



# SNAP E&T and Workforce Partnerships: Strategic Collaboration for Sustainable Growth

Through the National Partnership Grant awarded by the USDA and FNS, and in partnership with Seattle Jobs Initiative and Third Sector Capital Partners, NAWB provides multi-faceted technical assistance for workforce development boards interested in becoming third-party SNAP E&T providers or intermediaries.

**OCTOBER 29-30, 2024 | TYSONS CORNER, VA**

# Today's Agenda

- Welcome and Introductions
- NAWB Workforce+SNAP E&T Community of Practice
- Introduction to workforce boards, workforce development system & WIOA funding
- SNAP E&T and Workforce Board Partnerships
- State SNAP agency role and perspective
- Questions
- Wrap up

# Learning Objectives

- Increase understanding of workforce development system; Workforce boards, American Job Centers and WIOA/DOL funding stream.
- Increase understanding about partnership options that connect SNAP E&T with local workforce boards
- Increase understanding from State SNAP agency perspective on the importance of increasing collaboration with workforce development programs/local workforce boards.

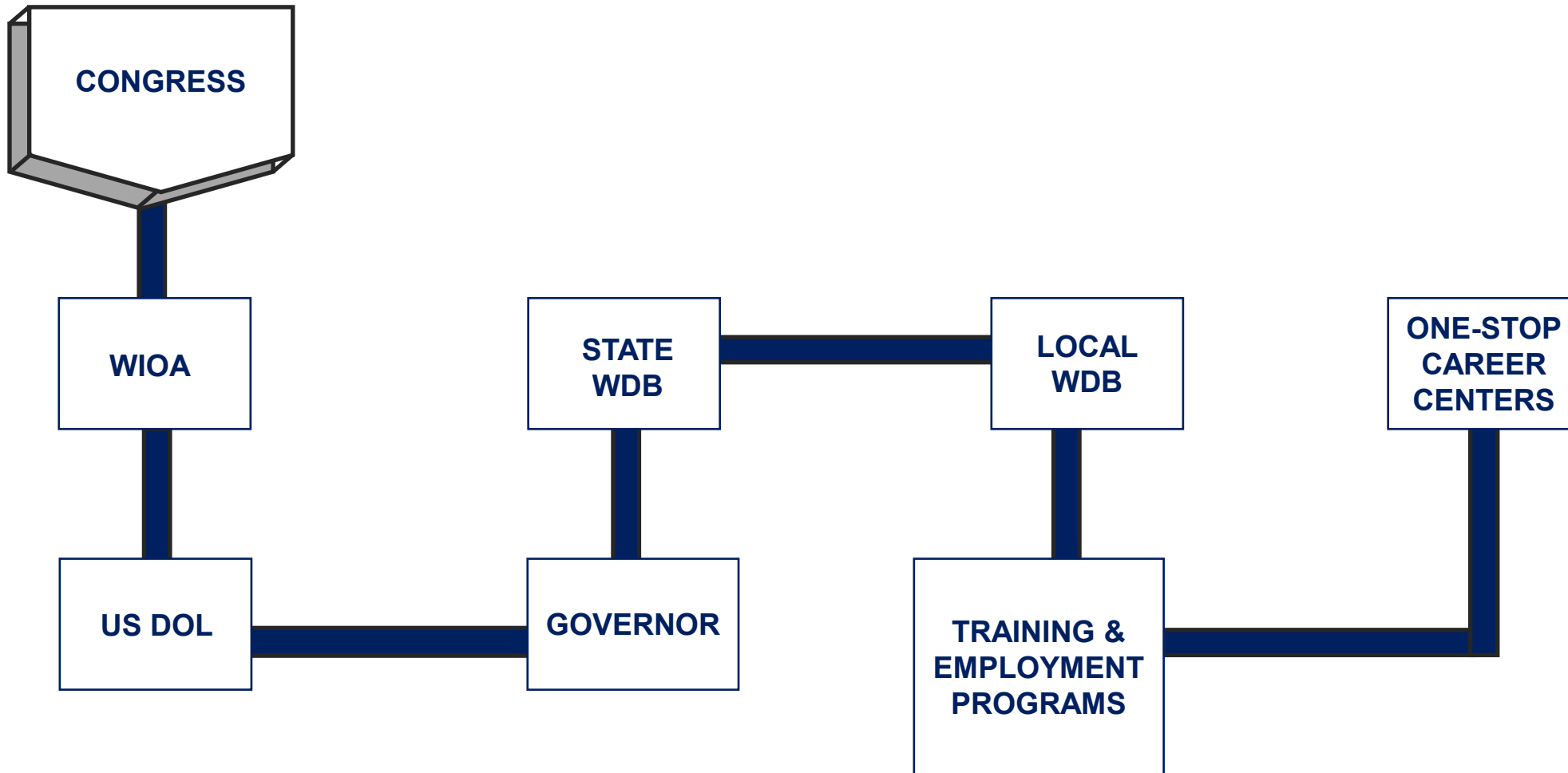
# NAWB Overview

**Serves, supports and represents ~590 State and Local Workforce Development Boards (WDBs) and their 12,000+ business members**

**NAWB's Vision** is accelerating the impact of workforce boards to **advance prosperity** for individuals, businesses, and communities.

**NAWB's Mission** is to effectively advocate and continuously **advance America's workforce system** by ensuring workforce boards have the expertise and capacity to meet the needs of business, job seekers, and communities.

# The Public Workforce System



# Workforce Innovation & Opportunity Act (WIOA)

- The purpose of WIOA is to better align the workforce system with education and economic development to create a collective response to economic and labor market challenges on the national, state, and local levels.
  - Prosperity of U.S. Economy
  - Improve ROI on Workforce Investment
  - Access and Opportunity
  - Support Alignment of Workforce System
  - Promote Improved Service Delivery
- Boards run the local “One Stop” or American Job Center

# WIOA Titles

## **I. WORKFORCE DEVELOPMENT ACTIVITIES**

*Adults, Dislocated Workers, Youth*

Provide jobseekers with career counseling, job search assistance, and job training.

National Programs: Native American, Migrant and Seasonal Farmworkers, Veterans, Job Corps, YouthBuild

## **II. ADULT EDUCATION AND LITERACY**

Assist adults who lack basic skills. Services assist with improving reading, writing, math, and English proficiency; attaining a high school diploma or equivalent; and transition to employment or postsecondary education/training

## **III. AMENDMENTS TO THE WAGNER-PEYSER ACT (EMPLOYMENT SERVICE)**

A national system public employment offices, known as the Employment Service, with the purpose of matching job seekers, including Unemployment Insurance (UI) recipients, to employers seeking workers.

## **IV. AMENDMENTS TO THE REHABILITATION ACT (VOCATIONAL REHABILITATION)**

Assist individuals with disabilities maximize their employability, independence, and integration into the workplace and society. Programs offer comprehensive and individualized services including vocational rehabilitation, occupational training, and assistive technologies.

## **V. GENERAL PROVISIONS**

# What Is a Local Workforce Development Board (WDB)

- 550 local areas nationwide
- Local areas are designated to receive WIOA funding
- WDB is an advisory board that provides strategic, fiscal, and performance oversight for the designated local areas.
- WDB is one of the key stakeholder in the workforce development systems



# What Are the Functions of WDB?

- Local/regional plans
- Program oversight/provider selection/Admin
- Workforce, research and labor market information (LMI)

- Engaging in sector strategies
- Negotiating local performance
- Economic development

- Convening, brokering, leveraging
- Engaging employers
- Developing career pathways

# WDB Membership

- **Board Member Appointment**
- Critical to the success of the Board and to the success of the workforce development “system”
- Good practice: Board reflects the critical industry sectors and voices in the region

In appointing the board, the Chief Local Elected Official:

**Shall Include**

- Business (51%)
- Workforce – Labor (20%)
- Adult Education and Literacy
- Higher Education
- Government & Economic Development
- Wagner-Peyser
- Vocational Rehabilitation

**May Include**

- Community Based Organizations
- Youth Organizations
- Transportation
- Housing Specialists
- Philanthropic Organizations

# Contact Information: National Association of Workforce Boards

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# NAWB Community of Practice Resources & Activities

## Workforce & SNAP E&T Resources

NAWB Community of Practice

[SNAP E&T Community of Practice \(nawb.org\)](http://nawb.org)

- SNAP E&T & Workforce Board Tools
- Case Studies, SNAP E&T & workforce board partnerships
- Webinars - SNAP E&T & workforce

# Learnings from the NAWB National Partnership Project

WDBs - Interested and curious about the opportunity to work with SNAP agencies on E&T; how to get started.

Funding & services – How does the funding work? Can you braid SNAP E&T and WIOA funding, do WDBs need non-federal funds to partner

Data systems – SNAP E&T and WDB collaboration requires working across 2 separate data systems

SNAP E&T eligibility, data collection and performance outcomes

Aligning two different “Cultures”; SNAP E&T has a strong social services framework; workforce can be more about performance outcomes and ability to benefit.

Addressing ABAWD work requirements; what should WDBs/AJCs need to know

# Options to Coordinate with the SNAP Agency

## Examples:

Intentional referral process connecting SNAP E&T participants with local workforce services including American Job Centers(AJC) & contracted workforce providers utilizing Workforce Innovation and Opportunity Act (WIOA)

Jointly serve and co-enroll participants in both WIOA and SNAP E&T services.

Contract with SNAP agency to operate as a SNAP E&T intermediary.

Contract with SNAP agency to operate as a SNAP E&T as third-party partners.



**The San Diego Workforce Partnership** is a designated contractor for the CalFresh Employment & Training program in San Diego County.

We partner with existing employment and training programs that can help CalFresh participants as they work on gaining the skills and training necessary to find and retain high-quality employment on their path towards self-sufficiency.



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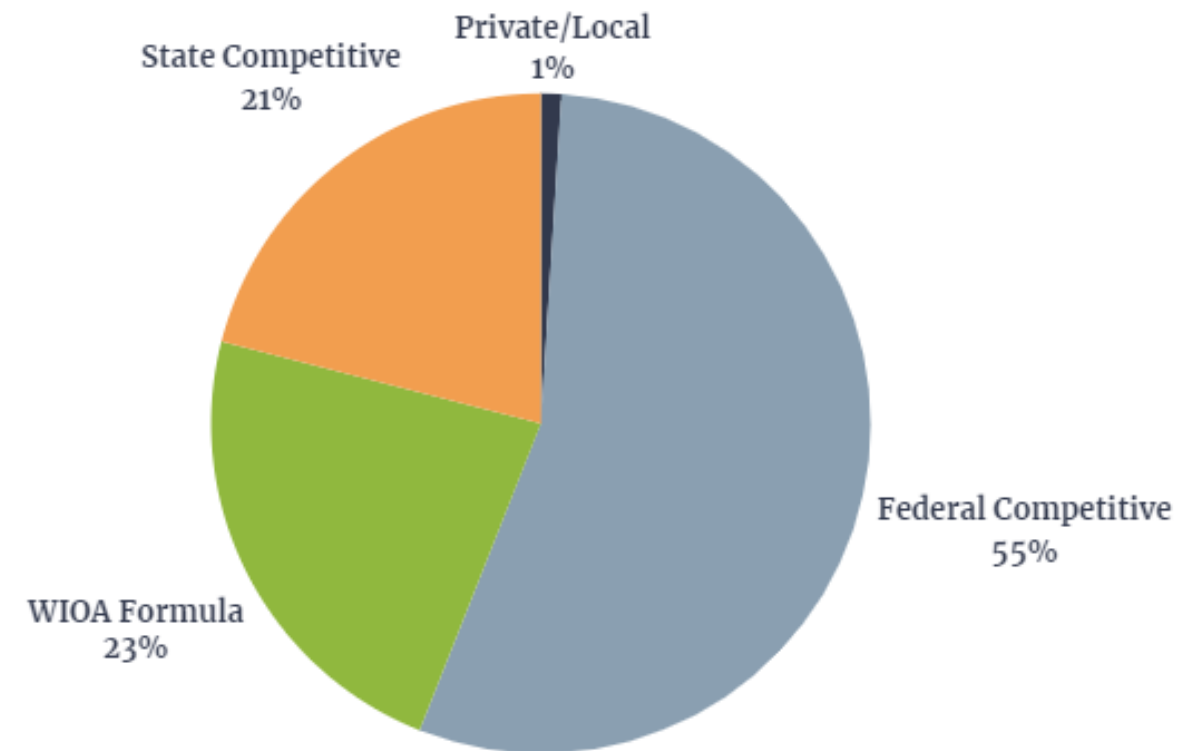
# An integrated workforce development system with diverse braided funds for maximum impact

Jessica Clayton | Division Executive of Programs and Development



**SPOKANE  
WORKFORCE  
COUNCIL**

- A “no wrong door” local system approach with multiple integrated partners is a step beyond co-location.
- Co-enrollment ensures customers have access to the full breadth and depth of resources they need to be successful.
- \$18 million in active grants under management
- 23+ fund sources
- Braided and blended funds allow for flexibility of staffing, enhanced sustainability, and increased continuity of services for jobseekers and employers.



# Funding

# Program Activities



**USDA FNS (Food and Nutrition Services)**

**WA State Dept. of Social and Health Services (DSHS)**

**Spokane Workforce Council as Intermediary**

**Service providers (Young Adult Services)**

- Operated out of Next Generation Zone (ages 16-24)
- Required activities are aligned with current service offerings, including:
  - Secondary education (GED classroom)
  - Employment assistance (career coaching, job training)
  - Direct client support (e.g. transportation and housing financial assistance)
- No additional direct support staffing required.
- 50% reimbursement from DSHS becomes flexible (unrestricted) funding.

**Career Path Services**

**Goodwill Industries of the Inland Northwest**

**Northeast WA Educational Service District (NEWESD 101)**

## Matching Funds



- **Service providers must contribute 50% of contract total in non-federal matching funds. Why?**
  - Leverage additional resources for better outcomes.
  - Ensures service providers have a stake in the success of participants.
- **SWC uses:**
  - State Economic Security for All (EcSA)
  - Other state and private grants
  - Reutilized SNAP E&T funding (reimbursement from DSHS used in same program year)
  - Previous year's SNAP E&T earnings.

**E&T activities must align with matching fund activities!**

## Flexible Funding



- **Reimbursed funds become flexible and can be spent during the program year they are earned (reutilized funds) or saved to use in future program years.**
  - Funds can be used to provide new services or supplement existing programs.
  - Example: Reduced WIOA Youth supportive service budget supplemented with unrestricted funding obtained as 50% DSHS payment in a previous program year.

## Profit Sharing



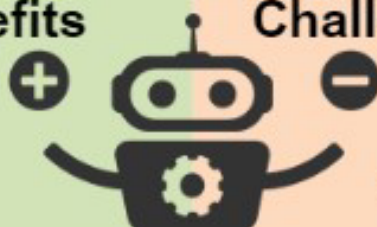
- **Based on performance, spending, and hours spent working on program activities.**
- **Provided to service providers to:**
  - Incentivize participation
  - Encourage additional service offerings
  - Supplement rental costs
  - Use as desired (e.g. staff appreciation/retention)

Earning flexible funds

Supplement direct client funds

Program alignment of local DSHS and workforce system

**Benefits**



**Challenges**

Finding match funding

Administrative burden (e.g. tracking staff hours)

Must use DSHS' customer database in addition to our state MIS



# SNAP Agency Perspective

Sarah Turner

Chief, CalFresh Employment & Training  
California Department of Social Services

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# SNAP Agency Perspective

## SNAP E&T and WIOA Programs

- **CDSS** California Department of Social Services
  - County Welfare Departments (CWD)s Administer CalFresh E&T Programs with CDSS Oversight
- **CWDB** California Workforce Development Board
  - Local Workforce Development Boards (LWDB)s Administer WIOA Programs with CWDB Oversight
- Beyond [7 CFR 237.7\(c\)\(5\)](#)
- Networks, Services, and Participants
- Challenges to Collaboration
  - Budget Building
  - Reporting Requirements
  - Recruitment

# SNAP Agency Perspective

## State Level

- Labor and Workforce Development Agency
- CDSS and CWDB Collaboration:
  - Regional Workforce & Equity Partnership
  - SNAP E&T State Plan / WIOA Unified Strategic Workforce Development Plan
  - Partnership Agreement
- Approach Supports Local Control

## Local Level

- CWDs and LWDB Design
- Partnerships:
  - Joint Service Delivery
  - Third-Party Partner
  - Subrecipient
  - Intermediary
- Example CWD/LWDB Alignment:
  - Kern
  - Los Angeles
  - Marin
  - Orange
  - Santa Clara
  - Sonoma

# SNAP Agency Perspective

## Benefits and Incentives of Service Alignment Strategies

- Individuals
  - Eligibility Fluctuations and a Continuum of Services
  - Expanded networks and opportunities
- Agencies
  - Meet Workforce Needs
  - Increased Funding Options
- Communities
  - Economic Growth
  - Social & Economic Mobility
  - Local Pride





# Questions





# Contact Information

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