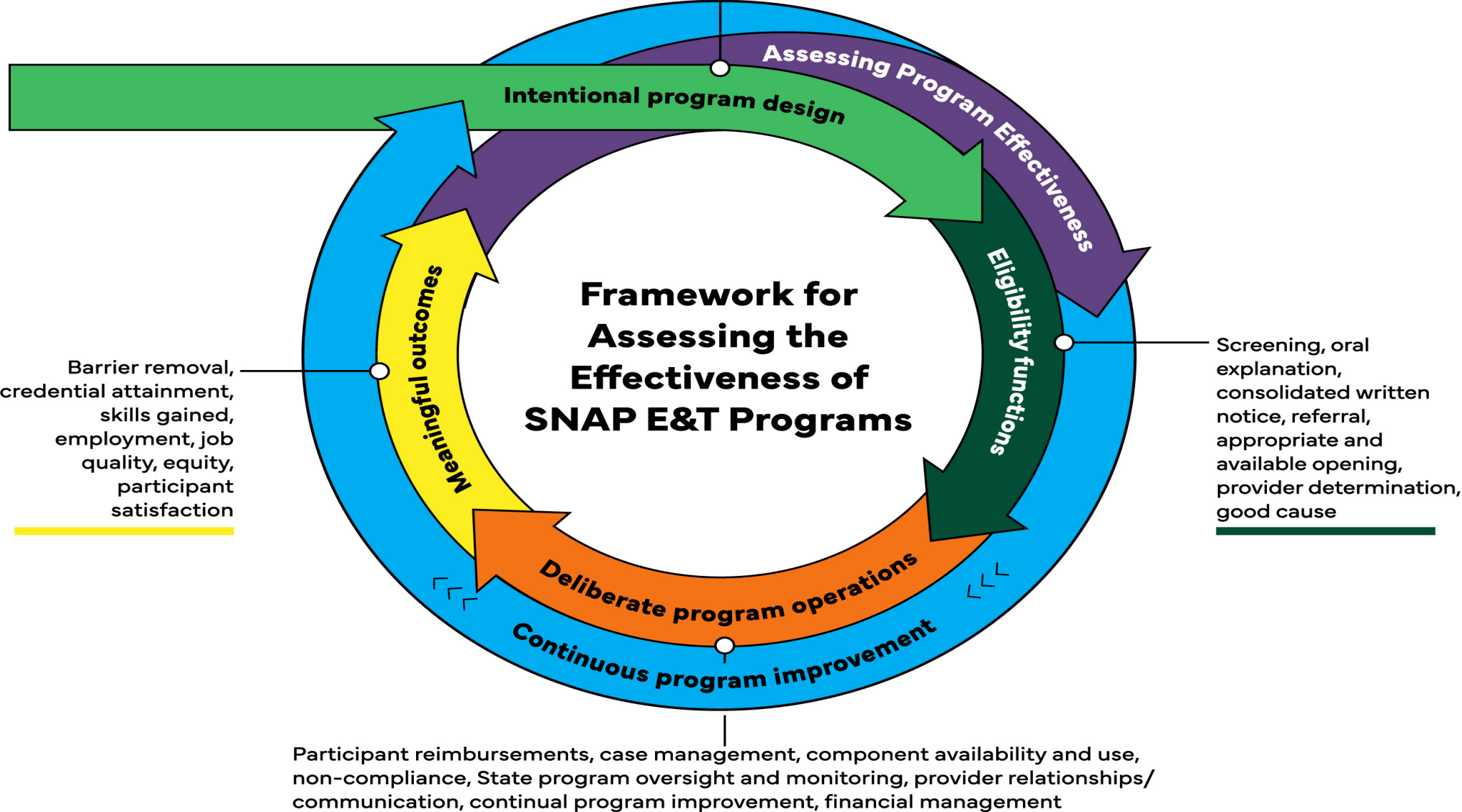
- **Reporting measures** to identify improvements in skills, training, education or work experience of SNAP participants
 - FNS specified measures aligned with workforce dev. Programs; and
 - State identified measures for individual components
- FNS responsible for assessing effectiveness of State's E&T programs, including:
 - Ensuring that program activities are appropriate to meet the needs of individuals referred by the State agency to an E&T program component
- Best Practices Studies – literature review every 5 yrs that highlights effective practices in E&T and workforce development programs

FNS Framework for Determining Effectiveness of E&T Program – WORK IN PROGRESS

- Road-map, not a scorecard
- Many inputs that control/impact how effective programs are administered
- Takes a Holistic approach, not based solely on outcome measures
- Numerous Information sources, such as State Plans, Management Evaluations, Participation reports and Annual Reports
- Result in continuous program improvement



Mission and vision statement, component selection, provider partnerships, consultation with State workforce development system, consultation with Indian Tribal Organizations



Barrier removal, credential attainment, skills gained, employment, job quality, equity, participant satisfaction

Screening, oral explanation, consolidated written notice, referral, appropriate and available opening, provider determination, good cause

Participant reimbursements, case management, component availability and use, non-compliance, State program oversight and monitoring, provider relationships/communication, continual program improvement, financial management

Please rank in order of importance the following aspects of an effective E&T Program

Intentional Program Design

Eligibility Functions

Deliberate Program Operations

Meaningful Outcomes

What other elements are important when determining effectiveness of an E&T program?

Nobody has responded yet.

Hang tight! Responses are coming in.

Framework: Intentional Program Design

- Mission & Vision - serves as the foundation for the E&T program and establishes program goals.
- Provider partnerships - State is engaging with providers that share similar goals
- Component selection - demonstrates how the program meets the needs of participants, and employers in the community.



Preview: Intentional Program Design

What	Why	How
Intentional Program Design		
Mission and vision statement	Serves as the foundation for the SNAP E&T program and includes who it should serve and what are the program goals	<p>The mission and vision statement includes information about who the program wants to serve and how it meets the needs of those participants (Y/N)</p> <p>The mission and vision statement is responsive to employers' needs (Y/N)</p> <p>The mission and vision statement includes actionable outcomes that can be measured (Y/N)</p> <p>Has the agency communicated the mission and vision statement to all staff and partners (Y/N)</p>
Component selection	Demonstrates how the program meets the needs of participants and employers in the community	The components offered allow the program to meet the mission and vision statement (Y/N)

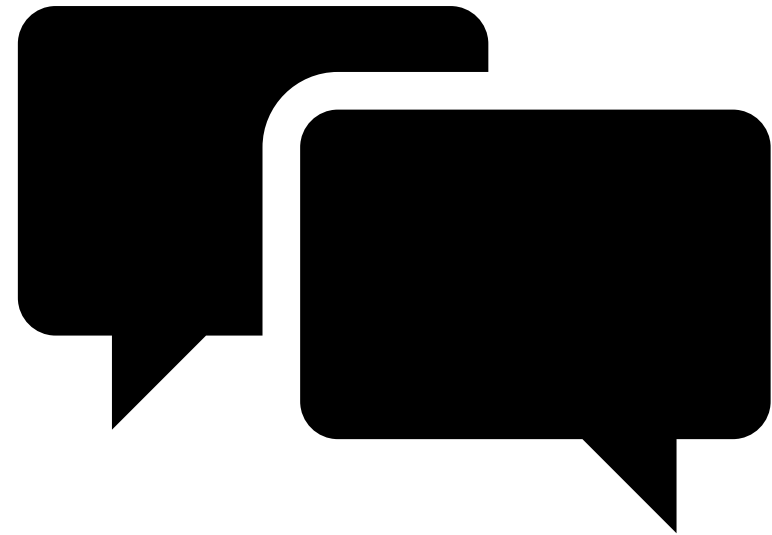
How do you ensure that your program is intentionally designed?

Nobody has responded yet.

Hang tight! Responses are coming in.

Eligibility Functions

- Screening and Referral- serves as the entrance to the E&T program
- Proper noticing- ensure clients are aware of their rights and responsibilities
- Good Cause- supports participants who are not able to participate in E&T



Preview: Eligibility Functions

What	Why	How
Eligibility Functions		
Screening for referral to E&T program	Gathers information to help identify participants with needs and goals that can be met through participation in the SNAP E&T program	<p>Have specific criteria for screening that are aligned with the design of the State’s E&T program. (Y/N)</p> <p>All individuals are screened for SNAP E&T (Y/N)</p> <p>All non-mandated SNAP participants hear information about the SNAP E&T program (Y/N)</p> <p>SNAP E&T program is marketed effectively as part of the screening process for referral to E&T (Y/N)</p> <p>Screening questions are integrated into the eligibility system (Y/N)</p> <p>Eligibility worker has some flexibility during the screening process (Y/N)</p> <p>Eligibility workers are trained on what the E&T program offers. This could include hearing success stories and learning about E&T providers in their area so they can better market the program when talking to potential participants (Y/N)</p>
Oral explanation	Helps participants understand expectations for applicable work requirements, potential consequences, and their rights and responsibilities	<p>Offers an oral explanation (Y/N)</p> <p>Every household receives an oral explanation</p> <p>The head of household who receives the oral explanation understands which household members the information applies to</p> <p>The oral explanation includes details about what the SNAP E&T program offers</p> <p>Eligibility workers are knowledgeable about the SNAP E&T program to provide information during the oral explanation</p>

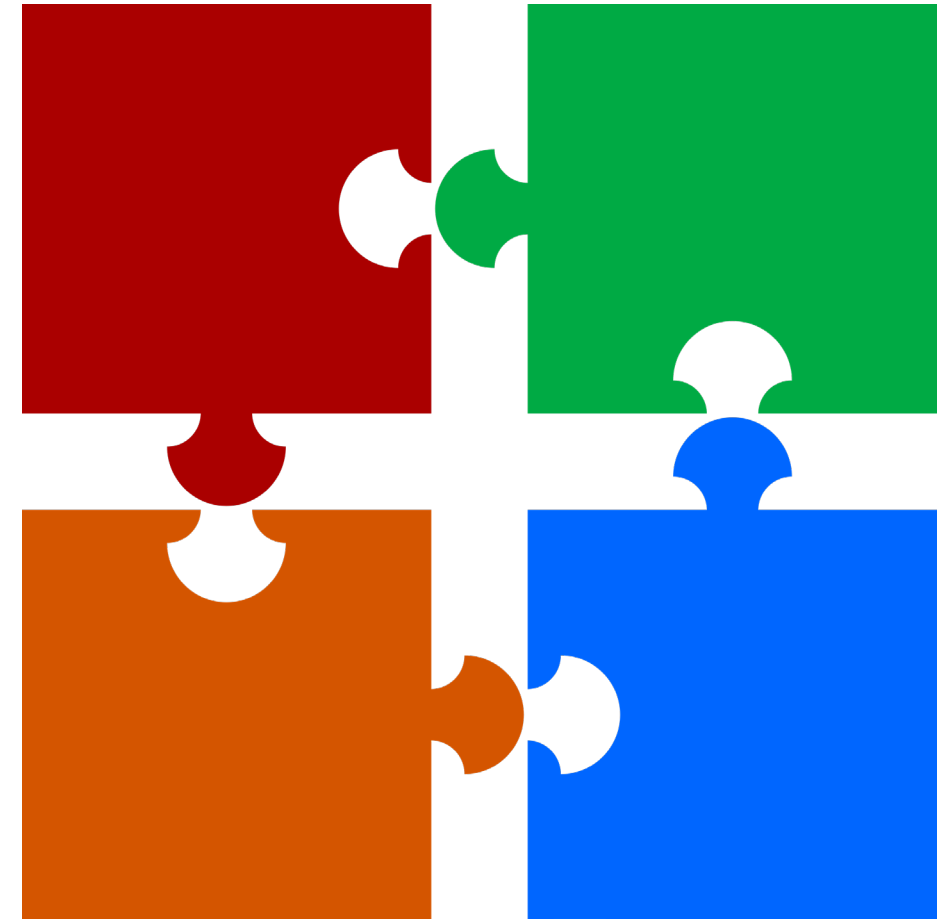
What eligibility functions are essential to ensuring you have an effective E&T program?

Nobody has responded yet.

Hang tight! Responses are coming in.

Deliberate program operations

- Participant reimbursements: improves equitable access to E&T services
- Case management: matches participants with available E&T services that meet the individual needs and goals.
- Component availability
- Provider Relationships



Preview: Deliberate Program Operations


What	Why	How
Deliberate Program Operations		
Participant reimbursements	Removes barriers to successful participation in E&T and improves equitable access to E&T services	Need for participant reimbursements is continuously identified and provided on an as-needed basis (Y/N)
		Amount spent on E&T participant reimbursements as a percentage of the estimated budget for participant reimbursements, overall and per participant
		Number of E&T participants that received reimbursement as a percentage of the anticipated number of participants to receive reimbursement
		Percentage of participants that receive supports including obtaining a bus pass, uniform, or supplies for training, receiving childcare, etc. that are necessary for participation in SNAP E&T
		Participant reimbursements are accurate, timely, and reasonably necessary (Y/N)
Case management	Matches participants with available E&T services that meet their individual needs and goals; Promotes engagement by tracking progress towards participants' goals	Intensive case management offered (Y/N)
		Assessments offered to identify potential barriers and plans developed to address barriers (Y/N)
		Average number of case management meetings per participant

What aspects of deliberate program operations are most important to your E&T program?

Nobody has responded yet.

Hang tight! Responses are coming in.

Meaningful outcomes

- Employment/earnings measures - indicates participant success in meeting employment goals
 - Skills gain - demonstrates success of participants engaged in education or training activities
 - Customer Experiences – participants know how to access E&T services
 - Utilization of E&T Funds
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Preview: Meaningful Outcomes

What	Why	How
Meaningful Outcomes		
Skills gained	Demonstrates the success of participants engaged in education or training activities; Indicates progress toward meeting employment goals	Percentage of participants in applicable components who gained measurable skills overall and by participant characteristics
Employment	Indicates participant success in meeting their employment goals and their progress toward increasing self-sufficiency	Percentage of participants with unsubsidized employment in 2nd and 4th quarters after completion of participation in E&T by participant characteristics (ethnicity, race, mandatory or voluntary, ineligible mandatory, HS diploma or equivalent, ABAWD)
		Median quarterly wages in 2nd quarter after completion of participation in E&T by participant characteristics
Job quality		Job quality through the percentage of participants who receive health benefits from their employers and have predictable work schedules

What do you consider to be meaningful outcomes in your SNAP E&T program?

Nobody has responded yet.

Hang tight! Responses are coming in.

Path Forward: Framework for Assessing Effectiveness

- Continue to seek State feedback/input this year
- Make refinements/adjustments to framework
- Plan to utilize in Fiscal Year 2026





Last Thoughts or Questions

Nobody has responded yet.

Hang tight! Responses are coming in.

Resources

- [Growing and Strengthening SNAP E&T Programs](#) Series of 4 briefs
- [SNAP E&T 2014 Farm Bill Pilot Projects](#) – Issue Briefs and Evaluations
- [SNAP to Skills](#) – Tools, Resources, Past Institutes and Learning Academies
- [More than a Job](#) – Marketing tools



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>